CSEA MOURNS LOSS OF
TOM McDONOUGH

How do I feel when the loss of a friend,
Leaves me helpless and terribly sad,
What can I say, much less what can I do,
To explain what a friendship we had.

The kind of a man who is always around,
Who will do anything that he can,
You might need a shoulder, a word, or a thought,
You knew to depend on this man.

I don't have to tell any one of his friends,
What it means to be sadly alone,
You can't share a joke, or a problem, not now,
For I know that he's no longer home.

No, Tom isn't "home" in the sense that we know,
For we know we can't call him again,
Not here on our earth, nor at any one place,
And we can't ever ask when?

As sad as I feel at the loss of this man,
I have a mixed feeling of peace,
I know that he did everything that he could,
And with this comes a sense of release,

Yes, we can let him go to a far better place,
Though I know this is not better for me,
For as sure as I know that the Lord's up in heaven,
I know where dear Thomas will be.

He'll be up there of course in the Heavenly realm,
Organizing and having his say,
And I'm sure that the Lord will be happier, too —
For his good friend is with Him to stay.

This poem was written as a tribute to Tom McDonough by June Boyle, a former member of the statewide Board of Directors, a longtime union activist, and a personal friend of Tom and Pauline McDonough.

RUMORS PRECEDE BUDGET BATTLE; 'WE'RE STANDING OUR GROUND'

ALBANY — The annual budget-balancing act is under way again in the State Capitol, but with next year's projected $1.8 billion deficit, this year's debate has already been controversial and a cause for great concern for public workers.

In addition to the perennial calls to balance the budget on the backs of public workers, this year media reports have spread "leaks" about possible layoffs of state workers ranging as high as 10,000 to 15,000 people. One "public interest group" in Albany actually publicly proposed that new state contracts be renegotiated to bail out the treasury.

Amid this climate of rumors and targeted fear, CSEA and its president are closely monitoring daily developments, drafting alternative proposals to balance the state's depleted coffers, and urging members to wait and see precisely what Gov. Cuomo's first executive budget proposes before reacting.

Amid the media hype and the proposals and counterproposals, CSEA and other public employee unions were quick to voice their opposition to reopening contract talks and to mandatory furloughs. And Gov. Cuomo publicly rejected both proposals (see related story).

"We're not going to apologize to anyone for the contracts we negotiated last year. Yes, we were (Continued on Page 4)

GUV RULES OUT REOPENING CONTRACTS

NEW YORK CITY — Declaring that unions are being scapegoated for the state's fiscal problems, Gov. Mario M. Cuomo has rejected a call for the state to renegotiate contracts with public employee unions.

In response to a question posed at a forum sponsored by the New York Post, Cuomo declared, "I disapprove of any effort that would seek to force the undoing of a contract that has been made ... We made an agreement, the Legislature approved it, we should honor it." (Continued on Page 4)
Social Security package a bipartisan solution to funding needs

WASHINGTON — A bipartisan National Commission on Social Security Reform has told Congress that the financial problems of the social security system can and should be met without breaking faith with America’s workers and retirees.

The commission, whose members ranged the political spectrum, reached a 12-3 consensus on a package of recommendations that would meet all foreseeable funding needs for the near future and erase most of a projected long-term deficit.

Its members were unanimous in turning down proposals for such drastic changes as making social security participation voluntary, imposing a needs test for benefits, or tilting sharply the other way by linking the level of benefits more rigidly to payroll contributions made during a working career.

“Congress, in its deliberations on financial proposals, should not alter the fundamental principles,” the commission insisted.

AFL-CIO President Lane Kirkland, one of five commission members appointed by Democratic congressional leaders, joined in the consensus report. He took exception to one recommendation that would bring future federal employees under social security, and suggested an alternative that would more than match the funding that would be lost.

What was notable in the commission’s report was the ability of such a diverse group of public figures to end up in near accord on a politically charged, controversial issue.

Ten of the commission members were appointed by President Reagan or by the Senate or House Republican leaders. Alan Greenspan, chairman of the commission, had been head of the President’s Council on Economic Advisers during the Ford administration.

Despite the commission’s conservative tilt, the three dissenters from the consensus were all from the political right — Sen. William Armstrong (R-Colo.), Rep. Bill Archer (R-Texas) and Joe D. Waggonner, a Reagan appointee who had headed the Democratic wing of the House conservative coalition when he was a congressman from Louisiana in the 1970s.

The consensus recommendations were supported by the commission members most closely allied to the labor-supported campaign to stave off social security cutbacks sought by the Reagan administration. Among them were Rep. Claude Pepper (D-Fla.), a revered figure among older Americans, and Robert M. Ball, who headed the Social Security Administration for more than a decade and helped set up the Save Our Security coalition.

But the signers also included such GOP stalwarts as Senate Finance Committee Chairman Robert Dole (Kan.) and Rep. Barber B. Conable (N.Y.), who is the ranking Republican on the House Ways & Means Committee. These are the two key committees that will deal with legislation stemming from the commission report.

Both House Speaker Thomas P. O’Neill, Jr., and President Reagan endorsed the panel’s recommendations. But despite this broad support, the final form of the legislation will be shaped after a congressional scrutiny that will give groups with particular concerns an opportunity to influence the ultimate product.

In some areas, such as one-time income-tax credit to offset a speedup in a scheduled higher payroll tax, workers are partly shielded from extra costs. But other changes, including a deferment in the next cost-of-living adjustment, carry a price tag for beneficiaries.

Among the more controversial proposals are those dealing with groups that are now automatically and permanently covered by social security.

One such group is made up of federal and postal employees, who now pay 7 percent of their salaries into the Civil Service Retirement System and also pay the Medicare portion of the social security payroll tax.
Union officials hail new policy requiring posting of occupational injuries, deaths

BUFFALO — The “courageous feats” performed on a daily basis by Child Protection Unit workers were saluted by the Erie County Legislature recently in a resolution that honored two CPU employees with firsthand knowledge of the dangers involved in their line of work.

“We were just doing our job,” recalled John Fisher and Paul Smolinski, of Erie County Local 815, when they were attacked by an irate father brandishing a four-foot length of hardwood flooring.

The ensuing scuffle resulted in a number of bruises and scrapes for both CSEA members, including a broken wrist for Smolinski, who was further hobbled in performing his duties by a heavy cast.

The perseverance of Smolinski and Fisher, who were collectively investigated approximately 700 cases of child abuse and neglect in their two-year tenure, was called “typical of the bravery, concern and dedication which has become a trademark of each and every Child Protection Services employee in Erie County.”

The county resolution went on to praise the competence required of CPU workers, citing their “necessary high level of responsibility, judgment and knowledge of the law” in sometimes dealing with “psychotics, drug addicts, alcoholics and violent criminals.”

In concluding, the Erie County resolution extended its “warmest wishes for a multitude of future success to Messrs. Fisher and Smolinski and to every child protection worker.”

An important new record that public employers must post in all work locations effective Feb. 1 could help unions detect health and safety trends in the workplace and prevent potentially dangerous situations from developing, CSEA officials say.

For the first time, public employers in New York State must post a record of non-fatal occupational injuries, illnesses and occupational deaths. Called the “DOSH-400” list, employers are required to post a copy of the report and keep it posted during the entire month of February.

Angela DeVito, a representative on the union’s statewide OSHA Committee from Region IV, says, “DOSH-400 is very important to a safe and healthy future for all our members. We should use this tool effectively.” And that, she says, means CSEA officers should determine where management will be posting the local DOSH reports, and “if management has forgotten its responsibilities, CSEA has to be prepared to file an OSHA complaint with the Department of Labor citing failure to comply with the New York State Labor Law.”

The OSHA activist noted that “previous to this posting, public employees did not have access to such records. That meant the union was often not aware of a particular job or health problem until it was too late. Now union officials may be able to detect trends and prevent dangerous situations from developing.”

The new requirement, in addition to public posting of the list during February, includes maintaining the list in the workplace for five years. Employees and union representatives may view the list at any time during that period. CSEA is requesting that if an employer fails to post the report as required, a union steward or officer be immediately notified so that appropriate action may be taken.

Two Erie County child abuse investigators cited for courage

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Union says it’s ready to defend ground in battle of budget

(Continued from Page 1)

able to put some decent money in our members’ pockets, but in the current administration remembers that state employees lost earning power over the past decade when our pay increases were low and inflation was high,” CSEA Statewide President William L. McGowan declared. “We’ve done our share. The state’s balanced the budget on our members’ backs time and time again. They’ll have to look elsewhere.

“We knew this would be a bad budget year, and when we negotiated our pay increases in this contract, we paid the price. These so-called public interest groups conveniently ignore the fact that in exchange for pay increases we had to accept several hardships including the lag payroll.”

