Procedure listed for filing OCA appeal

ALBANY — With many OCA employees appealing the classification of their positions, CSEA stands ready to help those members work their way through the paperwork, appeals and hearings. Here are the procedures to be followed.

People who have filed notices of intent to appeal will receive a request to file a formal appeal. CSEA should be notified immediately upon receipt of this request so the union can forward a draft of an appeal which can be transmitted to OCA. The formal appeal must be filed within 30 days.

If OCA grants the request, you can file a claim for retroactive salary from April 1, 1977 (or any later date when you assumed the duties of the position which form the basis of your appeal). To file the retroactive pay claim, you must have a notarized statement from your immediate superior or an affidavit prepared by your court testifying to the fact that you have been performing the duties of your position from the date that you claim.

If your appeal is denied by OCA, you still have an opportunity to present your case to the Classification Review Board. This must be done within 60 days. Since the appeal at this stage is complex, CSEA should be notified immediately in order to begin development of the appeal to be submitted to the Board.

If the Review Board determines that a hearing is necessary, CSEA will request the opportunity to appear on your behalf during these hearings.

Panel zeros in on facility problems

ALBANY — The CSEA-State Panel dealing with the problems of the union’s mental health system membership on a facility-by-facility basis will be zeroes in on problems at Creedmore Developmental Center and Manhattan Psychiatric Center on December 1.

The joint labor-management approach to dealing with problems confronting CSEA’s membership working in the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities was created as an effort to clear up many of the labor-management problems existing at OMH and OMRDD facilities across the state.

Already the panel has delved into problems at Binghamton Psychiatric Center, Broome Developmental Center, Utica Psychiatric Center and Marcy Psychiatric Center. CSEA President William L. McGowan, who led the union’s team into the four facilities, said the union is waiting for a formal response to its demands which is expected within the next few weeks. It is hoped the process will demonstrate major improvements in dealing with chronic labor problems at OMH and OMRDD facilities.

Now the panel is heading to New York City after receiving proposed meeting agendas from Creedmore and Manhattan.

The system was unveiled at the September convention of the CSEA’s Delegates at Niagara Falls. President McGowan and Moyer S. Frohner, Director of the Governor’s Office of Employee Relations, set up the procedures for the program. Facilities were to submit proposed agendas to President McGowan and the panel would then be expected to go to the facilities to deal with the problems.

While many CSEA Locals have responded immediately to the offer, President McGowan said that as of November 10, proposed agendas had still not been received from: Bronx P.C., Brooklyn P.C., Craig D.C., Letchworth Village D.C., Middletown P.C., NYS Psychiatric Institute, Rochester P.C., Rockland P.C., Fort Totten P.C., Staten Island D.C., Westchester D.C., Manhattan Psychiatric Center, NYS Institute for Research in Mental Retardation, Manhattan D.C. and Mid-Hudson P.C.

Smithtown Unit contract a blockbuster

SMITHTOWN — CSEA employees in the Town of Smithtown ratified a two-year contract last week that will increase some salaries by more than 33 per cent in two years.

The settlement calls for a 7 per cent salary increase plus a increment worth 5.5 per cent for a total minimum raise of 12.5 per cent each year, according to John Cuneo, CSEA field representative, the spokesman for the CSEA Smithtown negotiating team.

However, because an adjustment of entry level salaries, which gave some employees an additional one grade raise, some employees will receive raises of 18.5 per cent in the first year alone, and in some cases the settlement could reach as high as 33 per cent over two years, Mr. Cuneo said.

"It's a very large settlement, but if you look at the last four years and the raises are justified," said Jim Carthy, field representative, the spokesman for the CSEA Smithtown negotiating team.

"In the 10 years I have been on the negotiating team, I have never seen a more professional job of negotiating than the one that John Cuneo did for us on this contract," Mr. Carthy said.

Funding the settlement will be money saved by new insurance coverage at lower premiums that will be negotiated by Smithtown with private carriers. The Town is withdrawing from the state health insurance systems and will ask bids from private insurance companies to provide the "same or better benefits," according to Peter T. Prunka, Smithtown personnel director who was chief negotiator for Smithtown during the contract negotiations. The settlement is expected to add 4 cents to the Town tax rate, Mr. Prunka said. "We're taking money out of the insurance company's pockets and putting it into the pockets of the employees," the Smithtown Councilman said.

With the upgrading, step and increment raises and the new salary schedule, some employees could earn 33.5 per cent over the two year period, Mr. Carthy said. Under the terms of the new contract, an employee earning $10,000 in 1980 will be paid $12,656 by 1982, an increase of 26.5 per cent.

"The five hours they worked beyond what was expected in the ratification session, Mr. Carthy, sitting at a table with other members of the negotiating team including: Jane Morbillo, John Stein, Bernice Ruffini, Doug Hallock, Judy Scrobe, Ricky Sorrentino, John Salerno and John Morbillo, thanked Mr. Cuneo for his efforts.

"In the past, an employee only got paid for 120 days out of 150 days of accumulated sick days on retirement only," Mr. Carthy said. "Under our new contract, that goes up to 135 days in 1981 and the full 150 in 1982 payable at separation for any reason whatsoever."

