ALBANY — CSEA President William L. McGowan has led a slate of incumbent officers to what wire service news reports describe as an "overwhelming" victory in the court-ordered rerun of the union's 1982 statewide election.

The results were announced on Oct. 13 by Elections Procedure Committee Chairman Gregory Szurnicki. The ballots were counted at the offices of the Independent Election Corporation of America, Lake Success, N.Y., under the supervision of the U.S. Department of Labor.

The rerun election, under the supervision of the Dept. of Labor, was ordered by Federal District Judge Roger Miner in July based on a complaint by the U.S. Dept. of Labor. The judge ruled that the ballot used in the 1982 election did not conform with the secret ballot requirements of the Labor Management Reporting and Disclosure Act. Although there was no finding of any impropriety on the part of the union in the 1982 election, the court ruled that the ballot could have had a "chilling effect."

The results show there was no validity to the "chilling effect" theory. Nearly 14,000 more members participated in the original election than in the rerun supervised by the Dept. of Labor.

"The higher voter turnout in the original election indicates to me that our members have more confidence in their union than in an election supervised by a Labor Secretary who is facing criminal charges," said President McGowan. He was referring to Labor Secretary Raymond Donovan who brought the complaint but has since been indicted on a number of criminal charges by a Bronx Grand Jury. Donovan is the first sitting cabinet official in U.S. history to be indicted.

McGowan's margin of victory actually increased over the original three-way race in which he was opposed by Regional Presidents James Moore and Robert Lattimer. In 1982, McGowan received 57% of the votes cast; in the rerun he received 63%.
Committee finds charges against union unfounded

ALBANY — Concluding that allegations printed in The Free Press, a publication circulated to a number of CSEA officers and members, are “completely and totally void of any substantiation,” a committee of the union’s statewide Board of Directors has issued a report resulting from its four-month investigation.

In early April, the Board called for an ad hoc committee to investigate and report on charges contained in the publication in a group called “Members Committee for an Honest Union Inc.” Appointed to serve on the investigative committee were Chairman C. Allen Mead, Vice Chair Ginn Michael Curtin, James Gripper Jr., Frank Bosco, Richard Canniff, Patricia Crandall and Brian Madden.

The final 22-page report of the Ad Hoc Committee to Investigate Allegations of Improperities was presented to the Board at its Sept. 13 meeting.

Allegations made in The Free Press included charges against the law firm of Roemer and Feithman, the CSEA Employee Benefit Fund, conflicts of interest regarding the union’s vendors, lobbying activities and other matters. In each case, the Committee found no basis for the charges, refuted them with some detail, or found them moot.

In its summary, the Committee stated: “The Free Press has chosen, apparently, to either quite consistently ignore and/or distort pertinent factual information or to speculate carelessly in the manner in which it purports to offer information on the activities and representation of CSEA Inc.

“This publication, the vehicle of a committee which avows an intention to ‘insure that our members understand and enjoy their democratic rights,’ could not conceivably venture further astray from a legitimate effort to provide such a service.”

An allegation of The Free Press concerning “thousands of unanswered grievances,” for example, was determined by the committee to be “totally void of reality.” The report stated, “The suggestion that many of the thousands of those grievances ever reach a Step 3 level goes way beyond the state of over-exaggeration.” Further, the report stressed that The Free Press’ advice to contact the Members Committee for an Honest Union for assistance in respect to contract grievances “will not enhance, but will impede, the administration of contract grievances.”

Special meeting is called on status of Binghamton building

Reinstated with back pay

MHTA found innocent of patient abuse charges

NEW YORK CITY — A MHTA and longtime employee of the Bernard Fineson Developmental Center had been reinstated with full back pay as the result of an arbitrator’s recent decision finding her not guilty of charges of patient abuse.

Audrey Worrell, a 12-year employee and ward charge with a clean work record, was suspended from her job on July 11 on disciplinary charges that she verbally and physically abused a client on Ward 922 of the Glen Oaks Unit. The charge was based on accusations of one witness, a MHTA trainee at the facility. Arbitrator Joel Douglas termed that testimony “not persuasive when examined in its totality.”

The male trainee alleged that on June 29 Worrell engaged in an argument with a client who refused to enter the ward dining room at mealtime. According to him, Worrell cursed at the patient, struck him with her ward keys, then pushed him to the floor and threw his walker at him.

The trainee claimed to have been within arm’s reach of Worrell and the client during the entire incident but took no action to intervene.

CSEA argued that the abuses ascribed to Worrell “never happened” and that the entire incident described was “fictionitious.”

Worrell, a 12-year employee and ward charge with a clean work record, described an opposite version of the incident, saying that the client used foul language toward her and then attacked her with his walker, causing injury to her finger which required emergency treatment at a nearby hospital.

At the arbitration hearing, the union charged that the state — which relied solely on the testimony of one MHTA trainee who had been on the ward for only one month — “clearly failed to meet the burden of proof required.”

The state had in its “control and custody other witnesses who could have been called to substantiate its position,” said CSEA in its position statement. It noted especially the state’s failure to call as a witness the supervisor to whom Worrell and the trainee had reported the incident.

Arbitrator Douglas agreed with the union line, saying that “the testimony of Worrell was clearly more convincing and credible.”

The decision pointed out that the state’s failure to produce other witnesses was “difficult to understand.” Douglas was disturbed by the trainee’s reaction in the incident.

“For an employee to view four alleged acts of abuse without doing anything whatsoever is difficult to accept.

“Rarely in such cases where an employee witnesses acts of abuse and refuses to intercede does the employee then immediately report said acts to a superior.”

Of the two explanations of what happened during the incident, Worrell’s “was more credible,” Douglas concluded.

Offering an explanation for the trainee’s story, Worrell said in the position statement that he had “an attitude problem, and does not like to be told what to do.”

Said Kathy Gibson, first vice president of Local 406: “Audrey Worrell is a competent, reliable worker and deserves her reinstatement. We’re pleased with Douglas’ decision.”

BINGHAMTON — A special general membership meeting has been called for members of Binghamton State Employees Local 002 to discuss at length the status of the Binghamton State Office Building, which has been closed for months.

Services showcased

Claire McGrath, president of Syracuse State Local 013 and Ray Baird, superintendent of the John H. Hughes State Office Building in Syracuse, inspect some of the CWEP informational literature now available at displays in the building lobby. Twenty-four different panels — produced by the GOER/CSEA Joint Labor-Management Committee on the Work Environment and Productivity (CWEP) — have been set up there. The full-color, illustrated panels depict the many services rendered by CSEA members in the Administrative, Institutional and Operational units. Local 163 represents more than 1,100 employees in 43 state agencies who work in the Syracuse State Office Building and other locations throughout Central New York.

Page 2 THE PUBLIC SECTOR, Friday, October 19, 1984
Unionism brings 12-month ordeal to happy ending for 8 cleared of charges at Rome facility

‘the entire episode served as a catalyst for bonding members closer to the union’

By Charles McGeary
CSEA Communications Associate

ALBANY — CSEA has given a green light to a new health awareness program being conducted by the State Department of Civil Service, but not before an emergency meeting of the NYS/CSEA Joint Committee on Health Benefits was called to satisfy concerns the union had raised about the project.

CSEA President William L. McGowan had initially raised some concerns about the project when it was recently announced, but those concerns were resolved at this week’s emergency meeting of the Joint Committee on Health Benefits. CSEA said that while some questions may appear to be unrelated and inappropriate to a health risk appraisal project, legitimate reasons for using those questions were proven. However, McGowan said, individuals do not have to complete any questions they do not wish to answer on the questionnaire.

