I believe that CSEA's Delegates should endorse Jimmy Carter for President of the United States.

There are three major reasons why this should be done and they must be considered.

First, this union uses specialized committees of rank and file members to deal with different areas of concern. Our Statewide Political Action Committee deals with matters relating to the endorsement of candidates for statewide office. Its recommendation should weigh heavily in the decision of the Delegates. The CSEA Statewide Political Action Committee has unanimously recommended the endorsement of Jimmy Carter.

Second, this union can no longer afford to sit on the sidelines in one of the most important political contests to ever involve our members. More than 30 cents of every dollar spent by state and local government in this country comes from federal sources. The person who plays the largest role in that distribution is the President. We should be involved.

Third, there is only one candidate in this election who has been an advocate of labor issues that candidate is Jimmy Carter. The record of former Congressman John Anderson is poor. He has only voted with labor 28 percent of the time. The remaining 72 percent of the time he has voted against us. But if Anderson's record is bad, Ronald Reagan's is worse.

Mr. Reagan, for example, opposes public sector collective bargaining. As Governor of California he vetoed legislation to give bargaining rights to state teachers. He has advocated the application of federal "anti-trust" laws created to control big business, to be used against labor unions, a purpose for which they were obviously never intended. Such an action could, for example, end the anti-raiding provisions of Article 20 of the AFL-CIO's constitution and make political action cooperatives, like the New York State Public Employee Conference, illegal.

Mr. Reagan has been quoted by the press as referring to unemployment insurance as, "prepaid vacation for freeloaders". He did his best as governor to dismantle California's state mental health system. He would have succeeded if the state legislature didn't stop him.

He opposed labor law reform legislation in Congress. He openly advocates the dismantling of the federal Occupational Safety and Health Administration whose protections we finally won this year for our members after a four-year battle by this union.

Mr. Reagan wants to abolish the federal Comprehensive Employment and Training Act, better known to our members working for it as CETA. He favors "right to work" laws that seek to destroy unions. He has opposed minimum wage laws as California's governor and still advocates a "sub-minimum" wage for some workers. He advocates a tax "reform" that would mean about a $60 a year savings to our members, but thousands more for the affluent.

Last, but far from least, he publicly opposes the federal Civil Rights Act of 1964, and every action that Jimmy Carter has taken to maintain such a defense. Mr. Reagan talks about increasing defense spending, but he doesn't say how much or where the money will come from if he is also committed, as he claims to be, to a balanced budget and a 30 percent tax cut. President Carter has increased defense spending substantially already. The new "MX missile system" is his example.

Ronald Reagan wants to cut inflation and unemployment. So does Jimmy Carter. Again, they only differ on the method. Mr. Reagan wants to give big business big tax cuts and turn over windfall profits to oil companies. President Carter wants to target business incentives and use his windfall profits tax revenues for energy development instead of private sector profit.

Let's be blunt. CSEA does not have to advocate every position of a candidate before it can endorse that candidate. If we did, there would be no endorsements and we would be back where we were ten years ago when we were political pawns, not political partners. I do not, CSEA does not, AFSCME International does not, and the AFL-CIO does not, advocate every decision and every action that Jimmy Carter has made in the past four years or will make in the next four years.

The reality of political action is to make a statement and be a part of the decision making process in a democracy. There will be victories and there will be losses in this process, but participation is far better for our members than apathy. We learned that in 1972 when pay raises for employees in New York became the victims of a state fiscal crisis that we did not create.

It is naive to "sit out" an election such as this. Jimmy Carter has demonstrated a willingness to work with labor. He has stood for many of the issues that labor has stood for. He has been an advocate of human rights, an advocate of public employee rights, an advocate of the need for government to play an active role in the life of modern America.

Some people are saying, "There is no choice in this election." Others say, "I'm voting for Anderson because he isn't a Democrat and he isn't a Republican." All of these people are wrong. A democracy is made up of making choices between opposing points of view and this presidential election is no different. There are very real choices to be made and they must be made or we will all reap the consequences.

CSEA is not a Republican Party union and it is not a Democratic Party union. It is a union that cares about its members, its country and its state. We care about social progress because we are a part of it and we care about democracy because we believe in democracy, in our union and in our government.

Jimmy Carter is labor's candidate for President of the United States, not because he is perfect, but because he is by far the best candidate. He has won the support of organized labor and he deserves our support.