Input is sought on affiliation

Want to have your say on the AFSCME affiliation? Even if you can't attend one of the meetings being held throughout the state to solicit input on the issue, the Committee to Study the AFSCME Affiliation wants to hear from you.

Region VI President Robert Lattimer, chairman of the affiliation study committee, said the panel will report its findings to a special CSEA delegates meeting which will decide the question of renewal of the affiliation this winter. The three-year affiliation agreement expires in April 1981.

Members who would like to provide their comments, input and ideas to the committee should write to: Robert Lattimer, Chairman, Committee to Study the AFSCME Affiliation, CSEA, 33 Elk Street, Albany, NY 12207.
NEW YORK CITY — Two blind State employees, members of Department of Labor Local 350, had nine days of accruals restored which had been lost during the New York City transit strike in April 1980.

The employees — Geraldine Jefferson and Winifred Waithe — were the winners in a grievance after management had refused to let the women report to another Department of Labor facility during the transit strike. The women work at the World Trade Center.

Local 350 President George Caloumeno credited a story in The Public Sector with being instrumental in helping this grievance reach a successful conclusion.

The Public Sector story explained that a directive from the governor’s office permitted State employees during the transit strike who could not reach their regular worksite to be allowed to work at another worksite of their department.

The story asked Department of Labor employees who were denied such permission to contact Local 350.

Caloumeno said more than 20 Local 350 members called and grievances have been filed. Local 350 Grievance Committee Chairman Michael Isaacoff said five of the grievances have been won and the remainder are pending with none having been denied at the final step.

Ms. Jefferson and Ms. Waithe, both transcribing typists, were told about the story in The Public Sector by their co-workers. They each called the local, and Isaacoff was assigned by Caloumeno to interview the women and investigate.

Isaacoff said his investigation found out the two women were denied permission to work at facilities close to their homes.

Ms. Jefferson lives in Manhattan, approximately eight miles from the World Trade Center. Ms. Waithe lives in Brooklyn, approximately four miles from the World Trade Center across the East River from the World Trade Center.

“How did management expect these two blind women to get to the World Trade Center during the transit strike?” Isaacoff asked.

The grievance was won on the second step when the State ruled the denial was discriminatory because it was based on the women’s handicap.

Caloumeno emphasized that it is the union’s position that all employees were entitled to the transfer during the transit strike.

**Highway contracts ratified**

**Greeneport**

GREENEPORT — The Town of Greeneport Unit of the Civil Service Employees Assn. has ratified a two year contract calling for wage increases of 40 cents per hour in 1981 and 82 and longevity increases of 10 cents per hour.

Also included in the contract, covering highway and sewer department workers in Greeneport, is an increase in meal allowances, a minimum of three hours pay at time and a half for overtime and the addition of Good Friday as a holiday.

On the negotiating team were John Rutkey, Dan Grant and John Otty.

**Catskill**

CATSKILL — Highway department employees in the Town of Catskill, represented by the Civil Service Employees Assn. have ratified a contract for 1981-82 granting raises of 50 cents per hour each year. The contract also call for agency shop.

Paul Patterson was the negotiating team chairman.

**Favorable decision for SUNY workers may apply statewide**

BINGHAMTON — A recent victory in an out-of-title grievance by Binghamton City Local 002 may have statewide implications, Local 002 President Charles Eynon said.

The grievance, which involved using a backhoe by grounds workers at SUNY Binghamton, was decided in favor of CSEA by the Governor’s Office of Employee Relations. The other grounds workers are, from left, David Yarrington, Robert Glen, Fred Files and Gerald Gilbride.

SUNY BINGHAMTON GROUNDS WORKERS stand in front of a backhoe they operated until recently. Binghamton City Local 002 President Charles Eynon, center, filed a successful out-of-title grievance with the Governor’s Office of Employee Relations. The other grounds workers are, from left, David Yarrington, Robert Glen, Fred Files and Gerald Gilbride.

The employees — Geraldine Jefferson and Winifred Waithe — were the winners in a grievance after management had refused to let the women report to another Department of Labor facility during the transit strike. The women work at the World Trade Center.

Local 350 President George Caloumeno credited a story in The Public Sector with being instrumental in helping this grievance reach a successful conclusion.

The Public Sector story explained that a directive from the governor’s office permitted State employees during the transit strike who could not reach their regular worksite to be allowed to work at another worksite of their department.

The story asked Department of Labor employees who were denied such permission to contact Local 350.

Caloumeno said more than 20 Local 350 members called and grievances have been filed. Local 350 Grievance Committee Chairman Michael Isaacoff said five of the grievances have been won and the remainder are pending with none having been denied at the final step.

Ms. Jefferson and Ms. Waithe, both transcribing typists, were told about the story in The Public Sector by their co-workers. They each called the local, and Isaacoff was assigned by Caloumeno to interview the women and investigate.

Isaacoff said his investigation found out the two women were denied permission to work at facilities close to their homes.