The program, even though the program is the direct result of a CSEA/NYS memorandum of understanding. With the satisfying of union concerns at the emergency meeting, the union has now given its approval of the project.

Both the questionnaire and the resulting report are completely confidential. He noted that the questionnaire processing and report production will be done by General Health, Inc., an independent Washington, D.C.-based firm.

McGowan also noted that employees may call a toll-free General Health, Inc. telephone number to ask any questions they may have concerning the questionnaire. That toll-free number is 800-424-2773. If the question is medical in nature, General Health will put one of their doctors on the line to assist the caller.

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The chain of events probably had some adverse effect on the clientele we serve because of the change in personnel assignments. It also affected the community relations image of the facility and its employees. And I am not sure the state wasn’t attempting to harass CSEA and Local 422 by intimidation and innuendoes.

“Looking at the positive side,” Premo concluded, “the entire episode served as a catalyst for bonding the members closer to the union. We became more knowledgeable. We became stronger. And, more importantly, we realized how much we needed the strength of CSEA from every level.”

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Concerns resolved over ‘personal risk’ questionnaires

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Civil Service is distributing “Personal Risk Profile” questionnaires this month to state workers as part of a “Stay Healthy — It Pays” program. It is planned to combine family medical history and personal health habits data from the questionnaires with laboratory measurements to project an individual’s chances of becoming ill or remaining healthy. Each employee who responds will receive a confidential computer-generated report of personal health risks.

CSEA President Jon Premo, right, receives congratulations from Region V President Jim Moore for Premo’s handling of a year-long effort to successfully defend eight members from unfounded charges. All eight are back on duty at Rome Developmental Center.

By Charles McGeary
CSEA Communications Associate

ROME — It was just about one year ago when Rome Developmental Center CSEA Local 422 President Jon Premo, returning from CSEA’s annual statewide delegates meeting, realized that eight employees at his facility had been charged with alleged past inappropriate behavior.

Today, all eight employees have been cleared of the charges and are back at work. But these last 12 months have been a horrendous experience,” says Premo. “Not only for the eight employees involved in the original charges, but also for the officers of Local 422 who, in my opinion, were subjected to intimidation from the state management level.”

“Now that the cases have been concluded, innocence established, and the eight employees have returned to duty, I have given a lot of thought to the year-long chain of events. I am convinced that CSEA training and teamwork at every level was the most important factor in the successful outcome,” Premo said. For starters, the full support of regional and statewide CSEA staff members was pledged immediately by CSEA Region V President Jim Moore.

Intensive legal work over the next 12 months cleared the cases. Four of the eight were resolved last December, and three of the remaining four employees were found innocent during arbitration later. The last was disciplined for a minor, unrelated infraction. All eight were returned to duty.

“In my opinion, we have reached a successful conclusion,” Premo said. “And I want to take this opportunity to personally thank every person who took part in helping us through the scores of meetings, counseling and mountains of paperwork, as well as the pressure and intimidation from the administration on the state level.”

In particular, Premo singled out Regional President Jon Premo; Regional Attorney John Scholl; Regional Legal Representative Bob Greene; CSEA Field Representative Ted Modrzejewski; and Attorney Michael Smith of CSEA’s legal firm of Roemer and Featherstonhaugh in Albany. He also praised CSEA legal program staffers Tony Campione and Irene Cummings for their work in the arbitration process, as well as the work of Local 422 stewards John Douglas and Fred Yerman.

“One of the first things we did when we took office,” Premo noted, “was to emphasize the importance of CSEA steward training and to increase the number of stewards throughout the facility. We have just witnessed the results of that training and teamwork.”

“On the negative side I would say the year-long ordeal brought out a sense of paranoia within the institution and workforce. We got the feeling that the state OMHDD administration ‘shot from the hip’ at the outset of the incident. They used the ‘buckshot approach’ and hoped to hit something…anything.”

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“Looking at the positive side,” Premo continued, “the entire episode served as a catalyst for bonding the members closer to the union. We became more knowledgeable. We became stronger. And, more importantly, we realized how much we needed the strength of CSEA from every level.”

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CSEA President Jon Premo, right, receives congratulations from Region V President Jim Moore for Premo’s handling of a year-long effort to successfully defend eight members from unfounded charges. All eight are back on duty at Rome Developmental Center.
Take a LEAP course next spring

ALBANY — CSEA's Labor Education Action Program (LEAP!) expects to have its tuition-free course announcements for the 1985 spring semester distributed to state agencies throughout New York by the end of October. This semester, courses will be offered in a variety of subjects including: science, psychology, sociology, accounting, economics, English and literature. Instruction also will be given in such skills as carpentry, engine repair, stationary engineering, electricity, computer operations, word processing, shorthand and office procedures. This is just a small sample of the more than 140 courses offered each semester by LEAP. The program, now in its second year of operation, has provided free courses to more than 11,000 state employees in the Administrative, Institutional and Operational bargaining units.

The course announcements, along with LEAP application forms and drop forms, will be available from personnel offices and staff development and training offices in state agencies. A limited number will also be available from local presidents.

Application forms must be completed and returned by Nov. 28 to: LEAP, 488 Broadway, Room 518, Albany, New York, 12207.

All state ASU, ISU and OSU members who work half-time or more are eligible to apply. Students are accepted based on their bargaining unit membership and seniority.

According to LEAP Director Thomas Quimby, feedback on the courses from CSEA members has been most positive.

“Members have said that the courses have satisfied important personal and professional needs. They have been able to increase their knowledge and skills, satisfy some college degree requirements and get the promotions they want in state service,” Quimby said.

Registration ends Nov. 28.

Nov. 10 women’s conference set at Dutchess Community College

POUGHKEEPSIE — Marie Romanelli of CSEA and Marilyn DePuy of AFSCM will be featured speakers at a women’s conference to be held at Dutchess Community College Nov. 10. The daylong conference, entitled “Equality for Women: Myth or Reality?” is being sponsored in conjunction with Dutchess Community College.

Romanelli, chairwoman of the Committee on Work Environment and Productivity for Region III, will take part in a panel discussion on corporate, government and labor union initiatives pertaining to quality of worklife.

DePuy, who serves as AFSCME’s women’s rights coordinator in Washington, D.C., will speak on pay equity.


Guest speakers will include Dutchess County Executive Lucille Pattison, Secretary of State Gail Shafer and Susan S. Egan, an attorney who has handled a number of sex discrimination suits.

Anyone wishing to attend should contact Rita Banner at Dutchess Community College at (914) 471-4690.

Reservations open for Region II installation

Newly-elected officers of Metropolitan Region II will be installed at a ceremony scheduled to take place Nov. 2.

The installation, which will be a semi-formal dress affair, will honor the new slate of regional officers: President George Boncoraggio, First Vice President Floyd Payne, Second Vice President Helen Boyd, Third Vice President Denis Tobin, Treasurer Sharon Katz and Secretary Ann Worthy.

The evening will include a smorgasbord and dinner at La Mer Banquet House. Tickets are $35 per person.

Reservations must be made by Oct. 26. Contact local presidents for more information.
Bernstein first noticed the knot in my leg and was pulling both spasms in it. And sometimes the pain got so bad she could barely stand it.

"It was as if someone had tied a knot in my leg and was pulling both ends at the same time. I can't think of any word to describe it except 'hell,'" she recalls.

Saundra's parents took her to a host of different doctors in an effort to find out what was causing the problem. "Doctors kept telling my mother that absolutely nothing was wrong with me physically. They would say it was psychosomatic. And I would say, 'If I'm doing this to myself, I sure must hate myself because it hurts an awful lot.'"

