Will the system CRACK?

Even though facing an exploding crack epidemic and a rapid increase in psychiatric admissions, the State Office of Mental Health has announced across-the-board cutbacks in institutional psychiatric care. Twenty-two state psychiatric centers will be affected by the new plan, labeled as a “reconfiguration of services”.

CSEA Mental Health workers know the timing could hardly be worse. (Continued on page 3)
New prescription drug cards to be mailed

Employees enrolled in the CSEA Employee Benefit Fund prescription drug program will soon be receiving a new EBF prescription drug card. The new card indicates that the program is now administered by Paid Prescriptions, Inc., a large company which recently purchased the plan's previous administrator, Medac, Inc. Prescription drug coverage remains unchanged. Generic prescription drugs will continue to cost only $1, and brand name drugs just $3 per prescription. The new card, to be mailed soon, will carry an expiration date of 4-30-87. A replacement card will later be issued prior to that expiration date. The new cards will be accompanied by information from EBF explaining why they are being issued.

Personal leave accruals restored via CSEA push

BINGHAMTON — CSEA-represented state employees in the Administrative Services, Institutional Services and Operational Services bargaining units who were required to use personal leave accruals for Jan. 23, 1986 during a water emergency in the city of Binghamton will have their leave accruals restored for that day under a settlement CSEA has reached with the Governor's Office of Employee Relations.

Terms of the settlement of CSEA's grievance filed on behalf of the employees affect those CSEA-represented state employees whose work locations were closed on Jan. 22 due to a water emergency and who were available to work on Jan. 23 but did not work that day because they had reason to believe their work locations were closed a second day. The state has agreed to restore Jan. 23 to individual leave accruals for eligible employees who were advised directly by state representatives or learned from the news media that state representatives had declared that state offices would be closed on Jan. 23.

Correction

In a Sept. 8 Public Sector story on the release of new “Directories of Participating Providers” for the Empire Plan, some information was inadvertently left out. Among the counties included in one of the directories, “Book II,” are five additional ones which were not listed. They are: Broome, Cortland, Chenango, Delaware, and Otsego.
MHTAs take brunt of cocaine crisis

(Continued from page one)

Particularly in New York City, psychiatric center wards are overflowing with crack addicts sent for care because of six-month waiting lists at drug treatment centers. Additionally, following the deaths of Staten Island Ferry passengers, who were slashed by a sword-wielding mental patient last July, psychiatric admissions have risen dramatically as public agencies work to get "human timebombs" off the streets. On Long Island serious understaffing problems exist in part because of the spillover of patients from the city facilities. "This is an outrage" insists CSEA President William McGowan. "Even under the best of circumstances our people are grossly outnumbered in the psych centers. Now with the way the state is handling the present situation, the workers will be at even greater risk."

"There's a war going on out there in the streets and OMH is planning to cut back the only places where people can get help—it's just going to make things worse for everyone."

The cocaine crisis which pervades all age and economic groups, is blamed for a significant increase in murders and robberies according to Police reports. Compared to other large U.S. cities, New York is facing the most severe problems.

The Office of Mental Health has been designated as the lead agency in coordinating treatment services. But CSEA officials fear their present plans will speed up a "revolving door" approach that puts dangerous individuals back on the streets. A recent report confirms this fear (see accompanying story, below).

Hemmed in by an ominous concentration of crack houses in the South Bronx and upper Manhattan, CSEA members at Manhattan Psychiatric Center know all too well they are working on the front lines of a battleground. Buses arrive daily at MPC with new groups of crack admissions from overflowing emergency rooms of four major city hospitals in the area.

"Volatile, erratic, unpredictable and violent" are the words CSEA Local 413 President Mohamed Hussain uses to describe the younger, stronger cocaine addicted patient admitted to MPC. They need specialized attention because they are psychotic and easily agitated.

"One guy with a psychotic episode can terrorize a whole ward" Hussain adds. On weekends and holidays at MPC it is common practice to assign only two therapy aides to a ward of 35-40 patients. According to Hussain the result is a staggering employee injury rate. Local records show that from January to July of this year, 256 injuries were reported. In recent weeks one therapy aide had his jaw broken and another suffered a broken nose due to patient violence.

Manhattan Psychiatric Center is only one example of the growing problems.

Under the reconfiguration plan, OMH claims it has no plans to reduce the 3500 patient beds in the five state hospitals in New York City and that patient discharges would be centered in the 17 centers in other parts of the state. CSEA has learned however, that staff cutbacks loom as part of the plan and do include jobs in the metropolitan area, even while the cocaine crisis rages. Says CSEA Region 2 President George Boncoraglio: "We are dealing with a tidal wave of addiction down here and I can't understand what possible reason the state has to even think of cutting back services at a time when we should be increasing funding and adding staff to deal with this massive problem."

This report was written by Lilly Gioia and Stephen Madarasz

Commission explodes drug abuse bombshell

ALBANY — The difficulties that CSEA members have had in dealing with drug and alcohol abusers in the state psychiatric center are reinforced by the findings of a new report by the watchdog Commission on the Quality of Care for the Mentally Disabled.

The report indicates that an alarming number of psychiatric admissions also have serious drug or alcohol problems and that little is done to help them overcome it while under the state's care.

The report agrees with a recent directive that the state Office of Mental Health take the lead in assuring the delivery of needed services—which makes the OMH cutback plan even more surprising.

Among the report's bombshells:

* Reliable figures indicate in recent months 20% of all psychiatric center admissions in NYC are crack-related
* Medical reviews of the NYS psychiatric population indicate that up to 50% of patients upstate and downstate suffer from drug/alcohol problems in addition to their mental illness
* Failure to treat the alcohol/drug problem ensures that patients will need future hospitalization and makes the patient more difficult to help
* The "revolving door" system of mental health care costs the state millions of dollars each year
* Patients discharged without receiving adequate treatment often join the ranks of homeless
* None of the Service systems—Office of Mental Health, Alcohol and Substance Abuse Services—now have the capability in clinical expertise, program space, or staffing to address the problem.
BUFFALO — An eight-month drive to organize employees of the Geneva B. Scruggs Community Health Care Center concluded successfully when a majority of the 111 employees recently voted for CSEA as their collective bargaining representative.

The victory came in a runoff election, following earlier balloting which proved inconclusive in a three-way contest between CSEA, Communications Workers of America, and “no union.”

The win was termed “especially sweet, in light of the strong anti-union campaign waged by management,” said Region VI Organizer Tom Mullen. “They seemed to think that workers don’t have a right to form a union and bargain collectively.”

The management campaign included anti-union memos and letters to employees, charging there was “no need for an outside union to come in and disrupt our operations,” showing anti-union movies on company time, and hiring an anti-union consultant.

“But CSEA’s forces, and a dedicated core of the center’s employees combined to meet the challenge, correct the misinformation that had been generated, and show the employees the true benefits of belonging to CSEA,” said Mullen.

The CSEA corps of union activists and staff took the union story directly to the workers, working around the clock from a “CSEA info van”, passing out literature on union benefits, answering employees’ questions, and generally being available to counter any untrue management assertions.

Volunteer member/activists joining the action included Diana Davis, Elaine Mootry and Terry Melvin, Ron Dockery, and Sue Buczynski, veteran organizer/activist and member of the Mohawk Valley Psychiatric Center Local.

BUFFALO — Jackie French, a new CSEA member who actively supported efforts to form a CSEA unit at the Geneva B. Scruggs Center, will receive five days pay, plus interest and other benefits withheld from her because of her role in the successful organizing drive.

The NLRB, in action pursued in her behalf by CSEA, ruled that French, who was a designated CSEA election observer, was discriminated against by the facility for her pro-union activities.