Ms. Jefferson lives in Manhattan, approximately eight miles from the World Trade Center. Ms. Waithe lives in Brooklyn, approximately four miles from the World Trade Center across the East River from the World Trade Center.

“How did management expect these two blind women to get to the World Trade Center during the transit strike?” Isaacoff asked.

The grievance was won on the second step when the State ruled the denial was discriminatory because it was based on the women’s handicap.

Caloumeno emphasized that it is the union’s position that all employees were entitled to the transfer during the transit strike.

**Highway contracts ratified**

**Greeneport**

GREENEPORT — The Town of Greeneport Unit of the Civil Service Employees Assn. has ratified a two year contract calling for wage increases of 40 cents per hour in 1981 and 82 and longevity increases of 10 cents per hour.

Also included in the contract, covering highway and sewer department workers in Greeneport, is an increase in meal allowances, a minimum of three hours pay at time and a half for overtime and the addition of Good Friday as a holiday.

On the negotiating team were John Rutkey, Dan Grant and John Otty.

**Catskill**

CATSKILL — Highway department employees in the Town of Catskill, represented by the Civil Service Employees Assn. have ratified a contract for 1981-82 granting raises of 50 cents per hour each year. The contract also call for agency shop.

Paul Patterson was the negotiating team chairman.

**Favorable decision for SUNY workers may apply statewide**

BINGHAMTON — A recent victory in an out-of-title grievance by Binghamton City Local 002 may have statewide implications, Local 002 President Charles Eynon said.

The grievance, which involved using a backhoe by grounds workers at SUNY Binghamton, was decided in favor of CSEA by the Governor’s Office of Employee Relations. The other grounds workers are, from left, David Yarrington, Robert Glen, Fred Files and Gerald Gilbride.

**Highway contracts ratified**

**Greeneport**

GREENEPORT — The Town of Greeneport Unit of the Civil Service Employees Assn. has ratified a two year contract calling for wage increases of 40 cents per hour in 1981 and 82 and longevity increases of 10 cents per hour.

Also included in the contract, covering highway and sewer department workers in Greeneport, is an increase in meal allowances, a minimum of three hours pay at time and a half for overtime and the addition of Good Friday as a holiday.

On the negotiating team were John Rutkey, Dan Grant and John Otty.

**Catskill**

CATSKILL — Highway department employees in the Town of Catskill, represented by the Civil Service Employees Assn. have ratified a contract for 1981-82 granting raises of 50 cents per hour each year. The contract also call for agency shop.

Paul Patterson was the negotiating team chairman.

**Favorable decision for SUNY workers may apply statewide**

BINGHAMTON — A recent victory in an out-of-title grievance by Binghamton City Local 002 may have statewide implications, Local 002 President Charles Eynon said.

The grievance, which involved using a backhoe by grounds workers at SUNY Binghamton, was decided in favor of CSEA by the Governor’s Office of Employee Relations. The other grounds workers are, from left, David Yarrington, Robert Glen, Fred Files and Gerald Gilbride.
Local 010 Executive meeting termed ‘most important’ ever held

NEW YORK CITY — The New York City Local 010 Executive Committee met recently in what Local 010 President Joseph Johnson termed "probably one of the most important meetings this local has ever held.

At the meeting, Local 010 Grievance Committee Chairman Edward Satran spoke on the grievance procedure and Johnson and CSEA Field Representative Al Sundmark spoke on the disciplinary procedure and duty of fair representation.

Also at the meeting, new CSEA Field Representative Andrew Collins was introduced to the committee.

Johnson praised members of the local for their activities at phone banks on behalf of the union's effort to get out the CSEA vote for President Carter.

He also praised the unity shown by the membership of what he called the "most diverse local in CSEA." Local 010 represents members in 66 agencies of New York State.

The Executive Committee voted to name Ella McQueen, Geneva Winston and Murtle Bell Moise as delegates of the local.

In other actions by the committee, the hiring of former Local 010 Financial Secretary Marie Robinson to the local's staff was approved, and the local's nominating committee was selected.

Great strides made in health insurance

ALBANY — "CSEA has been in the forefront in bargaining for various aspects of health insurance coverage," noted Executive Director Joe Dolan in a recent address at an eastern labor conference in Albany. Participating in the conference were representatives of Blue Cross/Blue Shield Plans in 13 eastern states.

Dolan said that public and private frustration over the rising cost of health care "has led some people to the simplistic conclusion that a monolithic government program is required to bring all the aspects of health care delivery and financing under a single controlling entity."

He advocated instead a system of health care choices and a commitment to cost containment, which he labeled a social responsibility.

"Can we afford quality health care?" Dolan asked the insurance executives. "We must understand further that we don't have, nor can we hope to have, unlimited health resources or the dollars to provide them. We need to accommodate both cost and quality."

He added that it's no good simply to pass the cost around. "We delude ourselves when we simply shift dollars. Passing costs on to individuals, the government, employers or others is cost transfer, not cost control."