After three years of visiting one doctor after another in vain, she finally got a sound diagnosis. The word was that she had dystonia, a rare and enigmatic neurological disease which manifests itself in involuntary and very painful muscle spasms. Though it is not life-threatening, it can be progressive, spreading to other parts of the body. And it is incurable.

Now 32, Bernstein has long since accepted and learned to live with her disease. For the past decade, she's held a job in the Office of Disability Determinations, where she's now a senior clerk and a member of New York City Local 016. With the use of a robaxin, neuromuscular stimulating medicine, she keeps the problem under control most of the time. She even goes into long periods of complete remission, the most recent one lasting for more than a year.

But she still has relapses. "The minor ones last one day to a week or more," she says. "Usually, I don't have to stop working. But sometimes the pain is so bad that there's nothing else I can do.

About three years ago, she had to take a nine-month leave from work. Sometimes it's not easy, she says. "I try not to let it stop me. I work as long as I can and come in even if I have to leave during the day, although that's not too often," Bernstein noted.

"I try to keep the disease out of my way as much as possible. I always know it's there. But I don't anticipate it taking over my life so completely ever again." - Saundra Bernstein

While Bernstein tries to push the pain of her crippling ailment out of her life, she's placed herself in the forefront of a crusade to find a cure for the disease. She is chief fundraiser for, and a vocal member of the board of directors of, the Dystonia Medical Research Foundation. Formed in 1977, the organization tries to increase awareness and understanding of dystonia among doctors and to spark exploratory research. "We're trying hard to inform the public as well as doctors of the existence of the disease. The reason that dystonia victims often are misdiagnosed is that few people are aware of it," said Bernstein.

Dystonia is a very mysterious disease whose cause — except in cases of injury to the brain — is unknown to researchers in the neurosciences. The most prevalent forms of the disease seem to be either inherited through one or more defective genes or arise spontaneously due to unknown causes. The genetic transmission is unclear, but ethnic groups — such as those of northern Sweden and Jews of Eastern European origin — seem to be more prone than the general population.

There are, in fact, many types of neuromuscular ailments that fit under the general heading of dystonia. Doctors suspect that many people have milder forms of the disease without knowing it. Writer's cramp, for instance, is a more common, much less disabling form than that which affects victims like Bernstein. A serious case usually manifests itself by acute pains in the arms, legs, face or neck.

Often misdiagnosed by physicians, dystonia is a tragic disease usually misunderstood by society. Because of their involuntary muscle spasms and other disabling symptoms, dystonic patients often feel a sense of alienation and isolation, Bernstein said.

"I had a hard time at first dealing with it, both because I didn't want to accept the fact that I had an incurable disease and because people around me didn't understand it. People generally aren't sure how to handle someone with a physical disability of some sort. They want to help but don't know if they should. Speaking from personal experience, I know I have to try doing something on my own before I want help from someone else. I think most people want to be given that chance," she said.

Bernstein also noted that psychotherapy can help victims adjust. While dystonia does not affect the intellect, its victims sometimes require "some sort of support in dealing with it. "It lets you accept the fact that you have it and then get on with your life," she said.

Bernstein pulled through the period after first discovering she had the disease — a time when, she says, "I was impossible to live with" — and has got on with her life. She was promoted to her job as senior clerk and is now taking courses for a degree in civil and public service. "I try to keep the disease out of my way as much as possible. I always know it's there. But I don't anticipate it taking over my life so completely ever again," she says.
Reviewing the past, planning the future

COOPERSTOWN — “CSEA has become a lean, mean fighting machine,” said C. Allen Mead, addressing the Capital Region IV Annual Meeting, held at the Otesaga Hotel here Sept. 28-30.

Mead made his comments after talking about the region’s activities over the past year. “Each year we have taken the time to review the past year’s successes and to plan for the challenges of the future,” he said. “This time, we see the leadership is well prepared for the challenges facing our union and members over the next 12 months.

More than 250 CSEA activists attended the meeting, which featured everything from the premiere printing of the Capital Region Leadership News to several awards ceremonies and the election of a new Region Executive Committee.

According to Mead, the new newsletter will be published on an as-needed basis, and is aimed at keeping the leadership informed of various union issues.

At a hands-on newsletter workshop, participants interviewed CSEA leaders on assigned topics, wrote news stories based on the interviews and watched their stories transformed into copy. The first edition of the newsletter was printed overnight and distributed to participants for their critique the next morning.

A new slide show featuring members in their local government jobs was also premiered at the meeting. The show is for use by county, city, town and school district units seeking to develop their membership or organize new units.

For the first time in the Capital Region, two members — Jane Perry and Norma Paige — won the President’s Award for outstanding dedication and service to the region. In other ceremonies, Capital Region Director John D. Corcoran Jr. was honored for his 25 years with CSEA, and Gerald Toomey, former region treasurer, was honored for his service to the region.

Nine members — John Francis, Jeanne Lyons, William Zippiere, Douglas Person, Sue Crawford, Dann Wood, Elizabeth Lennon, Carmen Bagnoli and Fran Wilusz — were elected to the Capital Region Executive Committee for the coming year.

Featured speaker at the banquet was area television newsman Ed Dague, former co-anchor for WRGB-TV, Channel 6 in Schenectady, who was the subject of many headlines when he quit his job after a bitter 30-day strike at the station.

CSEA was one of the first unions to publicly support the striking workers, members of the National Association of Broadcast Employees and Technicians (NABET).

The CSEA meeting, in turn, marked the first time Dague gave an in-depth picture of the strike situation, in a passionate talk which earned him a standing ovation from the audience.

Discussing CSEA’s image in the press, Dague, who is now managing editor of news at WNYT-TV, Channel 13 in Albany, had this to say to the CSEA unionists: “You should never apologize to anyone for doing your job of enforcing the contract.

“Don’t worry about your image with the public or the media. You simply have to keep doing your job. The nation needs unions like CSEA and AFTRA (American Federation of Television and Radio Artists) and NABET to keep management from going mad with power.”
Safety award winners

CSEA members at DOT's Nassau South yard were recently recognized for having the lowest injury rate among DOT employees on Long Island in 1983. Each worker was given a plaque and a coffee mug marking the achievement.

Region IV endorses candidates

ALBANY — The Political Action Committee of the Capital Region of CSEA announces the endorsement of the following local government candidates for election to county office in November:
- In Rensselaer County: John Buono for county clerk, Eugene Eaton for county sheriff;
- In Schenectady County: Merritt Willey for county clerk;
- In Schoharie County: Forest Wallaber, Jr. for county clerk, Harvey Stoddard for county sheriff;
- In Montgomery County: Norma Palmer for county treasurer.

All of the CSEA-endorsed candidates will be eligible to receive various services from the union through its regional offices. These services range from volunteer workers to phone banks and financial contributions.

Two new board members named

ALBANY — Two new members will be serving on CSEA's statewide Board of Directors. Election Procedures Committee Chairman Greg Szumnicki announced the results of two special elections to fill board vacancies following vote counts Oct. 11.

V. Norma Condon is the new Dutchess County educational representative to the Local Government Executive Committee, and Robert Gripper will serve as Region II mental hygiene representative to the State Executive Committee.

Staff opening

Communications associate

CSEA is seeking a qualified candidate for the position of communications associate in its New York City regional office.

Duties include maintaining media contacts, writing news releases, writing articles for the union newspaper and developing fliers, posters, brochures and other printed materials.

Qualifications include a bachelor's degree with two years experience in writing or editing. Five years such experience may be substituted for a degree, or some combination of both is also acceptable.