Indeed, the governor seemed to reflect the union’s concern when he noted repeatedly that he was weighing a number of budget-balancing options, including university tuition increases, increases in user fees and possibly tax increases, as well as some program cuts in an effort to “spread the fiscal pain.”

CSEA had a proposal of its own — a temporary surcharge on the maximum state personal income tax to 11 or 12 percent. (The maximum was reduced from 14 to 16 percent a couple of years ago.)

“This surcharge would protect our members’ jobs and keep needed state programs and services going,” President McGowan noted.

“We know there’s going to be some pain in this budget, and we’re anxious to see what the Governor proposes. Economic times are tough. And when our members hear all these budget reports and rumors, they get scared and angry.”

The union president emphasized that the governor’s budget proposal, due to be unveiled by Feb. 1, will only be the opening salvo in the budget battle. “It’s bound to be a tough budget fight in the Legislature, and we’ll be right in there battling,” McGowan pledged. “We’re going to stand our ground.

Cuomo rejects possibility of reopening contracts

(Continued from Page 1)

Cuomo also took exception to claims by citizen “watchdog” groups that renegotiating the contracts would significantly help the state balance its budget. “Their figures are wrong,” he said referring to claims that the state could save several million dollars by reopening contract negotiations. The Governor noted that the increases scheduled for next fiscal year will cost the state between $229 and $250 million more than this year’s salaries.

“If I put a gun to their (unions’) heads and renegotiated to the inflation rate, it would save $45,” he said. “Cut the increases in half and it would only get $110 to $120 million.

“That wouldn’t even come close to solving our problems,” he concluded. Cuomo estimated the state budget gap for next fiscal year at $1.8 billion.

The Governor dismissed arguments that the raises granted in union contracts are the cause of the projected budget deficit. “We have a tendency to scapegoat unions,” he said. “It’s not fair.”

Cuomo blamed the “depth of the recession” as among the chief reasons for the projected budget deficit, causing a drop in state tax receipts.

In discussing his executive budget, Cuomo cited “personnel actions” as one way to cut spending. He refused to specify what “personnel actions” he would recommend until he releases his executive budget on Feb. 1.

Cuomo had previously endorsed the furloughing of state workers to help solve the state’s fiscal problems, but he has apparently changed his position. In response to a question, he offered “voluntary furloughs” as one way to reduce state spending.

A day of celebration for public employees

WASHINGTON — Government employees have “very little to celebrate.” President Kenneth T. Blaylock of the AFL-CIO Public Employee Dept. told 500 workers gathered at a noon-time rally to celebrate Public Employees Appreciation Day.

“Today, public workers are maligned and alienated,” Blaylock said. “Their careers, system of pay, retirement and other working conditions are attacked and being slowly destroyed. They find themselves being blamed for everything that’s wrong with government.”

The Jan. 10 rally, sponsored by the Public Employee Roundtable, a coalition of 26 public employee advocates, featured speakers from unions, business and government.

Congress and President Reagan have proclaimed Jan. 17 as Public Employees Appreciation Day to salute the 16 million federal, state and local public employees.

Arthur Flemming, former chairman of the U.S. Commission on Civil Rights and now president of the National Council on Aging, told the public employees to start demanding more respect and protection from elected officials, and pressure the two national parties to adopt platform planks that acknowledge the importance of public workers’ contributions.

Rep. William D. Ford (D-Mich.), chairman of the House Post Office & Civil Service Committee, said the occasion should be “joyous,” but “sadly, it is marred by a reckless assault on the federal workforce under the bogus banner of economic restraint. The demagoguery and duplicity of the White House is disgraceful when it comes to federal employees and the work they do.”

Monroe County appreciation day, page 5
In Monroe County:

Public Employees Appreciation Day

ROCHESTER — The 100th anniversary of the U.S. Civil Service Act was the impetus for a Monroe County proclamation that declared Jan. 17 Public Employees Appreciation Day. The Monroe County action follows the lead of the U.S. Congress, as part of a national public education campaign designed to improve the perception and image of those working in government service.

Local 828 President George Growney and County Employees Unit President Florence Tripi accepted a framed proclamation in behalf of the more than 3,100 CSEA members employed by Monroe County.

Four other public employees unions, including AFSCME members, fire fighters, social workers and operating engineers were likewise honored in County Manager Lucien Morin's office.

The proclamation was given extensive media coverage in the Rochester area, and was a leading story on several radio and television newscasts.

The county document, signed by Morin and county Legislature President Edwin Foster, lauded usually-unsung public workers who "perform services that are vital to the daily conduct of our lives and businesses, with little expectation of recognition or public acclaim."

Noting the many tasks the public expects and cannot provide for itself, such as highway maintenance, health services, police protection and many others, the proclamation concluded, "Too often the service of public employees is taken for granted."

APPRECIATION PROCLAMATION — George Growney, Monroe County Local 828 president, left, and Lucien Morin, county manager, are shown with the proclamation that declared Jan. 17 a day of appreciation for the county's public employees.

Non-teaching school employees set forth '83 legislative priorities

ALBANY — School bus seat heights, parity with subcontractors who provide transportation services, and a change in items that may be included in contingency budgets, are the top 1983 legislative priorities set by CSEA's Non-Teaching School Employees Committee. Those proposals are part of CSEA's overall legislative package to be presented to the State Legislature.

Chairwoman Carol Craig explained that if New York State agreed to go along with federal regulations regarding the height of school bus seats, then significant savings would be realized. Standardization would reduce manufacturing costs, and the lower seats would make it easier for drivers to observe and account for students.

The Parity Bill would reform regulations that currently favor school districts which subcontract transportation services, and the Contingency Budget Bill would expand services that could be included in austerity budgets.

The committee's legislative goals are rounded out by support of bills to make the Agency Shop permanent for all public employees, and to have reopeners for the Tier I and Tier II Retirement Systems.

LABOR INSTITUTE WORKSHOP PLANNED — The agenda for the CSEA Labor Institute's first educational workshop for Metropolitan Region II members was discussed recently by, from left to right, Region II Office Manager Lilly Gioia, CSEA Director of Education and Training Thomas Quimby, Region II Education Committee Chairwoman Rose Fuererman-Sutro, CSEA Training Specialist Sean Turley and Region II President George Caloumeno. Details and registration procedures for the workshop, set for April 9 and 10, will be announced.
ALBANY — Preparations have begun for elections this spring to choose members of the statewide Board of Directors' State Executive Committee.

The Statewide Nominating Committee, comprised of three State representatives from each CSEA region, is charged under the union's Constitution with responsibility for nominating candidates to appear on official ballots for each representative on the State Executive Committee.

Any eligible member in good standing can have his or her name placed on a ballot either by nomination by the committee or by obtaining the requisite number of member signatures on official petition forms.

Nominations are now open, and any CSEA members eligible to run for the State Executive Committee are invited to apply for nomination. "Request to Be A Candidate" forms must be completed and returned to CSEA Headquarters no later than Feb. 24 to be considered by the Nominating Committee.

Forms are available from CSEA state division local presidents, regional offices, or the Office of the Executive Director at CSEA Headquarters.

The election schedule has been set as follows:

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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>Jan. 28</td>
<td>Opening of nominations</td>
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<tr>
<td>Feb. 24</td>
<td>Nominations close</td>
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<tr>
<td>Feb. 25</td>
<td>Meeting of Nominating Committee</td>
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<tr>
<td>March 1</td>
<td>Report of Nominating Committee Petitioning for independent nominations begins</td>
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<tr>
<td>March 19</td>
<td>Deadline for declination of nomination</td>
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<td>April 15</td>
<td>Final day for nominations petitions to be filed</td>
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<tr>
<td>April 20</td>
<td>Drawing for ballot positions</td>
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<tr>
<td>May 11</td>
<td>Publication of names of all candidates in The Public Sector</td>
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<tr>
<td>May 14</td>
<td>Official ballots to be mailed</td>
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<tr>
<td>May 24</td>
<td>Replacement ballots may be requested</td>
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<tr>
<td>June 15</td>
<td>Ballots must be returned by 5 p.m. Ballots to be counted, and election results announced</td>
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<tr>
<td>June 25</td>
<td>End of election protest period</td>
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WATERVLIET — The Watervliet Housing Authority contract only took two minutes to sign, but it took 21 months to negotiate and along the way, the dedication of the Authority's seven employees to the concept of unionization and a union contract earned recognition and respect.

"It wasn't a hard contract to negotiate," CSEA Field Representative Greg Davis said. "But these folks...had to overcome the death of their original unit president, and several personnel changes before reaching their long-sought goal. I'm very proud of their determination and persistence."