The NLRB also directed the facility to post for 60 days a notice to employees that it will not discriminate against workers for union activity, to expunge from its records any reference to the unlawful suspension of French, and to notify her of that in writing.

A LOT OF DRIVE — CSEAers like Region VI Director Bob Massey and Organizer Tom Mullen pass out literature to Scruggs worker. Above West Developmental Center President Terry Melvin and Mullen display an open letter that was circulated.
STRESSING THE POSITIVE...Kings Park Psychiatric Center Local 411 President Tony Bentivegna, right, is all smiles as he joins with KPPC Director Stephen Goldstein and Personnel Administrator Anne Kent on learning of CWEP approval of their employee enhancement plan. The Kings Park plan calling for the installation of microwave ovens throughout the facility is part of a statewide program aimed at reducing on-the-job stress for institutional workers. Individual facilities are developing their own approaches to the problem.

By Sheryl Carlin
CSEA Communications Associate

KINGS PARK — Most people are aware of how important good nutrition is. It affects the body and the mind.

That's how the CSEA officers at the Kings Park Psychiatric Center feel, so they did something to promote it.

Thanks to their convincing proposal to the joint Committee on Work Environment and Productivity (CWEP), the union has received a grant to purchase microwave ovens for installation throughout the facility.

The plan is just one example of programs aimed at reducing stress among institutional workers statewide. Individual facilities developed their own approach to the problem and applied for funding up to $5,000. The success of the various projects will be reviewed at a statewide conference next spring.

At Kings Park, the microwaves will be useful to all members, especially those on the night shifts because those people are unable to leave the grounds for food.

In an effort to promote healthy eating and stop the junk food "meals," the microwaves will be accompanied by information on sound dietary habits and the relationship between nutrition and stress.

The program should also help members save money as they reheat meals from home instead of buying food while at work.

KPPC Local 411 President Tony Bentivegna says, "We are really looking forward to implementing this program. We feel that it will make the work experience more pleasurable and will promote good health."

He adds that the Local plans to send out a questionnaire to see how the program is received by the members.

QUESTION: Do you think the public appreciates the job you do?

BARBARA PHILLIPS, nursing assistant,
"If more people were aware and came in and saw the job we do we'd be appreciated. But people don't visit nursing homes and they're unaware. The families that do visit regularly do have an appreciation and understanding."

KATHLEEN HOFFMAN, laundry and housekeeping worker,
"I think the care involved with the elderly is not understood. Families and the public don't understand short-staffing or the lack of one-on-one care that is needed by the elderly."

RON BLANKENBAKER, stores clerk,
"If the public would take the time to see at work — visit a public nursing home and see the job we do they'd understand more."

EVELYN MUSCATO, laundry worker,
"They (the public) don't even know what it is. Each department has its job. But when management cuts the services the public only sees the lack of this or that. And then they think we are not doing our job."

QUESTION: Do you think the public appreciates the job you do?

Where Asked: at the Montgomery County Infirmary, Montgomery County Local 829

October 20, 1986

THE PUBLIC SECTOR
“What is taking so long to implement the State Comparable Worth and Classification Studies and when will employees see any resulting upgradings in their paychecks?” This article addresses those questions and attempts to provide information to illustrate the complexity of procedures which are involved in bringing about implementation of the recommendations contained in the Study with respect to job evaluation, title consolidation, and hazardous duty pay. In order to implement the findings of both Studies, the State established an Interagency Task Force consisting of five individuals, who are qualified to develop implementation recommendations based on the findings of the Studies. The individuals in the Task Force are assigned to subgroups from a variety of State agencies. The staff of the Interagency Task Force is assigned to subgroups each of which has a specific mission in establishing implementation recommendations: subgroups on job valuation, title consolidation, hazardous based pay, as well as a data base group. The mention of these is important in order to understand that several implementation phases of the Studies are going on simultaneously such as job valuation, title consolidation, and hazardous duty pay. While the recommendations with respect to hazardous duty pay have been released, work continues on job valuation and title consolidation. The work of the Interagency Task Force in all of these areas has been proceeding simultaneously with the goal of making implementation recommendations as soon as possible.

During a continuing series of bi-weekly meetings with CSEA discussions covered the overall approach to be taken in implementing the recommendations of the Task Force addressing CSEA concerns such as the background of the members of the Task Force; how employees will be notified regarding the implementation effect on either their position classification or salary gratification and promotional opportunities; what appeals procedure would be in place in the event that employees felt the need to protest new classifications, salary grade allocation, hazardous duty pay eligibility, etc.; what the status of employees would be if their current titles were changed to a new title under the title consolidation aspect of the Classification Study; what effect the jurisdictional classification of positions would have on title consolidation; how hazardous duty pay adjustments would be made and the frequency of payment; the apparent discrepancy in the Comparable Worth Study with respect to salary grade recommendations for the titles in the Typist and Stenographer series, etc.

One sub-group of the Interagency Implementation Task Force has been working on the consolidation of titles in order to reduce the current 7,350 State titles into a consolidated plan wherein some titles would be consolidated based on a common aspect of each of the positions or a generic base. The Task Force’s work on this phase of the implementation is far from complete and will take considerable concentration over the next few months to produce a meaningful list of newly classified positions. In order to provide some idea how the Task Force is thinking in terms of title consolidation, the following chart shows eight current titles that might be consolidated into a single new title of Keyboard Specialist. We must emphasize that this is only an example and may not be implemented exactly as presented here.

<table>
<thead>
<tr>
<th>NEW TITLE: KEYBOARD SPECIALIST</th>
<th>CURRENT TITLES</th>
<th>SALARY GRADE (?)</th>
<th>CURRENT SALARY GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typist</td>
<td>Dictating Machine Transcriber</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Telephone Operator/Typist</td>
<td>Credentials Assistant/Typist</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Stenographer</td>
<td>Bookkeeping Machine Operator</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>(Descriptive)</td>
<td>Billing Machine Operator</td>
<td>5</td>
<td>Infomation Processing Specialist I</td>
</tr>
</tbody>
</table>

The State Comparable Worth and Classification Studies

FACTOR I: Knowledge and Skills
The factor Knowledge and Skills measures the nature and extent of information and facts (e.g., steps, procedures, practices, rules, policies, theories, principles and concepts) which employees must use to do acceptable work and the nature and extent of the skills needed to apply such information.

FACTOR II: Management
The factor Management measures the nature and extent of involvement in planning and scheduling activities, setting operational practices, authorizing expenditures, preparing budgets, developing State policies and directing organizational units.

FACTOR III: Supervision
The factor Supervision measures the kind and degree of responsibility assigned to the class for getting work done through others, and the scope and variety of operations supervised by the class.

FACTOR IV: Written Communications
The factor Written Communications measures the nature and extent of communication, explanation, interpretation, and preparation of written materials required to accomplish work. This may include completing forms, original writing or editing materials prepared by others, in subject areas ranging from simple to highly complex, technical or legal.

FACTOR V: Work Complexity
The factor Work Complexity measures the nature and degree of mental challenge required, including the repetitiveness or routine of work, the nature of responsibility as reflected in variety of work and its impact on the operation of the unit or agency.

FACTOR VII: Oral Communications
The factor Oral Communications measures the nature and extent of spoken communication required to accomplish work in conjunction with others not in the supervisor chain. This may include teaching, advising, giving directions or providing instructions, leading and planning meetings and workshops, and other work-related contacts with members of the public, other employees, and institutionalized individuals, including patients, clients and inmates.

FACTOR VIII: Job Demands
The factor Job Demands measures the degree of decision-making required, the repetitiveness of work, the work pace, the need for special physical efforts to perform work, and other demands placed on the class. Environmental factors such as heat, cold, noise, inclement weather, etc. should be considered here.