Those interested in the position should submit a resume and salary history by Nov. 2: Personnel Office, P.O. Box 125, Capital Station, Albany, N.Y. 12224.
Onondaga County employees have long suffered under a "calendar creep" payroll system. Workers are paid in 26 equal paychecks during the year. But because the final check each year "creeps" earlier and earlier each December, they must wait longer each year for their first paycheck the next year. This year, for instance, the last 1984 paycheck will be issued Dec. 14, and they will have to wait until mid-January, 1985, for their next check.

By Charles McGearry
CSEA Communications Associate

SYRACUSE — CSEA and county management both thought they had eradicated "calendar creep" recently after years of discussions and efforts to resolve the problems associated with the system. But the county Legislature's ways and means committee recently undercut those efforts when the committee voted to shelve the modernized payment plan agreed to by county management and the union.

That riled up union officials, who immediately called for Onondaga County CSEA Local 834 members to contact their county legislators to protest the committee's action. Local 834 President Patricia Callahan implored legislators to "support the agreement made between county officials and CSEA because it justly compensates (us) for past wages owed." And Callahan ordered an emergency meeting of Local 834 unit officers to plan a massive membership rally in downtown Syracuse preceding the legislative public hearing set to discuss the county's 1985 budget.

More than 600 CSEA members and their families turned out in a rain and hail storm to protest the committee's rejection of the agreement, and to urge legislators to adopt the agreement. Union and county officials had originally agreed that the money was due the employees and the issue could best be resolved through modernizing the system and paying workers past due wages via a $2.9 million allocation in the 1985 budget.

An overflow crowd of more than 300 CSEA members and other concerned citizens later filed into the legislative chambers to hear Local 834 officers Pat Callahan, Dale King, Sue Smith and James Craver address the Legislature and again explain the mutually agreed upon plan for resolving the issue.

But the rally and public hearing produced no acceptable solution from county officials. The continuing stalemate prompted Local 834 President Callahan to issue the following statement: "Since 1981, CSEA and county officials have together researched, studied and discussed all avenues existing to reach an equitable and practical solution for both sides. We sincerely believe our tentative agreement is the only and least expensive equitable solution there is for the county to pay its employees the back wages they are owed. We also agreed to a new payroll system to prevent this from happening in the future."

Meanwhile, union officials are watching to see if the county finds a way to abide by its own agreement with the union. Otherwise, "calendar creep" will rear its ugly head this December just as it has done for too many years.

SYRACUSE — The chief negotiator for CSEA Onondaga County Local 834 has declared an impasse in contract negotiations with the county, citing the administration's "refusal to negotiate any type of monetary items until the ongoing payroll dispute has been resolved."

Tom Pomidoro, CSEA Collective Bargaining Specialist, and chief negotiator for nearly 4,000 county employees, said, "The county negotiators leave us no recourse but to declare meaningful bargaining at an impasse. The so called 'calendar creep' payroll issue was resolved, so we understood, with an agreement by both sides. It took nearly two years to reach that agreement. The county Ways & Means Committee then chose to ignore the agreement, and the full legislative body passed the budget without allocating the funds that would have settled the issue once and for all. Now, in their infinite wisdom, the county negotiators want to negotiate the payrol issue again. Hopefully, the Public Employment Relations Board (PERB) will get things back on track," Pomidoro explained.

'Calendar creep' contributes to an impasse in negotiations

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NO SITTER PROBLEM for Signe Nelson, an Onondaga County Social Services employee. While she gives a statement to reporter, daughter Amy displays her graphic message "a la cart" to Onondaga County legislators.
Officers issue reports

LAKE PLACID — The 74th Annual Delegates Meeting of CSEA kicks off here Oct. 21 and continues through Oct. 26 at the Lake Placid Olympic Center.

Traditionally the union's statewide and regional officers issue reports to the delegates during the annual meeting. Those reports are reproduced in this issue of The Public Sector. They begin here and continue through page 15.

William L. McGowan
We face the future with pride in our past accomplishments

On October 24, 1985, CSEA will celebrate its seventy-fifth anniversary. As we approach that landmark, we can look with pride at years of progress and achievement. We can also look ahead to a future that contains both promise and challenge.

From our founding in 1910, CSEA has worked to improve the lives of our members and their families. Let's look back at some of those accomplishments.

In 1930, CSEA began working to abolish the 72-hour work week for the state's institutional employees. It took six years, but the union succeeded in ending this intolerable schedule.

In 1933, CSEA succeeded in establishing sick leave for state workers.

In 1946, CSEA began organizing local government workers. Also, in that year, the union won the five-day work week for state employees.

In 1955, CSEA lobbied successfully for the passage of a law closing county offices on Saturdays, securing a five-day workweek for thousands of local government workers.

In 1967, the Taylor Law became effective guaranteeing collective bargaining rights for New York's public employees. Although there is inequality in the law, which we are fighting, this was a major victory for CSEA and a protection that public employees in many states still do not enjoy.

In 1979, the CSEA Employee Benefit Fund went into operation. In its five years of existence, the EBF has provided greater benefits to CSEA members, while reducing their out-of-pocket expenses for dental work, vision care, prescription drugs, and now personal legal services.

In 1980, CSEA secured an OSHA law for public employees. In the years since, we have worked hard to improve and enforce the law to guarantee our members a safe workplace. We have succeeded in many areas saving lives and preventing injury. But we will continue to work in this area so that we can one day eliminate the tragic deaths and injuries that occur on the job.

We have a proud heritage — seventy-five years of progress — making life better for our members. But, as we move forward, we will face new challenges. 1985 could be a very difficult year for all working Americans. With an unpredictable economy, we will again be facing cutbacks in government services. We will again have to take our case to the people and demonstrate the service we provide.

1985 could be a tough year. With huge federal budget deficits and high interest rates, the economy is unpredictable.

In state contract negotiations, we face a management that has already set three and a half percent as its target for a salary increase. We have already begun the work of putting together our demands, based on your input. These negotiations will be difficult but, working together, we will secure a fair settlement.

1985 could be a tough year. In localities and school districts, the climate at the bargaining table will be just as tough. Again, it will take active membership involvement and perseverance to negotiate good contracts.

There is also promise in the future. CSEA's Employee Assistance Program is already a model for other states. This program has helped thousands of our members with alcohol, drug, and family problems. We are now working hard to make this help available to every local government and school district member.

CSEA has pioneered in the area of day care. We have accomplished a great deal in this area, but there is more to do. We will continue to work to make day care available to working parents, both in state and local governments.

In 1985, we will celebrate 75 years of progress. Let's work hard, together, so that when another generation celebrates a century of CSEA progress, they will be able to look back at these years with pride.

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Power hungry individuals attack union with false claims

Joseph E. McDermott

THE BIG LIE. It’s a technique politicians use when they don’t have any real issues. It is very convincing, but very unscrupulous.

The NAACP is a particularly good example of people that their bluff was rather quickly accepted publicly.

Senator Joe McCarthy used to convince most of the American public that there were communists everywhere and that they were trying to overthrow government during the 1950’s. McCarthy became so effective with THE BIG LIE that even the President was afraid to speak out against him.

How does THE BIG LIE work? First, you tell a lie that is so far from the truth that there is no way you can be believable. Secondly, you repeat the lie that is so far from the truth that it becomes impossible to ignore.

At the same time Ronald Reagan’s Labor Department told McGowan he couldn’t personally talk to members during the election campaign. You can do it, but not in any kind of a way that makes it believable.