On November 4, Americans will be going to the polls to vote for the candidate who will be best for this country's future. Your Political Action Committee thinks, and I think, that Jimmy Carter is that candidate. CSEA's Delegates should endorse the Carter/Mondale ticket and urge our members to join in our support.
The public employee labor movement today is under attack. We are seen as being overpaid because of the highly publicized wage settlements in New York City. Yet, 20 miles from Times Square, county and state workers are unable to exist without second jobs. Work rights we won in the past and which we consider inviolable are under assault as “givebacks.” In areas where we have made great strides, governments are now trying to subcontract our jobs, claiming that private industry is more efficient. The nation, confused over deteriorating economic conditions, is toying with turning to the right, away from social programs and atmosphere of the past 30 years that were favorable to the labor movement. We are being blamed by some for the mess the country is in. In short, we are at war.

First, who are our enemies? They are the politicians who think they have found a scapegoat in blaming labor for the mess they allowed this country to get into. They are the workers who would rather curry favor with bosses than join a union. They are the governments who subcontract out work to companies eager to contribute to the incumbent political party. They are ourselves: if we sit still and do nothing to improve working conditions and fight for our rights while they are under attack.

Things seem bad: and yet, the labor movement was born in strife and found its meaning while facing, however, and also take a long, hard look at ourselves as we go into this battle.

Perhaps we have become slack. The 60's and 70's were good for us. We made the greatest gains in benefits and wages ever. We began to take it for granted that every new contract would contain raises; it was only how much we would get in the next contract that concerned us. Gradually, we stopped being a union in the old sense of “us against them.” We were content to negotiate contracts and handle grievances; we became a service for employees. The energy crisis and the resulting money crunch put an end to that, however.

Now management comes to the table to see what they can get back from us, at every contract and at every level of government from the state to school districts. Terms and conditions of contracts, which used to be holy writ for both management and us, are constantly violated as “givebacks.” In inviolable are under assault as “givebacks.” In management tries to reward favored employees at the expense of union members. It's an old ballgame, but one most of us have either forgotten or never seen before.

As a union of employees working together, we can fight back and even prevail. We have to consider ourselves union members rather than employees. That is also my belief. There are no state, county or school district employees in the CSEA, there are only CSEA members. We are one union or we are nothing but individuals helpless before the power of management.

Working together there are many things we can do. First, we can protect the gains we have won in the past. Management is now even trying to take back lunch hours! We may have to settle for longer and more difficult negotiations. But we can insist that if we are united, we can get the best deal possible. Also, we will insist that contracts are lived up to the letter and we will demand safe working conditions as soon as OSHA is implemented in the state.

Since we are under attack politically, we can fight back politically. In the past we were considered weak and ineffectual. Now, thanks to our Political Action Committee and the funds it raises to support the candidates we like and choose to support, we are beginning to have clout here on the Island and through the state. Furthermore, we will not recognize any political party as being favorable to labor. We see every day how our “friends” change with the political tide. We will choose our candidates on their records or on their promises — and then see that they keep them.

We will get involved in local, statewide and national politics. All of us live in school districts and we can vote for candidates that will help our brother and sister workers in those areas. We can also volunteer to work for candidates selected by our political action committees, answering phones and putting stamps on envelopes or delivering flyers. We can get to know our state legislators and “bother” them about issues that concern us. At the national level, we will work through AFSCME’s excellent lobbying operation. We are also taxpayers and can be helpful to defeat Proposition 13-type legislation in our areas.

If we put aside our differences and pull together in this time of crisis, we will strengthen our union. With a strong union, we will all gain. With a strong union, we will have a say in determining our futures.

The CSEA is us; and it does not exist without us. If we do not like the union, we can change the CSEA to reflect our generation of employees so that it serves our needs. The choice is between working for unity and strength or allowing the CSEA to become weak. It is a choice we all must make now. The enemy is at the gate.

Scholarship in labor studies named to honor Irv Flaumenbaum

CORAM — The "Irv Flaumenbaum Union Scholarship Fund" has been established "to be used for deserving members of Region I to further their education in the field of labor," Town of Brookhaven Highway Unit President Charles Novo said.

Novo said this unit of Suffolk County Local 952 and Kings Park Psychiatric Center Local 411 have established the joint scholarship fund in the memory of the late Long Island Region I President Irving Flaumenbaum, who died on Aug. 27.

"No finer tribute could be paid to foster the memory of a distinguished labor leader," Novo said.

He said the proceeds of the Brookhaven Highway Unit annual dinner dance on Oct. 31 will be contributed to the scholarship fund.

The dinner dance is 8 p.m. Oct. 31 at Andrea Doria Lodge, 37 College Road, Selden. For ticket information, call (516) 732-3363.

THE PUBLIC SECTOR, Wednesday, October 1, 1980
NEARLY 200 CERTIFICATES OF ACHIEVEMENT were issued to members who completed the CSEA Steward Grievance Program sponsored by the Capital Region Education Committee. Above, John Vallee, left, Region IV Vice President, and Joseph McDermott, Capital Region President check the names and addresses of the new grievance representatives.

