Insurance covers hospice care

CSEA members and their families who need care or help in coping with terminal illness and death are now covered for hospice care under CSEA’s insurance plan.

Hospice services will be covered under the Blue Cross Hospitalization coverage of the New York State Health Insurance Program, and the GHI option.

There are currently 14 approved New York State Hospice Demonstration Programs. These are hospitals or centers aimed at providing comprehensive physical, spiritual and psychological family-like support for the terminally ill and their families.

In addition to care provided by these New York programs, services by out-of-state hospice organizations will also be covered, provided the hospice is licensed by the appropriate agency of the state in which it is located.

Hospice claims are currently being evaluated on a case-by-case basis,” said Christine Dobert, Senior Employee Insurance Representative of the Department of Civil Service.

The 14 approved New York State hospice programs are:
- Beth Abraham Hospital, The Bronx; Hospice Buffalo, Inc., Buffalo;
- Cabrini Medical Center, New York; Hospice of Schenectady (Capital District Hospice, Inc.), Schenectady; Genesee Region Home Care Association, Rochester; Hospice Care, Inc., New Hartford; Long Island Jewish-Hillside Medical Center, New Hyde Park.
- Also, Mercy Hospital Association, Rockville Centre; Metropolitan Jewish Geriatric Center, Brooklyn; Northshore University Hospital, Manhasset; Our Lady of Lourdes Memorial Hospital, Binghamton; St. Luke’s Hospital Center, New York; St. Peter’s Hospital, Albany; and United Hospital, Port Chester.
- Anyone with questions about the Hospice Care Program may call the Employee Insurance Section of the Civil Service Department at (518) 467-5774 or 467-5784.

Hospice care is also available to CSEA members through the CSEA Employee Assistance Program (EAP), which last year linked up with St. Peter’s Hospice in Albany.

HOLTSVILLE — CSEA reactivated an improper practice charge with PERB against the Suffolk County Legislature last week for giving pay raises and upgradings to select groups of employees in violation of collective bargaining agreements and the Taylor Law.

The PERB action resulted from the rejection by the Suffolk County Legislature two weeks ago of a one-year contract, which had been approved by the County and ratified by the Union, on the grounds that the contract contained provisions that would have ended the Legislature’s practice of granting raises and upgradings to favored employees. CSEA says the Legislature’s actions created two classes of employees — those who get advances fairly through political influence and the majority who abide by the collective bargaining agreement.

The unexpected and unprecedented rejection of the contract — which contains raises from 7.5 to 23 percent for approximately 7,500 county workers — shocked and infuriated CSEA leaders throughout the state from Suffolk Local 852 President Charles Novo and Region One President Danny Donohue to Statewide President William L. McGowan who rushed to Long Island after the contract was turned down.

Mr. McGowan, Mr. Novo and Mr. Donohue met with County Executive Peter Cohalan, sampled the opinions of key Legislators, then huddled to plan strategy to get the contract brought back before the Legislature and approved.

Before putting the contract before the Legislature for another vote, the CSEA leaders decided to first try the long-dormant CSEA charge against the Legislature before PERB decision is rendered. CSEA officials said that if the union’s charge is upheld, the County Executive could then call a special meeting of the Legislature to reconsider the contract.

CSEA attorney Marge Karowe presented CSEA’s case in New York before PERB hearing officer Louis Patack on Wednesday, July 15. After the hearing, Mr. Patack said he would give the union, the Legislature and the County until July 22 to present briefs and would make a ruling within a week after that.

In addition, the union revved-up its political engines for a vigorous campaign to get Legislators to change their votes when there is another vote. Region One Political Action Committee Chairman, Michael Curtin, cut short a vacation to begin lining up votes for the contract and Bernie Ryan, director of Legislation and Political Action was sent down to Long Island with members of his staff to help with the political and membership support drives.

Also, CSEA prepared an advertising and information program — including a full-page ad in Newsday — designed to bring the CSEA position to the public and CSEA members when the campaign gets under way.

The Improper Practice charge was filed with PERB on Dec. 2, 1980 by the Suffolk Local 852 but held in abeyance on Dec. 11 when the union and the County agreed to a clause in the contract which would limit the authority to initiate salary raises and promotions to the president of the union representing employees and the Director of Labor Relations appointed by the County Executive. The Legislature would retain the right to approve or refuse all raises and upgradings.