These eight factors provide a “common language” for understanding and using the proposed job evaluation system. Each factor will contain levels, from high to low, to differentiate among job classes. At each level, there will be specific examples of jobs in New York State which rank at that level. Each job will be evaluated against the factors, and will receive a ranking, expressed as a score. This score will show how any job ranks, on a given factor, against all other jobs in the classified service.

The combining of the effects of the comparable worth recommendations into the point-factor evaluation of position titles will result in salary grade allocation recommendations for all State position titles incorporating internal pay equity based on the value of each position title to the State of New York as well as the New York City government.

It is the goal of the Interagency Task Force to progress to a point in determining proper job valuation where an announcement on pay equity and classification would be forthcoming by the end of this year (December 31, 1986). However, this does not mean that employees will necessarily see the effects of any upgradings in their paychecks by the end of this year. If specific

(Continued on Page 7)
A comp worth studies update

(Continued from Page 6)

recommendations are made with respect to the proper grade allocation of some position titles by December 31, 1986, the processing of the required pay adjustments should result in increased paychecks beginning some time early in 1987. CSEA does not expect that all position classes requiring a salary grade adjustment will be in the initial announcement.

Hazardous Duty Pay Adjustments

In discussing the implementation of the recommendations resulting from the Comparable Worth and Classification Studies during negotiations for our 1985-86 Agreements with the State, CSEA requested that any hazardous duty pay adjustments be made first since the background work on Assembly District pay adjustments should be made, and the amount of the adjustments, would not be as time consuming as that required to implement the quantitative point-factor job valuation recommendations. Negotiators for the Governor's Office of Employee Relations are making an attempt to implement the hazardous duty pay adjustments as quickly as possible, especially as they affect employees in the Department of Correctional Services. As a result, of our desire to move the implementation along as soon as possible, the State, on October 10, 1986, issued a memorandum from the Director of Classification and Compensation in the State Civil Service Department to Directors of Human Resources Management in the Office of Mental Retardation and Developmental Disabilities, the Department of Correctional Services, the Office of Mental Health, the Division of Parole and the Division For Youth setting forth the essentials regarding the implementation of the hazardous duty differential program. We sent copies of the October 10, 1986 memo to our Regional Offices and State Local Presidents.

The key policy elements of the differential program are summarized below:

Eligibility for People-Related Hazardous Duty Differential

Employees eligible for the differential are those whose regular assignments expose them for a substantial amount of time to danger, direct and unavoidable hazards from inmates, clients, or patients, if such employees are not otherwise compensated for such exposure through their title allocation.

• Part-time employees assigned to the hazardous locations will be eligible for prorated payments. (“Regular” and “substantial” mean that at least 50 percent of the employee’s normal schedule is spent in close physical proximity to dangerous inmates, clients or patients. “Unavoidable” means hazards and risks which cannot be eliminated within reasonable costs and time frames.)

Value of Differential

Based on the principles of “pay for time worked” eligible employees will earn the differential computed at $4.33 per hour for time actually at the work site and for any time on Workers’ Compensation leave. All other leave time will not be credited for hazardous duty pay purposes. An employee who takes average amounts of leave will earn approximately $750 per year. By taking less leave or by working overtime in a hazardous assignment it is possible for an employee to earn more than $900 per year.

The minimum time that must be worked by eligible employees to receive the differential is one hour.

Mode of Payment

Employees will be paid the differential on a quarterly basis.

Appeals Process

C & C is developing and will implement an appeals process based on existing provisions of Civil Service Law. For appeals based on employment eligibility and hazardous duty location determinations, the first step will be review at the agency level. CSEA will become actively involved in identifying additional titles for eligibility and will keep our Locals advised as to progress in this area.

The Director of Classification and Compensation has determined locations which will qualify for the people-related hazardous duty differential program. Using the eligibility definition provided above, agencies will be responsible for identifying eligible employee assignments, and for ongoing monitoring of employees’ eligibility.

Agency recommendations will be reviewed by the Director of C & C, against the eligibility criteria, subject to review by the Director of the Budget. Agencies will maintain records of the number of hours worked by eligible employees in hazardous assignments beginning January 1, 1987. Agencies will process payroll forms to Audit and Control for the period January 1 through March 31, 1987. Payment for the differential program is projected to occur in May 1987.

Agencies will be responsible for necessary record keeping and supervisory monitoring to provide documentation for pay adjustments. In addition, agencies will be asked to work with Audit and Control in designing procedures to time cards to record employee assignments to hazardous duty locations.

While the initial hazardous duty differential will be paid for people-related hazards, we are developing plans for the expansion of the programs to compensate, where appropriate, for threats to safety and health posed by non personnel hazards (e.g., toxic substances, infectious diseases, etc.) and will be discussing those plans with you in the near future.

Agencies and locations eligible for people-related hazardous duty differential:

Office of Mental Health

Adult Admissions
Adult Security
Queens Juvenile
Forensic Hospitals
Child and Youth Secure Facilities

Office of Mental Retardation and Developmental Disabilities

Discrete Mental Retardation Units
Multi Disabled Units
Autism Treatment Team
Sagamore Autistic Unit

Regional Behavioral Treatment Unit

Tree Secure Units
Mainstreamed Clients
(classified as dangerous, aggressive/assaultive)

Division for Youth

All Secure Units
Division of Parole
Institution-based staff

Department of Correctional Services

All Maximum and Medium Security Facilities

It should be stressed that not necessarily all positions, in the agencies and work locations indicated above, will be eligible for the hazardous duty pay differential. The differential will be paid to employees occupying positions which meet the criteria described above under the Section labeled, “Eligibility for People-Related Hazardous Duty Differential.” It should be noted that CSEA voiced strenuous objections to the “50% close physical proximity” eligibility criteria; the frequency of payments (we argued for bi-weekly payments); the amount of the differential; and the establishment of an appeals procedure on eligibility and time records discrepancies. The listing of eligible positions is subject to change by adding additional positions.

Metropolitan Region endorsements

NEW YORK CITY — The Region II Political Action Committee has announced the following endorsements of candidates in the November general elections:

SENATE

10th Senate District Andrew Jenkins
11th Senate District Frank Padavan
12th Senate District Leonard P. Stavisky
13th Senate District Emanuel Gold
14th Senate District Robert Abrams
15th Senate District No endorsement
16th Senate District Jeremy S. Weinstein
17th Senate District Edward H. Bobbush
18th Senate District Donald C. Halpern
19th Senate District Martin M. Solomon
20th Senate District Thomas Bartosiewicz
21st Senate District Martin Markowitz
22nd Senate District John M. Marchi
23rd Senate District Martin Connor
24th Senate District No endorsement
25th Senate District Manfred Ohrenstein
25th Senate District Frank S. Leichter
27th Senate District David Patterson
28th Senate District James A. Bruce
29th Senate District Israel Ruiz, Jr.
31st Senate District William T. Martin
34th Senate District Guy Vellella

ASSEMBLY

23rd Assembly District Gerdi E. Lipschutz
24th Assembly District Saul Weprin
25th Assembly District Douglas W. Prescott
26th Assembly District Steve Pezenik
27th Assembly District nettie Meyerson
28th Assembly District Alan G. Copeland
29th Assembly District Cynthia Jenkins
30th Assembly District No endorsement
31st Assembly District Anthony S. Seminero
32nd Assembly District Edward Abramson
33rd Assembly District Alton R. Waldon, Jr.
34th Assembly District Ivan C. Lafayette
35th Assembly District Helen M. Marshall
36th Assembly District John C. Deane
37th Assembly District Catherine T. Nolan
38th Assembly District Frederick D. Schmidt
39th Assembly District Anthony Genovesi
40th Assembly District Edward Griffith
41st Assembly District Helen Weinstein
42nd Assembly District Rhoda S. Jacobs
43rd Assembly District Clarence Norman, Jr.
44th Assembly District Melvin H. Miller
45th Assembly District Daniel L. Feldman
46th Assembly District Howard L. Lasher
47th Assembly District Frank J. Barbaro
49th Assembly District Peter Abate
50th Assembly District Joseph R. Lentol