**Capital Region certifies 200 grievance stewards**

ALBANY — Nearly two hundred members of the Capital Region of the Civil Service Employees Association, AFSCME — Local 1000, have received certificates of achievement for successfully completing the CSEA Steward Grievance Program sponsored by the CSEA Capital Region Education Committee.

The education program consisted of a series of three workshops which were offered over a period of time to allow CSEA members in the fourteen counties served by the Capital Region an opportunity to attend all three workshop sessions which were held on a weekend.

Joseph E. McDermott, CSEA Capital Region President congratulated the dedicated members. These interested members can now serve as a qualified grievance representative, qualified by education as well as on the job experience. They are the backbone of our employee representation program and deserve recognition.

Another group of approximately 400 Capital Region members are in the process of completing the education program and will be awarded certificates at a later date in this ongoing educational process.

**New law gives sheriffs second chance to sign up for retirement plan**

ALBANY — A second chance to sign up in the 20- or 25-year retirement plans has been given to certain law enforcement employees.

Sheriffs, under-sheriffs, or regular deputy sheriffs directly engaged in criminal law enforcement have until June 30, 1981, to take advantage of the new eligibility.

The new opportunity to participate comes as a result of a successful legislative effort by CSEA. Previously, these employees had to sign up for the retirement plans within one year of being employed.

"Many CSEA members were unable to meet the original deadline, and therefore lost their chance to participate in these retirement plans," said CSEA lobbyist Stephen Wiley. "This new law gives them a second chance. But they must apply before June 30."

Affected members are urged to request additional information at their CSEA Regional office or Local.

**CSEA life insurance offered**

Guaranteed enrollment in the Civil Service Employees Association Basic Group Life Insurance Program underwritten by The Travelers Insurance Company is being offered to all members under age 50 during the month of October. Members over age 50 need only fill out a health questionnaire.

The CSEA Basic Life Insurance Plan provides economical term insurance. Depending on the applicants' annual salary and the option selected, up to $12,500 coverage is available. The biweekly cost, depending on the age of the insured, ranges from 10 cents to $1.62 per $1,000 of coverage. Premiums are paid automatically through payroll deduction.

Applications for participation in the Plan have been mailed to all non-insured members. If you haven't received yours, you can request one from CSEA Insurance Department, 33 Elk Street, Albany, NY 12224.

ON HAND FOR THE SIGNING of the contract between CSEA and the Port Jefferson School District are, from left standing: CSEA Field Representative James Walters, Suffolk Education Local 970 President Walter Weeks, and Assistant School Superintendent Paul Hellmer; sitting: Cafeteria Unit President Robin Archeacon, School Board President Mabel Ackerman and Unit President Frank McAdoo.
Ossining awarded new dental plan

OSISING — Approximately 150 non-teaching employees of the Ossining School District will get a dental plan October 1, as the result of a new contract just ratified, according to Unit President Richard Heinicke.

Employees will be enrolled in the dental plan operated by the CSEA Benefit Fund, explained Collective Bargaining Specialist Ron Mazzola, who called it, "a significant step, in real improvement for the membership."

ACTWU reveals J. P. Stevens supporters

NEW YORK CITY — The Amalgamated Clothing and Textile Workers Union (ACTWU) has planned two demonstrations to expose the support of three corporations for J. P. Stevens, the ACTWU reported.

The demonstrations, on Oct. 15 in New York City, will be at the corporate headquarters of:

• Sperry Corp. and J. C. Penny.
• Metropolitan Life Insurance Co.
• J. P. Stevens, the nation’s second largest textile company, has been unlawfully fighting the organizing efforts of the ACTWU.

CSEA has joined and participated in the ACTWU-organized boycott of J. P. Stevens products.

October is month to transfer state health insurance

October has been designated by the state as the month during which State employees and local government employers whose employees are participating in the State Health Insurance Program may change their insurance coverage option. During this transfer period, employees may change their health insurance options by selecting among the Metropolitan Life, GHI Option or a Statewide Health Plan Option, if available.

Applications for option transfer may be made at any time during October. If you desire to change your insurance option, notify your Personnel or Payroll Office immediately and complete the appropriate transfer form.

CSEA. state legislative candidates in the upcoming November election. Among the endorsed candidates attending the press conference were, from left, Assemblyman Glenn H. Harris, Senator Hugh T. Farley, and Assemblyman Richard J. Conners.