THE ASSEMBLY’S SIDE of the recent marathon state legislative session is explained to CSEA President William L. McGowan by Assembly Speaker Stanley Fink, right, during a face-to-face discussion in the Speaker’s Office at the State Capitol. CSEA received the Speaker’s support in its successful efforts to win supplementation for retiree pensions and eliminate a seven percent cap on school district transportation funding. Speaker Fink was also an advocate of CSEA’s bills to make agency shop legislation permanent and mandatory and to remove some of the unfair biases of the state’s Taylor Law.
The sickle cell crusader

Sam Herbert hopes to launch telethon

By Ron Wofford

BUFFALO — If Sam Herbert has his way, 1982 will see the first telethon for sickle cell anemia in the history of Western New York. He has the necessary determination and is gaining the support needed to see such a venture through.

Following the telethon, Herbert has hopes and plans for the development of the first facility in New York dedicated to the research of sickle cell anemia.

Herbert was a child who was hospitalized with polio from age five to eleven. "I suppose I lost a good deal of my childhood between the Hospital for Joint Diseases and Bellevue," recalled Herbert. "But it gave me the motivation I have today and I intend to see this through to a successful finish."

Herbert is hopeful that the contacts he has made over several years of running his own production company will be helpful in drawing the support that will make a sickle cell telethon a successful, growing endeavor.

"My goal is to raise $1 million the first year and at least $5 million by the third year," Herbert said. "And I know I'll need help from all by brother and sister members of CSEA Local 303, who I know from experience are hard-working, concerned individuals."

"Just as we here are working towards the eventual elimination of cancer as a major killer of mankind, there needs to be a more concerted effort aimed at wiping out the toll of lives cut down or threatened by the sickle cell. And that won't happen until we make it happen."

Region II officers take oath of office

METROPOLITAN REGION II Officers, from left, President George Caloumeno, First Vice President Frances DuBose, Second Vice President Brenda Nichols and Secretary Ann Worthy are installed by former Region II President Solomon Bendet, now retired. New Region II Treasurer George Boncucchio was unable to attend the installation due to illness.

Contracting out squelched at Bronx Dev.

NEW YORK CITY — CSEA Metropolitan Region II has won a battle with Bronx Developmental Center over the institution’s contracting out of housekeeping services. At a recent labor/management meeting to discuss issues within the New York City Regional Office of Mental Retardation and Developmental Disabilities (OMRDD), OMRDD First Deputy Commissioner Zigmund Slezak pledged that OMRDD will go to the Division of the Budget with a plan to terminate the housekeeping contract at Bronx Developmental Center and hire state employees to perform the housekeeping function.

The decision to end the contracting out came after meetings with Region II representatives, Bronx D.C. director Roy Carmichael and officials of OMRDD and after an audit by State controller Edward Reagan’s office. The audit revealed a $37,000 overpayment to the housekeeping contractor.

We are naturally very pleased that OMRDD finally recognized the problems with contracting out the housekeeping service at Bronx D.C.,” Region II field representative Bart Brier said. "In addition to the overpayment, Carmichael himself admitted that the services provided by the contractor were far from satisfactory."

While CSEA collective bargaining agreements with the state specify that "there shall be no loss of present jobs as a result ..." of contracting out, Bronx Developmental Center is a 2-year old facility which has never had state employees in housekeeping.

Discussions at the labor/management meeting also focused on the failure of the OMRDD New York City Regional Office to comply with a letter from OMRDD commissioner James E. Introne regarding community residences for the mentally retarded. In his letter, Introne directed the OMRDD Regional Office to establish community residences for the mentally retarded in New York City and 148 run by voluntary agencies. There are currently 34 state-run community residences for the mentally retarded in New York City and 148 run by voluntary agencies. OMRDD projects opening 11 state-run and 33 voluntary agency-run residences in the 1981-82 fiscal year.

"In view of what the State Island Advance printed about United Cerebral Palsy, I can’t believe that OMRDD in New York City is ignoring the commissioner’s instructions," said Staten Island Developmental Center Local 429 president John Jackson.
Experience may elect Charlie Eichler

By Stanley P. Hornak

CORTLANDT — Charlie Eichler is a David going after Goliath.

The 35-year-old state Department of Transportation employee is challenging an entrenched incumbent for the position of Superintendent of Highways in this northern Westchester County town of 35,000 people. And Eichler says his participation in the recent CSEA Candidate Campaign Institute "Blueprint for Success" has given him a "shot in the arm" on his hopeful road to victory.