Davis, who served as the unit's organizer as well as their first contract negotiator, detailed the members' long effort as follows:

"CSEA was certified as the union for the Authority's employees in May 1981. Everything pointed to quick negotiations for a first contract; negotiations were friendly and productive. But problems arose, and it seemed that just as one problem was solved, a dozen more took its place."

"Bill Halliday, the original unit president, who brought the workers into CSEA, retired and was hospitalized shortly after. But he stayed in contact with his former co-workers and was aware that the contract was going to be signed, when he died suddenly. Helen Corina, the new unit president, kept the members' spirits and resolve, often reminding them of Halliday's dedication to their well-being," Davis said.

HOUSING PACT — A 21-month first contract negotiating effort finally came to a successful and friendly conclusion as CSEA and Housing Authority officials signed the agreement. CSEA Field Representative Greg David, standing left, and Housing Authority Executive Director Charles Petricelli, standing right, watch CSEA Unit President Helen Corina and Housing Authority Board Chairman Walter Zielonko sign historic agreement.

"And then there was the unexpected replacement of the Housing Authority's executive director. That move basically meant that the unit was back at step one, as far as the contract negotiations went. But even this obstacle was overcome through quiet persistence and personal dedication."

The first contract addresses all of the normal collective bargaining needs of the Authority's seven workers and establishes their rights before their employer. It is retroactive to 1981.

"It's a relief that it is finally over," Corina said. "We look forward to a good, open and honest relationship with the Authority."

State Executive Committee election plans underway

WASHINGTON — Marking the first anniversary of martial law in Poland, AFL-CIO President Lane Kirkland declared that organized labor "will not retreat from our demand that Solidarnosc (Solidarity) be fully restored to the workers of Poland."

Opening an exhibition of Polish photographic and poster art at AFL-CIO headquarters, Kirkland announced the beginning of "a grass-roots fundraising campaign — for the workers of Poland and for unemployed American workers."

Proceeds from the sale of the art will go to the federation's two-year-old Polish Workers Aid Fund.

Although Poland's military regime recently announced a gradual lifting of martial law restrictions Kirkland noted that "the regime has moved to permanently institutionalize its most repressive features."

Unless genuine trade union and other rights are restored, Kirkland said, labor would continue to demand that "the sanctions against Poland and the Soviet Union be maintained."

Those attending the exhibition opening included Vice President George Bush, Labor Secretary Raymond Donovan, Attorney General William French Smith, former Secretary of State Alexander Haig and Senator Edward M. Kennedy (D-Mass.).

AFL-CIO sponsors art sale
to benefit Polish workers

COLONIE — Blue- and white-collar employees in the Town of Colonie Units of CSEA have ratified tentative agreements with management.

The white-collar unit "C" ratified its tentative agreement with the town on the first workday of the new year by a 3-to-1 margin. Unit "B" voted by a 7-to-1 margin to accept their pact a week later.

The two unit contracts will provide for a 6 percent salary increase due to the first of this year returns and will be followed by a 6.5 percent increase next year. The new two-year pact will provide for an employee and family dental program this year and a $10,000 employer paid life insurance policy for each worker next year.

Also included in the pact is a $3.50 meal allowance for those workers forced to extend their shift or work double shifts, and new rates for holiday pay. For the white-collar unit, holiday pay and double time will be paid for working Election Day and/or Independence Day. In the blue unit, the holiday pay rates now include Election and Veteran's Day.

Approval by the town administration is expected soon. Unit Presidents Kenneth Bell (blue collar) and Lawrence Jeram (white collar) are working with CSEA Field Representative John Cummings on final language for the agreements.
ALBANY — Thomas H. McDonough, who once served as acting statewide president of the quarter-million-member CSEA during the mid-1970's and who was in his eighth year as statewide executive vice president of the union, died unexpectedly on Sunday, Jan. 16 of an apparent heart attack. He was 65.

Along the way during his quarter of a century as a member of CSEA Tom held virtually every key position of leadership within the union. And he earned the respect of both labor and management for his aggressive efforts on behalf of a wide variety of union causes and of working people in general. 

The CSEA President Bill McGowan said, "Tom McDonough symbolized this union..." and called his second-in-command "a tireless fighter for the causes that he believed best served the members of our union."

Meyer Frucher, director of the Governor's Office of Employee Relations, who often faced Tom across the negotiating table, said "Tom McDonough earned our abiding respect... he was amiable, but a tough negotiator whose agenda gave top priority to the interests of the employees he represented."

Tom was re-elected to a 3-year term as statewide executive vice president last May, and was mid-way through his eighth year in the position when he suffered the apparent heart attack while walking outdoors near his home in the Albany suburb of Colonie. He had been recuperating from a lengthy illness and had resumed his union duties on a part-time basis only a few weeks ago.

In addition to his eight years as executive vice president, Tom also was first vice president of the Capital District Conference for four years and a statewide first vice president of CSEA for two years. He was chairman of the CSEA Administrative Unit negotiating team for 12 years, and member of CSEA's coalition negotiating team for 14 years. He was president of CSEA's Motor Vehicle Department Local for 15 years, a member of the statewide CSEA Board of Directors for 14 years, and chairman of the State Executive Committee for two years. Tom also served as CSEA's first Political Action Committee chairman, and was a member of various statewide union committees as well. Then-Gov. Malcolm Wilson named Tom a member of the governor's Affirmative Action Committee.

A native of Pittsford, Vermont, Tom grew up in the New York-Vermont border town of Granville, where he served as a town councilman and a Democratic committee chairman prior to moving to the Albany area in 1956. He worked for more than a century for the State Department of Motor Vehicles, where he was a senior clerk.

Survivors include his wife, Pauline; a daughter, Patricia; and a son, George, both of Colonie; his mother, Helena Grenno McDonough of Granville, eight grandchildren, and three great-grandchildren.

Funeral services were held on Thursday, Jan. 20 from St. Mary's Church in Granville, and burial was at Mount Carmel Cemetery, Granville.

The family of the late Tom McDonough has requested that remembrances be sent to the Hospice, Coronary Care or Hematology Units at St. Peter's Hospital, 315 South Manning Boulevard, Albany, New York 12208.

"Tom McDonough was proud of his reputation as a hard-nosed advocate of public employees and their rights. He created this cover for one of his campaign pieces.

Memorial Mass
CSEA scheduled a Memorial Mass attended by staff and area union members, union offices in the Albany area were closed, and several major meetings were cancelled or postponed last week out of respect for and in memory of Tom McDonough.

CSEA state headquarters and the union's Region IV headquarters, both located in Albany, were closed Thursday morning, Jan. 20 to enable staff employees and area union members and friends of Tom to attend a Memorial Mass arranged by CSEA at St. Francis DeSales Church. The Mass was scheduled to coincide with funeral services scheduled that morning in Granville, a considerable distance from Albany, and was held to enable as many people as possible to pay their respects.

The January meeting of the statewide Board of Directors, scheduled to be held on Jan. 20 in Albany, was cancelled, as were numerous other union meetings and programs. Under a provision of the union's Constitution, the Board of Directors will fill the vacancy in the executive vice president position by appointing any one of the union's six statewide vice presidents (regional presidents).
Cold building a hot issue

HEMPSTEAD — It was a case of the right hand not knowing what the left mitten was doing when one state agency closed after the heating plant broke down but another agency insisted on staying open.

The chilled fingers of employees of the State Insurance Fund on Franklin Ave. were unable to type and file correctly. Letters starting with “Dear Sir” came out “Dear Dir” and things like that.

Insurance Fund employees complained that it was not an isolated incident. The heating plant broke down repeatedly last winter and again this season, they said.

When the employees’ complaints were lodged by CSEA Field Representative Nick Pollicino, the parole office in another part of the same building promptly agreed to close but the Insurance Fund refused to let the workers go.

The thermostat in the Insurance Fund office showed readings around 60 degrees. About 60 employees, primarily clerical, work in the office.

They struggled through the day Jan. 3, but refused to work when there was no heat again on Jan. 4 and Jan. 5. Management declared that each employee would be charged for two days sick leave.

There was a warm ending, however, when Pollicino appeared at the office later to serve formal grievance papers on the agency. On the spot, management reversed the decision to charge for sick time. And the heating plant was (knock wood) still working.

Bone marrow starting to take for Jenny Harrington

Jenny Harrington, the 4-year-old daughter of CSEA member Gary Harrington, an orderly at the Meadows Country Infirmary in Otsego County, is showing signs of improving after a bone marrow transplant, according to a recent story in the Syracuse Herald-Journal.

Jenny, who has leukemia, underwent the transplant of the bone marrow from twin sister Jody on Dec. 28 at Seattle’s Fred Hutchinson Cancer Research Center.

A bone marrow sample taken from Jenny on Jan. 11 showed that new marrow is growing and Jenny’s mother, Debbie, was quoted in the Syracuse story as saying, “They think the bone marrow was starting to take.”