CAPITAL REGION ENDORSES — CSEA Capital Region Political Action Committee Chairman Timothy Drew, left, tells a well-attended press conference in Albany recently that the union has endorsed a number of state legislative candidates in the upcoming November general election. The settlement also provides for an agency shop and increment. The town has only offered us the increment and some non-monetary items. Their attitude is totally unrealistic," said John Cuneo, CSEA field representative and the chief negotiator for the Smithtown CSEA.

THREE NEW OFFICERS for the Albany County Department of Social Services Local Civil Service Employees Assn. were installed recently. They are, second from left, President Alexander Oliver, First Vice-President Barbara Comithier and Second Vice-President Carol Christian. On the far left is Caroline Comisson, grievance chairman. The three were elected after the former president Larry Frank and the former first vice-president transferred to state employment.

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Building on a foundation of trade unionism

Since our last annual meeting CSEA/AFSCME Local 1000's Metropolitan Region II's regional leadership, Local officials and members have accomplished much. And we've mapped out plans to do even more in the future.

For the first time, each Local President in Region II was recommended and appointed to serve on a statewide committee.

NOVEMBER 1979

On November 11, 1979, we held our third Regional Executive Committee meeting. Ninety-eight percent of our Local Presidents turned out and took an active part in the discussions.

Also in November, Region II's Executive Committee attended a three-day training seminar at AFSCME headquarters in Washington, D.C. Our Local Presidents joined informal discussions with AFSCME President Jerry Wurf and Secretary-Treasurer Bill Lucy focusing on the history and background of AFSCME, and the importance of the affiliation between CSEA and AFSCME. We also had a chance to get acquainted with the services AFSCME members enjoy, such as research for collective bargaining, public policy issues facing public employees in general and mental hygiene workers in particular, education and training programs for building strong union leadership and public relations help. The trip gave Region II leaders a chance to exchange views with AFSCME's top leaders to sharpen their labor relations skills.

DECEMBER 1979

In December, Region II held three days of intensive workshops at the Playboy Club in Great Gorge, New Jersey. The program, organized by CSEA's Education Department and AFSCME staff, included training sessions on the state contract, leadership development and the services available to the Region through CSEA. Local officials, shop stewards, rank and file activists all were well represented at the meetings.

AFSCME Secretary-Treasurer Bill Lucy was the guest speaker.

The Washington trip helped kick off a year of increased education and training for Region II.

JANUARY 1980

At the Region's request, AFSCME conducted training for the officers and stewards of Local 420 at the Staten Island Developmental Center (January 9-10). Almost 50 people joined two days of films, discussions and workshops on problem solving, group dynamics and the problems of mental hygiene workers. AFSCME provided follow-up workshops one day a week for six weeks in March and April.

MARCH 1980

The Region requested, and AFSCME provided, a training program for the Executive Committee members of State Insurance Fund Local 351. The March 15-16 workshops focused on developing leadership skills, understanding Local constitutions and the duties of officers and organizing effective meetings. That same monthly the Daily News ran five days of articles on the deplorable conditions at Manhattan Psychiatric Center which we named "Psycho City." Also in March, our Regional Delegates attended CSEA's Convention in Albany.

APRIL 1980

With AFSCME's cooperation, the Region set up a training program for the Executive Committee members of Bronx Psychiatric Center Local 601. The April 26-27 program was aimed at updating the Local's officers and stewards on the problems of mental hygiene workers. AFSCME provided one-on-one counseling on handling grievances and improving internal communication. More than 35 people participated.

MAY 1980

Region II conducted a seminar for the Political Action Committee of all 20 Locals in the Region. Later that month, Region II activists got a chance to put the techniques they learned into practice. On May 10th, they went to Albany to help lobby for the passage of OSHA protection for New York's State and local public employees and "Right to Know" legislation requiring all employers to notify workers of hazardous substances in the workplace. In May, Region II members elected 24 delegates to AFSCME's International Convention in Anaheim, California.

JUNE 1980

Delegates elected by Region II took their places at AFSCME International Convention in Anaheim June 9-13. The convention marked the first time CSEA delegates participated fully in the national union's convention. On June 21 and 22, at the Region's request, AFSCME conducted two separate one-day programs for the officers and stewards of Local 010 using films, discussions, and workshops to discuss in depth the role stewards play in their Local. Sixty people attended the sessions.

JULY 1980

Region II members attended a CSEA/PDF seminar focusing on upgrading programs and opportunities for clerical workers in the World Trade Center. On July 12, all the Region's committees and the Regional Executive Committee met to plan for the fall.

These are some of the highlights of Region II's activities since our last Annual Delegates Convention. As you can see, we are a region on the move. We're playing a more active role in CSEA and AFSCME on the regional, but on the local, State and International levels as well.

