He deserves your vote Sept. 23rd

MARIO CUOMO

Now it's up to you.

For the past several months, we have virtually buried you with information about Mario Cuomo, the candidate in the September 23 Democratic Gubernatorial Primary endorsed by CSEA.

We've given you plenty of reasons why we think Mario is the man for the job. We've told you that he is the only candidate in this Section Who is a proven friend of public employees and we have tried to convince you that the outcome of this election will have a direct effect on your job, your future and the future of this state.

In fact, we can't think of a single thing that we haven't said to prove to you that Mario Cuomo deserves your support. But ultimately the choice is yours.

There will be some who still won't be convinced. That's too bad. But there is something still worse. What would be worse is someone who is convinced Mario Cuomo deserves their support but doesn't do anything about it! That would be a tragedy!

This will be a close election, let's not fool ourselves about that. Every vote counts, especially yours. It's absolutely essential for you to vote if you are eligible. If you're not, you can still help the Cuomo campaign by urging those who are eligible to vote for your candidate. Perhaps you can help a Cuomo supporter get to the polls, or maybe you could even volunteer a few hours of your time in these last critical days of the campaign. Any support is better than none.

On September 23rd, New York voters have a choice. And, for a change, the choice is crystal clear. You have a lot riding on this election. But only you can decide if you will do something about it, or just take your chances on the outcome.

Now it's up to you.

William L. McGowan
CSEA President

Buffalo set to host 72nd Annual Meeting

BUFFALO — With a new location and new dates, preparations are moving along on schedule for CSEA's 72nd Annual Delegate Meeting next month.

The important annual convention is now scheduled for October 10-15 at the Buffalo Convention Center.

The annual delegate session originally was set for a week later in Niagara Falls, but CSEA last month abruptly cancelled the Niagara Falls session in response to terms of a one-year contract imposed on nearly 900 Niagara County CSEA members by the Niagara County Legislature in August. CSEA President William L. McGowan cancelled the Niagara Falls meeting with the terse statement, "There is no way that we can take our convention and its financial benefits to a county that has walked over the rights of CSEA members and made a mockery of the Taylor Law." The imposed contract granted only a token wage increase while stripping away several benefits.

The union's Board of Directors, at the request of Western Region President Robert L. Lattimer, had previously granted McGowan authority to cancel the original convention plans depending upon the outcome of the legislative hearing.

Some 1,500 CSEA delegates are expected to participate in the October 10-15 meeting in Buffalo. All necessary delegate forms have been mailed out, with a reminder that hotel reservations must be made no later than October 1. That and other arrangements may be made through the delegate’s local president.

Among the issues to be considered by the delegates will be final passage of a proposed amendment to the union’s constitution which would enable CSEA to organize, under certain conditions, private sector workers. Details of that and other issues to be considered will be published prior to the annual meeting.

Transfers to start soon at Central Islip

But union efforts in negotiations and legislation helped provide job security in the face of a declining facility

... See page 17
One year ago, more than 6,000 CSEA members marched with 500,000 Americans in Washington to protest against the Reagan Administration and the erosion of social progress that unions fought for a century to achieve.

**MEANWHILE . . .**

CSEA members can demonstrate more solidarity by voting for MARIO CUOMO for governor in the Democratic primary election on September 23.

**CSEA Staff Openings**

NEW YORK — CSEA is seeking an Employee Assistance Representative for Metropolitan Region II. The staff member will be responsible for developing and maintaining EAP programs within the Region designed to assist employees with problems such as alcohol or drug abuse.

EAP Representatives work with Local leaders in establishing EAP programs, help develop educational programs, and maintain up-to-date listings of treatment resources to which troubled employees can be referred.

Applicants must have a high school diploma or equivalency certificate plus three years of satisfactory, responsible union experience involving extensive public contact with government and union personnel. Applicants can also qualify if they have graduated from a college or university or a recognized school of labor relations, or have a satisfactory equivalent combination of education and experience.

In addition, candidates must be in sound health and must possess a driver's license and a car for business use.

Resumes should be submitted by Sept. 27 to CSEA’s Personnel Director, 33 Elk Street, Albany, NY 12224.

**Local 807 reaches accord**

SILVER CREEK — The Village of Silver Creek Unit of CSEA Chautauqua County Local 807 has reached agreement with the village on a three-year contract that provides a median gain of 7 percent in wages in the first year. All employees will receive an increase of 35 cents per hour.

Wage re-opener clauses in the second and third year will determine future raises.
Women organizing at record rate

WASHINGTON — From the earliest days of American history, women have worked for wages — and have organized to improve those wages and working conditions. Women workers today are faced with job insecurity, low wages, unfair treatment, lack of respect for the work they do, and two jobs — for pay and in the home. As a result, they are joining unions at the fastest rate ever recorded.

"It's been proven that women in unions do better, pay-wise and benefit-wise, than women who are not in unions," says CSEA Statewide Secretary Irene Carr, a long-time activist in women's issues.

"We have so many women in CSEA who are board members and local presidents, who are on the negotiating committees and labor management committees. They have an opportunity within the union that they don't have in other places to speak out for themselves and their sisters, and to better themselves."

Between 1976 and 1978, more than 600,000 women joined unions, a tremendous jump from the 48,000 new women members in the 1974-76 period. Two million women have become union members since 1960, six of every 10 new unionists.

Lillian Moss, coordinator of the Women's Organizing Campaign launched in June, notes, "Women realize they need a union, want a union, and want to know how to organize one. They're so glad there's someone to come to."