51st Assembly District James F. Brennan
52nd Assembly District Eileen C. Duggan
53rd Assembly District Thomas F. Catapano
54th Assembly District Albert Ann
55th Assembly District Roger L. Green
56th Assembly District Elizabeth A. Connelly
57th Assembly District Eric N. Vitaliano
58th Assembly District Dorothy Landau
59th Assembly District Sheldon Silver
60th Assembly District John C. Deanie
61st Assembly District Alexander B. Grannis
62nd Assembly District Mark Alan Siegel
63rd Assembly District Jerrold Nadler
64th Assembly District Angelo DelToro
65th Assembly District Edward C. Sullivan
66th Assembly District Geraldine L. Daniels
67th Assembly District William D. Farrell, Jr.
68th Assembly District John Brian Murtha
69th Assembly District Jose E. Serrano
70th Assembly District Aurelia Greene
71st Assembly District Jose Rivera
72nd Assembly District Gloria Davis
73rd Assembly District George Friedman
74th Assembly District G. Oliver Koppell
75th Assembly District Eliot L. Engel
76th Assembly District Larry Seabrook

October 20, 1986
THE PUBLIC SECTOR

7
WOMEN and work

Region III conference looks at the issues

By Anita Manley
CSEA Communications Associate

NANUET — Are "working women" a new phenomenon in American society? Not at all, according to the keynote speaker at Region III's recent Women's Conference. It's just that women now get paid for working. But not much.

"Women have always worked," said Rockland County Legislator Harriet Cornell, "whether outside the home or as a homemaker.

But the disparities in income between men and women is a major concern, said Cornell, noting that the more female-dominated a job is, the lower the salary. "The average male high school dropout earns more than a female college graduate.

Cornell also cited statistics that show that there are 51,000 working women in Rockland County. "Their median income is $11,000 while the median income of a full-time working male is $22,000," she said.

Neither the Equal Pay Act, nor the Civil Rights Act have succeeded in closing the pay gap. To that end, Cornell — along with Rockland County Local President Lee Pound — presented a petition to the county legislature earlier this year to call lawmakers' attention to dead-end and low-paying jobs in the county.

Some of the recommendations that Cornell made included: an increase of promotional opportunities in county service, career ladders, training programs, a review of the effect of the county's Affirmative Action policy, mandated posting and suggestions boxes and awards.

"Enhanced morale will mean increased productivity," she pointed out.

Cornell says women need to learn how to negotiate for themselves. "The problem," she emphasized, "is that mentors are not readily available and women don't like to ask for favors."

Cornell, who serves as chairwoman of the Rockland County Commission on Women's Issues, says that her committee has also targeted such concerns as affordable housing, child care, maternity leave and child support.

Nutrition: Key to fighting burnout

Eating the right foods can help you cope with stress, says Dr. Richard Morris of Ardsley.

Morris, addressing participants at the recent Region III Women's Conference, told CSEA members "There are things you can do for yourself to run your machine optimally."

Morris advised his audience to cut down on sugar, white flour and red meat and increase their intake of vitamin and mineral supplements.

Stress can cause a number of problems which can be attacked with proper diet, Morris said. He described how a person under stress tends to become ill more often. Eating the correct foods and taking such supplements as vitamin C and B-15 can boost the immune system.

"Our focus is on prevention and the balance of mind, body and spirit," said Morris.
CSEA burns DOT on smoking policy

By Brian Baker
Associate Editor

ALBANY — Department of Transportation managers recently got smoke blown in their faces over a case where they tried to effect a workplace policy without negotiating first with CSEA.

This instance involved the department's establishment of a policy to limit smoking in DOT offices as well as in vehicles. The mandate became a burning issue with CSEA, which filed an improper practice—and won—charging that the policy was an item of negotiations under the Taylor Law.

"The agency knew very well that under the Taylor Law a policy such as this requires input and agreement on both sides, including the union," says CSEA Collective Bargaining Specialist John Naughter. "Their action was an affront to the whole labor relations process."

The action amounted to the department's release of two bulletins last spring which were to be initial installments of a broader smoking policy. The first bulletin, issued at the beginning of March, involved smoking in DOT vehicles. The policy, which took effect immediately, dictated that:

- management and first-line managers make reasonable efforts to "pair up" smokers and non-smokers in making vehicle assignments;
- when pairing up is not possible, smokers not smoke when riding with non-smokers.

The other bulletin, also issued in March, attempted to implement smoking restrictions in DOT workplaces. It prohibited smoking in meeting and conference rooms, in elevators, halls and stairwells and in the work areas of non-smokers.

The IP which CSEA filed with the Public Employment Relations Board was withdrawn when the issue recently was settled by a stipulation. In the settlement, worked out with the assistance of CSEA Attorney William Wallens, DOT had to rescind its smoking policy.

Naughter pointed out that the union's objection to the establishment of the departmental smoking policy centered not on the nature of the restrictions but on the fact that CSEA was not involved in formulating it according to law. A resolution for the union's development of a comprehensive workplace smoking policy will be discussed at this year's Annual Delegates Meeting in Niagara Falls.

"The settlement is not the same as a PERB ruling in that it does not establish a precedent," said Naughter. "But we accomplished what we wanted. DOT obviously learned its lesson that the requirement to negotiate these types of issues is still there. They have to review and come to agreement with the union before establishing such a policy."

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October 20, 1986
Committees at the heart of a successful delegate meeting

As we enter our 70th year, I must confess that our past looks brighter than our future. As each of you know, there has been a concerted effort to undermine the very foundation of CSEA: our Constitution. It is the charter which governs our union, and those who would seek to restructure it for their own selfish and immediate gains would weaken our purpose, and what is our purpose? Simply to serve and protect our 280,000 members. You, the delegates — and only you — have the privilege to change the Constitution and By-Laws. That is what this democratic union is all about. To serve the many, not the few. As President of your union, I have taken the oath to uphold that Constitution. I say ... as President ... not as Bill McGowan. In upholding and protecting that Constitution, I understand that my intentions and actions were not for me, but for the membership that elected me. I have never forgotten that I owe the Office of the Presidency to the membership. I take pride in that special relationship.

So you're a delegate to CSEA's annual convention and you'll be arriving at the Niagara Falls Convention Center early on Monday morning, October 27. Quick — what's the first thing you should do? Register, you say? Not necessarily. The truth is you have all day Monday and Tuesday to sign in so you can delay your CSEA Annual Delegate Meeting registration.

Our standing committee forums are traditionally the first things that happen at the convention floor. "But turnout is usually pretty low because that can cut down on rhetoric when you hit pay off in useful information on CSEA issues time. An hour at one of these meetings can be spent attending one of a dozen standing committees. Tuesday to sign in so you can delay your CSEA Annual Delegate Meeting registration. Judy Remington.

Register, you say? Not necessarily. The truth is you have all day Monday and Tuesday to sign in so you can delay your CSEA Annual Delegate Meeting registration. Judy Remington.

Education Committee

Concerned with the education and training needs of members. Working with CSEA Education and Training Department, it aho prepares legislative programs and reviews the qualifications of candidates for public manual and publications. Chairwoman: Sara Sievert.

Election Procedures

Responsible for establishing procedures and supervising CSEA elections. Investigates and determines protests filed and reviews appeals from decisions of local election committees. Chairman: Greg Szurnicki.

Federal and State Employment Training Programs

Responsible for offering direction in preparing legislative programs and reviews the qualifications of candidates for public office where endorsements are involved. Chairman: Greg Szurnicki.