We are increasing our impact and visibility among the public as well. In addition to the Daily News "Psycho City" series, Region II leaders have explained CSEA positions and Region II members' problems and needs in both the print media and on radio. We reprinted the "Psycho City" series and are distributing the booklet to the 12,000 Region II mental hygiene members to highlight our continuing struggle to improve the conditions of mental hygiene workers.

We will continue to build our strength with a training seminar for the Regional Executive Committee on September 11 and joint CSEA/AFSCME training workshops September 12-14 at the Playboy Club in Great Gorge. We will be zeroing in on the skills effective leaders need, on the meaning of New York's new OSHA Legislation for public employees, and CSEA's legal and employee assistance programs.

The past year has marked a new beginning for Region II. This year we built stronger locals and a Regional structure on a stronger foundation of trade unionism.

Charge against Tax and Finance has been settled

WHITE PLAINS — An improper Practice charge against the State Department of Taxation and Finance in White Plains, brought on behalf of New York City Local 010 members, has been settled.

Joseph Johnson said the IP had involved management harassment and coercion of the CSEA members who had signed a grievance last June. PART of the settlement included an agreement to establish a labor-management committee at the White Plains office, which will attempt to resolve local problems without the necessity of utilizing the formal grievance procedure. CSEA Field Rep Al Sundmark said the settlement does not diminish any employee rights under the CSEA-State contract, including the right to file grievances.
Message from the Executive Vice President

Thomas H. McDonough

CSEA has been making life better for public employees in this state for seventy years, but we must always remember that this isn't the kind of work where we can sit back and rest on what we have done in the past. Every year there are new problems that need action, not promises, and this year is no exception.

This union has been fighting with some politicians all year about budgets, cuts, layoffs and other problems that are making public employment in New York state less and less a career. We have some of our battles, but we have had our share of losses, but as long as we put them behind us and keep fighting, we will win.

For the moment, however, we can be content with the knowledge that our union today is fiscally strong. I thank them for their efforts.

I would like to see all our people put their shoulders to the wheel in this election and see the people in power know that a CSEA endorsement can be the difference between victory and defeat. When that message gets out, our people will stop being the whipping boys for the mistakes of other politicians.

Through tough bargaining, strong political action and unity among our members, we won't have to worry about resting on what we have done for our members in the past, we will be able to take pride for what we are doing in the present.

Message from the Statewide Secretary

Irene Carr

"In a democracy, the people get the government they deserve.

There is a large grain of truth in that old saying, and it applies to unions as well as to governments.

One of the advantages of being a statewide CSEA officer is that you get to visit every region of the state, and see what members, officers, stewards and staff on every level are doing, saying, and learning.

This fall, one topic is dominating the conversations and activities of CSEAers from one end of the state to the other: elections. And why not? No event this decade will have as great an impact on us as the upcoming elections for the federal, state and local offices.

Will our nation's chief executive for the next four years be able to turn the economy around? Will he be concerned with human services? Will he be a friend of local government? This is an election where the people must rule.

Four of our current Supreme Court Justices are in their 70's. Will our next President be able to turn the economy around? Will he be concerned with human services? Will he be a friend of local government? This is an election where the people must rule.

The theme of this Convention is, "Your Vote Counts!" That's true because of the democratic nature of our country and our union. Now our responsibility is to make sure our vote counts, by becoming an informed as possible on even issues, every race, and then doing our best to see that our choice prevails. That's the only way to get the government and the union, we deserve.

And in both counts, CSEA members deserve the best.

Thanks for your wishes, prayers, cards and letters during my recent illness. They helped me make a remarkable recovery and, just to prove it, I'll see many of you at the convention."

Message from the Statewide Treasurer

Jack Gallagher

CSEA has gone through some serious financial problems over the past few years, but I am happy to report that this fiscal year our union has remained financially sound.

A union can only be strong if it is financially sound. Good financial management is essential to the effective operation of any organization, but an organization as large, decentralized and active as CSEA demands the best in fiscal management.

Many members may not be aware of it, but the fiscal strength of our union is essential for all operations, from the statewide level to the local level. This year, CSEA will reduce its losses, for example, by more than $2 million in finance local activities. An effective financial plan is essential to all segments of our union.

On April 1, 1980, the second phase in a three year dues increase took place without much ad-

ministrative confusion. This was due in large part to the efforts of local officials who worked with local government payroll offices to assure an order-

ly and smooth transition between deduction schedules. I thank them for their efforts.

In the coming fiscal year, which begins on Oc-
tober 1, 1980, there are several unsettled matters that will impact on our financial integrity.