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This is a report to you on my second year as a full-time Officer, and a review of my activities in representing you, the membership, from the day I was elected.

I believe that my philosophy over the years has been that I am not elected by you on a statewide basis just to make up numbers and be the “custodian of the office.”

If you continue to speak of the accomplishments of CSEA. I continue to serve in many capacities as a Statewide leader, and our methods of record keeping.

I was appointed by President McGowan to the Judicial Board. I am also Secretary to the judicial Board.

The next few weeks will tell much about the future of our country. There is no better place to be than right here with your union to learn the truth about the political system and what it means to the future of you and your family.

If the ballot campaign waged by Ray O’Connor in his bid for union office. We were prohibited from publishing this report because Ray was a candidate for union office. We were prohibited from publishing this report because Ray was a candidate for union office. If anything else has transpired from this long unfolding saga, it has caused me and others to become more vigilant in guarding our Union and public employees.

We continue to move forward on a very array of issues.

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Thanks to the efficiency of Mrs. Bemie Rouse, our coordinator for AFSCME. I continued to function as advisor to the Credential Committee and By-Laws Committee. With the advent of expansion of our computer services, the new CSEA Director of Communications, Melinda Bolton, who is also Secretary to the Judicial Board, has freed us of many of our responsibilities.

And for delegates who would like to participate more fully and effectively in the weeklong meeting, there will be two training sessions on “Parliamentary Procedure,” led by Celeste Rosenkranz, certified parliamentarian, and the other by Sherry Reader, NAAL-AFSCME state education coordinator.

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Barbara M. Fauser

Year's administrative efforts range from training to audits

This report provides me with the opportunity to bring you up-to-date on a wide variety of topics that relate to the administration of our union.

The first item is a report on income and expenditures compared to budget for the month of August and the eleven months then ended. This report is attached for your reference. The statement reflects a year-to-date deficit of $136,811. This is considerably under original estimates. Note that the revised budget projected a deficit of $3,000,000. The original did not rise to the level originally anticipated and income remained constant, thus, we closed the fiscal year at September 30 in much better shape than originally projected. The independent accountants are currently reviewing our records and the financial statements will be published in the Public Sector when this work and the work of our Audit Committee is completed.

My efforts in assisting locals and units with financial matters have been from the Treasurer's Office. The auditors' training has continued through the year and, since the last local elections, the number of individuals trained by my office is over 600. This training includes a complete review of the "Financial Standards Code," including the new section on audit committees added at my insistence. The results of the efforts in this area are becoming evident. For the past fiscal year, over 280 locals out of 331 have filed the required annual financial statement and accompanying report of the Audit Committee. I have pursued all outstanding reports through the Regional Offices. I will continue to strive for 100 percent compliance with constitutional mandates.

The audit section has also provided assistance in the area of local reporting. Approximately 10 percent of all locals were audited on a random basis in the past year. Constructive reports were prepared in all cases to provide local officials with instruction on fulfilling their fiduciary responsibility. I cannot stress enough the importance of good record keeping at the local level. The annual rebates to locals now exceeds $4 million. Proper controls must be in place to protect your dues.

Another area of concern at the local level was insurance coverage. Changes have been made in the past year to include locals in the personal injury coverage carried by CSEA, Inc. In addition, a very attractive general liability plan was provided to locals at a minimal premium. This has produced considerable savings over premiums paid by locals for separate policies and provided coverage to many locals who had no coverage at all.

The staff in the Treasurer's Office has been involved in many other administrative projects. A new separation system to properly reflect the collection of dues and insurance premiums from members in the political subdivisions has been installed. Refinements have been made to the rebate system for political action fund contributions. A purchasing department has been created and we anticipate savings in areas of supplies and services. All of these have been accomplished in an atmosphere of ever increasing reporting responsibilities. We must now file a detailed report with the U.S. Department of Labor and, in the past year, filed four years' reports retroactively. A report to the New York Temporary State Commission on Lobbying is another recently mandated filing obligation.

We have also begun the process of acquiring a new building for our headquarters. This will allow the consolidation of several offices that are presently leased. Our current headquarters building, as I am sure many of you know, is extremely overcrowded and no longer an efficient atmosphere in which to work. The new building, located on Washington Ave., will provide necessary space, has the right location and adequate parking. We anticipate a move early next year. I for one am looking forward to relocating from my present 10' by 10' office.

Another interesting project that is being pursued is the upgrading of our in-house computer capabilities. A new system is being acquired that will provide the latest enhancements in the industry. Word processing capabilities will be upgraded. New projects in the area of research, such as wage survey and budget analysis, will be accomplished on the new equipment.

I will also take this opportunity to inform you of the dues increase that will take effect January 1, 1985. As you know, we are mandated to adopt the AFSCME minimum dues structure which changes every year as a result of a survey of wage increases in the public sector. The minimum dues will increase to an annual rate of $143.40 from the current $138.20. The per capita payment to AFSCME will increase to $40.20 from the current $46.80. This will mean a bi-weekly dues deduction increase of $.28, or 5.45% over the current rate. In conclusion, I wish to thank the staff in the offices of the Treasurer, Comptroller, Membership Records, Data Processing and the Print Shop for their valuable assistance and dedication during the past year in carrying out their various assignments, sharing the workload due to vacancies, and meeting deadlines. I also wish to thank the personnel in the Steno Pool for furnishing us with the updated Local President and Treasurer's listing more frequently as well as providing stenographic services.

GENERAL FUND STATEMENT OF INCOME & EXPENSES FOR THE MONTH ENDING AUGUST 31, 1984

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>ACTUAL</th>
<th>BUDGET</th>
<th>ACTUAL</th>
<th>BALANCE</th>
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<tr>
<td>Political Action</td>
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<td>16,250</td>
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CONTRIBUTIONS TO SURPLUS

| TO SURPLUS (CHARGE)                        | $ (464,369)   | (133,376)     | (126,912)     | (32,605)       | (33,473) |

Page 12 THE PUBLIC SECTOR, Friday, October 19, 1984
PRESIDENT'S REPORT

LONG ISLAND REGION I/Danny Donohue

Standing together gives us strength

Every CSEA member on Long Island saw the importance of standing together during the past year. Repeatedly, individual members were faced with unfair working conditions, safety and health problems, layoffs and tough negotiations. The answer for each member was to stand together with fellow members against management.

Our strength is the power of numbers. People linked together to solve problems and overcome difficulty. The problems we face grow constantly. The answers to those problems are always based on standing together.

We have pitted the combined strength of CSEA and AFSCME against Nassau County in the battle over pay equity. CSEA/AFSCME charged Nassau County with discriminating against workers in traditionally female jobs by paying them less than workers in traditionally male jobs requiring equal skill, effort and responsibility.

In Suffolk County and Nassau County, we successfully lobbied for the early retirement option. It will be implemented in the last three months of 1984 in Suffolk, allowing workers 55 years old to retire with three additional years of service credit. CSEA was the driving force getting the state legislature to create the option so it could be implemented in Suffolk County, and other local governments. The early retirement incentive helps fight layoffs in Suffolk. Every worker who retires saves another worker from being laid off.

CSEA members in Smithtown and Suffolk County's Department of Social Services' Babylong Center closed ranks to fight safety and health problems.

LPN's from the mental hygiene facilities on Long Island have gathered to provide input for CSEA demands in negotiations with the state.

CSEA members in towns, villages and school districts have been successful in dealing with take-back minded management. Drawing on the union's research and maybe skills, we have been able to back up our demands.