The Harringtons received a card from President Reagan last month when their story received national attention. CSEA members and others at the infirmary where Harrington works put together a fund to help defray some of the costs of the surgery and treatment, and more than $30,000 has been raised so far.

Syracuse bus drivers win extra pay for extra work

SYRACUSE — School bus drivers belonging to the North Syracuse Transportation Unit of Onondaga County Local 834 have won the extra pay that they are owed for driving two extra bus runs on Nov. 19 and Nov. 24, 1981.

Arbitrator Donald E. Cullen recently made the award in response to a grievance filed by driver Linda Wells. He noted that the grievance was arbitrationable even though the school district argued that it had not been filed on time. Cullen said that an August notice of the extra runs was sufficiently "ambiguous" so that employees really did not know until payday, Dec. 4, 1981, that they would receive the daily rate plus two hours pay for the extra work.

The CSEA contract requires that any changes in the school calendar be posted each August "with the dates for such deviations." Otherwise, the past practice was to pay at least two hours extra pay for runs that were not specified in the August posting.

The past practice, as well as the fact that when deviations in the bus runs were announced no specific days were given, formed the core of CSEA’s arguments.

The arbitrator directed the district to reimburse drivers the balance of two hours pay for each of the two days that they drove extra runs.

The case was won with the aid of CSEA’s Legal Assistance Program.

Carbon monoxide: invisible killer

By Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environment Sciences

Carbon monoxide is one of the most dangerous and widespread industrial hazards.

The main source of this invisible, odorless gas is the incomplete burning of anything that contains carbon. This includes gasoline, natural gas, oil, propane, coal and wood.

Every year, some 5,000 people are killed outright by carbon monoxide. At least 10,000 more workers suffer from exposure high enough to cause serious health effects. Millions of others experience milder effects.

These figures are not precise because there is a good reason to believe that a large number of cases of carbon monoxide poisoning, both fatal and non-fatal, go unreported or incorrectly diagnosed. The symptoms are fairly general, especially at relatively low levels, and might suggest other causes.

Carbon monoxide also aggravates other disease conditions, particularly heart trouble and respiratory difficulties.

The most frequent source of carbon monoxide in the workplace is usually the internal combustion engine, although coke ovens, blast furnaces and forges also produce the gas.

Among those obviously at risk are operators of lift trucks, front-end loaders and diesel engines, as well as those working nearby. When such equipment is operated in an enclosed area, the risk is particularly dangerous.

Such areas would include garages, filling station repair shops, warehouses, dock areas, the holds of ships during loading and unloading, vehicular tunnels, toll collection stations and so on.

Carbon monoxide poisons its victims by displacing oxygen in the blood.

Oxygen from the lungs normally is carried through the body by the blood’s hemoglobin. But when carbon monoxide is inhaled, the hemoglobin grabs the poison first, passing over the available oxygen. This explains how workers can die within a few minutes because of large amounts of carbon monoxide in the air, even though there is also plenty of oxygen available.

Tests have shown that carbon monoxide combines with hemoglobin 210 times as fast as oxygen does.

Without oxygen moving through the blood stream, the victim suffocates.

At lower levels of concentration, carbon monoxide takes over part of the oxygen-carrying function of the blood. The effects vary with individuals, but the most common complaints are headaches, nausea, drowsiness, tightness across the chest, tiredness and inattention.

As exposure increases, the worker may become uncoordinated, confused and weak. Continued exposure can lead to convulsions, coma and even death.

High doses of carbon monoxide — even if the victim recovers — may cause permanent damage to body tissues that require a lot of oxygen, particularly the brain and the heart.

Besides being a health hazard, carbon monoxide is a safety hazard as well because of some of the effects just mentioned. A worker whose coordination is affected, or who becomes drowsy on the job, is a likely candidate for an accident and a risk to others.

There are two basic approaches to eliminating this hazard to health and safety:

• Get rid of the gas itself.
• Get rid of the source.

Some businesses — warehouses, for example — have eliminated the source by switching to battery-operated fork lifts which give off no exhaust. This is a good solution, particularly in enclosed areas where other windows and doors generally are closed and the risks from gasoline-burning equipment are particularly high.

Another idea that has proved effective is to enclose dangerous operations and install blowers or fans to carry away the gas. The exhaust system should be installed in the ceiling or high above the source of the carbon monoxide. The gas is slightly lighter than air and, when it comes from a tailpipe, is usually hot and has a tendency to rise.

Many tunnel attendants and toll collectors are provided with glass-enclosed booths and an independent fresh air supply. Newer tunnels have built-in exhaust fan systems that turn on automatically when the level of carbon monoxide reaches dangerous levels.

Portable blowers, properly placed, can dissipate carbon monoxide in other situations, such as on shipboard where longshore workers have to work between the decks.

A word of caution: Just because you can’t see or smell the exhaust from an internal combustion engine doesn’t mean that carbon monoxide isn’t present. Remember, this gas is invisible and odorless. The blue or white plumes you see are other gases or water vapor. The killer strikes without warning.
LAWMAKING: A fathomable labyrinth

In order for an idea to become a law, there is a certain procedure which must be followed. When a legislator decides that something should become law, that individual introduces legislation. Proposed legislation is referred to as a bill. This bill is formally written by the Legislative Bill Drafting Commission which employs attorneys who translate the idea into legal terms.

Once the bill is sponsored and drawn it is referred to the appropriate legislative committee. There are many committees for each house, each one dealing with a specific subject area. A bill may have to be considered by more than one committee. The committee analyzes the bill and data concerning the bill furnished by outside groups such as industry, taxpayers, unions and various special interest groups. The committee evaluates the bill and decides whether or not it should be sent to the floor to be voted on by the whole Senate or Assembly.

The personal staff of the various legislators also play a very significant role in determining whether a bill is to be reported out of committee and what the potential consequences of the bill are.

Legislation of a controversial nature is usually considered by the Steering Committee. For example, in the Assembly, the Steering Committee is composed of the Speaker, Majority Leader, Speaker’s leadership team, such as the Deputy Majority Leader, the Deputy Speaker and so forth. This committee is essentially a listening post for the Speaker. If a bill runs into trouble in the Steering Committee, it probably will not go anywhere until and unless the necessary changes are made. If a bill meets with the approval of the Steering Committee, it is then taken up in Conference.

The process by which ideas become law has always been a mysterious one. But although the process is necessarily an involved one, it is not unduly complicated. This special four-page pull out section is the first in a series of articles designed to help disperse the mystery surrounding a function that affects all our lives.
An estimated 15 percent of CSEA's legislation and pensions committees and the Assembly Governmental Employees Committee. These important proposals are channeled into the Senate Civil Service and Pensions Committee and the Assembly Governmental Employees Committee. These important committees represent the first step in a long chain of events. In this article, these committee roles, views, and philosophies on state government are presented.

The Committee: An Overview

Legislative committees within the Senate and Assembly play a major role in the process of a bill becoming a law. Both the Senate and Assembly have thirty committees comprised of a variety of topics, from aging to transportation. These committees are comprised of a variety of committees ranging from twenty to forty members, and the number of bills that must be reviewed each day. The main function of a committee is to review meetings and hearings and decide which bills go on the agenda. At the meetings, the bills on the agenda are voted on. The members may voice their support or be asked to vote on the legislation. In some instances, reports are made. Often, the third reading for the bill is made by a committee. A bill may be reported to another committee for action at a later date. It can also be "killed" in committee, and no action is taken on it. The bill is never allowed to come to a vote.

Legislative committees are, therefore, extremely important components within the legislative process.

On writing your legislator

During the course of these Public Sector interested groups were asked about their reactions to the full-scale letter-writing campaigns that have taken place in the past four years. One of the most effective tools of a good lobbying effort is the constant give and take between the two houses and the Assembly. For example, the committee chairman and ranking minority members usually discuss the bill in very private meetings. As the bill moves through the process, the committee chairmen, minority leader, and ranking minority members make their views known to the other side.

Assembly Governmental Employees Committee Chairman Joseph Lentol (D-58th Dist.) cited a House rule that every bill referred to his committee must be considered by the whole group and placed on the agenda. In this case, all four committee chairmen meet to "smooth over the rough edges," say Lentol. Often it takes several months before House leaders come to terms with a piece of legislation.

"Continuous negotiations take place... it’s a constant give and take between the two houses," explained Lentol. "Legislators estimate that half the bills referred to his committee are submitted by public employee unions. The remainder are a combination of governor's program bills, staff proposals, and the result of legislative hearings. Referring to CSEA's legislative program, the committees chairmen predicted that some form of compromise will occur with the controversial Tier II retirement system. And, like Senate leaders, Lentol says the bargaining point will be the plan's social security offset factor, which recent studies indicate will leave Tier III retirees without a state pension.