On April 1, 1983, the third and final step of the Delegate-approved dues increase is scheduled to go into effect. This increase will be 50 cents bi-weekly and will bring the annual dues to $144. Our dis-
burments will continue to be reduced by the un-
remitting surge of infusions. Provisions to rein-
capital payments to AFSCME International will be reduced as the affiliation is reviewed.

For the moment, however, we can be content with the knowledge that our union today is financially sound. This is a critical element in presenting effective representation for our members.
The Civil Service Employees Association, on behalf of Local 853, has filed charges against Sullivan County stemming from the contract settlement it imposed on county employees June 20.

Three separate Improper Practice charges were listed, according to CSEA Field Representative Bruce Wyngaard.

1. County Administrator Paul Rouis refused to enter into a collective bargaining agreement with the union on terms and conditions of employment agreed to by both parties, including items submitted to and resolved by the county board.

2. The imposed contract includes provisions which were not in dispute.

3. The legislative hearing held prior to the supervisors imposing a settlement was a "sham" because the elected officials had "prior intent" inasmuch as they already had in their possession a copy of the imposed contract before the hearing began.

CSEA represents 429 county employees, according to Local President Walter Durkin, who repeated his displeasure with the settlement by calling it, "an act of bad faith, a real blow to the principle of collective bargaining."

Since the county's action, union members have been doing informational picketing at work sites, and at the supervisors' offices which Durkin explains, "is our way of showing that we haven't forgotten."

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Three improper practice charges are filed against Sullivan Co.
We all remember the story of the little Dutch boy and the small leak in the dam. Right now, the Civil Service Employees Association, Local 1000, AFSCME, has a similar problem which is costing us ten members here, twenty there. Yet, no one really seems to be too interested in fixing this leak. Since it always happens somewhere else, everyone seems to be saying, “It's not my problem.” However, if the leak grows to a small stream or a wide flood of membership loss, then everyone will quickly point their finger at someone else and say, “It was his problem, not mine, why didn’t they tell us about it?”

This problem is the subcontracting against public employee jobs to private sector contractors and, like the small leak in the dike, if not corrected and stopped, it can quickly grow into a Niagara Falls of lost membership for every segment of our Statewide Organization.

Subcontracting is no longer the isolated incident of old. In the past, a public sector employer who needed a new building designed might give the architectural design job to a friendly local firm who just happened to have contributed to the politician’s campaign fund. It was usually a one shot deal with no design or planning work remaining in the public sector.

Now this mass subcontracting is becoming the challenge of the 80's! What stands between this type contracting out of our union jobs as school bus drivers, school cafeteria workers, sanitation workers, construction inspectors, highway and building maintenance workers, custodial care employees, professional administrators and, yes, even secretarial service workers?

What can stop a Kelly Girl from taking over our steno jobs at any level of government? What can stop private bus contractors, the national food vending services or that friendly, charitable organization which wants to lend our dumped or our institutionalized clients at either the established facility or in the local community?

The only answer is US! CSEA can stop the leak. CSEA can stop the new raiders of the 80’s from destroying public sector unionism, civil service law, jobs, or the breaking down of all those hard won negotiated employee benefits. We cannot just patch the dam here or there and then hope our patchwork will hold. We must build with strength today for tomorrow’s Union. We must do it now before the dam crumbles.

As an organization, we must plan to adequately protect our members in all areas of employee representation from the threat of subcontracting on an individual or mass basis. As a Statewide Union, we must see that protective contract language is put into all existing and all future contracts, contracts covering thousands of employees or contracts covering small groups. We must be prepared to use our communication and PR expertise to educate the general public and enlighten the communities we serve to the dangers of this shell game in which everyone loses; everyone except the contractor.

CSEA must be ready to litigate each and every subcontracting infringement against public sector employee jobs. We must update our research data bank to provide firsthand accurate information on the causes, the effects and the true cost of contracting out.

Even these important actions will do no more than hold the dam together for the present time. We must, therefore, also begin now that strengthening process. Let us eliminate each and every loophole in the law that gives the contractor any advantage that cannot be matched by the public sector government employer as an employee benefit. Let us tell each and every public employer who is even considering as a remote possibility the practice of contracting out — “CSEA will be the bargaining agent no matter who the employer of record is.”

Perhaps it is also time for CSEA to tell every private sector contracting corporation (the majority of which are not unionized) — “CSEA will be happy to become the collective bargaining agent for all of your workers.”

Of course, this means that CSEA, which is presently limited to organizing only direct public sector employees, would have to face the fact that the subcontracted workers are really public employees paid with laundered tax funds. Perhaps it is time for CSEA to get down to business and give a damn! I know I do. Perhaps it is time for our Delegates to properly address this issue.

• **Negotiating workshop held in Glens Falls**

GLENS FALLS — Nearly sixty union members from the Capital Region attended a recent one-day workshop on the subject of negotiations here.