I am proud to say membership on Long Island has been eager to take advantage of CSEA's effective training. Programs on CSEA resources, new officer and treasurer training can only make CSEA a stronger union. Shop steward training has become the key in building a strong union that stands up to management and enforces contracts. The interest and active participation of members means we will be ready to face the demands on organized labor in the future.

CSEA gets stronger every time a member gets active and works in the interest of other members. CSEA members are the union. The strength of the rank and file is the future of our union. I will be happy when every member takes responsibility for his or her union and becomes active in shaping it.

PRESIDENT'S REPORT

METROPOLITAN REGION II/George Boncoraglio

We must re-examine the system

For years, politically involved rank and file workers have wondered if there is any hope for the public sector. Many tend to feel overcome by a tremendous bureaucratic system and organization that often leaves them feeling hopeless and unnoticed. Decisions that affect our members are made 600 miles away in tall skyscrapers. Programs are designed and evaluated by administrators who are physically divorced from the workplace. Written policies come down in the form of impressive memos and policy statements. So it is that many wonder if there is any hope for a system that has become so bureaucratic and inefficient.

Other governments have encountered similar problems and feelings many years before Americans began to do so. In fact, many European and Japanese companies have concluded that such impersonal systems of organization led to low productivity and poor staff morale. For this reason they have attempted to change from a rather bureaucratic approach to a new approach in which workers' participation is an important element.

For example, in Japan, workers, supervisors and management meet in "Quality Control Circles" in order to discuss ways of improving productivity and eliminating waste. Problems of productivity and performance are discussed in detail. The result is more communication between labor and management and in most cases, a better understanding of each other's goals and interests.

In West Germany, supervisors and workers meet in "Worker's Councils" in order to discuss the production process and organizing of the workplace, corporate policies and job performance and worker's investment opportunities.

Many contract issues are dealt with before physical contract negotiations begin. Supervisors are encouraged to speak openly with the workers in order to better understand the problems confronting line staff workers. The flow of information between workers and management tends to reduce the tension between the two, as well as lead to program designs that are realistic and more efficient.

Another modern feature is that of co-determination. This is when Union officials are chosen to sit on management and supervisory boards. Union officials become better educated in management policies and planning and in many instances, can influence or change it. In the long run, this helps to solve minor problems when they arise, and leads to a better working relationship between the Union and management.

In these countries assessment studies have proven that this style of management leads to improved productivity and worker morale.

In the past few years the State of New York and CSEA have implemented similar programs entitled "Quality of Work Life." The conclusive evidence on the success of these programs has yet to be published. At the same time during these last few years, State workers have been confronted with layoffs, cutbacks and concessions. An unstable American economy brings reduction in State services. In fact, many have begun to discuss reducing the role of the public sector in this economy.

In Region II, we feel that this is a wrong approach to our problems. We think that if the public sector is going to survive the present crisis and possibly flourish, then a serious look must be taken at the present decision-making process, organization of the workplace, and labor-management relations.

A better relationship between labor and management will have to be formed. Both must come to realize that the present system of managing has failed and that new approaches must be implemented. A lesson can be learned from our brothers and sisters in other countries. Some of the features of their systems can be incorporated into ours. With proper reorganization, the public sector can provide effective and reliable services for the millions of citizens who rely upon it.

After all, why shouldn't we provide the best possible services for the citizens of the State of New York? Don't we deserve it?

The 1980's and 1990's will be characterized by the impact of the art technology on every workplace. Well thought-out preparation and training must be provided to avoid layoffs. Furthermore, the problems of our State and every other, will be compounded by the aging of the baby-boom population who will be placing heavy additional demands upon the public sector for services. In realistic terms, we don't have a long period of time to develop practical and workable solutions to these challenges facing the public sector and its employees. They are happening right now!

More than ever before, we need to be unified in order to work through the problems we face. We, in Region II, being unified by a common bond, and working closely with our sisters and brothers across the State, can and must organize to make this system work.
PRESIDENT'S REPORT

SOUTHERN REGION III / Pat Mascioli

We can fight 'spiritual poverty' with education and training

During the daily life of a public employee, whether it be in state or local government, he or she tolerates a special kind of violence — it is called "Poverty of Survival" and it is constant within our daily workday and structure. Our members who serve communities on every level endure the pressures of continually justifying their entitlements as employees. They fight to protect the benefits that are rightfully theirs, won through years of negotiations. These were received in lieu of financial compensation.

Although we are sometimes classified as second class citizens, we maintain our dignity by the knowledge of our contribution to society. Contributions such as the operation and nursing care given to the many within our hospitals and institutions, maintenance and operation of our network of roads and canals, of our schools and universities, of our parks and forests, of our water and sanitary systems. We are responsible for the continuing flow of services and correspondence in our state and county agencies, the operation of our correctional facilities and on and on.

Even while we are doing all the preceding, we must continue to justify our reasonable requests for a decent pay level. We are questioned when asking for a safe and decent work site. What should be clear cut promotional opportunities within our Civil Service system is too often coupled with discrimination and political interference. These are but a few aspects of the "spiritual poverty" that our members must tolerate within our civil service structure.

Knowing the problems, we can set goals to correct them. I plan through region participation, utilizing the knowledge of our union and leadership, to start a course we must take during the coming year. Then, training programs will be ongoing and will educate our members and leadership. This education process will allow us to know the needs of our members. Seminars will be held on:

• The art and skills of negotiations. Together with CSEA's and AFSCME's research departments, give us the tools for leverage at the bargaining tables.
• Continuing our education with our leadership, shop stewards and members on the contracts negotiated and enforcement of same.
• Grievance training is a must, for it is here our membership is most vulnerable and unprotected.
• Knowing our OSHA laws and requirements enables us to police our work site.
• Education in the Political Arena. We realize more and more that politics control our destinies and we need to be sophisticated in the voting process and elect those who know our true worth to society.
• Programs and Committees, together, can apply pressure for comparable worth within our structure.

This is the poverty that our union continually struggles against. It is violent and seeks to destroy us. The will of the membership, its knowledgeable leaders and the resources of our union can defeat it. With the assistance from the staff and elected officers, I am prepared to obtain the necessary training for Region III.

With your involvement, I promise a course of dedication in education. When all is accomplished, we can put to rest this violence which plagues us.

PRESIDENT'S REPORT

CAPITAL REGION IV / C. Allen Mead

Commitment and determination are the keys to our success

Welcome, officers, delegates, guests and friends to one of the best known areas of the Capital Region, Lake Placid. The officers and members of our Region extend our sincere wishes for an enjoyable experience during your attendance at the 74th Annual Delegate Meeting.

This Village, Lake Placid, while known throughout the world for hosting the Olympic Games, may also be viewed as a microcosm of CSEA. In our report to the 74th Delegate Meeting, our mission was to assure our members that CSEA does not and will not run from the most difficult of challenges. The Capital Region, during this past year, has continued to convey this message through the tenacity of many. After months of delicate negotiations, frustrations, disappointments and doubts, CSEA succeeded in securing a fair and equitable collective bargaining agreement for our members in Lake Placid. Our representatives withstood the doubts and frustrations because they believed, and ultimately succeeded, in having their concerns resolved.

Recently, our members in the Saratoga County Sheriff's Department also successfully secured an agreement. A contract settlement is, of course, not unique. The point I believe that is worth conveying to you is that we believe we have witnessed a strengthening of our members' commitment. Our Sheriff's Unit leaders and members, likewise, withstood months of procrastination by an administration attempting to exhaust every administrative and judicial process in an effort to conduct these negotiations in an "open forum." Through the determination of our members, CSEA ultimately succeeded in bringing the negotiations back to the respective parties. Once productive negotiations were commenced, the patience and support of our members resulted in their concerns being resolved.