"The day will come when Tier III will be repealed," says Lentol, "but not in this fiscal climate. Too many local governments are pleading poverty." CSEA echoed this view. He said the Legislature should have tackled the Tier II bill last year, due to the "gross inequities" of the present retirement system. Yet the ranking minority member doesn't foresee a repeal to Tier II plan, citing the state's hard-pressed economy.

Both CSEA and union members believe a strong letter-writing campaign will influence their legislators. A recent survey showed that 96 percent of the legislators believe the public employees' stance on the issues is important to their constituents.
Senate Civil Service and

(Continued from Page 10)

committee leaders said there would be a balance of layoffs and tax incentives. A hiring freeze was also mentioned as a possibility.

"It's really unfortunate," said Schermerhorn, "when you consider that nearly $600 million is spent on consultation fees." If he had the choice, Schermerhorn would eliminate what he calls "the sweetheart contracts" with private consultants.

Assembly Governmental

(Continued from Page 11)

said the permanency bill has a better chance with the new administration.

"Governor Cuomo has publicly proposed a permanent Agency Shop measure. This opens the door for debate," notes the Republican assemblyman.

And his opinion of the new governor? "We've had a far better relationship in the last two months (with Cuomo) than the last four years under Carey," Spano mused, adding that he rarely had a better relationship in the last two months (with Cuomo) than the last four years under Carey. Schermerhorn would eliminate what he calls "the sweetheart contracts" with private consultants.

Employees Committee

citing Cuomo's experience as "an invaluable asset."

Furloughing state employees to balance the estimated $500 million budget deficit is out of the question, said Lentol, who offered to sponsor a retaliatory commission/department heads furlough bill last year.

The original state employees furlough bill never got a sponsor, and although it was discussed, Lentol noted that the former governor's proposal was fortunately never put into print.

Both Lentol and Spano are anxious to review the governor's proposed budget. Layoffs are likely to occur, they said, but not in the high numbers rumored in the media.

"If in fact the $500 million figure is accurate, we'll see cuts in services, a job freeze and probably a slight increase in taxes," Spano said. He added that any layoffs should occur in the upper echelon of the state and not at the lower paid levels where the day-to-day operations are vital to the success of the state's government.

"Public employees have been told over and over again to tighten their belts, the economy will get better," Lentol remarked, adding that these workers have "suffered enough."


deadline February 18

ALBANY — CSEA has scheduled its sixth annual Legislative Seminar, an educational workshop designed to teach union activists about the legislative process and how to effectively work within the system, for Saturday, February 26 at the Empire State Convention Center here.

The seminar is primarily planned for CSEA's network of regional Political Action Liaisons (PALS), local presidents and political activists, and members of the union's board of Directors, but any interested members may attend. All attendees must be approved by their CSEA Local president, who will submit a list of attendees. Any interest member should contact their Local president immediately, since the deadline for reservations is February 18.

CSEA's 1983 legislative program will be discussed in detail in preparation for future lobbying efforts by union members on behalf of those bills during the current legislative session.

Additionally, the program will include a discussion of lobbying methods by a panel of State legislators with a viewpoint toward perfecting lobbying methods for maximum effectiveness.

Several luncheon speakers are expected to talk about various legislative and political action issues, and special workshops for the PAL Network members will be held.

In-person registration will begin at 9 a.m. on February 26 outside Meeting Room 6 at the Empire State Convention Center. The formal Legislative Seminar program will begin at 10 a.m.
AFSCME wins court order forcing OSHA to set emergency safety standard

WASHINGTON — AFSCME International President Gerald W. McEntee calls a recent court order giving the Occupational Safety and Health Administration 20 days to issue an emergency standard on ethylene oxide “a victory for working Americans.”

More than 140,000 workers are estimated to be exposed to ethylene oxide, which is used as a sterilant in hospitals, a fumigant in museums and libraries, and in the production of anti-freeze, polyester fibers and other industrial processes.

According to studies by the National Institute for Occupational Safety and Health, about 100,000 of these workers can be exposed to the gas that can cause cancer and genetic damage at the permissible exposure level at the 50 ppm level, yielding a significant risk of contracting cancer and chromosomal damage.

“Despite the overwhelming administrative record favoring issuance of an emergency temporary standard, OSHA has embarked on the least responsive course short of inaction,” Judge Parker said.

Responding to the court decision, OSHA chief Thorne G. Aucker said, “It appears the court is trying to set our regulatory agenda for us.” OSHA began the normal rule-making process for ethylene oxide in January 1982. While no decision has been reached, the agency is expected to appeal the court order.

Oceanside secretaries closer to pay equity

OCEANSIDE — Members of the Oceanside Secretarial Unit of the Nassau County Educational CSEA Local have stepped closer to pay equity with other Oceanside Schools employees. The district’s contribution to health insurance coverage was increased by $38 per month per employee, and an additional $30 will be paid by the district in the third year.

Also, a Welfare Fund was established by the district with a contribution of $66 per member per year to be used for the benefit of all employees. At retirement age, if an employee has worked 15 years, a $2,000 lump sum will be paid; if the employee worked 20 years or more, a lump sum of $3,000 will be paid.

Reagan policies crippling cities

The nation’s cities are in deep trouble. They have been caught in a double bind — the Reagan cuts in federal aid on one side and the financial drain of the Reagan recession on the other.

The deep, prolonged recession has cut in two directions. Jobless workers and bankrupt businesses don’t pay taxes.

At the same time, the “new poor” who find themselves without jobs for the first time in their lives and the “working poor” who are no longer working need to be helped. That takes money.

But “fiscal stress is widespread and is likely to worsen among cities of all sizes and in all parts of the country,” said the National League of Cities in reporting the results of its recent survey of 79 cities’ financial condition.

Scrambling to close the growing gap between revenues and expenses, cities have resorted to both tax hikes and layoffs.

As for layoffs, “for the first time since World War II,” said the League, “cities have cut spending and employment during a recession, thus contributing to the downslide rather than working to counteract or soften it.”

Almost half the cities surveyed reported that they cut their workforce in 1982 and intended to do the same in 1983.

At the same time, cities felt pressured by their financial plight to raise taxes and fees, most of them regressive.

The survey showed that 71 percent of them in fiscal 1982 raised or instituted fees for such services as garbage collection, car inspections, and library use. Property taxes were raised by 32 percent of the cities and sales taxes by 13 percent.

Despite the layoffs, tax hikes, and cutbacks in municipal services, cities still have been unable to fill the gaps left by the big cuts in federal aid which the Reagan administration pushed through Congress in 1981 and 1982.

Fewer than 10 percent of the cities surveyed by the League felt they were able to make up with local funds the large cuts in community and urban development grants.
Vacancies law vetoed by Suffolk Executive

HAUPPAUGE — A local law opposed by Suffolk County union leaders here was recently vetoed by Suffolk County Executive Peter Cohalan.

The new law would have eliminated an amendment to the Suffolk County charter which calls for the filling of vacancies within 90 days by special election. The law would have authorized the legislature to appoint a candidate to serve until the next general election.

Region I President Danny Donohue had urged Cohalan to veto the law, which Donohue said would have "put a dangerous amount of power into the hands of unelected party officials."

City of Troy declares impasse

TROY — After five intense negotiation sessions, the City of Troy Unit of CSEA has declared impasse in its negotiations with the city administration.

"The major sticking points are wages and changes which the city wants CSEA to make in the health insurance area ranging from dental coverage to drug prescription changes," Pat Monachino, CSEA collective bargaining specialist said concerning the issues of the impasse. "These issues are very important to our membership and we're determined to do justice to their economic and health care needs."

New Year’s baby born to Kings Park members

SUFFOLK'S FIRST CSEA MEMBER IN 1983 — Teresa and Florentine Diaz proudly hold their daughter, Christina, the first baby born in Suffolk County in 1983. Christina was born at 12:43 a.m. on Jan. 1 at St. John's Hospital in Smithtown. The Dizas work at the Kings Park Psychiatric Center and are CSEA members. The couple has another daughter, 4-year-old Tracy. In the background is RN Carol Graves.

‘Right to Work’ violated election laws

WASHINGTON — The U.S. Supreme Court has ruled that the National Right to Work Committee violated federal election laws by the method it used in soliciting funds for candidates it supported.

The court's unanimous ruling overturned a 1981 federal appeals court decision and supported the position of the Federal Election Commission. The FEC's position was backed by the AFL-CIO in a court brief.

The so-called Right to Work Committee, whose aim it is to outlaw the union shop, had maintained that everyone on its mailing list was a "member" of the organization who could be solicited for its political action committee. Under federal election law, a non-profit corporation such as the Right to Work Committee, may solicit only its active members.