Sponsored by the AFL-CIO Industrial Union Department and the Coalition of Labor Union Women, the Women's Organizing Campaign is aimed at women workers in the Baltimore/Washington, D.C. area. Six unions have assigned staff to the campaign, and two intern members of the D.C. CLUW chapter, have been hired. Organizing targets include banks, hospitals, insurance companies, food service and industrial operations.

These targets reflect the occupations in which working women are concentrated: 35 percent are clerical workers (12 percent organized); 19 percent are service workers, primarily in health and food services (10 percent organized); 17 percent are professional and technical workers (27 percent organized); and 10 percent are semi-skilled factory workers (31 percent organized).

The Bureau of Labor Statistics predicts that, except for factory workers, in the 1980s these occupations will continue to be among the fastest growing. Demand will be especially great for workers in the health care industry, for food service workers, and for clerical workers in the private sector, in finance, insurance, retail trades, and legal services.

While nearly 7 million women are organized, accounting for one of every four organized workers, they represent only 16 percent of all working women. Even discounting those jobs exempt from union coverage, the organizing potential is great. In fact, one quarter of the entire American workforce is made up of white collar women.

Many white collar women, however, have an image of the labor movement not only as blue collar, but as anti-female. Some unions are helping to change that image as they increase their efforts to organize white collar industries. Much of the change has been due to the increasing numbers and visibility of women unionists.

Local female members and officers and headquarters staffers are pressing their unions to address the problems of wages, benefits and working conditions facing women workers. They are also calling for more women to be hired on staff. A 1980 study by the AFL-CIO Department for Professional Employees found that the unions which have been most successful in organizing women technicians and professionals — teachers, public employees, health care workers — have the highest percentage of women organizers and union representatives on their staffs.

Women workers can anticipate working 28 years, compared to 35 years for men. They want recognition for the work they do — a fair wage and respect for their contributions.

Women are being told they can solve their job problems by dressing for success, setting up "old girl networks" and pulling themselves up by the professional and technical workers (27 percent organized); and 10 percent are semi-skilled factory workers (31 percent organized).

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Many white collar women, however, have an
Labor Day 1982: For many people, economic woes eclipsed celebration

WASHINGTON — As Labor Day rolled around this week, many people found it difficult to find much to celebrate. For working people, the poor, the elderly, middle-income Americans to the affluent and corporate rich.

Instead of the promised prosperity, the economy slid into its eighth postwar recession and, following the 1980 downturn, the first back-to-back recession since 1919.

The Reagan Recession became the worst since the Great Depression of the 1930s in terms of unemployment, business bankruptcies and farm foreclosures.

During past recessions, interest rates have fallen sharply. But in this recession, having been engineered by the Fed's Reagan-backed tight money policy, real interest rates — that is, interest rates minus inflation — are the highest in a half-century.

Faint signs of recovery are being threatened by the continuing high cost of money. The high rates also have resulted from widening federal deficits caused by the Reagan tax giveaways to the rich and huge hikes in military spending.

The administration steamrolled its tax and budget "program for economic recovery" through Congress last year by reviving the old coalition of Republicans and conservative Democrats.

In less than a year, the "Reagan revolution," or rather counter-revolution, had begun the most massive transfer of income in our history from poor, near-poor and middle-income Americans to the affluent and corporate rich.

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the Labor Institute

‘One of only a few programs of its kind in the U.S.’

ALBANY — The schedule of Fall courses for the CSEA Labor Institute is now being set up. Information on when courses will be taught in your area should be available through your Local President or the CSEA Regional Office.

The CSEA Labor Institute is a series of seminars offered by the union’s Department of Education and Training. Seminars are specifically designed to educate officers, stewards and members in all aspects of unionism.

The Institute consists of three levels: Principles of Unionism, Applied Principles of Unionism, and Advanced Union Studies. Certificates of Achievement are awarded upon successful completion of each level.

Level 1 seminars include such topics as the American labor movement, basic steward training, internal organizing, officer training, political action, Occupational Safety and Health, basic negotiations and the Employee Assistance Program.

The most popular course in the series is the Basic Steward Seminar, which requires about six hours to complete. The steward training is often offered upon request at the Local or Unit level.

All of the Institute courses are offered evenings and weekends for the convenience of members.

“The Institute is designed to help CSEA stewards and officers become more effective. Seminars are designed to enable members to grow individually and, in the process, help their union become stronger,” commented Thomas Quimby, CSEA Director of Education and Training.

“The program is unique among unions in New York and one of only a few programs of its kind in the United States.”

He added that Units and Locals can request Institute seminars through their Regional President and/or Regional Education Committee.

the CSEA/P alternative

‘For the conscientious worker who is serious about getting ahead’

ALBANY — CSEA and the state are once again sponsoring employee advancement training courses in a continuing effort to afford promotional opportunities to the state’s clerical and entry-level workers.

Now in its fourth year, the Clerical and Secretarial Employees Advancement Program (CSEA/P) has grown from a conceptual benefit at the 1979 bargaining table to a full-scale career opportunities program.

To date, approximately 200 transitional employees in the state’s Administrative BARGAINING Unit have moved up and out of the ‘clerical ghetto’ and into professional positions which once required a college degree, says CSEA Collective Bargaining Specialist Jack Conoby, who negotiated and has subsequently monitored the labor-management program.