Sponsored by the Capital Regional Education Committee, the workshop featured regional staff employees as instructors. Among the CSEA staff members participating were Regional Director John Corcoran, Regional Communications Associate Daniel Campbell, and Regional Field Representatives James Cooney and Michael White.

Corcoran spoke of the necessity of planning ahead before entering negotiations, while Campbell reviewed the use of communications as part of the bargaining process. Both Cooney and White spoke about the selection of the bargaining team members and about the art and process of negotiations.

The importance of a representative bargaining team to the overall negotiations process was stressed, and it was noted that the ability to work together under stress while advocating strongly the concerns of the membership is very important to the success of a union bargaining team. A film concerning the mediation process that often enters into a bargaining situation was shown, and a question and answer program concluded the workshop.
The importance of feedback from members

As we find ourselves about to enter another year, I would like to use this column in the Convention issue of our paper to communicate with you regarding some of the concerns I have, and to impress upon you the importance of communication from you, the member, to elected leaders at all levels (Unit, Local, Regional and Statewide). Because our Region stretches from Canada to Pennsylvania and has over 36,000 members, it is impossible to meet with many of you on an individual basis. Please take the time to send me your feelings on these issues listed below, or any other feelings you may have on issues affecting public employees. My address is at the end of this column.

Taylor Law

Currently, our fellow workers in the private sector have the option of withholding their services (striking) if a successful contract is not agreed upon. Several years ago, CSEA was successful in having the Taylor Law amended to remove the threat of “probation” if a public employee was found guilty of striking. Presently, the same employee can be docked two days pay for every day they are found guilty of striking.

DO YOU FEEL ALL PUBLIC EMPLOYEES SHOULD HAVE THE LEGAL RIGHT TO WITHHOLD THEIR SERVICES?

IF NOT, SHOULD SOME JOB TITLES HAVE THE RIGHT TO WITHHOLD THEIR SERVICES?

DO YOU FEEL THAT ALL PUBLIC EMPLOYEES SHOULD BE LEGALLY PROHIBITED FROM WITHHOLDING THEIR SERVICES?

Dues Structure

The current dues structure of CSEA has a set amount for all members, regardless of their salary. Many unions have a dues structure based on a percentage of the employees’ salary. For example, if an employee earns $3000 annually as a part-time school bus driver, and an employee earns $7200 annually as a stenographer, then if the dues were one percent of salary, their dues would be $30 and $72 per year respectively. Of course, if your salary were $14,000 annually, your dues would be $140 per year.

DO YOU FEEL THAT A DUES STRUCTURE WITH A PERCENTAGE BASIS, OR THE FLAT DOLLAR AMOUNT, IS MORE EQUITABLE?

Local Participation

Many times the ability of a county or school unit, or, for that matter, a statewide negotiating team, to come to agreement on a good contract (with management) is possible because of the support their respective members give to them during the entire process.

DO YOU MAKE A PRACTICE OF ATTENDING YOUR LOCAL UNION MEETINGS?

IF NOT, WHY NOT?

Grievances and Stewards

After a contract has been agreed to by both the management and the employees, it is important that copies of that contract be distributed and that both groups abide by language that is negotiated.

DO YOU FEEL THAT THE STEWARD SHOULD HAVE ‘SUPER SENIORITY’ FOR PURPOSES OF LAYOFF AND CONTRACTUAL BENEFITS?

Union Newspaper

The only weekly method of communication with the membership and the union leadership is our weekly newspaper.

DO YOU READ YOUR WEEKLY NEWSPAPER?

WHAT SECTIONS DO YOU PREFER?

WHAT SECTIONS WOULD YOU LIKE TO SEE DELETED?

HOW CAN THE PAPER BE IMPROVED?

Political Endorsements

Over the past five years, there has been an increased involvement on the part of most unions to attempt to secure extra benefits for their membership through legislation that is not achievable through the negotiating process, (e.g., OSHA, retiree benefits, etc.). I personally feel that our Union has been successful in establishing a bipartisan Legislative and Political Action Committee structure that will make well-informed endorsements, leading to the election of people who are sympathetic to the problems of public employees.

DO YOU FEEL UNIONS SHOULD INVOLVE THEMSELVES IN POLITICAL ENDORSEMENTS?

DO YOU VOTE FOR CANDIDATES ENDORSED BY YOUR UNION?

IF NOT, WHY NOT?

Again, let me assure you of my interest in receiving your comments. I can assure you that all responses will be kept in the strictest confidence, and I will personally read each one and respond to those requiring an answer.

I believe in our Union. I believe that our greatest asset is the membership.