"A member of Local 509 and a public employee since 1963, Eichler knows how to get a job done. He contrasts his job performance as a Highway Maintenance Supervisor on the Taconic State Parkway with the performance of the man he's running against, and says, "I'm proud of the condition of the section of the parkway I maintain...you can say, I sign my work." He complains that Cortlandt's Highway Department, "lacks leadership, lacks personality, and that's why, for example, we're always having problems with street lights that don't work and street signs that aren't properly maintained." Eichler, the father of two girls, worries about hazards caused "by the attitude of the administration" and vows, if elected, to make it a 24-hour a day job.

"If my men are out there working, I'll be out with them, too," he emphasizes. He's been a laborer himself.

Changing attitudes is the name of the game, according to Eichler, as he starts his second run for elective office. In 1980, he was elected a Verplanck Fire District Commissioner. He sees all citizens as "shareholders" and, "I won't be asking people if they voted for me before I plow their streets."

At the same time, he understands the fiscal realities of the 1980s and notes that the highway department budget does not have a separate line item for gasoline, but instead categorizes it under "miscellaneous." Eichler calls that lack of accounting "typical" and notes that the town annually spends $3 million to maintain 124 miles of road, or $28,000 per mile.

In his quest for efficiency, there's one thing that Eichler would change immediately, and that is the practice of the current supervisor to contract-out some snow removal and ice control services. He pays $55 per hour to private contractors and supplies sand, gas, oil and takes responsibility for breakdowns. It outrages Eichler who says town employees can do the job better and cheaper.

David Eichler, who acts as one of his brother's main political advisors, "to keep it in the family" he laughs, describes the campaign as a "grassroots movement."

"It's our hometown, we know what's going on and we owe it to our friends." He also expects CSEA and AFSCME endorsements to make it a populist campaign.

If elected, Eichler plans to get highway department employees together to seek their grievances and find equitable solutions. In turn, he plans to ask them what they can do to better serve the town.

"If I put my mind and heart to it, I think that the people who work with me — not under me, but with me — will do the same," he concludes as he gears up for Election Day, 1981.

GETTING TOGETHER go over campaign plans with Local 880 officials are, from left, the candidate's brother and main political advisor, David Eichler, Political Action Committee Chairperson Eleanor McDonald, Charlie Eichler, Local President Pat Mascioli and Legislative Committee Chairperson Pug Lanza.

Local's outlook brightens

BUFFALO — Events reached a happy conclusion for CSEA Erie County Local 815 members with the installation of newly elected officers and the signing of a collective bargaining agreement that was six months overdue.

Negotiations on a new contract had been delayed because of a representation challenge earlier this year. The challenge was easily defeated, but nevertheless required the attention and focus of CSEA resources before a new agreement could be hammered out.

The 4,200 member white-collar work force will receive a five percent wage boost for the first half of 1981 and another five percent in the second half. In 1982, the pact calls for a six percent increase for the first half of the year and four percent for the second half. In the third year, the agreement provides a seven percent raise, effective Jan. 1, 1983.

Another feature of the new agreement is overtime pay, which will be paid at the rate of time-and-one-half.

Local President John Eiss was "very satisfied with the package. I think we did a very good job of negotiating, and I think the employees feel that way. For every 11 votes in favor, only two were opposed."

The negotiating committee included President Eiss, George Clark, Barbara Justinger, Perry Jowsey, Marion Klein, Charles Carpenter, Joseph Healy, Maggy McNeola, Steven Caruana, Ed Adamski, Joe "nittoria and Marian McDonald. CBS Danny Jinks was chief negotiator, assisted by Field Rep. Bob Young.

The newly installed officers for Local 815 include President Eiss; Executive Vice President Sal Castro; 2nd Vice President Steve Caruana; 3rd Vice President Joseph Healy; 4th Vice President Gerald Prince, 5th Vice President William Ferro, 6th Vice President Richard Croad, Secretary Barbara Ehrlich, Recording Secretary Rose McDermott; Treasurer Gloria Justinger; and Parliamentarian Sharilyn Kamholz.

The oath of office was administered by Region President Robert Lattimer.

ERIE COUNTY LOCAL 815 officers were recently installed by CSEA Western Region President Robert Lattimer. Standing, from left, are, Steve Caruana, Richard Croad, Sal Castro, Vince Muscarella, Gerald Prince, Vic Marr and William Ferro. Seated, from left, are Patricia Del Cotto, President Lattimer, John Eiss, Joyce Bawdry and Barbara Justinger.

Justinger, Financial Secretary Patricia Del Cotto; Treasurer Joyce Bawdry; County Representative Vic Marr; Sergeant-at-Arms Vince Muscarella, and Parliamentarian Sharilyn Kamholz.