Dolan, who represents CSEA as a board member of the Blue Cross of Northeastern New York Plan, outlined the great strides that CSEA has made in negotiating health insurance coverage for its members. These strides include the Employee Benefit Fund which lets the union administer insurance programs previously provided by the State, and the prescription drug insurance program, which is becoming a much sought-after program by CSEA-represented bargaining units in local governments.

Orange county
Local 836 installs five new officers

AFFIRMING TO UPHOLD the CSEA in an oath administered by Regional President James J. Lennon, center, were new officers of the Orange County Unit of Local 836. Taking part in the swearing in were, left to right, Treasurer Art Tuttle, President Ray Cayton, Lennon, 3rd Vice President Bill Harris, 2nd Vice President Dawn Gambino, and Secretary Dolores Dudley. Missing from the picture is 1st Vice President Gertrude McNally.
Buffalo stewards earn achievement awards

BUFFALO — Buffalo Local 003 stewards and alternates gathered in Buffalo recently to receive training and certification for stewardship responsibilities. When the session ended, over 23 members had received the coveted Steward Certificate of Achievement.

Under the guidance of Grievance Chairperson Pat Froebel and Field Rep Jim Stewart, the group was led through an intensive session encompassing grievance identification and representation, Employee Benefits Program information, membership and communication duties and Employee Assistance Program instruction. Field Service Assistance Bob Massey, 003 advisor Celeste Rosenkranz and President Pat Pfleger assisted in conducting the workshops.

Newly certified steward Bill Garey, proudly clutching his certificate, said "this session was very helpful in giving me the confidence and background info I’ll need in fighting grievance matters for my members".

Froebel said stewards and alternates not in attendance at the training session will be notified by mail as to how they may qualify for certification.

If union Santas don't look for a gift with the union label, who will?

TOWN OF BROOKHAVEN RETIREE Mildred Dentel, center, is honored at a dinner by Brookhaven White Collar Unit President Ruth Kempf, right, and Brookhaven Town Clerk Henrietta Acampora.
Election '80 in retrospect

Union keyed many election victories

CSEA turned in an admirable success rate off an outstanding political action effort in the 1980 general election. And the backbone of the effort was, as always, provided by rank-and-file members pursuing the interests of the union as a whole. On pages 5, 6 and 7 of this issue, we recount some of the results and recognize some of those who made it all possible.

MEMBERS OF NASSAU COUNTY LOCAL 830 man phones to call CSEA members in support of CSEA-endorsed political candidates before the Nov. 4 election.

AMONG THE MANY CSEA activists taking part in telephone bank activities is Rockland County Unit President Raymond Zerbarini.

RETIREE Willie Migneault, above, calls CSEA members in support of CSEA-endorsed political candidates before the Nov. 4 election.

CSEA MEMBER Harry McIntosh, below, works at the telephone bank in Rockland County to help get out the CSEA vote on election day.

WESTCHESTER COUNTY LOCAL 860 member Clara Schunke is one of the many CSEA members who manned the telephones at the CSEA telephone bank in Westchester County.

"Actually most of the work during election campaigns — making phone calls, stuffing envelopes, etc., is tedious, hard work. There's nothing glamorous about it, and it's not easy to find volunteers who'll stick to it hour after hour. And yet that's what it's all about, the real nuts and bolts of getting your candidate elected. It's impossible to get the job done without this kind of manpower."

— Bernie Ryan, CSEA Political Action Director

Capital Region effort mirrors union campaign across Empire State

ALBANY — As the dust settles on the 1980 general elections, the Political Action Committee of the Capital Region is busy beginning to lay the ground work for the 1981 campaigns.

John Francisco, Capital Region Political Action Committee chairman, said of the 1980 local races, "Our members supported our endorsements on a local level one hundred percent. We were prepared for a foot race in the 41st Senate contest between Senator Bruno and challenger Ned Pattison, that preparation helped the incumbent enjoy the election eve results. And CSEA scored a big upset in the Gail Shaffer win over incumbent Arlington Van Dyke in the 165th Assembly contest."

The Capital Region issued over 65,000 letters of endorsement on behalf of thirteen legislative candidates, provided over $5,000 worth of paid advertising to remind the general public of the Capital Region endorsements and manned several phone banks to urge voter participation and support of CSEA endorsed candidates.

"Our volunteers are the key to our success" John Francisco noted. "The Political Action Committee can make all the preparations, all the plans, all the endorsements, but without membership support, actively in local campaigns and actively in the voting booth, all of our efforts would be worthless."
Sophistication spells success

The Civil Service Employees Assn. reached a new high in sophistication during the recent election campaigns which culminated with the November 4 general election, and today it looks upon the results with satisfaction. CSEA's Political Action Director, Bernie Ryan, termed the results "admirable," and the totals agree with that assessment.

CSEA is justifiably proud that 93% of its endorsed candidates won in State Assembly races; that 89% of its endorsed candidates were victorious in State Senate contests, and that 80% of the candidates it backed came up winners in state congressional contests. And CSEA is equally proud of the way those results were gained — through planning and hard work.

That hard work by a large army of grassroot volunteer union members paid off from the congressional races right on down to selected local issues and candidates where the union felt the need to take stands. Telephone banks operating in 22 locations across the state helped greatly, along with mailings, paid advertising and volunteers mobilized to assist individual campaigns in a variety of ways.