In the past four years, Conoby said that an additional 300 clerical employees have transitioned to various administrative aide and departmental promotional positions through one of the five remaining CSEA/P series.

“We’re very proud of CSEA/P and we’re finally beginning to see the results of this program. Of course, it takes a great deal of hard work on the part of the employee,” Conoby noted, adding that, “these courses are geared for the conscientious worker who is serious about getting ahead.’

Beginning this month, a total of 24 courses will be offered in Albany, Buffalo and New York City. The Employee Advancement Section of the State’s Department of Civil Service is hosting the training series for pre-registered transitional employees.

Courses range from a one-day class on “Decision-making” to a two-day session on “Planning and Conducting Meetings” to a three-time, once-a-week series on “Assertiveness.”

The courses are funded through the CSEA/P contract with the state, Conoby explained. Applicants are required to take a transitional competitive promotional examination administered by the Dept. of Civil Service.

“This is the perfect opportunity for our members to enhance their work skills,” Conoby said, “and at the same time, work their way up the career ladder.”

Conoby added that management also benefits from the program. Employee morale and productivity are bolstered because otherwise dead-ended, entry-level workers see a ‘way out’ of their predicament, he said.

“Again, we’re proud to have negotiated such an innovative program,” Conoby said. “My only hope is that our members use this tool to carve out a more prosperous future.”

Any clerical worker in the state’s Administrative Services Unit who is interested in advancement through the CSEA/P should check their agency bulletin boards for a posting or call CSEA headquarters for more information.
AFSCME film on political action now available to CSEA members

ALBANY — "AFSCME Fights Back" was the theme of this year's biennial convention of the American Federation of State, County and Municipal Employees, and it is also the title of a new AFSCME film depicting growing activism among public employees in the face of Reaganomics.

The film was first shown to international delegates attending this year's Atlantic City Convention of the AFL-CIO's largest public employee union. Now the inspiring account of the personal impact of national economic policies on the lives of public workers and the people they serve is available through CSEA's regional offices.

"Reaganomics has become a commonly used term to describe an economic ideology, but it's becoming too easy to forget that there are human consequences to this policy. This brief film graphically demonstrates those consequences for all to see. It is an inspiring demonstration of the need for political action," said CSEA President William L. McGowan.

Copies of the film can be obtained for use by contacting the communications associate in your CSEA regional office.
Coalition for Black Trade Unionists holds 11th annual convention

REPRESENTING CSEA IN MEMPHIS, at the Coalition of Black Trade Unionists convention, was CSEA Local 602 Vice President Doris W. Williams, second from left. Ms. Williams was among some 700 delegates from throughout the nation representing black workers in the labor movement.

BUFFALO — Doris W. Williams, a vice president of SUNY Buffalo Local 602, represented CSEA at the 11th annual convention of the Coalition for Black Trade Unionists.

Held in Memphis, Tennessee, the convention attracted 700 delegates from throughout the nation, representing the more than 3.3 million black workers who are represented by labor unions. The Coalition is headed by President William Lucy, Secretary-Treasurer of AFSCME.

Expressing the hope that more CSEA members would become active in the Coalition, Ms. Williams commented, “This would reinforce and give us a better understanding of the world situation and the issues for which both organizations are now fighting.”

The convention agenda included workshops on political action, black women and the labor movement, organizing, and the problem of black workers in South Africa and the Caribbean.

Guest speakers included Congressman John Conyers of Michigan, the Secretary-General of the Organization of African Trade Union Unity, and the Rev. Jesse L. Jackson of Operation PUSH.

School finance decision may jeopardize jobs

ALBANY — A legal challenge to the present system of financing schools was struck down by the Court of Appeals, which may mean tighter school budgets and the loss of jobs for CSEA members.

The state’s highest court recently decided that the present system for state financing of school systems did not violate any federal or state laws, and should stand.

The smaller property-poor districts will not be the only ones affected by the recent court decision. Those districts in larger cities facing “municipal over-burden” had also joined the legal challenge. They pointed to fewer funds left over in their budgets for education after the costly expenses of running their cities are covered.

Now that the courts have refused to change the funding system for education, any future changes will have to be made by the Legislature.

“The court’s ruling was a clear call for legislative and political action by CSEA school district activists in order to remedy these serious funding problems,” noted Scanlon.
Union appointees named to committees implementing state contracts

ALBANY — CSEA’s representatives on joint labor/management committees provided for under the ASÜ, ISÜ and OSÜ contracts with the State have been named by President William L. McGowan.

“Studies, recommendations and policies developed by these committees can have important impact on our members,” McGowan noted. “In some cases, these committees administer large sums of money negotiated under the contracts and oversee programs that can greatly enhance the working lives of State employees.

“These committee members will have important jobs ahead of them implementing many of the articles our negotiating teams worked to include in the collective bargaining agreements.”

The committees, their roles, and the “CSEA appointments are as follows:

JOINT LABOR/MANAGEMENT COMMITTEE ON EMPLOYEE DEVELOPMENT AND TRAINING

The committee reviews educational, development and training programs and makes recommendations for program changes. They may also address the method of selection of program participants, and they make recommendations concerning the allocation of program funds. First-year funding for all three units for such educational and training programs totals $2.9 million.

Serving on the committee are Loretta Rodwell, John Weidman and William Fetterling, with Thomas Quinby as CSEA staff advisor.