The oath of office was administered by Region President Robert Lattimer.
As the American Labor Movement celebrates its centennial in 1981, it is appropriate to look back at the history of the trade union movement in the United States to see where we’ve been, how far we’ve come, and where we’re going. This article, first in a series, is condensed from the AFL-CIO publication “A Short History of American Labor,” prepared for the 1981 Centennial.

**Toward a federation of labor**

The roots of the American trade union movement extend deep into the early history of this nation. Among the Pilgrims arriving at Plymouth Rock in 1620 were working craftsmen, and craftsmen were much in demand in early colonial settlements. In cities along the Atlantic seaboard, primitive unions—or guilds—of carpenters, cabinet makers and cobblers made their appearance.

Workers played an important role in the colonies’ struggle for independence. The “Indians who hosted the Boston Tea party were, in fact, carpenters. And the Declaration of Independence was signed in 1776 in Philadelphia’s Carpenters Hall.

The first American workers to go on strike were printers in New York in 1794. Cabinet makers struck in 1796, carpenters in 1797, and cordwainers (shoemakers) in 1799. Recorded efforts by trade unions to improve workers’ conditions—either through negotiation or strike action—became even more frequent in the early years of the 19th century.

By the 1820s, various unions involved in the effort to reduce the workday from 12 hours to 10 hours began to show interest in the idea of federation—joining together to achieve common objectives for workers. But for decades, attempts at federation were short-lived. Most of these associations were victims of hard economic times and the changes brought about by industrialization.

One organization that captured the public imagination was the Knights of Labor, founded in 1879. The Knights were an all-embracing organization committed to a cooperative society. Membership was not limited to wage earners, but was also open to farmers and small business people. In fact, everyone was welcome except lawyers, bankers, stockbrokers, professional gamblers, and anyone involved in the sale of alcoholic beverages.

Membership grew to nearly 750,000 during the next few years. But the workers who had joined the Knights in hope of improving their hours and wages were soon frustrated. The Knights’ organizational structure, and its leaders, had an aversion to strikes. They relied on the promise of future social gains, instead of the day-to-day work of building and operating a union organization.

As the 1880s began, the stage was set for the creation of a down-to-earth, practical labor federation which could combine the long-range objectives of a better society with the practical activity of day-to-day union functions.

The modern American labor movement was about to be born.
CSEA President Bill McGowan asks
What do you think about our regional concept?
It is working well?
Can it work better?

When I recently asked you to take the time to use a coupon form in The Public Sector to tell me what's on your mind about CSEA, several hundreds of you did exactly that. You told me what you think we're doing right, and what you think we're doing wrong. I know, because I read every single one of your messages. That kind of input is vital to this union because it can help us set directions and improve services and efficiency for our members.

Because of the success of that effort, I would like to ask your assistance once again.

Last time the topic was your union in general. This time I want to know your feelings about your CSEA regional operations. I want your comments, your complaints, your opinions, your suggestions about your CSEA Region operation. Is the regional concept working well? How can it work better?

Please take the time to fill out the form below mail it off to me. I'm listening to you.

William L. McGowan

Complete, clip and mail this form today

To: WILLIAM L. McGOWAN, President
   Civil Service Employees Assn.
   33 Elk Street, Box 125, Capitol Station
   Albany, New York 12224

Date: ____________________________

Dear President McGowan:

Here's what's on my mind concerning my region of CSEA:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

I am a member of CSEA Local ________ in CSEA Region ________

Name ____________________________

Address ____________________________ ZIP ____________________________
CSEA DIRECTOR OF EDUCATION Thomas Quimby briefs Region V members on the problems of sexual harassment.

CON(reverse page)

CSEA REGION V PRESIDENT James J. Moore presents a certificate to Warren Mahon of the AFSCME representative, for her years of service and dedication to CSEA.

CSEA ATTORNEY MICHAEL SMITH, left, CSEA President William L. McGowan, center, and State AFL-CIO Executive Secretary Morrie Malone, on the AFSCME staff, discuss the facts behind the issue of sexual harassment at the Region V Summer Conference.

MARSHA ANDERSON of the AFSCME educational staff discusses the facts behind the issue of sexual harassment at the Region V Summer Conference.

Region V Conference proves educational as members confront issues

He told delegates at the County workshop on Political Action for County Members that they should not be afraid to approach local and state elected officials who have benefitted from CSEA political action contributions, demanding that they live up to their promises to the union.

And McGowan said he tells public officials seeking support, money and endorsements from the union, that "we help our friends and we bury our enemies, and when you don't help our friends, we consider you an enemy."

Region V President Moore, noting that relatively small amounts of money can sway elections in school districts across the state, urged the delegates to get involved in those contests, and to give "face-to-face help" to getting school board members who would be sympathetic with the drive to organize school workers.