Constitution and By-Laws

Meets on periodic basis with members of the various CSEA standing committees. Chairwoman: Carmen Bagnoli.

Insurance Committee

Concerned with the relationship of members to the various insurance companies to discuss the status of the plans and consider any changes or improvements. Chairman: Carmen Bagnoli.

Women's Committee

Areas of prime concern are: decent, fair wages, dignity of work, decent living conditions as well as knowledge of the effect that new proposals to be made at the Board of Directors' meetings. Chairwoman: Maureen Zammiello.

Legal

Ensures that employees have safe working conditions as well as knowledge of the effect of substances with which they are required to work. Chairwoman: Madeline Gallagher.

Women's Committees

Areas of prime concern are: decent, fair wages, dignity of work, decent living conditions as well as knowledge of the effect of substances with which they are required to work. Chairwoman: Madeline Gallagher.

The future of our great union is still with the membership. Not with the Officers, the Board of Directors, but you the people who made CSEA. Over the past year, we have become a house divided. And a house divided is destined for destruction. I ask you to join me, and unite. Unite — not for yourselves, but for our union, so that 76 years from today, 2062, we can say with pride we have not failed. We remain united.

William L. McGowan
Harold J. Hughes has granted a preliminary injunction that stays the appointment of John Francisco as statewide treasurer.

The decision was based on a suit filed by CSEA Executive Vice President Joseph E. McDermott, who challenged the Francisco appointment on the basis that it was not part of the agenda of the special delegates meeting held in Syracuse on Sept. 9, 1986.

Court injunction bars Francisco appointment

ALBANY — State Supreme Court Justice Harold J. Hughes has granted a preliminary injunction that stays the appointment of John Francisco as statewide treasurer.

The decision was based on a suit filed by CSEA Executive Vice President Joseph E. McDermott, who challenged the Francisco appointment on the basis that it was not part of the agenda of the special delegates meeting held in Syracuse on Sept. 9, 1986.

CSEA helps break up big promotion logjam

WHITE PLAINS — CSEA has helped to break a five-year logjam that cost employees of the Westchester County Department of Social Services promotions to permanent positions.

According to Region III Attorney Arthur Grae, CSEA provided legal assistance to members of the Westchester County CSEA Unit, who intervened in a court proceeding that had been brought by some provisional employees who had failed or done poorly on civil service examinations. Their action froze the lists while keeping them in provisional positions for up to five years.

Grae said a judge dismissed the proceedings brought by the original group, thereby giving other employees an opportunity to be promoted to permanent positions.

October 20, 1986
Annual reports force an assessment of actual activity, and I find that CSEA can look at great pride at some of the programs in which I have represented the Union.

1. Day Care
2. Comparable Worth
3. Election Coordination

My office has coordinated the results of the Local and Unl elections. It has been disappointing to realize that Election Chairpersons have not certified the elections as directed. This delayed recording has a "domino effect" with mailings, delegate mailings, etc.

Day care is growing rapidly with 31 centers now opened. The negotiated "union pot" has provided funds for more staff to administer the program. The Labor Management Advisory Committee, of which I am a member, is meeting monthly and concerns are being addressed on a more timely basis. With the large number of parents working, CSEA recognized the need for day care some years ago and, as with many other programs, was the first to negotiate start-up funding. I am pleased to represent CSEA along with John Conoby, CBS, in the interests of day care.

Serving on the Comparable Worth Implementation Task Force which meets with Civil Service regularly to discuss the allocated negotiated funds for pay equity has not been without frustration as many components are involved — hazardous pay, job factors, etc. However, it is moving along with involvement of the Union.

The Local Government Pay Equity pilot projects have seen the completion of two studies and staff has a better understanding of what is involved. CSEA staff will be prepared in the future to address the concerns of local jurisdictions.

You have now as elected and re-elected officers made a 3-year commitment to your membership. I hope that you have attended officer training programs and that you will refer to your detailed officer resource kit on a constant basis. The Education Department is to be commended on their efforts in putting this together.

It is disturbing to me the number of calls I have received concerning dissension among the members of the executive boards of Locals and Unlts. Management loves this type of activity. Why? When you are squabbling among yourselves, you are not representing membership, and you are not presenting a united union effort. Management reads The Public Sector and is also well informed about the politics of the Locals and Unlts.

6th Annual Statewide Women's conference set

The theme of the 6th Annual CSEA Statewide Women's Conference, planned for Nov. 14-16 at the Ramada Renaissance Hotel in Saratoga Springs, is "Coping: Getting Ready." In support of that theme, for the first time supervised child care for children between ages 3 and 12 will be provided.

Registration will be held from 2 — 6 p.m. on Friday, Nov. 14, with a dinner program scheduled at 6 p.m. and a workshop, "Presenting Yourself: Impressions Are Important," scheduled at 8:15 p.m. Saturday, Nov. 15, workshops on "Domestic Violence," "The Aging Parent Dilemma," and "Legal Issues" will be presented from 9 a.m. to noon, and sessions on "Domestic Violence," "Challenges Facing Single Parents," and "Legal Issues" will be held from 2-5 p.m.

Sunday's program includes breakfast at 8 a.m., regional reports, and a workshop on "Financial Planning" from 9:30 a.m. until noon, when the conference adjourns.

Additional information on the conference can be obtained by contacting your CSEA Local president or regional Women's Committee chairperson.

First statewide event to sponsor child care

Child care for children of participants in the 6th Annual CSEA Statewide Women's Committee Conference is being offered at a minimal cost as a pilot project to determine the feasibility of providing such a service for future CSEA meetings and conferences.

The child care program is being offered for one day only — Saturday, Nov. 15, from 8:30 a.m. to 5:30 p.m.

Child care, for children between 3 and 12 years of age, will be provided at the Saratoga County YMCA at 262 Broadway, Saratoga Springs. It will be the responsibility of the parent to transport the child to and from the YMCA, which is located about one-half mile from the conference site.

A minimum number of children must be registered in order to provide the service. Interested parents must fill out the adjacent child care registration form. DEADLINE FOR CHILD CARE REGISTRATION IS OCT. 28. If the minimum number of participants is not met, parents will be notified prior to the conference. There will also be a maximum number of children who can be accommodated, therefore child care will be provided on a first come, first served basis.

The hotel registration for participants in the annual Women's Committee Conference includes children, if any, who may be staying with a parent. However, if the child or children eat meals in the hotel with the parent, an additional charge will be made.

Children will be required to bring a box lunch for the child care program.

The YMCA child care program will be fully supervised and will include a wide range of activities, including swimming, gym, arts and crafts, group games and free play. A swim suit and towel will be necessary for children planning to participate in the swimming program.
CSEA can be compared to a family. The union, like the head of the household, works hard to protect its members, to put food on their tables, provide shelter and make their lives as stress-free as possible in this age of high tech and high pressure.

In Region I, we are proud to say that Old Westbury has signed an employee assistance program. Now all our state facilities, and many of our other towns, villages and school districts have implemented the program and it has been met gratefully, and with huge success.

CSEA has looked for innovative ways to keep our members happy and healthy. The Long Island Region has endorsed the use of a new, mobile mammography van. We have also held many health fairs to make the members aware of the services available to them. Many units and locals have also had smoke cessation workshops.

At Kings Park Psychiatric Center, the food co-op enters into its second year of operation. We now hope that other locals will begin food co-ops of their own as we are interested in stretching the members’ paychecks as far as possible.

The Region has organized educational trips to Atlantic City and various sporting events. We have also found providers who will give our members a fair price on personal travel expenses and events.

CSEA has gotten more involved in community affairs than ever before, with many locals running beep fairs and offering child safety information and fingerprinting services to members and other people in the community.