This commitment cannot be exhausted revealing in having overcome yesterday's challenges. Our energies must now be directed to the challenges in many new arenas. Just as a certain spirit has, perhaps, carried underestimated, but not undetermined groups to success in this very village, this tenacity must be renewed still again. We can no longer stoically mire as a labor movement in defending our members' jobs from cutbacks, layoffs and contracting out. Let us accept the challenge to much more aggressively propose and secure meaningful opportunities for our members. Our future cannot be fulfilled simply by the equitable resolution of comparable worth-pay equity issues. We should look further than securing economic recognition. We must prevail in arguing that the public benefit, which we do indeed serve, will be enhanced by the provision of career opportunities with growing participatory responsibilities for our members. If we apply the ingenuity and commitment of our own membership, we will not sacrifice the legacy of our sisters and brothers before us and allow for the creation of a computer age labor dilemma "the electronic sweatshop."
PRESIDENT'S REPORT

CENTRAL REGION V / Jim Moore

Become involved in the Union you can make a difference

"CSEA began as an organization whose chief purpose was to sell low-cost group life insurance to state employees, most of whom wanted no affiliation with a labor union." - J. Goulden

I am sure that description accurately portrays the feelings of those who first gathered together to initiate our Union.

Today, as we near our 75th anniversary, our goals and the services we provide our members have changed a great deal.

- Our staff and elected leadership in Onondaga County are nearing agreement on a pay dispute that will provide members with several million dollars of back pay.
- Our lawyers are actively representing members and officers in disputes from improper practices to Article 78 and Section 33 Disciplinary cases.
- Over 300 union activists recently attended a statewide women's conference where discussions took place on issues such as the ERA and comparable worth.
- A union organizer is meeting with new employees, attempting to convince them of the strength there is to be found in unity through union membership.
- A truck loaded with aged and dangerous asbestos is pulling away from an elementary school, largely through the efforts of a union steward who attended a safety workshop.
- A child sits playing in a CSEA/State sponsored Day Care Center while the parent works nearby, confident that all efforts have been taken to create a safe and stimulating environment.
- A retired public employee is reading about the new increase recently passed in pension benefits as a result of a productive legislative year for CSEA.
- Local government negotiating teams are meeting with management representatives to secure a new contract for local members.
- A CSEA trained steward is sitting confidently across from a management employee, arguing the merits of a grievance brought by a frustrated and angry employee.
- A regional political action committee is meeting to consider making candidate endorsements, not on partisan politics, but on the merits of what each individual had done, or will do, for CSEA members.
- A paid staff member, or a local officer, is answering a phone in over 2,000 locations, assisting our members with questions ranging from worker's compensation to insurance problems.
- A group of members are attending a CSEA sponsored training program on negotiations, or on labor-management principles, or, perhaps, on retirement counseling.
- A CSEA Officer is addressing a public hearing regarding the implementation of an imposed contract affecting 14 Village employees.
- A regional membership committee is meeting to discuss how best to get the word out to employees we represent that our ability to secure a better contract is directly related to the percent of members in any given Local.
- Trustees of our statewide benefit fund are discussing how we can offer better prescription, dental, vision or legal benefits to more members throughout the state.
- And on, and on, and on . . .

...I, for one, am so sick and tired of the gloom and doom crowd who continually knock CSEA and everything we try to do. I am not referring to those who have or would make constructive criticism. I, perhaps more than many others, have been very verbal about changes that I would like to see within our Union. I have tried, however, to bring about these changes internally at meetings and conventions, as opposed to through the Village Voice, or other external vehicles that only use us to their own ends.

I am appealing to any member throughout the state to become involved within your Unit or Local or Region. YOU really can make a difference. CSEA offers so much to people that is underutilized. There is so much we can accomplish if only we took our Union more seriously.

- City councilmen and legislative leaders who hear no opposition are more prone to contract-out work and propose inadequate wage increases.
- Employees die or are injured due to unsafe working conditions when employees do not learn of the laws that exist to protect them.
- Contract language remains unread where no one comes forth to be trained as a union steward.
- Contracting-out of our jobs occurs when employees fail to support their elected union representative.

Take time to thank your local officers for efforts they give on your behalf. Speaking from personal experience, all the missed meals on holidays, and the thousand of hours spent on the phone can, at least, be justified if YOU were to really care about yourself and your fellow workers.

Don't make the mistake of asking "What did you do for me today?" Instead, try, "What can WE accomplish together tomorrow?"

J. Goulden
LABOR'S LAST ANGRY MAN

THE PUBLIC SECTOR, Friday, October 19, 1984 Page 15

PRESIDENT'S REPORT

WESTERN REGION VI / Robert Lattimer

Get out and cast your vote!

On November 6th vote as if your job depends on the outcome of the election because it well may! Vote Mondale-Ferraro.
CSEA's Alex Gromack finds politics and unionism a potent mixture

By Anita Manley
CSEA Communications Associate

NEW CITY — Alex Gromack, the Majority Leader of the Rockland County Legislature, has this advice for CSEA members: Get involved in politics.

Gromack speaks with a broad perspective on the matter. A senior recreation leader for the town of Clarkstown, he's been a CSEA member since 1976, as well as a shop steward for the Clarkstown unit of Rockland County Local 844. He says that union members can have a positive effect in local politics.

"Many of these people have good ideas on how to improve government. There’s no better way to be heard," he says.

A Rockland County resident for most of his life, the young legislator began his political career by helping his parents, who were actively involved in local Democratic politics, on various campaigns. Later he joined the Clarkstown Democratic Committee, serving on the Executive Board and working on a number of campaigns before deciding "it was time" to run for the Legislature.

"I had a lot of support," he said, "but I had no illusions about changing the system overnight. I consider myself hard working and honest and I knew I'd have to spend a tremendous amount of time as a legislator."

Although Gromack is a newcomer to the Rockland Legislature, the highly respected freshman politician was elected majority leader by his peers this year.

He says his membership in CSEA has helped his political career.

"I'm aware of how the relationship between government and its employees should be. The governing body has to listen to employees and give them the respect they deserve. You have to be able to communicate with unions. If you have the rapport, you can more easily resolve your differences."

Political support by CSEA last year was very important to his election. "The endorsement by CSEA was a big morale boost to my campaign," Gromack said. "It gave me a tremendous amount of credibility. In addition, there are the votes — it's nice to have that extra push." Gromack also noted that CSEA members' help in mailings and on phone banks "was nice to have. I'm very appreciative."

Asked if he has advice for anyone interested in running for a political office, Gromack cautions that politics is a full-time job. "If you're not prepared to give a lot of yourself, don't run," he says. "You have to commit yourself to spending a lot of time away from home."

Gromack also advises aspiring politicians to get involved in local campaigns, work with local committees and attend meetings. Most important, he says, "be realistic about your base of support in the community. If you have these ingredients, you can seriously consider running for office."

Commenting on Gromack's 1983 election, Rockland County Local President Frank Bosco said, "This campaign was a perfect example of the political action process of CSEA at a local level. The election was close and Alex defeated an incumbent. The impact of CSEA's endorsement is evident."

Clarkstown Unit President Lee Pound said, "Alex has been very supportive in union matters. As a shop steward, I find him to be interested, dependable and an asset to the union."

Letchworth voter registration drive begun

THIELLS — Letchworth Local 412 CSEA and PEF members joined together recently to kick off a voter registration drive in the facility.

"This is the first time the two unions have come together for this type of effort," says Sarah Jackson, chairwoman of the facility's Human Relations Committee, who also serves on the CSEA Local 412 Political Action Committee.