A similar message was delivered by McGowan before the School Affairs workshop on "Organizing School Locals."

"Why not help our people to become members of a school board, so they can help our people get a fair and equal wage and better working conditions?"

We have to stand together and work together."

"The message is simple," McGowan said, "when we stick together, we're united; and when we're united, nobody can beat us."

THE PUBLIC SECTOR, Wednesday, July 22, 1981

THE PUBLIC SECTOR, Wednesday, July 22, 1981
AMONG THOSE ATTENDING the meeting of the BOCES Board of Education are Nassau County Local 830 BOCES Unit members, from left, Anthony Williams, Ed Garcia and Ronald Combs.

BOCES UNIT MEMBERS, from left, Estelle Guednau, Joan Martelli and Mary Sperber are among the more than 150 CSEA members showing their support for a new fair contract at a meeting of the BOCES Board of Education.

2% pay offer ‘unconscionable’

WESTBURY — Would you accept a pay offer of less than two percent a year?

The members of the BOCES Unit of Nassau County Local 830 would not, and have been working without a contract since June 30, 1980.

Local 830 President Jerome Donahue recently led more than 150 CSEA members at a meeting of the Nassau County BOCES Board of Education to demonstrate the unit and local’s support for the leadership of the unit in the negotiations.

Donahue said the BOCES Board’s pay offer is less than two percent for approximately one-third of the unit and is no more than 6.5 percent for any member of the unit.

Unit officers attending the meeting included President Joseph Piller, First Vice President Sal Auletta, Second Vice President Beverly Berger and Treasurer Doris Catanzaro.

Members of Local 830 from other units who attended the meeting to demonstrate their support for the BOCES Unit included First Vice President Rita Wallace, A. Holly Patterson Home Unit; Gene Cammerato and Ronald Friedl, City of Long Beach Unit; and Howard Quann, Social Services Department Unit; Kenneth Darby, Village of Garden City Unit; Alice Groody, Assessors Department Unit; Fifth Vice President Trudy Swind, City of Glen Cove Unit; Doug Milne, Probation Department Unit; Robert Ford, village of Freeport Unit; and Gus Neilsen and Kenneth Brotherton, Town of Hempstead Unit.

CSEA Field Representatives Michael Aiello and Rigo Predonzan also attended the meeting.

Speaking before the board, Donahue demanded the board negotiate in good faith with the union.

Piller told the board that the employees were deserving of more than the increase which had been offered.

Ms. Wallace told the board that a pay offer of less than two percent was “unconscionable.”

Ms. Berger reminded the board that more than half the employees earn less than $10,000 a year.

The BOCES Unit represents clerical, maintenance, custodial, aides, cafeteria, bus drivers, mechanics, occupational therapist, technical and data processing employees of BOCES.

CSEA FIELD REPRESENTATIVES, from left, Rigo Predonzan and Michael Aiello attend the meeting of the BOCES Board of Education at which CSEA demonstrated support for a new fair contract.
In another union effort to provide

Realizing a union's potential

Director Thomas Quimby defines goals of membership

One of the truly diverse
departments within CSEA is
Education and Training. This
department helps Locals, Regions
and Headquarters meet the train-
ing and educational needs of CSEA
officers, members and staff.

"In a nutshell, we help people
realize their potential as indi-
viduals working collectively in
the union," says Thomas Quimby,
Director of the department.

"We make resources available
to people so they can participate in
the union in a constructive, self-
fulfilling fashion. Ultimately, the
better people feel about
themselves and their capabilities,
the better union members they
become."

The functions of the department,
which, in addition to Quimby, is
staffed by administrative assistant
Sandy Rhodes and secretary Janice
Daniels, can be divided into three
categories: contractual training
programs, member service/union
building, and staff training.

Much of the department's time
and energy is taken up with con-
tract and contract-related
programs with New York State,
chief among them is the Employee
Benefits Training Program.

Under this program, $1.8 million
is set aside each year under
CSEA's three state contracts to
fund four programs: the High
School Equivalency Program, the
Tuition Support Program, the
Agency Experimental Program, and
Employee Benefits Training
Courses.

Quimby says he monitors these
programs "to see that the money
allotted is being spent construc-
tively. There's a constant effort on
our part to ensure that the needs of
our members are being served, and
not just the needs of the employer."

In another union effort to provide
higher education to the
membership, noted Quimby, his
department establishes links
between CSEA Regions and in-
stitutions of higher learning.