On these pages are examples of how the union's program worked and achieved significant results. Results such as these were achieved time and time again throughout each region and across the state.

Phone banks key in Long Island effort

By Hugh O'Haire, Jr.

HAUPPAUGE — "I've always been interested in politics but I never got involved before. I must have talked to 200 people in the last three nights I worked here," said Peggy Traficante, pausing for a moment after hanging up her phone to discuss her experience as a volunteer at the AFSCME-CSEA Region One phone bank.

Mrs. Traficante, a CSEA shop steward at the Downstate Distribution Center, learned about the phone bank at a CSEA Political Action Seminar and decided to volunteer her free time to work for CSEA-endorsed candidates.

"All of the candidates I am making calls for are out of my district. None of these people mean anything to me personally. I am doing this because my union needs my help," Mrs. Traficante said.

The mother of a 17-year-old son and twin 15-year-old girls, Mrs. Traficante became a public employee a year and a half ago when she joined the Downstate Distribution Center as a data entry machine operator. She quickly got active in the CSEA and became a shop steward in the Central Islip local 404 in December.

"I like to talk to people. But I know that if someone called me at home and told me how to vote, I wouldn't like it: so I ask people politely to support their union's endorsed candidates," Mrs. Traficante said. "I enjoy this work and I'd like to do it again."

Mrs. Traficante was one of eight people working on the last evening of the two-week AFSCME-CSEA Suffolk County phone bank that was operating out of a basement kitchen in Colonie Hill, a Suffolk County catering center in Hauppauge. CSEA volunteers sat at tables arranged around the white tile walls of the kitchen under placards bearing the names of the candidates for which they were calling union members.

Larry Shaughnessy, a retired CSEA member from the Kings Park School District, worked the phones every night of the two week campaign.

"It's interesting work, talking to different types of people. The time went by fast," said Mr. Shaughnessy, running his hand through his short-cropped grey hair. The retired maintenance worker estimated that he had talked to almost 800 people during the two-week period urging them to vote for CSEA-AFSCME backed candidates.

A CSEA member for 15-years before he retired, Mr. Shaughnessy said that some of the people he called were hostile but "most were pleasant and receptive."

According to John D'Alessandro, of the Joint-Legislative Office in Albany, who organized the Suffolk phone bank, 3,500 to 4,000 members were contacted by the CSEA volunteer phone callers. Another phone bank was operated in Nassau County simultaneously.

As Mike Curtin, co-chairperson of the Region One Political Action Committee, brought in platters of cold cuts, cans of beer and soda, volunteers crowded around to celebrate the end of the first CSEA phone bank. Danny Donohue, Region One President, said he thought the effort was worth the long hours the volunteers had put in.

"We've some problems and we have some knots to work out but these phone banks are one of the most important steps forward the CSEA has ever taken. I think our work here will have a measurable effect on the elections," Mr. Donohue said.

"It is members like you," he told the volunteers "who help the CSEA develop its potential power in politics. All of us owe you our thanks."


**tremendous feeling of accomplishment**

By Ron Wofford

BUFFALO — Campaign '80 showed the strength of CSEA in Region 6 and our ability to get behind our candidates and help them get elected," said June Ferner of the region's political action committee.

She was recounting the final results of a campaign which resulted in victory for 26 of the 29 CSEA-backed candidates in State Assembly and Senate races and overwhelming defeat of a CSEA-opposed proposition in Niagara County.

"We got off to a slow start," she explained. "But once we got rolling it was full steam ahead. Our phone banks were going every night, and we placed more than 4,500 calls in behalf of endorsers."

She commented that some of the volunteers' cars are probably still sore from all that telephoning. "But it was great fun, and we all got a tremendous feeling of accomplishment in working the lives of our members," declared Region 6 President Robert Lattimer. And a public employee union can't be truly effective if it ignores this fact and divorces itself from the political arena. That our members were involved in this principle at the grassroots was evidenced by the many hours of hard work they volunteered during the campaign.

"Campaign '80" began months ago in Region 6, as it did in other CSEA Regions. The campaign started with members analyzing the issues and the candidates, then deciding which political aspirants best represented their concerns, and finally working full-speed to see that their endorsees were elected.

In setting up "Candidates Nights" so members could hear from and question the candidates, the Region 6 Political Action Committee faced a problem because of the vastness of the 14-county Region. So committee co-chairpersons Dominic Savarino and Florence Tripi scheduled a series of meetings in Buffalo, Rochester, Hornell, Fredonia and Niagara.

The committee also distributed a questionnaire to obtain candidates' opinions on a number of issues vital to CSEA, including agency shop, initiative and referendum, pension increases for retirees, and the Triborough Bill.

Only after members had met candidates and the questionnaires had been analyzed did the Political Action Committee develop the list of 29 candidates they felt best met the needs of the members.

But after all those long weeks of effort, the work was just beginning. The committee, working with CSEA-AFSCME Political Training Specialist Ramona Gallagher, rounded up scores of volunteers to operate phone banks, stuff envelopes, pass out flyers at supermarkets, and go door-to-door promoting votes for CSEA-backed candidates.