STATEWIDE LABOR/MANAGEMENT DAY CARE ADVISORY COMMITTEE

The committee recommends standards for establishing and funding on-site day care centers. CSEA’s representatives on the committee are Addie Kelleley, Debbie Powers, Ona Aney, Thomas Byrne and Jay Helfgott, with Paula Lambert as staff advisor.

JOINT COMMITTEE ON HEALTH BENEFITS

This committee is primarily responsible for examining existing health insurance benefit levels, experience, utilization and costs in order to recommend adjustments or modifications to offset inflationary increases to both employees and the State.

Serving with staff advisor Timothy Mullens are John Carey and Judy Salisbury.

JOINT COMMITTEE TO STUDY WORK ALTERNATIVES

The committee will study the scope of employment of workers on a fee-for-service basis in state departments and agencies. To reduce such employment, they will consider alternative staff deployment, more appropriate use of overtime, and the feasibility of establishing a joint job referral service to meet temporary needs of departments and agencies. The committee will study the terms and conditions of the ISÜ contract for a committee to have responsibility for the contract’s provisions on work-related clothing and tools.

First-year funding under the contract is $42,500 for uniforms and $40,000 for tools. The committee will develop criteria for reimbursement and level of assistance allowable and will study agency practices with respect to work clothing and tools.

CSEA’s members of the committee are Tom Tigue, Louis Gilmore, Richard Riley, Hank Wagner, Bud Mulchy and John Wallenbeck, with Nels Carlson as staff advisor.

JOINT APPRENTICESHIP TRAINING COMMITTEE

The committee recommends standards for establishing, funding and overseeing apprentice training programs. They are also concerned with the method of selection of trainees.

CSEA’s members of the committee are staff advisor Nels Carlson, William Blom, Milo Barlow, Chuck Schampier and John Wallenbeck.

STATEWIDE LABOR/MANAGEMENT - SUBCOMMITTEE ON WORKING CONDITIONS (ISÜ)

Funding is provided under the Institutional Services Unit contract for a committee to consider issues relating to internal and external environmental working conditions.

The committee will review such issues as the need for ventilators, heaters, fans or similar devices. Serving in CSEA’s behalf will be Alexander Hogg and John Weidman, with James Cooney as staff advisor.
Vote for Mario Cuomo in the September 23 Democratic Primary.

Give your support when CSEA political activists call on you to help. Find out more about the election and tell your friends. And you can help by reaching into your pocket. It's not going to be easy to fight off the Koch mega-bucks campaign, but if everyone gives something, we can defeat the opposition and send Mario Cuomo to the Governor's office.

New York public employees will be able to breathe a lot easier with an experienced, compassionate man in the chief executive's office.

We need Mario Cuomo. Now.

Send to: Friends of Mario Cuomo
P.O. Box 7285 Capitol Station
Albany, New York 12224

Yes, I want to help Mario Cuomo.

_________Contact me to work on the Campaign.
Name____________________
Address___________________

_________Use my check for the Campaign.
Enclosed is $_____

Make checks payable to:
Friends of Mario Cuomo

ALBANY — Hundreds of CSEA members throughout the state have volunteered their time and talents to help Mario Cuomo win the Democratic primary election for governor. You can also.

“Of course, the biggest help is the vote in the Sept. 23 primary of every member who’s a registered Democrat,” notes political action training specialist Ramona Gallagher. “A good primary day turn-out of our members to vote for Cuomo is crucial.”

“But beyond that, there are lots of jobs that need to be done in the campaign as the pace gets more hectic between now and Sept. 23. There are many things that members can do to help. You can talk up the election with your friends, neighbors and co-workers and urge them to vote. Or you can make a date to spend an evening in a phone bank making calls to get out the vote.

“All it takes is a phone call,” Ms. Gallagher explained. “Just say you want to volunteer to help in the campaign, and we’ll put you to work. I think you’ll even find that being a campaign volunteer can be a lot of fun.”

Coordinating CSEA's internal program to put union volunteers into the campaign are Ms. Gallagher and Statewide Political Action Committee Chairman Joe Conway. Information on how you can help is also available from your regional political action chairperson.
The choice between the two rivals for the Democratic nomination for Governor of New York State is, indeed, abundantly clear. Lt. Gov. Mario Cuomo, the CSEA-endorsed candidate, and New York City Mayor Ed Koch have startlingly opposite views on a wide range of issues of tremendous importance to New Yorkers in general and public employees in particular. Following are the publicly-stated positions of Cuomo and Koch on a selected number of key campaign issues.

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<td>CIVIL SERVICE &quot;REFORM&quot;</td>
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MARIO CUOMO, second from right, greeted CSEA marchers in a recent labor-sponsored parade for Cuomo in Patchogue, Long Island. Among CSEAers were, from left, Nat Zummo, Long Island Region President Danny Donohue, Arthur Loving, Mr. Cuomo, and Nick Abbatiello.

CUOMO LITERATURE was recently distributed in front of the Dutchess County office building by, from left, CSEA Region III President Ray O’Connor, statewide Political Action Committee Chairman Joe Conroy, volunteer Carl Mathison, and Unit President Mary Rich.

TAKING THEIR TURN to contact potential voters are, from left, Rockland County Local 844 President Patsy Spicci, and Rockland Psychiatric Center Local 41 President Eva Katz. Mr. Spicci explained his involvement by saying that in the upcoming primary, “unions have a lot to lose,” while Mrs. Katz added, “I truly believe Mario Cuomo is the man for working people.”
CSEA and AFSCME are heading up labor's opposition in New York State to a proposed federal balanced budget amendment to the U.S. Constitution. The campaign, aimed at preventing the issue from reaching a vote on the floor of the U.S. House of Representatives, continues to pick up steam.