The Supreme Court ruled that those on the R-T-W Committee's mailing list were not members in the usual sense of playing a part in its operations, electing its officials, or exercising any control over expenditures.

The AFL-CIO had said in its brief that unless the Supreme Court overturned the appeals court, non-profit corporations would be able to use their funds to solicit political contributions beyond the boundaries set by Congress for unions and business firms.

The Supreme Court ruling upholds an earlier ruling by a federal district court, which had levied a $10,000 fine for the R-T-W Committee's violation.

AFL-CIO Special Counsel Laurence Gold noted that the R-T-W Committee has filed many charges in recent years, "usually groundless," against other organizations for alleged election law violations.

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Capital Region Legislative Breakfast

EARLY MORNING LEVITY — Assemblyman Michael Hoblock shares a little humor with CSEA PAL Cindy Egan at the recent legislative breakfast.

BREAKFAST TALK — Assemblyman Richard Conners, standing, talks with Assemblyman Robert D’Andrea, seated left, and Region IV First Vice President C. Allen Mead.

ASSEMBLYMAN’S WELCOME — John Francisco, left, CSEA Region IV Political Action Committee chairman, welcomes Assemblyman Jim Tedisco to his first Capital Region legislative breakfast. Tedisco represents most of Schenectady County and was thankful for the CSEA endorsement in a tight race in November.

ALBANY — The recent Capital Region Legislative Breakfast seemed a little bit different this year.

Some of the old familiar faces from past breakfasts were gone — Assemblywoman Gail Shaffer, now the Secretary of State, and Assemblywoman Joan Hague, redistricted out of her seat. But the new assemblymen, Jim Tedisco and Mike McNulty, and redistricted Assemblyman Glen Warren, attended for a bit of politicking with their CSEA political action liaisons (PALS).

“Lobbying is the art of speaking factually while listening carefully,” one veteran PAL observed. “Sometimes something said between sips of coffee provides an insight into the political planning of the individual or his party. That little crust of information can help our lobbying efforts, so we all try to speak factually and listen carefully.”

From the reactions of some of the PALS and from the comments of the invited senators and assemblymen or their representatives, the upcoming legislative session is going to be a tough one.

“I only hope that our legislative program proves to be as successful as our breakfast. Now, we have to start working to defend what we have and to justify what we are seeking.”

ALBANY — Four candidates’ names will appear on ballots now being mailed to members eligible to vote for the Health Department representative on CSEA’s statewide Board of Directors.

The candidates are: C. Allen Mead of Region IV; Brian J. Madden of Region VI; Charlotte A. Freeman of Region II; and Elizabeth T. Watts of Region VI. Brian Madden qualified by petition Jan. 24 to win a slot on the ballot; the other three candidates had been announced earlier.

The special election is required to complete the term of Board representative Genevieve Clark, who recently retired. The term expires June 30.

Official ballots were to be mailed to eligible members on Jan. 29. Members who have not received their ballots by Feb. 7 may obtain a replacement ballot by calling CSEA Headquarters (518-434-0191, Ext. 452) on Feb. 7.

To be counted, all ballots must be received by CSEA no later than the close of business on Feb. 22. Ballots will be counted the following day by the Elections Procedures Committee in the presence of candidates or their observers. Results will be announced in the Feb. 25 edition of the Public Sector.
Westchester unit OKs new contract by a wide margin

WHITE PLAINS — By an almost four-to-one margin members of the Westchester County CSEA Unit have ratified a two-year contract affecting 5,700 county workers.

Unit President Jack Whalen said, "The membership has spoken, I'm very pleased that a balanced contract such as this was accepted."

The two-year agreement calls for a 6.5 percent pay increase the first year, retroactive to Jan. 1, with a minimum of $800. County workers would receive a 6 percent raise the second year. There would also be increments for eligible employees and longevity payments would be increased.

There are a number of non-economic benefits as well. Among them are an improved disciplinary procedure, protection for the takeover of county facilities, and the practice of having layoffs in the inverse order of seniority.

Negotiating Committee Chairperson Mary Naylor-Boyd says, "We're all very pleased that after extremely long and hard bargaining sessions, the membership has supported our committee and this contract by a four-to-one margin."

A ratification vote by the Westchester County Board of Legislators is expected at their next meeting.

... but White Plains school unit still without contract

WHITE PLAINS — Members of the White Plains School District CSEA Unit conducted a demonstration for a contract settlement in front of the district's Education House recently. The non-teaching personnel have been without a contract since July 1, and are demanding the administration sit down for serious negotiations. Among those marching in photo below are, first row from left, Westchester Local 860 President Pat Mascoli and Unit President Barbara Peters.

A SERIES OF WORKSHOPS and seminars on election procedures is being conducted throughout the state by CSEA Election Procedures Committee Chairman Gregory Szumnicki. Two such workshops were conducted earlier this month in Region III, one at the CSEA Regional Headquarters in Fishkill and another at Westchester County CSEA Local 860 offices in White Plains. Both were well attended. Szumnicki is shown pointing out some information during one of the sessions. At left is Region III Director Thomas J. Luposello.

Union confident election procedure stands test of fairness and impartiality

ALBANY — Despite whatever impressions recent news articles may have generated about the CSEA's 1982 election of statewide officers, it's business as usual for the state's largest public employee union.

News media across New York reported last week that the U.S. Labor Department had ruled that CSEA's elections procedures were not in compliance with the Department's regulations for union elections. The Department, the news media reported, was considering action in federal court to require a new election.

Yet for CSEA, which conducted the elections in conformance with the seven decades of experience behind its Constitution and By-Laws, the reports were somewhat overstated and may have created the false impression of impropriety. As of Wednesday, the union had still not received any formal notice of the action from the Labor Department.

"CSEA has an admirable record of maintaining the integrity of its own democratic process," commented Chief Counsel James W. Roemer, Jr., "and this election is no exception. We take the position that not only are our election procedures fair, they are not subject to change by any entity other than CSEA's delegates."

Despite the Labor Department's opinion and the news stories, Roemer said, the election results remain valid and official. "Should the Labor Department deny CSEA's administrative appeal of the opinion," he said, "they would have to go to federal courts to enforce their opinion and we're confident a court would agree that our procedures are eminently fair and impartial."

The Labor Department issued its opinion in response to a complaint by a former Region II officer, Helen Carter, who was ruled ineligible for office in the 1982 election. She filed a complaint and a lawsuit which is still pending.

Union members re-elected CSEA President William L. McGowan, Executive Vice President Thomas H. McDonough (who passed away Jan. 16) and Secretary Irene Carr. Barbara Fauser, a Region VI treasurer who qualified for ballot placement by petition, defeated incumbent Jack Gallagher for treasurer in the same election.

"For nearly seven decades this union has conducted its own elections fairly and impartially," CSEA's chief counsel said. "While there have been several challenges to our elections in the courts, the courts have always upheld our procedures as fair. I believe the same result will occur in this case."
WASHINGTON — Congress must step in immediately with effective jobs programs — including $10 billion in federal grants for community development projects — to halt the spread of human suffering caused by the Reagan Recession, the AFL-CIO declared at Senate hearings.

“It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate production of nearly $100 billion in goods and services and the federal treasury loses $30 billion.”

Oswald noted that a year ago, the federation proposed $5 billion for public service jobs. But the deepening recession and mounting unemployment has created the need for $10 billion to fund the program, he said.

Twelve million Americans — nearly one out of every nine workers — are now jobless and seeking work, according to the Bureau of Labor Statistics. The number is even higher if those who have simply given up the search for a job are counted. Millions more are working only part-time because full-time work is not available.

“The economic outlook is that unemployment will still be as severe a year from now as it is today,” Oswald said. “Job opportunities must be made available to unemployed men and women who cannot find jobs in the private sector. This means there must be direct, targeted and adequately funded large-scale public employment programs.”