"For example, we've entered
into a contract between Adelphi
University and Region 1 in which
the university makes courses
available to members at a reduced
rate.

"Colleges, faced with declining
enrollments, are now beating a
path to unions, because of the
numbers of union members who
are interested in higher
education," Quimby said. "Unions
are in a position to drive some rea-
sonably hard bargains.

The member service/union
building aspect of the Education
and Training Department involves
training officers, stewards and
members in a variety of areas.

"There are three basic purposes
here — strengthening and building
union membership, protecting the
individual's rights to due process,
and protecting and improving the
terms and conditions of
employment," said Quimby.

In connection with these goals,
the department develops and con-
ducts courses, workshops and
seminars statewide on a wide
range of topics.

"I get calls from regional of-
ficers, unit officers and local of-
ficers saying 'We want to do a
program, can you help?' I help
them clarify their program goals,
design the program and line up
speakers," said Quimby.

In the past, speakers have
addressed such topics as sexual
harassment, assertiveness
training, collective bargaining,
contract administration, public
sector labor law, civil service law,
union building, comparable job
worth, stress management, effec-
tive public speaking, election
procedures, labor history and how
to conduct labor/management
meetings.

Also along these lines, Quimby's
department was responsible for
putting together two important
education manuals — the Stewards
manual and the Local Officers
Manual.

In the area of staff training, the
Education and Training
Department is responsible for
providing technical skills to union
staff and integrating staff into the
union.

In carrying out all of its basic
functions, the department has
access to AFSCME resources.

"AFSCME is very helpful," says
Quimby. "They're very good
at putting resources, such as in-
structors and materials, at our dis-
posal. With our continued af-
filiation with AFSCME, we are
more able to deliver education ser-
vices to CSEA members."

As for future Education and
Training projects, Quimby talks of
the importance of steward training.

"Our first objective has got to be
to ensure that, through Regional
and Headquarters efforts, all of our
stewards are trained and ultimate-
ly certified," he says.
Precedent set in additional pay ruling

PLATTSBURGH — Four switchboard operators at the Clinton County Correctional Facility, who worked 40 hours a week instead of 37 1/2 for five years without additional pay, were awarded a total of more than $6,000 in compensation as a result of a prolonged court battle waged by the CSEA Employees Assn.

The dispute began in 1968 when the state issued an order that working hours for all its employees be reduced from 40 to 37 1/2 hours per week, with no decrease in salaries. The four operators, at the Clinton County facility, for some reason, were never put on the revised schedule.

Finally in 1976 they contacted Capital Region CSEA Field Representative Charles Scott, who immediately filed a grievance. At a third step hearing in August that year, a Public Employee Relations Board officer ruled that the state had violated Article 37 of the state employee’s contract and ordered the employees be put on the new time schedule with reimbursement for the 30 week period.

The CSEA was not satisfied with the payment provisions, however, and requested its legal department seek to have it overturned in the court.

The award amounts had to be computed by the state and confirmed by the union before payment could at last be made last month. Scott said the case “is a good example of how employees can get redress for the wrongs done to them.”

Re-opener wins increases

OLEAN, N.Y. — Three units of Cattaraugus County CSEA Local 905 have received wage increases and increased mileage allowances under re-opener provisions of existing contracts.

Two of the agreements were negotiated following factfinder reports, while the third was imposed by the County Legislature following rejection of the factfinder report by the CSEA unit.

The General Bargaining Unit and the Sheriff’s Department Unit both ratified the factfinder’s recommendations, and will receive an eight percent wage increase up to a maximum of $1,250 and the CSEA units.

The Supervisor’s Unit will receive an eight percent wage increase up to a maximum of $1,150.

The new mileage allowance will be 24 cents per mile, retroactive to January 1, 1981. The mileage allowance will increase or decrease according to local area pump prices. Verification of existing prices will be monitored on June 1st and January 1st by representatives of the county and the CSEA units.

The Supervisor’s Unit will receive an eight percent wage increase up to a maximum of $1,250 under the settlement imposed by the County Legislature. The mileage allowance will be the same as for the General Bargaining and Sheriff’s Department Units.

Chief CSEA Negotiator Michael Painter was aided by a committee including Local President Tim Anderson and Tom Bruno of the General Bargaining Unit, Tom Power, President of the Supervisor’s Unit and Jerry Burrell, President of the Sheriff’s Unit.

Out-of-title work ruled a safety hazard

WESTCHESTER COUNTY — A favorable opinion and award has been handed down by Arbitrator Joan Stern Kiok in a grievance arbitration matter involving out-of-title work for probation assistants.