"The hundreds and perhaps thousands of hours of volunteer effort paid off when the votes were counted last week in the 14 counties of the Western Region and so many CSEA-endorsed candidates emerged as winners," Regional President Lattimer said.

---

HAPPY IT'S OVER — Region VI Political Action Committee co-chairmen Dominic Savarino and Florence Tripi express their feelings after a highly successful union election campaign throughout the western part of the state.

---

CSEA-AFSCME Local 1000 will conduct a fundraising drive during the next year to support the efforts of the P.E.O.P.L.E. Program. Public Employees Organized to Promote Legislative Equality (P.E.O.P.L.E.) is the Political Action Committee of AFSCME.

Ramona L. Gallagher, CSEA's P.E.O.P.L.E. Coordinator for New York State, says "We made a tremendous start at the delegates' meeting in Niagara Falls. Our P.E.O.P.L.E. Breakfast was a sell-out and the delegates were enthusiastic about this worthwhile program."

Ms. Gallagher summarized the plans for the drive explaining that the goal is roughly $1.00 per member. The contributions must be strictly voluntary because dues money cannot be used for this purpose according to Federal Election Law. The monies received will be used to help candidates in various Congressional and Federal election campaigns.

Region Presidents have been asked to designate P.E.O.P.L.E. Coordinators to assist on this project. To date the following coordinators have been appointed: Region I — Jean Frazier and Lou Mannellino; Region IV — Mazie Ford and Ernestine Lafayette; and Region VI — Sheila Brogan.

"The cooperation and support of the union's officers are extremely important," Ms. Gallagher emphasized. "And, obviously, the membership's generosity and concern will make or break us. I'm confident they'll respond in their usual positive and enthusiastic manner since they realize how much is at stake in November's elections."

Contributions (personal check or money order) made payable to P.E.O.P.L.E. can be mailed to the CSEA-AFSCME Political Training Specialist, 2020 Twin Towers, 99 Washington Avenue, Albany, New York 12210. "At the end of September, 1981, we would like to recognize the Region which has been most successful in reaching the $1.00 per member goal," concluded Ms. Gallagher.
LISTENING ATTENTIVELY to discussion on affiliation is Mike Thomas, of CSEA's Local at the Monroe Developmental Center.

DORIS FARRELL, right, a member of the Committee to Study the AFSCME Affiliation, addresses union members attending the first in a series of meetings across the state on the subject. Others visible are, from left, committee members Pat Mascioli and Mike Curtin.

First CSEA-AFSCME affiliation meeting brings open discussion

BATAVIA — Region VI President Robert Lattimer assured the audience here that "we control our own destiny" during the first in a series of open meetings being held across the state to discuss the "pro's and con's" of the proposed affiliation with AFSCME next year.

Responding to concern from several persons attending the meeting that CSEA might be "swallowed up," Lattimer, who chairs CSEA's Committee to Study the AFSCME Affiliation, told the group that should CSEA decide to continue its current relationship with AFSCME that "we will retain our own identity constitution and structure." Lattimer also said that the extent of CSEA's involvement in AFSCME would be "as much or as little as we want" and that he believed that representation on AFSCME's Board of Directors was a negotiable item.

TOM WARZEL of SUNY Buffalo CSEA Local 602 asks a question during meeting in Batavia.

ROBERT L. LATTIMER, chairman of the CSEA Committee to Study the AFSCME Affiliation.

Region IV meeting

ALBANY — The Statewide Affiliation Committee will hold an open membership meeting in Region IV on Saturday, November 22 from 10 a.m. to 12:30 p.m. at the Holiday Inn, 1614 Central Ave in Colonie.

Local members are encouraged to attend. Take this opportunity to discuss your concerns on the upcoming decision with the Committee before a recommendation is submitted to the CSEA and its delegates.

AMONG THOSE ATTENDING the informational meeting concerning the affiliation were, from left, Barbara Justinger of Erie County Local 815 and Penny Bush of Wyoming County Local 861.
Advanced training program conducted for union staffers

PLAINVIEW — A four-session training program for CSEA field staff started recently with a session on human resource development for members of the Long Island Region I and Metropolitan Region II Field staff.

CSEA Education Director Thomas Quimby said the field staff in all six regions are receiving the training.

Quimby said future training sessions would cover group dynamics, motivation and communications and problem solving.

The recent training session in Plainview was conducted by Quimby and Josephine Musicus of the New York State School of Industrial and Labor Relations — Cornell University.

Subjects discussed at the session included personality, defense mechanisms, leadership and the role of the field representative as a supportive leader.

Quimby said: "Leaders know how to get things done, how to get other people behind them."

Musicus said: "Leaders are not born. . . . Leadership is not a personality trait. Leadership is how we relate to other people in a particular situation."

New York City — Major progress has been made in solving many of the labor-management problems of the almost 800 CSEA members working for the State Division for Youth in New York City, according to New York City Local 010 President Joseph Johnson.