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**COMPETITIVE PROMOTIONAL EXAMS** (State employees only)

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**SENIOR CLERICAL EXAMINATIONS**

| Farm Products Grading Inspector II G-14 | AGRICULTURE | 37-874 |
| Farm Products Grading Inspector IV G-16 | 37-876 |
| Employees' Retirement Membership | AUDIT & CONTROL | 37-858 |
| Exam. II G-7 | |
| Exam. IX G-9 | 37-860 |
| Exam. I G-11 | 37-861 |
| Exam. G-15 | |
| Exam. VI G-20 | 37-863 |

**Senior Business Consultant G-22**

**Canal Electrical Supervisor G-17**

**Canal Maintenance Supervisor II G-17**

**Canal Maintenance Supervisor I G-14**

**Canal Maintenance Supervisor II G-17**

**Canal Section Superintendent G-23**

**Chief Lock Operator G-12**

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**State Job Calendar**

**FILING ENDS FEBRUARY 7, 1983**

**Title**

**Begining Salary**

**Exam No.**

**Buoy Tender**

$11,500

25-887

**Canal Maintenance Shop Supervisor I**

17,102

25-720

**Canal Maintenance Shop Supervisor II**

20,925

25-721

**Canal Maintenance Supervisor I**

17,102

25-722

**Canal Maintenance Supervisor II**

20,925

25-723

**Canal Structure Operator**

12,163

25-888

**Civil Engineer II, New York City Only**

30,526

20-984

**Farm Products Grading Inspector Trainee**

14,668

25-608

**Industrial Hygienist Trainee I**

15,473

25-609

**Industrial Hygienist Trainee II**

16,383

25-754

**Industrial Hygienist, Associate**

15,666

25-755

**Industrial Hygienist, Senior**

20,492

25-756

**Maintenance Supervisor II**

18,718

25-798

**Maintenance Supervisor III**

20,825

25-799

**Maintenance Supervisor IV**

23,351

25-800

**Real Estate Appraiser (Mass Appraisal Systems)**

22,132

25-836

**Real Estate Appraiser (Mass Appraisal Systems), Senior**

28,778

25-837

**Real Property Information System Specialist, Associate**

26,778

25-835

**Real Property Information System Specialist, Senior**

22,132

25-836

**Rehabilitation Interviewer**

12,852

25-785

**Rehabilitation Interviewer (Spanish Speaking)**

12,852

25-785

**Unemployment Insurance Reviewing Examiner**

17,694

25-843

**Unemployment Insurance Reviewing Examiner Trainee**

16,711

25-843

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**Associate in Educational Data Systems G-26**

EDUCATION 39-701

**Rehabilitation Interviewer G-9**

00-139

**Senior Rehabilitation Interviewer G-13**

00-130

**Supervisor of Teacher Education G-28**

38-702

**Vocational Rehabilitation Counselor**

Assistant G-15 00-125

**Assistant Sanitary Engineer G-20**

ENCON 30-270

**Senior Sanitary Engineer G-24**

30-271

**Assistant Chemical Engineer G-20**

30-276

**Senior Chemical Engineer G-24**

30-276

**Real Estate Appraiser (MAS) G-18**

EXECUTIVE 37-836

**Senior Real Estate Appraiser (MAS) G-23**

Equalization 37-835

**Associate Real Property Info. System Specialist G-23**

37-833

**Real Property Info. System Specialist G-18**

37-834

**Associate Bacteriologist G-23**

HEALTH 37-757

**Senior Bacteriologist G-18**

37-760

**General Bacteriologist (Virology) G-18**

37-761

**Assistant Sanitary Engineer G-20**

30-268

**Senior Sanitary Engineer G-24**

30-269

**Associate UI Reviewing Examr. G-21**

LABOR 37-843

**Senior UI Reviewing Examr. G-18**

Main Office 37-842

**Assistant Workers' Compensation Examr. G-9**

Worker's Comp. Bd. 37-819

**Mental Hygiene Staff Dev. Specialist II G-14**

MENTAL 37-785

**Mental Hygiene Staff Dev. Specialist III G-18**

HEALTH 37-787

**Mental Hygiene Staff Dev. Specialist III (Nursg.) G-18**

37-791

**Mental Hygiene Staff Dev. Specialist IV G-23**

37-799

**Mental Hygiene Staff Dev. Specialist IV (Nursg.) G-23**

OMR0 37-794

**Mental Hygiene Staff Dev. Specialist III G-18**

37-788

**Mental Hygiene Staff Dev. Specialist III (Nursg.) G-18**

37-792

**Mental Hygiene Staff Dev. Specialist IV G-23**

37-790

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**Open Competitive**

**FILING ENDS FEBRUARY 14, 1983**

**Title**

**Beginning Salary**

**Exam No.**

**Vocational Rehabilitation Counselor Assistant**

15,770

25-759

**Vocational Rehabilitation Counselor Assistant (Spanish Speaking)**

15,770

25-759

**Workers' Compensation Examiner, Assistant**

13,702

25-831

**Workers' Compensation Examiner, Assistant (Spanish Speaking)**

13,702

25-831

**Senior Clerk**

11,700

or

20-865

**Senior Clerk (Spanish Speaking)**

11,700

25-831

**Metropolitan Regional Director, Alcoholism Program Services**

47,221

28-488

**Regional Director, Alcoholism Program Services**

42,488

28-487

**Supervisor of Medical Malpractice Claims Reporting**

24,500

28-481

**Thruway Commercial Representative, Assistant**

15,089

28-480

**Vending Services Specialist**

17,694

80-067

**Data Processors with the AIDS Department of Social Services**

Detailed announcements and applications may be obtained from the following locations:

**ALBANY:** Examination Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239

**BUFFALO:** State Department of Civil Service, Room 303, 66 Court Street, Buffalo, NY 14202

**NEW YORK:** State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047

**HARLEM STATE OFFICE BUILDING:** 163 West 125th Street, New York, NY 10027

**LOCAL OFFICES:** New York State Employment Service (no mail handled or applications accepted)

**Special Test Arrangements Will Be Made For Saturday Religious Observers**

And Handicapped Persons When A Written Test Is Held.
WASHINGTON — With unemployment projected to hang above 10 percent well into 1983 and distress spreading across the land, observers here expected the 98th Congress to assume leadership to get the economy moving. Besides programs to stimulate the economy, other major issues expected on Capitol Hill include Social Security, defense spending and Administration proposals to tax worker fringe benefits and further cut social programs.

President Reagan is expected to be given early opportunities to show whether he plans to veto job-creating programs or work out compromises in light of new political realities.

The budget battle shifted the balance of power in Congress, breaking the conservative coalition which had backed Reagan and strengthening the moderates. Democrats gained 28 seats in the House and most of the 12 senators — 57 Democrats and 24 Republicans — are moderates.

Senate GOP leader Howard Baker (Tenn.) said Reagan will have to choose early between the center and the rightwingers who nearly killed the highway bill with a filibuster.

The Congress itself changed as the recession deepened and the consequences of Reagan's policies took their toll. The recession, in part, killed the 97th Congress.

The 97th Congress, which began two years ago as a virtual rubber stamp for Reagan's budget and tax cut program, ended by reasserting itself as an independent branch of the federal government.

The change in Congress occurred gradually as the Reagan "program for economic recovery" produced the worst recession and human hardship since the Great Depression of the 1930s.

The final blow to the Administration's working majority of Republicans and conservative Democrats came last Nov. 2 when voters rejected Reagan's plea to "stay the course." The Democrats gained 28 House seats, and House and Senate Republicans who managed to hold onto their seats generally "ran scared" and often distanced themselves from their President's economic policies.

The Reagan Revolution got off to a heady start. Riding the crest of voter discontent over inflation and unemployment, the GOP in November, 1980, picked up 33 House seats and 13 Senate seats, winning control of the Senate for the first time in 25 years.

Not since the "First 100 days" of the Roosevelt New Deal had Congress moved so swiftly to enact the program of a popular Chief Executive.

Binding itself to a fast-track budget process called "reconciliation," the first session of the 97th Congress enacted sweeping tax and budget cuts without, according to the largest shift in wealth in the nation's history — from low and middle-income Americans to the affluent and big business.

The Reagan "supply-side" income and business tax cuts added up to a $750 billion drain on the federal treasury over five years. The Reagan budget cuts hit low-income people the hardest, with drastic cutbacks in such programs as food stamps and Medicaid, aid to families with dependent children, food stamps, childcare, subsidized housing, public service employment, and legal aid to the poor.

But middle-income Americans also were hurt by cutbacks in programs like guaranteed student loans, Medicare, school lunches, and unemployment compensation.

While cutting social programs, Congress approved the Administration's huge hikes in military spending, which over five years would total $1.6 trillion.

Social Security was among the few programs Congress didn't cut drastically. When the Administration proposed big reductions in Social Security benefits, the resulting public outcry and protests in Congress caused the Administration to back off.

Organized labor and many economic experts had warned that Reaganomics not only was unfair, but that it wouldn't work. On Sept. 19, 1981, Solidarity Day, nearly a half-million trade unionists and their allies marched in Washington to tell Congress to reverse the course.

By early 1982, the Reagan counterrevolution to turn the clock back to the era of Coolidge and Hoover had become mired in the Reagan Recession.

The annual budget which the Administration submitted to Congress last February was scorned as unrealistic by leaders of both parties. The budget's deficit projection for Fiscal 1983 was very low — about half this year's $150 billion-plus deficit.

Congress, concerned about mounting deficits which fed high interest rates and threatened economic recovery, began to reassess its role in the budget process. It rejected many of the Administration's proposals for further social program cutbacks.