On the national level, AFSCME International President Gerald McEntee has been named by AFL-CIO President Lane Kirkland to head a committee of labor leaders working to defeat the balanced budget issue. Within New York State, nearly a dozen congressmen have been targeted for special efforts by labor to convince them to vote against the proposed amendment if the issue reached the House floor.

CSEA Statewide President William L. McGowan, joined by other statewide officers, has repeatedly called for rejection of the proposal. But in CSEA's Western Region, Regional President Robert L. Lattimer has helped organize a postcard campaign directed particularly at selected congressmen in the region. Lattimer said the postcards will be collected for a massive delivery to the congressmen as an expression of "total opposition" to an amendment which "would be devastating to us all."

Targeted Region VI congressmen are Rep. John LaFalce, 36th District; Rep. Henry Nowak, 37th District; Rep. Stanley Lundine, 39th District; and Rep. Frank Horton, 4th District. Members are being urged to sign the postcards and return them to their local officers or the CSEA Regional Headquarters office for final delivery to the selected congressmen.

Other New York State congressmen targeted for special efforts by CSEA and AFSCME include Rep. Leo Zeferetti, 15th District; William Green, 16th District; Benjamin Gilman, 24th District; and Samuel Stratton, 29th District. Nationwide, an additional 80 congressmen from other states have been selected for special attention from AFSCME.

Lattimer pointed out, "We'll be fighting this all the way. We're aiming at keeping the issue from being discharged to the House floor from the Judiciary Committee. But if that doesn't work, we'll fight it down on the floor, and if necessary, fight ratification in the states. The first step is for all our members to get those cards signed and in to the regional office."

A 14-state AFL-CIO television conference recently signaled the shifting of labor's campaign against the balanced budget constitutional amendment proposal from the halls of Congress to the home districts of House members whose votes will be crucial.

AFL-CIO Secretary-Treasurer Thomas R. Donahue and other national leaders in the campaign used the AFSCME labor news network for a closed circuit telecast that was beamed by satellite to the targeted locations across the country, including Rochester, N.Y.

CSEA President William L. McGowan on the amendment:

"If ever there was a 'Trojan Horse' in politics, this is it. It is one of the greatest hoaxes of all time. The very people who have produced the biggest deficits in the history of this nation by cutting taxes for big business and throwing money at the Pentagon, are magically transformed into advocates of fiscal balance. It is hypocrisy at its worst."

"CSEA agrees with our Brothers and Sisters in AFSCME that the impact of the federal balanced budget amendment will not stop in Washington. New York is already reeling from the Reagan budget ax and this amendment, should the nation be foolish enough to enact it, would gut public services in this state and in its political subdivisions."

In election year, AFL-CIO appeals to voter

A 14-state AFL-CIO television conference recently signaled the shifting of labor's campaign against the balanced budget constitutional amendment proposal from the halls of Congress to the home districts of House members whose votes will be crucial.

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N.Y. to lose billions

"One depression in this century is more than enough."

Using that theme, the AFL-CIO has mounted an all-out campaign to turn back the proposed balanced budget amendment.

It is projected that the effect of a balanced budget on New York State alone would be the loss of $1.58 billion in Federal revenues; loss of $23 billion in state and local revenues; loss of $770 million in Medicaid funds; loss of $270 million in education funds; and loss of $94 million in social and child welfare services funds.
NEW YORK CITY — CSEA Metropolitan Region II and the Department of Labor have reached agreement on a plan to allow CSEA to monitor the implementation of a “trial” computerization project in the department. The agreement was reached at a labor-management meeting held recently in New York City.

Region President George Caloumeno hailed the agreement as a sign that the Department of Labor “has finally recognized the advantages of cooperating with CSEA in developing new programs affecting our members.”

The computerization project is being tried in five Unemployment Insurance local offices. It requires Grade 7 senior employment services clerks to enter information into a computer rather than onto a form, as has been the practice.

Caloumeno reports that members working on the computers have noted a variety of problems with the system.

“The computerization project substantially changes, in many ways, the work Grade 7 clerks do,” Caloumeno says. “By CSEA monitoring the program when it is still in the experimental stage, we will be able to iron out any bugs in the system that might cause big problems when the system goes full-scale.”

The Department of Labor plans to install the computer system in all its local offices.

Serving on the committee to monitor the project for Region II are: Caloumeno, Department of Labor Local 350 President Denis Tobin and Local 350 Treasurer John Gianguercio.

Member earns labor certificate

SYRACUSE — Linda Fiorentino, former vice president of CSEA Local 822, Herkimer County, was recently awarded a Certificate in Labor Studies from the School of Industrial and Labor Relations at Cornell University.

Fiorentino was one of 11 local area labor activists who completed the Cornell Labor Studies Program of Central New York, and took part in the Fourth Annual Graduation held recently in North Syracuse.

The new graduates attended evening classes at Onondaga or Mohawk Valley Community Colleges over a period of two years.

The extensive program included such courses of study as: labor law, public sector labor law, arbitration, collective bargaining, oral and written communications, social behavior and work, labor history, international affairs, and contract administration.

Fiorentino, a resident of Herkimer, is currently employed at Upstate Medical Center, in Syracuse, but formerly served the Herkimer County Park, Little York.