CSEA members got together this year to walk in the fight against birth defects. Next year, we hope that even more members will turn out for the event. Like a family, Region I has made great strides to see that its members become educated in unionism, general subjects and courses which will improve the quality of their lives. To date, over 1,000 members have been trained to perform their duties as shop stewards.

Thanks to the Education and Training Department, it was possible for 400 newly-elected officers to attend officer’s orientation. These officers will now represent their locals and units with a better understanding of their duties and of the structure of the union.

Our Agency Specific Training Grant Program Committee has made it possible for our state members to partake in various courses, many of them worth college credits.

In an effort to bring more people on board, the Region has worked to reorganize the committee structure. Many of these committees worked closely with the Education and Training Department to implement seminars and workshops throughout the year.

We also want to keep our members safe and satisfied. We have invited our AFSU/MEN brothers to our Region to teach health and safety seminars. We have also run Parliamentary Procedures workshops.

In early spring, we plan on duplicating last year’s successful membership fairs, bringing together the grassroots members and thus answering “What does the union do for me?”

Region I continues to have a strong Political Action force which has been instrumental in getting many candidates elected who understand the union’s views.

We have led the fight against any consolidations which could lead to job reductions in our OMH facilities on Long Island.

This year’s contracts have included excellent raises and increases in fringe benefits. The Region is excited also to see separable worth increases being written into many contracts. Each time labor and management agree on this contract language, it further strengthens our ongoing court battle for pay equity in Nassau County.

Our members have been well represented this year, as they are every year, with CSEA legal and field staff representation. We have saved many jobs, and have gotten monetary awards as high as $50,000.

In the psychiatric centers, CSEA has accomplished a great deal toward correcting the out-of-title problem, with many grievances already receiving money.

This year, CSEA on Long Island was challenged by a number of deer feeding elections. But, staff and the unit leaders stuck together and, in our unity, we were victorious. We will continue to prove that those members made the right decision.

The Brookhaven Highway Department Unit was one of those victories. In that town, we’ve recently hammered out three beneficial contracts, one for highway, one for the white collar and one for blue collar.

Region I is also going through a transitional period with many esteemed members of our staff retiring.

Danny Donohue
AyTKjncon Ffou'cfion ol State, County & MurKpal  Empicvoos

largest "public employee union," many of our members do not know that CSEA also happens to tough get going.

political clout, must have a conscience, especially labor organization of our size, history, and be the largest union in New York. Certainly, a experience. A remarkable new solidarity and unity we are union people today, how we got involved, More than just another union meeting, we felt a together in our ideal of justice for all. Living and news, we proudly bring CSEA's banner and voice working in a city where every issue makes big against racial injustice for us long as it takes. The of apartheid in South Africa.

Region 2's Africa Committee has been spearheading 14th anti-apartheid rally with the thousands who regional Executive Board asking CSEA support in Brothe Cesar Chavez spoke with conviction at our banner was raised at their Herald Square grape Region 2 brought this request to the statewide the South African economy. Region 2 has been of our brother and sisters involved in the Hormel Activists at the 1986 workshop focused on why tion deluge us daily. Thus far, the governmental increase services, the Department of Mental employees forcing us to bear the brunt of the burden understaffed and overworked in unsafe working conditions.

This is nothing new. Once again we must begin the process of convin- ing our legislators that the State is moving in a totally wrong direction by cutting back on ser- vices while we are facing an exploding nightmare of crack addiction.

Of further concern to us, is the number of Region 2 administrative services employees whose agencies were relocated from the World Trade Center by the State. Many of these employees now work in rehabilitated warehouses whose agencies were moved are provided with safe, clean places in which to do their work. Due to the scan- dalous handling of the relocations, many of these members are faced with dirty, leaking, rodent in- fested worksites with existing violations of the City's building codes. We are determined to see that both the workers and the public are not jeopardized because of bureaucratic red tape and inaction. Safety in the workplace must be our first concern.

Tackling problems of our workers using high tech equipment, has been the task of our Regional Administrative Services Unit Task Force.

GEORGE BONCORAGLIO

to their efforts to develop specific training pro- grams for ASU employees in the metropolitan area, downstate CSEA members will soon have a union classroom and opportunity to gain hands-on computer skills. Better advancement oppor- tunities and job performance will be the end result.

Participation in all our regional education pro- grams is at an all time high. As a result of working with A.F.S.C.M.E., Region 2 now has the capability to provide twice as many shop steward/ grievance rep training programs in the coming year. Judging by the registration statistics and continuing flow of new faces at our seminars, there is a noticeable increase in enthusiasm for leadership training and union-building skills. Be- ing equipped to provide effective membership service at each worksite continues to be our emphasis.

Yet, looking back over the year just passed and the problems looming on the horizon, it's hard to call 1986 a "bunner year" for labor. Seeing the New York City Labor Day Parade cancelled, seemed somehow symbolic of the disunity and complacency that can cripple labor if we allow it. In reality when the banner of organized labor is dragged through the mud, or worse still hidden, all workers and their families lose. In Region 2 our commitment is to be part of the solution, not part of the problem.

For this reason, we chose to put our philosophy on a new regional union banner that says: "CSEA REGION 2 -- THE PRIDE IS BACK.

Our old banner's threadbare appearance was proof of all the issues we're involved in. It was torn and tattered from being thrown up and down the streets of New York City in marches and demonstrations.

The new banner stands for all our commitments to education, unity, social concerns, safety, and to the people of New York that "we serve." It stands for the best we are capable of becoming as union members and as citizens of our great country. Because they can only cripple and weaken us, we are committed to putting divisions behind us. We know where we've been and we know that tough times can bring out our best. Now is our time to get tough.

George Boncoraglio

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**Gripper, Keane win Board seats**

Two members have been elected to CSEA's statewide Board of Directors in recent special elections conducted to fill vacancies on the Board. Robert Gripper was elected to represent Mental Hygiene Region 2, and Thomas Keane was elected to represent Tompkins County.

Ballots were counted on Oct. 7, but the results are not official until the election protest period expires.

Gripper turned back Joel Schwartz to win his seat on the Board, and Keane won out over Arthur M. Santora.

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**Metropolitan Region endorsements in the November elections listed on page 7**

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**Regional Report**

GEORGE BONCORAGLIO, President
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200
November general elections:
endorsements of the following candidates in the
Action Committee has announced the union's
87th Assembly District — Peter Sullivan
86th Assembly District — Richard Brodsky
84th Assembly District — Gordon Burrows
83rd Assembly District — Joseph Rauso

Southern Region endorsements
FISHKILL — CSEA's Region III Political Action Committee has announced the union's endorsements of the following candidates in the November general elections:

ASSEMBLY
83rd Assembly District — Joseph Rauso
84th Assembly District — Gordon Burrows
85th Assembly District — No endorsement
86th Assembly District — Richard Brodsky
87th Assembly District — Peter Sullivan
88th Assembly District — Gregory Young
89th Assembly District — Henry Barnett
90th Assembly District — Vincent L. Leibell III
91st Assembly District — George Palaki
92nd Assembly District — Robert Connor
93rd Assembly District — Samuel Colman
94th Assembly District — Mary McPhillips
95th Assembly District — William Larkin Jr.
96th Assembly District — Lawrence E. Bennett
97th Assembly District — Stephen Saldan
98th Assembly District — Richard Coombe
99th Assembly District — No endorsement
101st Assembly District — Maurice Hinchey

SENATE
35th Senate District — No endorsement
36th Senate District — No endorsement
37th Senate District — Mary B. Goodhue
38th Senate District — Eugene Levy
39th Senate District — Richard Schermherhorn
40th Senate District — Charles Cook
41st Senate District — Jay Rolison, Jr.