Johnson reported on the progress made in a recent meeting between CSEA Field Representatives Al Sundmark and Andrew Collins and Local 010 staffer Anthony Vericella, with Division for Youth (DFY) representatives, representing DFY were its New York City Region Director Josephus Nickerson; his assistant, Wilson Gonzales; and DFYOER representatives Robert Kennedy and William Robinson.

"The meeting opened vital communication with Nickerson. I have great confidence in Nickerson and Gonzales to initiate a healthy labor-management climate for DFY employees in CSEA Region II," Johnson said.

Sundmark said the results of the meeting included:

— Overtime payment disputes involving attempts by management to use compensatory time will be paid in accordance with the law.
— A number of individual complaints of members were straightened out.

The recent training session in Plainview was conducted by Quimby and Josephine Musicus of the New York State School of Industrial and Labor Relations — Cornell University lead the staff training session for members of the Long Island Region I and Metropolitan Region II field staff.

Major progress reported on resolving Division for Youth worker problems

NEW YORK CITY — "Major progress has been made in solving many of the labor-management problems of the almost 800 CSEA members working for the State Division for Youth in New York City," according to New York City Local 010 President Joseph Johnson.

Johnson reported on the progress made in a recent meeting between CSEA Field Representatives Al Sundmark and Andrew Collins and Local 010 staffer Anthony Vericella, with Division for Youth (DFY) representatives, representing DFY were its New York City Region Director Josephus Nickerson; his assistant, Wilson Gonzales; and DFYOER representatives Robert Kennedy and William Robinson.

"The meeting opened vital communication with Nickerson. I have great confidence in Nickerson and Gonzales to initiate a healthy labor-management climate for DFY employees in CSEA Region II," Johnson said.

Sundmark said the results of the meeting included:

— Overtime payment disputes involving attempts by management to use compensatory time will be paid in accordance with the law.
— A number of individual complaints of members were straightened out.

— CSEA and DFY will take part in a joint effort to identify a number of provisional clerical employees in the division.
— Local 010 Grievance Representative Jeanie Neumann will coordinate a training program for the provisional employees to help them move to permanent positions and advance in the clerical career ladder.
— DFY will expedite a search for a director and assistant director for Youth Development Center (YDC) 2 at 128 East 112th Street in Manhattan.
— Nickerson promised to have the labor-management problems at YDC investigated and resolved.
— Every effort will be made by management to meet with union representatives in an effort to resolve problems prior to the formal grievance procedure.

Johnson said: "I pledge to work with Nickerson and Gonzales to insure the best working conditions for our members which means better conditions for the clients and improvement in the public's interest."

Part of the success of the recent meeting was an earlier meeting between CSEA, including Johnson and the regional field staff; and DFYOER officials, including State Director Frank Hall and his top labor-relations personnel.

PUBLIC EMPLOYEES... Where Would You Be Without Them?

Know your retirement benefits

• Discover how to maximize your retirement income
• Use CESA’s retirement counseling service

Let us . . . . help you

Return coupon below for free consultation

Director TBP-CSEA Retirement Counseling
TerBush & Powell, Executive Park East
Albany, N.Y. 12203

NAME: __________________________

ADDRESS: __________________________

CITY __________________________ STATE __________________________ ZIP: __________________________

PHONE No. HOME WORK

APPROXIMATE RETIREMENT DATE: __________________________

THE PUBLIC SECTOR, Wednesday, November 19, 1980

Page 9
New Rochelle hearing set

NEW ROCHELLE — The New Rochelle City Council was scheduled to conduct a legislative hearing on November 18 for the purpose of imposing a contract under the Taylor Law on the 120 member New Rochelle City Hall CSEA Unit, and while results of that hearing were unavailable at press time, union members were in an angry mood going into the proceedings.

Unit President Anthony Blaisie said his members were suffering the effects of being without a pay raise for nearly two years, and left no doubt he feels the delay and failure to negotiate a contract was the fault of management. He charged the city administration with suspending contract talks several weeks ago, and delaying further the legislative hearing originally called for on October 21.

In addition to gaining public support on petitions, unit members also turned out for a major demonstration at the October 21 meeting of the city council, when the legislative hearing had been originally expected.

Blaisie addressed the council at that time to protest the delay until November 18. And his fiery words mirrored the anger of the general members. At that time, Blaisie told the council members, in part...

"We have come here tonight to protest the fact that we have been without a contract for 10 months and to bring to your attention two very important factors...

"Our first purpose tonight is to make you aware of the extreme hardships being endured by our members. The last time our salary was increased was Jan. 1, 1979... Here it is almost 1981 and we are still existing on a 1979 salary...

"The second point I would like to make is a question of negotiating in good faith. It is true that we have been negotiating since last November (1979), but did you know that, including today (Oct. 21, 1980), we have met only eight times...

"Do you call this an honest effort to negotiate?

"... I just want you to know that... CSEA is still willing to keep on negotiating as we always have been, at any time, even 24 hours a day if necessary, but the City administration is content to sit back on their increases and place the burden on the City Council to mandate a settlement...