Partial settlement reached on DMV uniforms issue

ALBANY — When the Department of Motor Vehicles stripped its 140 license examiners of their military-style uniforms last March, CSEA responded with an improper practices charge. A partial settlement has now been reached on the issue.

“The department has agreed to give each of the license examiners a ‘one-time’ $150 payment, and CSEA is withdrawing the IP charge,” announced Barbara Stack, who represents Motor Vehicle members on the union’s statewide Board of Directors.

The agreement was worked out with DMV management by Stack, DMV Local 674 President Dann Wood, and Motor Vehicle License Examiner Tom Byrne, who served this year as a member of the Administrative Services Unit negotiating team.

“But we want the license examiners to know that this issue isn’t fully resolved yet,” Stack said. “Ongoing ‘impact’ negotiations are continuing to resolve the question of uniform allowance and maintenance.”

Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

SEPTEMBER

11—Lewis County Local 825 Annual Summer Outing, 1 p.m., VFW Hall, Lowville.
12-17—“Training of the Trainers” CSEA/AFSCME seminar for Region III members, officers and stewards selected by the region, Friar Tuck Inn, Catskill.
19—CSEA/Cuomo Day at Playland, Rye, noon-6 p.m.
29—Retiree Local 903 meeting, 1:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo. June Cohen, taxpayer service specialist, Internal Revenue Service, scheduled speaker.

21—New York Metropolitan Retirees Local 910 meeting, 1 p.m., 2 World Trade Center, Room 5890, New York City.
21-22—CSEA/Department of Corrections Workshop, Friar Tuck Inn, Catskill.
24-25—1982 Mental Hygiene Presidents Workshop, Friar Tuck Inn, Catskill.
25—Region III School Forum for officers and members of school district units, 10:30 a.m., Westchester Local 860 office, 196 Maple Ave., White Plains.
25—Cortland County Local 812, general membership and retiree picnic, noon, Dwyer County Park, Little York.
OGS stewards tout Topridge as tops for training

BRIGHTON — Camp Topridge, the former summer camp of the Marjorie Merriweather Post family and the site of several top level management think tank sessions, recently served as the location for the CSEA Office of General Services Local 660 Shop Steward Training Seminar.

Built by the Posts, the 19th century "great camp" was donated to the state by the Post Foundation in 1974, and is now administered by OGS. It consists of 68 structures on 207 acres, and includes nine guest cottages and four servant houses which can accommodate 66 overnight guests. The camp's focal point is its 20,000-square-foot main lodge.

"It's a great place to get away from it all and concentrate on the union business at hand," said OGS Local President Earl Kilmartin.

NATURE BREAK — Taking time out from seminars, discussions and other meetings, OGS stewards revel in the glory of nature at Camp Topridge. From left to right are Willie Mae Taylor, Myrtle Johnson, Pat Acker, Artis Davry, Vanbilla Youngblood, Margaret Shaefler and Ernestine Gailliard.

COMMITTEE AT WORK — Local President Earl Kilmartin, standing, oversees the activities of the OGS Shop Steward Seminar Committee. From left to right are Cosmo Lembo, John Wakewood, Ernestine Gailliard, Artis Daury, Peggy Hoag and Pat Acker.

Contracts to be mailed to all state members

ALBANY — After months of delays triggered by the state Senate's footdragging in approving the new CSEA-State contracts, union members should be receiving their copies of the new contracts soon and, for the first time, every employee will be receiving his or her own copy in the mail.

"Your contract is the backbone of your relationship with your employer," said CSEA President William L. McGowan, "and you have a right to know all of its provisions and use all of the benefits we have fought so hard to achieve."

Mr. McGowan announced that all employees in CSEA's three state 'bargaining units will be receiving individual copies of their contract in the mail. Copies of the contracts are expected to begin being processed for mailing next week. Because of the size of the bargaining units, the process is expected to take three weeks. Copies of the agreements are also being shipped to union Regional Offices for local leaders and stewards for grievance administration and informational purposes.

CHAUTAUQUA COUNTY LOCAL 807 President Jim Kurtz, standing left, congratulates newly installed union 8700 officers. Front row, from left, are board member Jim Hall and Secretary Janie Raynor. Middle row are board member Sandy Bain and Vice President Dick Maggio. Top row are board member Mark Dreinhaup and President Bill Beckerink. Not pictured were Treasurer Mark Szarnicki and board members Howard Raven, Bruce Crandall and Bill Osmer.
Layoff threat spurs mass picketing

ROME — A driving rainstorm and near-gale winds failed to stop a group of determined employees at Rome Developmental Center from demonstrating against the recent threat of 138 layoffs by the State Office of Mental Retardation and Developmental Disabilities.

More than 120 off-duty employees braved the inclement weather to walk the early morning informational picket line called for Aug. 25 at the main entrance of the Rome D.C. campus, according to Jon Premo, president of Local 422.

“Our officers, stewards and members have been geared up for a demonstration since we first learned of the proposed layoffs several months ago,” Premo said.

“Our first course of action was to call for a general membership meeting and explain the situation in full to the employees. With Regional President Jim Moore on hand for the meeting, we laid it on the line to the members and asked for their full support.”

Premeo related that Steve Arbes, an employee at the facility, designed a ‘SAVE OUR STAFF’ bumper sticker and reminder lapel pin to add impact to the campaign. “In a matter of weeks they were produced and getting the message across to the public,” he said.

Recounting other steps, Premo explained the mass media blitz that followed.