Addressing the Letchworth employees earlier this month, Sen. Linda Winikow of Rockland County emphasized that political clout can only be achieved by voting. "You, as state employees, have to have an open channel, a voice," she said. "You can be more influential if you vote. The people power in this institution is terrific."

"Leave no stone unturned," she urged the committee members. "Get out into the community and meet everyone face to face."

"It is essential to register to vote," added Letchworth Associate Director Norman Szymanski. "A singular vote can be a deciding factor in an election. I applaud your efforts. With over 3,000 people employed here, we are a political and economical force in this community."

Facility Director Albert Robidoux, lauding the committee for their efforts, commented, "If you want to see change, you must be politically active."

According to those involved, the objective of the drive is to register everyone, and registration forms will be made available to all employees.
The following CSEA-endorsed candidates deserve your vote November 6

**Vote for these candidates for state Assembly**

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**Vote for these candidates for state Senate**

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<td>Jay P. Ralston Jr.</td>
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**The Public Sector, FRIDAY, OCTOBER 19, 1984**
Reagan is hazardous to American workers' health

In 1970 this country made a promise to American workers that their lives and health would be protected on the job. Congress passed the Occupational Safety and Health Act assuring safe and healthful working conditions for all working men and women. OSHA guaranteed that workers would no longer be required to risk life, limb or health in order to work. For 10 years the federal government kept its promise—making steady progress in the research and control of toxic chemical exposures, training and education, and guaranteeing worker and union rights under the law.

Since the election of Ronald Reagan in 1980, the national promise to protect workers on the job has been broken. Reagan has launched an all-out assault on OSHA protections: weakening standards, gutting enforcement, and revoking worker and union rights under the law.

This year workers can stop the Reagan assault on OSHA and recommmit the nation to protect worker's safety and health. The choice is clear.

More reasons why labor must defeat President Reagan

The Reagan Record:
The Reagan Record has been one of favoring voluntary compliance instead of strong enforcement; putting corporate profits ahead of worker protection; of weakening standards for safety and health hazards and of ignoring legal requirements and responsibilities to protect workers on the job.

Reagan’s actions to weaken OSHA include:
- Appointment of Reagan campaign business executives with no background in worker safety and health to head OSHA.
- Failure to enforce the OSHA law and stripping 14 million workers of the right to full coverage of OSHA inspections.
- Proposing a weakening of existing standards for the toxic substances lead and cotton dust and failing to issue necessary worker health standards for cancer-causing agents like asbestos and EDB.
- Proposing requirements for workers to wear respirators instead of requiring employers to reduce toxic substances exposures.
- Endorsed human experimentation of textile workers—allowing hazardous exposures to cotton dust to determine if the 1978 OSHA cotton dust standard is really needed to protect from brown lung.
- Exclusion of 60 million workers in construction, service trades, transportation, and public employment from federal right-to-know protections on workplace chemical hazards, and support of business efforts to eliminate existing state and local right-to-know protections for these workers.

The Mondale Program:
Walter Mondale, a co-sponsor of the Occupational Safety and Health Act of 1970, supports a strong OSHA program to protect worker safety and health, through sound administration and vigorous enforcement of the law.

Mondale’s commitment includes pledging:
- To appoint dedicated professionals to administer the nation’s safety and health programs, with the concerns of the worker being the highest priority.
- Full and effective enforcement of the OSHA law and all environmental health and safety laws. As Vice President, Mondale opposed Congressional amendments which would have excluded 43 million workers from the full coverage of OSHA inspections.
- Strong standards for cotton dust, lead and other toxic exposures and the vigorous enforcement of these standards.
- OSHA action to eradicate the causes of occupational disease and legislation to assure just compensation and adequate health care for victims of occupational disease.
- The right of all Americans to know the hazardous materials and chemicals they may have been exposed to in their workplaces and communities.
- Reversal of Reagan OSHA budget cuts and support of funding and staffing levels that will allow OSHA to do its job.

REAGAN vs. WORKERS
A look at Reagan’s track record on unions

- Opposes reform of labor laws to protect workers’ right to organize, speed up union representation elections, prevent employers from stalling and from discriminating against union activists.
- Only President ever to break a union, PATCO, the air traffic controllers. Threw 11,000 persons out of work. (None of complaints that drove PATCO to strike has been addressed adequately since Reagan broke the union. As a result, present controllers now make exactly same complaints, are moving toward unionization.)
- First President of either party to stack NLRB with management attorneys, throwing board into turmoil. It can not keep up with caseload, and findings tilt heavily against unions, for management.
- First administration ever to permit hospitals to charge government through Medicare for use of professional union-busting consultants to break organizing efforts, strikes. Result: Taxpayers foot bill for union-busting.
- First President since 1972 enactment of OSHA to retreat from its purpose, weaken it enforcement. Fewer inspectors, fewer inspections add up to less safety/health on the job.
- First President in decades to create economic atmosphere of “give-backs” by or “take-aways” from workers.
- First administration to encourage right-wing union-busters in Congress in their drive to ram through Hobbs Act amendments to punish strikers with 20-year jail terms for picket line incidents.

VOTE for Worker Safety and Health
VOTE for the Future
VOTE Mondale-Ferraro, Tuesday, November 6.
We need MONDALE FERRARO

‘America is a future each generation must enlarge, a promise each generation must keep.’ —WALTER MONDALE

They’re fighting for your future, and America’s future is the issue.
Union presidents tout Mondale for President

ALBANY — A caravan of some of organized labor's most powerful leaders rolled into Albany last weekend as part of a nationwide effort by labor to elect Walter Mondale President of the United States in November. AFL-CIO President Lane Kirkland, AFSCME International President Gerald McEntee, and National Letter Carriers Union President Vincent Sombrotto exhorted hundreds of union leaders and members who turned out for the whistle-stop type rally here to bring an end to the Ronald Reagan administration "of the rich, by the rich and for the rich," and replace him with "a man who cares about people, treats labor fairly and who listens — Walter Mondale."

Kirkland said labor can help win for Mondale by informing working people "that a vote for Reagan is a vote against the struggling workers of this nation. That it's a vote against lower interest and mortgages rates. That vote for Reagan is a vote against the struggling workers of the nation, it's a vote against giving young people, our own sons, daughters and grandchildren, the chance to own their own home and have a job that can provide them with dignity."

AFSCME President McEntee told the audience that during the final weeks of the campaign no one individual can win alone. "Mondale can't do it alone, Ferraro can't do it alone, Lane Kirkland and the whole AFL-CIO executive committee can't do it alone. But together, with each person doing his or her best, we can all pull together and overcome the challenge."

McEntee urged the union audience to remind voters that "the unemployment rate is still higher today than when Ronald Reagan first took office. We have 2.5 million people who, because of his leadership, have given up looking for a job, and we have 2.5 million more people who work in part time jobs because they can not find an fulltime positions ... and we have 250,000 public sector workers throughout this nation that have been laid off from their service oriented jobs because of cutbacks caused by Ronald Reagan's leadership."

Sombrotto noted strongly that Reagan's administration "has caused the largest deficit in the history of this nation, larger than all the deficits of the previous administrations of this nation since George Washington."

Said Kirkland: "The choice boils down to one issue. Do we, the people, want to continue being governed by an administration that doesn't care about the people or do we, the people, want to elect a government that will care?"

Applause and chants of "Mondale and Ferraro" boiled up from the audience, a majority of which appeared to be CSEA members and officials. CSEA Local 1000 is the largest local within the million-member strong AFSCME headed by McEntee.