And in September, both houses overrode a Presidential veto of a supplemental budget bill, handing Reagan his first defeat in a major legislative showdown.

To reduce runaway deficits caused by its tax giveaways and their failure to boost the economy as promised, the Administration was forced to put aside its supply-side notions and propose the largest tax increase ever — a $83.5 billion revenue gain in three years from business taxes and user fees. Bi-partisan cooperation eased the measure through Congress to the dismay of congressional conservatives.

Then came the November elections, which the AFL-CIO called Solidarity Day II and whose results were widely viewed as a mandate to change the nation's course.

The post-election Congress forced Reagan to compromise his hands-off stance on the recession when leaders of both parties backed a $5.5 billion highway/mass transit repair program financed by a gasoline tax hike. Reagan quickly embraced the proposal, expected to create over 300,000 jobs, while stubbornly refusing to call it a jobs bill.

Although both houses of the lame-duck Congress approved broader legislation to create jobs through public works and other projects, Reagan's veto threat was enough to cause the lame ducks to back down as they rushed to final adjournment.

Despite the overall tenor of the 97th Congress, one achievement stands out. After strong lobbying by labor and civil rights groups, Congress last summer extended and strengthened the enforcement provisions of the historic 1965 Voting Rights Act for 25 years.

Another accomplishment was enactment of a job training program for the hard-core unemployed and displaced workers. This relatively modest program replaced the expiring Comprehensive Employment and Training Act (CETA).

The House enacted domestic automobile content legislation but the measure died in the Senate. This jobs measure remains a top priority for labor.

Other labor-backed legislation which failed to be enacted included immigration reform and a bill to stiffen penalties against convicted union officials.

For labor and its allies, it was mostly a matter of trying to block reactionary proposals by the Administration and the New Right in Congress rather than pushing for long-standing goals. For the most part, these backward steps were blocked. Perhaps the most dangerous of these was the proposed balanced budget amendment to the Constitution.

While passing the Senate, the amendment came 46 votes short of the needed two-thirds margin to clear the House last October. If this Reagan-backed amendment is ever written into the Constitution, it would become a vehicle for permanently extending the government's financial ability to cope with the nation's social needs.

The Hobbs Act amendments to single out union members for federal prosecution in picket-line disputes failed to get anywhere.

Moves to weaken Davis-Bacon Act prevailing wage protections on federally-aided construction projects were defeated.

The Senate Labor Committee refused to clear Reagan's nomination of John Van de Water as chairman of the National Labor Relations Board after organized labor pointed to his anti-union background.

Also blocked was a proposal to establish a subminimum wage for teenagers, and an Administration proposal to relax child labor regulations by extending the government's hours for 14- and 15-year-olds are allowed to work.

Also biting the dust in the 97th Congress was the Reagan-backed tuition tax credit proposal to subsidize private education at the expense of the public schools.
One page of a document.

**Tune in to TV to improve your civil service exam scores**

**Broadcast schedule for Region III**

The four-part television series developed to help improve performance on civil service exams will be broadcast by Channel 42 in Poughkeepsie as follows:

- **How to Prepare for a Civil Service Examination**, 7 p.m., Monday, Feb. 14.
- **How to Prepare for an Oral Examination**, 7 p.m., Tuesday, Feb. 15.
- **How to Prepare for an Oral Examination, Part 2**, 7 p.m., Wednesday, Feb. 16.
- **How to Prepare for the Math Portion of Civil Service Examinations**, 7 p.m., Thursday, Feb. 17.

The entire four-part series will then be rebroadcast in its entirety from 11 a.m. to 1 p.m., Saturday, Feb. 19.

Channel 42 can be picked up by televisions with UHF antennas in Dutchess and parts of Ulster and Orange counties.

In addition, three cable companies in the area carry the Channel 42 broadcasts. Apple Cable, converter Channel 7, serves subscribers in Millbrook, Amenia, Wingdale and Dover Plains in eastern Dutchess County. Poughkeepsie Cable, converter Channel 10, serves subscribers in Poughkeepsie and the towns of Pleasant Valley and LaGrange. And U. S. Cable, converter Channel 18, serves subscribers in the towns of Hyde Park, Poughkeepsie, Wappinger, Fishkill, East Fishkill, Beacon, Plattekill, Monroe, Harriman, Blooming Grove and Woodbury.

**Three new study booklets available soon**

ALBANY — Three new instructional booklets are being added to the five already available under the new educational service being offered by CSEA to help members improve their Civil Service exam test scores.

Expected to be available Feb. 28, the booklets will be just in time to help those taking the Senior Clerical Series being given by Civil Service March 28.

The exam series will be for the positions of Senior Account Clerk, Senior Audit Clerk, Senior Clerk, Payroll Clerk II, Purchasing Assistant I and Senior Statistics Clerk.

"The first five booklets, which were designed for those taking the PATT exam, will also be very helpful for the senior clerical exam series," noted CSEA Education Director Thomas Quimby. "The three new booklets deal with supervision, purchasing and payroll practices and basic algebra, focusing in on the material covered in the senior clerical exams."

All eight booklets, as well as a four-part videotape program soon to be available, were developed in cooperation with the New York State School of Industrial and Labor Relations, Cornell University, under a grant from CWEP, the joint labor-management committee on the Work Environment and Productivity.

"The booklets are self-study guides with lots of practice problems or questions," Quimby explained. "They review basic areas of knowledge as well as test-taking skills, so some of them should be helpful for members taking a wide variety of state and local exams, not just these particular tests."

The three new booklets are:

- **Booklet 6 SUPERVISION.** This booklet contains 50 questions on supervision, and includes a self-study guide with full explanations.
- **Booklet 7 PURCHASING AND PAYROLL PRACTICES.** This booklet contains information on purchasing and payroll practices and principles, as well as sample exam questions, and a self-study guide with full explanations.
- **Booklet 8 BASIC ALGEBRA.** This booklet describes basic algebraic methods and provides plenty of practice questions. It's designed for those who have previously had a difficult time with algebra. It also includes work with elementary statistical methods and computations.

Orders are accepted now, but the three new booklets aren't expected to be available for mailing until Feb. 28. There is a cost of $1.50 for each of the eight booklets in the series. CSEA members may order copies directly from the union by using the coupon below.

"Listed below are the exams being given March 26 and the list of booklets that will be helpful for each exam:

- **Senior Account Clerk**
  - Booklets 2, 3, 4 and 6
- **Senior Audit Clerk**
  - Booklets 2, 3, 4 and 6
- **Senior Clerk**
  - Booklets 2, 4, 6 and 7
- **Payroll Clerk II**
  - Booklets 2, 4, 6 and 7
- **Purchasing Assistant I**
  - Booklets 2, 4, 6 and 7
- **Senior Statistics Clerk**
  - Booklets 3, 4, 6 and 8

**Order today**

**CIVIL SERVICE EMPLOYEES ASSOCIATION**

**ATTN:** CSEA EDUCATION DEPARTMENT

33 ELK STREET

ALBANY, NEW YORK 12207

Please send me the booklet(s) indicated. I understand the price is $1.50 (includes postage) for each booklet ordered, and I have enclosed a check or money order for $ to cover the cost of this order.

- [ ] #1 BASIC MATH
- [ ] #2 ARITHMETIC REASONING
- [ ] #3 UNDERSTANDING AND INTERPRETING TABULAR MATERIAL
- [ ] #4 UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL
- [ ] #5 PREPARING WRITTEN MATERIAL
- [ ] #6 SUPERVISION
- [ ] #7 PURCHASING AND PAYROLL PRACTICES
- [ ] #8 BASIC ALGEBRA

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City State ZIP
Social Security Number
CSEA Local
Employer
A DIRECTORY OF YOUR
NEW YORK
SENATORS
and
ASSEMBLYMEN

Let's em know how you feel

Keep in touch with your assemblyman

MEMBERS OF THE NEW YORK STATE ASSEMBLY ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE ASSEMBLYMAN c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

DIST.  ASSEMBLYMAN

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<th>District</th>
<th>Assemblyman</th>
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<td>81</td>
<td>Anthony J. Casale</td>
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How to contact your state senator

MEMBERS OF THE NEW YORK STATE SENATE ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE SENATOR, c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

DIST.  SENATOR

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<td>Howard Babbush</td>
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<td>Anna Jefferson</td>
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<td>24</td>
<td>John Marchi</td>
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<td>25</td>
<td>Martin Connor</td>
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</table>

During the coming weeks, state legislators will be acting upon numerous proposed bills directly affecting CSEA members as public employees and as taxpayers and citizens of New York State. As an individual, you may wish to exercise your right to contact your legislators to express your feelings about some of those proposed bills. It is suggested that you save this listing for possible reference throughout the current legislative session.