Kiok held that requiring probation assistants to transport juveniles from Family Court to and from various facilities violated the collective bargaining contract between the county and the union. According to the agreement, public employees are prohibited from performing out-of-title duties.

Futhermore, Kiok ruled that requiring a probation assistant to transport a dangerous or violent juvenile would be a violation of the health and safety clause.

The portion of the arbitrator’s decision regarding health and safety is a major precedent and should prove helpful to CSEA in future cases,” said CSEA Regional Attorney Arthur H. Grae.

“Management made an effort to water down the health and safety clause. The arbitrator did hold, however, that a probation assistant could be made to assist a probation officer in transporting a non-violent juvenile, provided there were two probation personnel in the automobile.

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Buffalo — After a long, hard struggle to organize and then to be recognized, a newly formed CSEA Local is negotiating a collective bargaining agreement on behalf of the employees of ARA Food Services, a private contractor at the Erie County Medical Center.

Recalling the battle that began in 1978 to organize the nearly 100 food workers, Region VI Director Lee Frank likened the situation to the now-famous struggle of textile workers for J.P. Stevens to organize and bargain for decent wages, benefits and working conditions.

"Ever since the employees of ARA requested that we organize them through then-Region Organizer Michael Painter, we've been attempting to sit down at the bargaining table on behalf of these food workers and bring their wages and benefits more in line with reality", Frank said.

"But we overcame every roadblock they threw in front of us and we intend to see it through from here on out on behalf of our new members, just as we do for all our bargaining units," Frank continued.

"It's too bad we had to resort to strike threats and bring the county legislature and county executive into the picture to threaten withdrawing ARA's food service contract with the Medical Center, but they left us no other choice," said Frank.

The trail, from the point of the organization request to finally sitting down at the bargaining table, was indeed a circuitous and winding one. It started with the state labor relations board and winded its way down through the national labor relations board, with ARA filing appeals and objections to nearly every ruling made on behalf of the workers and CSEA.

Then the County Legislator Richard A. Slisz' passed a resolution asking the County Executive Edward Rutkowski to terminate ARA's contract which would normally expire in July of 1983. This came after the strike threat by Region VI Director Frank.

The company won the right in competitive bidding in June, 1977, to operate the hospital cafeteria and prepare meals for the 500 patients.

Southern Region probation tour a welcomed event

Armonk — Probation employees from Orange, Rockland and Westchester counties had an opportunity to discuss problems in their various probation departments with members of the Statewide CSEA Probation Committee when the committee met late last month at Armonk.

Region III President Raymond J. O'Connor was on hand to welcome the committee and a large group of probation employees from the three counties.

Committee members who participated in the Westchester County meeting were: James Brady, Chairman; James Mattei, Gary Clark, and James Bearden.

Fillmore gains two-year pact

Fillmore — The Fillmore School CSEA Unit of Allegany County Local 802 has agreed to terms of a two-year contract with the school board.

"The eighty members will receive wage increases of 9 percent in both years. In addition, members will receive a $2 co-pay in prescription drug coverage and a modified agency shop.

The school board also agreed to pay 100 percent of Blue Cross/Blue Shield costs in the second year of the contract.

Unit President, Lowell Fancher said, "We made good gains with this contract. We thought we were going to go on all summer long until we got the insurance question cleaned up.

Chief negotiator Ray Ducharme was aided by Alice Yanda, Jackie Bailey, Beverly Luckey and Graydon Armijo.

CSEA'S ELECTION PROCEDURES COMMITTEE will be meeting on August 11 and 12 to review results of the union's recent elections for Regional Officers, members of the State Executive Committee, and County Educational Representatives. Results of the June 26 ballot count could be designated as official at that time. In the above photo, Election Procedures Committee Chairman Gregory Szurnicki studies a tally sheet on June 28 as committee member Karen Pelegrino watches. In photo below, also studying a tally sheet with great interest, are CSEA Capital Region President Joseph E. McDermott, who was re-elected without opposition, and Joan Tobin, who was elected Capital Region second vice president and as a member of the union's statewide Board of Directors representing the Department of Transportation.

Marathon talks reach accord

Plattsburgh — After three eight-hour marathon negotiation sessions, the Civil Service Employees Assn. and the administration of the Northeast Clinton Central School District have come to agreement on the terms of a three year contract covering bus drivers, custodial, maintenance and teacher aide employees there.

The marathon session, said Capital Region CSEA Field Representative Charles Scott, called for the services of mediator Paul Curry from the Public Employment Relations Board. Dispute centered on the administration's unwillingness to grant sufficient wage increases, he said.