ALBANY — Nominations are now open to fill four vacancies on CSEA's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA signatures on an official petition form.

Petitions are available from CSEA regional offices and CSEA Headquarters. They must be filed at CSEA Headquarters by 5:00 p.m. on Monday, Nov. 3.

Listed below are open seats as well as the number of member signatures required to qualify as a candidate:

LOCAL GOVERNMENT EXECUTIVE COMMITTEE
Board Seat  Number of Signatures Required
Genesee County  21
Tioga County  19
Wayne County  56
Wyoming County  42

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1983 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.
Regional Report

C. ALLEN MEAD, President
Suite 402
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

Every year it seems a little difficult to sit down and prepare a Report to the Annual Delegate Meeting. This year it is very difficult.

In the past, I've chosen to reflect back on all the good things that have occurred in the Capital Region, in CSEA, in Region IV as the result of specialized training being offered by the union.

I supported the Board of Directors' Reorganization Plan. I worked hard in support of its design and, I worked hard to assist in its adoption by the Board of Directors. Why, not as is said because I was disloyal to a President of CSEA, but because I am not happy with the way CSEA was operating. You can check my record; I said that well before any plan was acted upon. I did not deem acceptable an operation that left contract grievances and arbitrations pending well in excess of one year. The members told me it was best, in their interests, to have their grievances solved and their contracts improved. The members can read their contracts and they know their concerns are supposed to be addressed and resolved much sooner. CSEA promised they would. I supported a plan to provide several new positions, with increased responsibilities, to ensure that our members would get what CSEA promised them. I supported a plan that put a staff director in charge of that operation who knew the responsibility was to deliver a better contract and that better servicing was not only expected, but demanded. That is not disloyal to a President of CSEA.

I didn't think it was in the best interest of the members to not have consistent benefits, that problem will translate into a difference that the members know best, and should, be. Last year, I referred proudly to our accomplishments in demonstrating what I believe is the ultimate measure of member interest — the highest percentage and number of voters in the election of officers. We believed that happened because we worked hard in making it happen. We worked hard at doing our job and we worked hard to impress upon members, everywhere, the value and significance of their wisdom — their vote.

I believe the members know best their interests and, I believe, further, they don't all need to be told what is best for them. I, as your Capital Region President, am well prepared to work hard and again impress upon the members the value and significance of their wisdom — their vote — because I think the members have told me what is best in their interest.

Yes, so far, I think I have been a prime player in the difference of opinion that exists in CSEA. I'm willing to offer my record and have it measured, in the interest of the members, and let them judge whether or not it is best. This column, this year, will be interpreted, rightfully so, as a political message. My opponents will claim that it is inappropriate. I don't think it is anything but more appropriate for the membership deserves to have a record of my opinions and a record of my decisions as the President of their Region and as a Vice-President of their union.

C. ALLEN MEAD

Region IV negotiators to be well prepared for bargaining

CSEA local government negotiating teams will be better prepared than ever when they go to the table for negotiations in Region IV as the result of specialized training being offered by the union.

The first of three training programs was given recently to North Country negotiators and officers in Plattsburgh. Collective Bargaining Specialist Harm Swits and staff members Kathy Albright, Kim McHale, Barbara Mitchell and Dan Campbell were among those giving union activists information relative to conducting successful negotiations.

Negotiations, said Swits, is "psychological warfare, mental gymnastics and physically exhausting."

A second training session was scheduled for Oct. 21 in Saratoga Springs and a third on Nov. 12 in Albany.

October 20, 1986

THE PUBLIC SECTOR 17
Dear member:

I first would like to take this opportunity to congratulate each unit and local officer recently elected. I ask each of you to reach out and offer your assistance to your new elected union official. This past year, we saw our staff and leadership rally together to fight off two serious challenges from the Teamsters. In Delaware county we were successful in negotiating a multi-year contract against all kinds of obstruction leveled at CSEA by the Teamsters. In the city of Syracuse we are just commencing our meetings with city officials and we will work very hard to obtain the best contract we have ever had in that unit. And here in lies the message I want to give to our entire regional membership. Our goal for the next three years is to make as our primary concern each and every contract that expires within the next three years. Our regional staff and officers will be examining every contract to assist local negotiating committees to achieve the best possible contract with good benefits. A simple promise, yet, that is truly why you the member join CSEA. Let's get started by you, the member, offering to help your Local elected officials.

James J. Moore

Central Region endorsements

SYRACUSE—The Central Region Political Action Committee has announced the following CSEA endorsements of candidates in the November general elections:

ASSEMBLY
111th Assembly District John W. McCann
112th Assembly District John C. A. O'Neil
113th Assembly District Anthony J. Casale
114th Assembly District H. Robert Nortz
115th Assembly District William R. Sears
116th Assembly District Louis R. Critelli
117th Assembly District Ray T. Chesbro
118th Assembly District Michael J. Bragman
119th Assembly District William E. Bush
120th Assembly District Melvin M. Zimmer
121st Assembly District Hyman M. Miller
122nd Assembly District Clarence D. Rappelea
123rd Assembly District Richard H. Miller
124th Assembly District James R. Tallon
125th Assembly District Martin A. Luster
126th Assembly District George H. Winner
127th Assembly District Endorsement pending
128th Assembly District Michael F. Nozzolillo

SENATE
46th Senate District John M. McHugh
47th Senate District James H. Donovan
48th Senate District Endorsement pending
49th Senate District Terky J. Lombardi
50th Senate District Matthew Morgan
51st Senate District Warren M. Anderson

BROOME COUNTY
Estelle Diamond, 19th County District John Bertoni, Supervisor—Town of Union

ONEIDA COUNTY
Sandra Caruso, County Clerk
Gerald F. Washburn, County Sheriff

DELAWARE COUNTY
Billie Schoonmaker, County Treasurer

TOMPKINS COUNTY
Nancy Tomlinson, County Clerk

ONONDAGA COUNTY
Elaine Lytel, County Clerk

Home care coverage

Did you know:

"Blue Cross will pay for home care visits provided by a home care agency CERTIFIED under Article 36 of the NYS Public Health Law. Blue Cross will not pay for home care by an agency which is only licensed under Article 36."

Article 36 of the Public Health Law concerns regulation of home care agencies. Effective April 1, 1986, all agencies providing home care services must be licensed by the Commissioner of Health or they will not be permitted to operate in New York state. However, to be a licensed home care agency does not automatically designate certification of that agency. In order for a home care agency to be certified, it must not only be licensed, but, also, it must offer a comprehensive array of home health services mandated by the Public Health Council. A licensed agency need only provide one or two of the services required to be offered by a certified agency.

We have been advised by the offices of the Commissioner of Health that due to the 4/1/86 deadline for licensing, many applications for certification by home care agencies have not yet been reviewed for approval. Please make certain that should you be in need of home health care, the agency from which you receive these services is licensed AND CERTIFIED.

Correction

Some information contained in the "Open Enrollment" article printed in the last issue of The Public Sector was in error. The MAX 25 Basic Group Life Insurance Benefit terminates when an insured ceases employment or membership in CSEA. The benefit cannot be continued under these circumstances, as previously stated.

Your Group Life Insurance may be converted without additional medical evidence of insurability, provided you make application to The Travelers Insurance Company within 31 days of the termination of your employment.

A retirement option is available to members at date of retirement on a direct payment basis. This option makes available to the member the ability to continue to age 70 all or half of the insurance in effect at retirement or one-half of the insurance in effect at age 70 until attainment of age 80, provided you have been insured for a total period of 10 years. CSEA retiree membership is required.

Jardine Emett & Chandler Inc. regrets any inconvenience this error may have caused. If you have further questions concerning this benefit, please contact Jardine at 1-800-833-6220 and ask for operator 30.
I could ignore the events and occurrences of the past few years and pretend they didn’t happen, however, that is not my nature. Things have happened that are severely hampering this union’s ability to function on behalf of its membership.