Jim Moore, President
Central Region 5, CSEA
C/o Central Regional Office
Suite 308
290 Elwood Davis Road
Liverpool, NY 13088

The picketing was in anticipation of the first meeting of CSEA Field Representative Theodore Modrzejewski, Hospital Negotiator Richard Wyslling and Public Employment Relations Board Mediator Paul Curry in an effort to resolve the contract dispute.

Sandra Walby, president of the CSEA hospital unit, said recent efforts to get a contract included the establishment of the CSEA unit last December.

In an open letter to the public, the employees said, “Until equity and dignity for employees of the hospital is guaranteed in a signed labor agreement the serious problems of low employee morale, high employee turnover and the inability to attract highly qualified personnel will continue.”
Union does more than draw up contracts

Traditionally, the most important function of a union has been to negotiate and maintain contracts. That remains constant today, but more and more, the union must and is getting involved in other areas. It is important that you know of these, and I will touch on a couple in this article.

As you are only too aware, the public employee is one of the most, if not the most maligned individual in the United States today. There are several reasons given for this; all of them without foundation. One of the prime culprits in this is the media. If the media would exercise more caution, do more research and make a legitimate effort to tell both sides of the story, much of the anti-public employee propaganda would cease.

Two recent incidents stand out. The General Manager of a Buffalo TV Station lays the problems of the Social Security System at the feet of Public Employees because they "don't contribute." How could a person in such a responsible position allow himself to be embarrassed the way he did? Right now, in the City of Buffalo the State Liquor Authority is under attack for apparently failing to perform adequately. This failure to perform should be attributed to the leaders of the agency, not the staff who have to follow their directions. Has this been mentioned? No!

Throughout these and untold other incidents, the only advocate for the Public Employee is the union, CSEA-AFSCME. With very few exceptions, no one else cares or makes any attempt to see that the Public Employee gets a fair share. CSEA-AFSCME is forced to spend its time and resources, which is done willingly, but you can help! When you become aware of such occurrences, please notify us so that we can respond.

On a different note, for a long time public and private sector unions have gone their own way. They have not communicated adequately, each feeling that they have different goals and needs. Although this may still be true in some instances, I am happy to report to you that in Region VI, we have recently been able to combine our efforts and work together in a way that I feel portends well for the future of organized labor.

CSEA and the Western New York Coalition for Occupational Safety and Health have during the past year worked together to promote the "Right to Know" Bill and the Public Employee Occupational Safety and Health Bill, both of which became law this year. We have also combined our efforts to work against the Schweiker Bill in Congress; a bill which, if passed, would virtually cripple the Federal OSHA regulations. We also will be working together in some of the current political races, especially to support Assemblyman Joe Pillittere in the 138th Assembly District in Niagara County.

To more effectively serve its membership, the Union must get more involved in all aspects of the community. CSEA-AFSCME in Region VI is doing just that.

Tour brings McGowan to Western Region

During his statewide tour, CSEA President William L. McGowan recently visited with members of Region VI. There, he sought to expand communications with rank and file members in a series of informal meetings.

Although President McGowan travels extensively throughout the state, on a regular basis, he said there is no substitute for frank, open discussions in a casual setting such as the ones provided in Buffalo and Rochester.

"Communication is the lifeblood of a responsible labor union," Mr. McGowan has often said. In turn, he continues to live up to this theme — especially in light of his very successful tour this past month.

A LIST OF CONCERNS. CSEA Retiree Hugh O'Pray had his priorities well listed during an informal meeting with President McGowan in Rochester.
President visits to regions help keep open lines of communication

CSEA President William L. McGowan continued his statewide tour during September to encourage communication between the union leadership and rank-and-file members, holding all-day sessions in five of the six CSEA regions thus far. A planned two-day visit to Long Island Region I, cancelled due to the unexpected death of the late Region I President Irving Plaumenbaum, is expected to be rescheduled to complete the statewide tour schedule.

This year's statewide tour duplicated a highly successful tour program initiated last year by McGowan. All visitations featured one-to-one open discussions, in an informal setting, between McGowan and members who wished to discuss ideas, concerns or problems.

The adjacent photos depict McGowan meeting with rank-and-file members during visits to Regions II, III, IV, V and VI.

ON THE RECORD. CSEA President William McGowan and his assistant Judy Burgess take notes while Dorothy LaFrance, left, of New York City Local 010 lists a few concerns in Region II.

IN ROCHESTER, area stewards L. E. Schneckenberger (right) and Kathy Boise (center) brought their concerns to President McGowan during his tour through Region VI.

ONONDAGA COUNTY LOCAL 834 member Mary Matteson chats with President McGowan during his visit to Central Region V.