Effective July 1, the final agreement calls for salary increases, on top of increments, of 9.5 percent in the first year and 10 percent for each of the next two years. Also in the first year the retirement plan will be changed from the 75 to the 75i plan, representing an increase in dollar value of 4.9 percent.

All benefits were retained with language changes made in some.

The package includes an increase of $5 to bus drivers making extra runs and a shift differential increases of $150 the first year and $300 the second year for custodial workers.

Scott said the union was particularly pleased with what he termed the 'pool concept' of adding the increments to salary schedules when computing increases to boost the overall percentage increases.

On the negotiating team were: CSEA Unit President Dick Lambertson, Kimira Lambertson, CSEA Unit Vice President Ron Gibbons, Louis Bechard and Wendall Tatro.
SCOTIA — When CSEA member Peter Looker dons his top hat and tails, it’s not because he’s going dancing.

He’s going to work — as a chimney sweep.

Looker, a part-time therapy aide at O.D. Heck Developmental Center in Schenectady, took on the out-of-the-ordinary, old-time occupation of chimney sweep about two-and-a-half years ago.

Since then, he has been spending from 10 to 50 hours a week getting rid of soot, creosote and “other flammable nastiness” from assorted chimneys throughout the Capital region.

“When I got into it, I was working eight hours a day with psychiatric clients, which is very draining,” he explained. “You don’t often get the immediate rewards of seeing a job well-done, and the frustrations of dealing with management were getting to me. I said, ‘Enough is enough.’” By comparison, said Looker, he found sweeping chimneys offered the pleasure of working with his hands and the satisfaction of seeing a job through from start to finish.

“Chimneys don’t talk back, and they don’t get on your nerves,” he said. “I found the customers much more reasonable to deal with than the management at Heck, and I get treated with a lot more respect.”

Looker, 30, recently ended a two-year term as President of O.D. Heck CSEA Local 445. He worked at Letchworth Village Developmental Center in Rockland County and at Albany’s Capital District Psychiatric Center before joining O.D. Heck as a full-time supervisor in 1979.

In the middle of these job changes, he took a Life/Career Planning course and made some decisions about his future.

“I decided I wanted to be working part-time at the developmental center, get into some small business of my own, and have the classic house — a stove — with the chimney — and the tradition — never go on a roof without a top hat.”

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In 1978 he responded to an ad in the “Mother Earth News” about becoming a chimney sweep. He bought the requisites of his trade — brushes, fiberglass rods, vacuum cleaner, ladders and miscellaneous items — and promptly practiced on the chimneys of family and friends.

In a short time, Looker became one of a handful of chimney sweeps in the Capital region. He is currently New York’s representative for the National Chimney Sweep Guild Convention.

He also fulfilled his other dreams switching to part-time work at O.D. Heck and moving into a rural cabin overlooking the Mohawk River.

Thin, bearded and with wire-rimmed glasses, Looker sat in his living room recently discussing his trade.

“He was attired in his top hat and tuxedo jacket, the traditional garb of the bona fide sweep.

“The top hat is a must for good luck,” Looker explained. “In Europe, master chimney sweeps were often invited to New Year’s parties and weddings for good luck. There’s also a superstition — never go on a roof without a top hat.”

The tails, he noted, were historically cast-offs from morticians. “They worked out well because the sweeps were very dirty characters, and the tails covered the seats of their pants,” said Looker. “This way, they wouldn’t dirty up chairs when they went into a restaurant or pub.”

Although many of the legends and traditions of the sweep have not changed over the years, the work itself has.

“With today’s air-tight stoves, there’s a whole new set of problems and a whole new technology developing,” said Looker.

“It’s very different from the old-fashioned wood stoves. The old rules of cleaning — that you clean the chimney once a year — don’t apply. You can have a fire within a week after cleaning an air-tight stove.”

The Scotia sweep usually wears a mask to prevent inhaling carcinogenic materials while on the job, and says he believes strongly in safety precautions involving the use of wood-burning stoves.

“Individuals have to be much more aware of how they operate their stoves,” he says. “People should make sure they have safe installations and use extreme care when turning their stoves down low. They should also consult with the fire department or a chimney sweep before installing a stove.”

Looker, who holds a master’s degree in public affaires, added he was extremely pleased CSEA pushed for the passage of the OSHA law in public employment, and now would like to see unions take an active role in consumer and environmental issues.

“Unions could get together with consumer and environmental groups and get accountability from public utilities,” he says. “They could work together to fight increases and questionable spending by the utilities, to help consumers keep up with inflation and keep some of the energy costs down.”