The damage has been done, and the interim dissension will last for years. There is no easy solution. Yet this organization must somehow come together. In order to accomplish that, there has to be an understanding of why we are where we are.

Late in 1985, the Statewide Officers informed Bill McGowan that there was a severe problem with the Director of Organizing. We pleaded with him to do something about it. He was advised that the Board of Directors wanted action taken and that if something was not done, they would zero fund the item of the Director of Organizing. He adamantly refused to do anything and so informed the Board of Directors the following day. President McGowan at the time was still proposing a $3,000 pay increase for Mr. Frank. At the Board meeting I pleaded with him to modify his stance and he did to a small degree, but it was too late. The Board was angry and wanted something done. They were sick of “I’ll look into it.” The motion to zero fund the Director of Organizing item passed with only 5 dissenting votes.

Subsequent to that, Executive Vice President McDermott presented a re-organizing plan to the Board of Directors. The Board reviewed and discussed the plan, and adopted it.

The plan accomplished a number of things. It provided a structure which far improved delivery of services for all members. It assigned specific duties and responsibilities, delegated authority, and assured there would be accountability. Most important, it provided direction and leadership, something that had been sadly lacking. It did not diminish the power of the President. It did require reporting through the Executive Vice President to the President. It was explained to the Board that at the time it was necessary because the Administrative Assistant to the President was intimidating Department Heads, support personnel, and generally waging a reign of terror. It was acknowledged by the President that Bob Guild was a problem, but he refused to do anything about the situation. It should be noted that since Mr. Guild has retired, that reporting portion has been dropped.

Following the adoption of the re-organization plan, Bill McGowan filed a lawsuit challenging the action of the Board of Directors.

The issues of the lawsuit which he stated he wanted the court to decide and then dropped, are virtually the same as those before the court now. They are in two separate suits; one issue as of this writing has been ruled upon. The court has enjoined John Francisco from performing any of the duties of the Office of Treasurer of CSEA.

Somehow, after McGowan’s lawsuit was initiated, another agenda unfolded. An intense unprecedented attack on CSEA’s law firm of Roemer & Featherstonhaugh was initiated. The first step in this process was the removal of the Personal Legal Plan from the State Employee’s Benefit Fund. The original vote by the Board of Trustees on the continuation of the plan was 3 no (McGowan, Gary, Mootry) and 3 yes (McDermott, Carr, Mootry). There is an on-going investigation of the consultant’s report which prompted that action.

Since then many statements have been made by Bill McGowan and a few others concerning the law firm and the delivery of legal services to the CSEA members; feasibility of in-house lawyers, allegation of controlling outside holdings of the two partners, etc. Interestingly, there has been no question of the competency of the firm and its attorneys, no problems identifying with the quality of service delivered. In fact, Bill McGowan has never identified a specific problem pertaining to the law firm with the Statewide Officers or the Board of Directors. At the August 14th Board meeting when a removal of the agreement with Roemer & Featherstonhaugh was discussed and approved, McGowan was asked to identify any problems he had with the attorneys. He did not identify any problems, but did make the statement; “Either they go, or I go.”

In all of the issues addressed and motions passed by the Board of Directors, there has been a constant. Issues have been identified, debates ensued, all who wish to have been allowed to speak, and then votes have been taken. The Board of Directors, elected by the members, has acted properly and responsibly to fulfill their role in the Administration of the business of CSEA.

The elected Delegates of CSEA have, likewise, always been allowed to debate, agree or disagree in an orderly fashion, and after the issues had been clarified, voted their beliefs, thereby accomplishing their defined duties under the Constitution and By-laws of CSEA. That is, they were allowed to until the “rump session” in Syracuse. “Rump” being a term used by an Albany judge to describe the meeting while he was ruling on one of the actions taken there.

What occurred in Syracuse is unprecedented in my 18 years as an activist in CSEA. I dare say it is unprecedented in the history of CSEA. The Constitution and By-laws were ignored, debate was not allowed, only certain microphones were recognized, the Sergeants-at-arms spoke on issues, and they harassed speakers when the opportunity to speak was allowed. The volume on the microphone was turned up during votes, etc.; a disgraceful performance.

As in all happenings, however, something positive may be gained from the debate. Activists in the State of New York who do not want CSEA to abandon its principles and democratic position have been alerted that they must stand up and assure that decency and fairness are restored. They must lead the way so that the energies of all of us can be directed to where they should be: servicing the membership.

I urge the Delegates at the October meeting to strive for the above, to rise above the pettiness, to speak out loud and clear. Make sure that the Civil Service Employees Association gets back on the course of being the most democratic, dynamic union in America.

Robert Lattimer

Western Region endorsements

The Region VI Political Action Committee has announced the following CSEA endorsements in the November general elections:

- **SENATE**
  - 52nd Senate District: John Randy Kuhl
  - 53rd Senate District: L. Paul Kohoe
  - 54th Senate District: John Perry
  - 55th Senate District: Donald Riley
  - 56th Senate District: Jess J. Present
  - 57th Senate District: William Stachowski
  - 58th Senate District: Anthony Masiello
  - 59th Senate District: Dale Volker
  - 60th Senate District: Anthony Mainellos
  - 61st Senate District: William B. Hoyt
  - 62nd Senate District: Bill McGowan
  - 63rd Senate District: John B. Daly
  - 64th Senate District: John H. Sargenti
  - 65th Senate District: Anthony Mainellos

- **ASSEMBLY**
  - 129th Assembly District: Frank G. Talomie
  - 130th Assembly District: John B. Daly
  - 131st Assembly District: Gary Proell
  - 132nd Assembly District: A. Finny Cooke
  - 133rd Assembly District: David Gant
  - 134th Assembly District: Roger Robichaud
  - 135th Assembly District: Joseph T. Pillittere
  - 136th Assembly District: John H. Sargenti
  - 137th Assembly District: Stephen Hawley
  - 138th Assembly District: Joseph T. Pillittere
  - 139th Assembly District: Mathew J. Murphy
  - 140th Assembly District: Robin Schimminger
  - 141st Assembly District: Arthur O. Eve
  - 142nd Assembly District: John B. Sheffer
  - 143rd Assembly District: Dennis T. Gorski
  - 144th Assembly District: William B. Hoyt
  - 145th Assembly District: Richard J. Keane
  - 146th Assembly District: Francis J. Pordum
  - 147th Assembly District: L. William Paxton
  - 148th Assembly District: Vincent J. Graber
  - 149th Assembly District: Daniel R. Walsh
  - 150th Assembly District: William L. Parment
ALBANY — In accepting CSEA’s re-election endorsement, New York Governor Mario Cuomo said that the union members share in much of his success over the past four years: “I accept the endorsement, but really we should be giving you (CSEA) the endorsement...you gave us the good record...you’re performing the services and I’m very, very proud of that.”

The Governor noted that if not for CSEA’s willingness to go out on a limb and work for him four years ago, he might not be where he is today: “You were really the first to say Mario Cuomo has a chance and the truth is, because you gave us that initial support, you started a ball rolling that gave us the momentum to win.”

“One of my great frustrations as governor is to remember the people who were there early, remember the people who stood up and then not be able to give them everything they want.”

CSEA President William McGowan commented that no governor can ever give a union everything it wants, but pointed out that he would continue to hound Cuomo to deliver CSEA its fair share.

“He will...he has...he’s relentless” answered the Governor.

McGowan added that; “Cuomo has done a good job for our membership by providing a fair and just contract.”

Cuomo concluded his acceptance by stating that he and CSEA members have a common goal: “Our business is taking care of people...doing good things for other people.”