“We wanted to give the public and taxpayers in the Rome-Utica area the inside story. Through CSEA communications in Syracuse, we arranged two solid days of newspaper, television and radio interviews that gave us the opportunity to explain the problems.”

Premeo said they covered all points thoroughly — what the layoffs could mean to the quality of patient care, the present short staffing problem, the inadequacies of the present 1.78 patient-to-staff ratio, mandatory overtime and the morale problem it is causing with employees, as well as the chaos that would come with layoffs and the seniority “bumping rights” they would trigger at nearby mental health facilities.

“Slowly but surely, the public got the message and began to understand the critical nature of our problems,” Premo said. “We were also pleasantly surprised to see a sympathetic editorial in a Utica paper that urged the state authorities to reconsider the layoffs.”

In describing the first day of the informational picket Premo recalled “everything seemed to peak for that first morning, Harold Bradbury, one of our many dedicated CSEA members, spent hours of his own time making picket signs for the marchers. Our team captains informed the members to be ready to picket rain or shine. At 7:30 a.m. that morning, we had over 120 off duty employees ready to walk. Most of them had worked all night. Some had used a precious vacation day to march with their brothers and sisters.” He said support also came from Bud Malchy, Sue Buczinski, Cindy Hammond, and John Giehl from Marcy and Utica Psychiatric Centers.

“It was great experience — CSEA at its fighting best,” Premo said. “To see those employees from every department walking together in the rain and wind to ‘Save Our Staff’ was a sight I’ll never forget.”

Since the first days of picketing CSEA has learned that the state has reconsidered the layoff order, and has informed the employees through the director of Rome D.C. that it plans to terminate only a small number of teachers.

The employees at Rome D.C., with the help of CSEA, are determined to continue the fight to halt any layoffs and have pledged to take that fight to Albany if necessary.
CSEA member Marge Mackey

She opened up her heart and home to stranded fire victims

ALBANY — Marge Mackey, a shop steward in CSEA Audit and Control Local 651, does more than just believe in a good neighbor policy — she lives it.

When a suspicious Sunday night fire destroyed both a vacant structure and a single family home and damaged a second home in her neighborhood in Renesselaer, Mackey opened her own small, two-story single family home to the two tragedy-struck families.

By the following morning, Marge Mackey was the head of a household that numbered 24 individuals, young and old, black and white.

“The Graham family, Robert and Ola, and their eight adopted children, lost everything in the fire. The fire department had to have a neighborhood pharmacy open up in the middle of the night so that we could buy diapers and special formula for the three babies. They didn’t even have socks,” Mackey recalled.

“While the Alexander family could move back to their heat-damaged home after the repairs were made, the Grahams’ had no where to go. So we became a family of 18,” she said.

“But problems did not stop pursuing either family. Mackey’s mother, who was living with her at the time of the fire, died. And one of the Graham babies was discovered to have a potentially serious health problem.

“We shared a lot of hard times together,” Ola Graham said. “After 17 years of being neighbors, being friends, her actions towards me and my family really shows how much she cares.”

GOOD NEIGHBOR AWARD-WINNER Marge Mackey, right, a CSEA shop steward with the Department of Audit and Control, shows her award to Barbara Skelly, left, president of CSEA Audit and Control Local 651.

Four months after the fire destroyed the Grahams’ home the family moved into another house just a few doors away from the Mackey residence. “When they moved out, I felt lonely. But they’re still my neighbors,” Mackey said.

Without her prior knowledge, the Capital City Seventh Day Adventist Church recently selected Marge Mackey as the winner of their first Good Neighbor Award. Pastor Ronald Oden said, “Mrs. Mackey’s self-sacrifice in aiding the Graham family shows her dedication to serving her own neighbors. Some people can’t put up with visiting relatives or friends for even a few days. Mackey opened her home and her heart to a family of 10 for several months.”

CSEA Audit and Control Local President Barbara Skelly also spoke highly of Marge, saying CSEA should be proud of its members, especially people like Marge who “live a life of service to their community to the fullest.”

Irate Queensbury membership rejects contract offer

QUEENSbury — Upset by town management’s arrogant attitude, The Town of Queensbury CSEA Unit has rejected a mediated contract offer by a margin of 5 to 1.

“Our membership is irate at management’s offer in light of recent substantial increases in management’s own salary structure,” Pat Monachino, CSEA collective bargaining specialist, said.

“Our members know that Queensbury Town Supervisor Fran Walter, who sits on the town’s negotiating team, recently received a salary increase of 27 percent, from $13,000 to $16,500. That’s in addition to her $6,805 salary from the Warren County Board of Supervisors. Her total public official salary is $23,305. That’s much higher than any of our members in the town unit earn,” Monachino reported.

CSEA members are upset with all three parts of the town’s offer, he said. The rejected package included a seven percent salary increase tied to the workers pay for health insurance, because of their low incomes don’t believe that management should be seeking to continue to have the workers pay for health insurance,” Monachino said.

The CSEA Unit is preparing for fact-finding with legal briefs expected to be ready in 30 days. However, the CSEA membership has also empowered the negotiating committee to “take whatever steps are necessary to resolve this contract dispute,” the union spokesperson said.
Plaza security agreement reached

ALBANY — An agreement has been reached between the Capital Region of CSEA and the state Office of General Services on a five-point program designed to increase public employee security at the huge Empire State Plaza complex here.