"During the course of our negotiations, we modified our position three separate times in order to try and gain a settlement while the City has seen fit to change their’s only once, and that has come only after our appearance before this council. Do you call this good faith negotiating?

NEW ROCHELLE — The New Rochelle City Council was scheduled to conduct a legislative hearing on November 18 for the purpose of imposing a contract under the Taylor Law on the 120 member New Rochelle City Hall CSEA Unit, and while results of that hearing were unavailable at press time, union members were in an angry mood going into the proceedings.

Unit President Anthony Blaisie said his members were suffering the effects of being without a pay raise for nearly two years, and left no doubt he feels the delay and failure to negotiate a contract was the fault of management. He charged the city administration with suspending contract talks several weeks ago, and delaying further the legislative hearing originally called for on October 21.

In addition to gaining public support on petitions, unit members also turned out for a major demonstration at the October 21 meeting of the city council, when the legislative hearing had been originally expected.

Blaisie addressed the council at that time to protest the delay until November 18. And his fiery words mirrored the anger of the general members. At that time, Blaisie told the council members, in part...

"We have come here tonight to protest the fact that we have been without a contract for 10 months and to bring to your attention two very important factors...

"Our first purpose tonight is to make you aware of the extreme hardships being endured by our members. The last time our salary was increased was Jan. 1, 1979... Here it is almost 1981 and we are still existing on a 1979 salary...

"The second point I would like to make is a question of negotiating in good faith. It is true that we have been negotiating since last November (1979), but did you know that, including today (Oct. 21, 1980), we have met only eight times...

"Do you call this an honest effort to negotiate?

"... I just want you to know that... CSEA is still willing to keep on negotiating as we always have been, at any time, even 24 hours a day if necessary, but the City administration is content to sit back on their increases and place the burden on the City Council to mandate a settlement...

"During the course of our negotiations, we modified our position three separate times in order to try and gain a settlement while the City has seen fit to change their’s only once, and that has come only after our appearance before this council. Do you call this good faith negotiating?
Jim Seton combines youth work with a love of outdoors

By Thomas Foster

SYRACUSE — There are two things James Seton, president of the Onondaga County Highway Department Unit of Local 834, never gets enough of — helping kids and enjoying the outdoors.

Seton combines his two loves in a quantity of activities that boggles the mind. He spends about five weeks and 30 weekends a year working with youngsters in various youth groups.

Seton leads his own Boy Scout and Girl Scout troops in the Elmwood section of Syracuse, supervises a group of black youths known as the Brick Brigade in a neighboring section of the city, and conducts a wilderness training session in the Adirondacks that has gained national recognition.

He also is active with the youth group from the Elmwood Presbyterian Church, where he is a deacon.

"The main thing with kids is to give them what they want," Seton said, referring to the numerous types of activities he has initiated. His desire to embark on journeys "anyway the kids want to go" eventually grew into the Voyager training program in the Adirondacks.

Seton has been taking 100 mile journeys with youngsters through the lakes and woods of the mountains for the past few years. The Voyager program started primarily with Boy Scouts, but is open to anyone 18 or older who has a desire to learn about the outdoors, he said.

The program now includes instruction from New York State conservation officers. The youths completing the instruction on conservation, fishing and hunting laws and general outdoor knowledge become licensed Adirondack guides.

The International Paper Company, which owns a large portion of the land where Seton and his kids roam, has been generous in supporting the program, Seton said.

The immense effort involved in working with more than 300 youngsters each year has its rewards. The satisfaction showed in Seton's face as he flipped through a scrap book from one of his trips.

"He's a doctor, she's a forest ranger, he's in the Army, he's a computer technician," Seton said as he went down a list of signatures in the scrapbook.

Asked how he knows what all these former scouts are doing, Seton said they usually keep in touch. Apparently, he has made a lasting impression on many of them.

The scoutmaster recalled a boy who embarked on a canoe journey as the shy, introverted type. Because of the experience he had with Seton, he ended the trip with a different attitude toward himself.

Because "she can see the improvements in the kids too," he said, Seton's wife Jean, who teasingly called him a sissy for being a Girl Scout leader, does not mind the amount of time he is away from home.

Even though winter is approaching, which means long hours for the highway department, Seton is not slowing down. His evenings are filled with his youngsters and plans are being made for an expanded Adirondack program.

Seton said he "really enjoys scouting" and has received many awards including the Silver Beaver, Order of the Arrow District Award of Merit and Scouts Key.

But the real reward for Seton has been the many experiences he has shared with his "adopted children."

THE WOMEN’S SOFTBALL TEAM from the state Department of Motor Vehicles can thank these three CSEA Local leaders for this and another trophy case, dotting the halls of the DMV building. From left to right are Dann Wood, DMV Local CSEA President, Jean Book, former Local president, and Jeanette DiBonnis, CSEA shop steward and softball team captain, who discussed the purchase of the cases with DMV management for nearly a year, until it was agreed that each side would pay for one case. The team was formed in 1976, reports DiBonnis, and won their division and league championship in that year; the division in 1977, both championships again in 1978 and the division in 1980. Other trophies won by the local or department will also be displayed in the case.