The agreement was reached after the union demanded a meeting to discuss employee security following the recent rape of a CSEA member in a stairwell of the Plaza, a massive complex where some 17,000 state employees work.

Details of the agreement will be announced in the next issue of The Public Sector.
Union effort for Cuomo very active in Buffalo

CSEA VOLUNTEERS FOR CUOMO — CSEA members all across New York State have been hard at work performing volunteer services on behalf of the campaign of Mario Cuomo for the Democratic nomination for governor. Out in the western part of the state, CSEA Western Region VI Political Action Committee Co-chairman Dominic Savarino, standing left, works with other volunteers at the Buffalo office of the Cuomo campaign. In photo at above right, Western Region First Vice President Genevieve Clark works in the Cuomo Buffalo campaign headquarters.

Vote for CSEA-endorsed
MARIO CUOMO
Primary Day
September 23

Union secures back pay, jobs for 3 falsely accused MHTAs

PERRYBURG — Three employees of the J.N. Adam Developmental Center here have been reinstated to their jobs with full back pay and benefits after being exonerated of charges, according to Dana Tietz, grievance chairman for CSEA Local 400.

The CSEA members were represented in the successful arbitration proceedings by Region VI attorney Ron Jaros.

Mental Hygiene Therapy Aides Deanna Snyder and Lois VanAernam, charged in the same incident, had been suspended without pay for seven months, Tietz said, after being falsely charged with abuse.

An arbitrator’s decision found Snyder innocent of the charges, and the state withdrew its case against VanAernam.

Mental Hygiene Therapy Aide Michael Bilansky was also forced into a suspension, lasting six months, until an arbitrator’s decision found him not guilty of patient abuse accusations.

“An MHTA’s job is a very difficult one,” said Tietz, “because many times the patient is acting out and the MHTA is struggling simply to keep the patient from injuring himself or others.

“So it’s important for all our MHTA members to know that CSEA will go the limit to see that their job rights are protected when they are unjustly accused in cases such as these,” the grievance chairman concluded.

Open competitive
STATE JOB CALENDAR

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**DCJS HELPING NYS TAKE A BITE OUT OF CRIME**

**Bicycles become the vehicles to attract public attention to rising crime rates**

**ALBANY** — When two state Division of Criminal Justice Services employees rolled their sleek bikes into Albany last month enroute to a 525-mile ride from Buffalo to Manhattan, many of their fellow employees at DCJS here turned out to cheer their efforts and to accompany the pair as they rode through the Capital District.

The marathon bike ride for DCJS researcher Vincent Vanti and Bill Longworth, DCJS crime prevention assistant director, was designed to draw public attention to the seriousness of rising crime statistics. Both are Albany residents and work for DCJS here.

Many of their fellow DCJS employees who turned out to welcome the riders and to accompany them a short distance were members of DCJS CSEA Local 695. The accompanying photo was taken by Local 695 President Cindy Egan, and all the riders shown are members of the local.

CSEA LOCAL 695 members with their “Help New York Take a Bite Out of Crime” shirts and their bikes just prior to joining fellow DCJS employees on part of their bikethon to dramatize serious rise in crime. From left are Jackie Hankle, Diane Schleede, Paul Reeves, Harold Porter and Donna Porter.

**EAP for SUNY Canton**

**ADMINISTRATIVE AND UNION** officials representing employees at SUNY Canton ATC gathered recently for the signing of the official EAP charter. Seated left to right are Horace Donaldson, assistant director, Personnel and Affirmative Action; Dennis Pagoda, Campus Association store manager; Carol Dubsky, EAP committee chairperson. Second row are Lorella Rodwell, president, CSEA Local 665; Barbara Barnett, campus nurse and PEF representative; June Taillon, CSEA Administrative Unit representative; Lloyd Brainard, CSEA Operational Unit representative and Roger Catlin, director, Business Affairs. Third row are Judy Ryan, faculty; Edward Reynolds, AFSCME Council 82 representative; John Cray, president, Campus UUP and Gordon Myers, director of Personnel and Affirmative Action.

Many agencies are recognized for suggestion program participation

**ALBANY** — Civil Service Commission President Joseph A. F. Valenti recently made several awards to state agencies for their outstanding participation in the employee Suggestion Program.

In a recent ceremony at the State Campus announcing Employee Suggestion Program Week (July 25-31), Valenti and Commissioners Josephine L. Gambino and James T. McFarland awarded plaques to representatives of five agencies: the Department of Motor Vehicles, the Crime Victims Compensation Board, Criminal Justice Services, the Division of Probation and Agriculture and Markets, all of which have “outstanding program participation records.”

Valenti also announced the approval of an award of $13,500, the second highest award in the 35-year history of the program. It went to Thomas A. Prutuch, an assistant civil engineer in the Department of Transportation, Rochester, for a suggestion to eliminate the use of bituminous waterproofing material in all DOT construction contracts.

**Forums set for Reg. III school members**

**FISHKILL** — Efforts to improve communications among school district units of the Southern Region have led to the scheduling of two “school forums” as follows:

- **Saturday, Sept. 25**, at the Westchester Local 860 office, 196 Maple Ave., White Plains, 10:30 a.m.
- **Saturday, Oct. 2**, at the Regional office, Fishkill, 10:30 a.m.

Officers and members of all school district units are invited to attend either or both of the sessions.

The Southern Region includes Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties.
Vote for
MARIO CUOMO

Democratic Primary
September 23

Local 1000, AFSCME, AFL-CIO