ALBANY — Three major CSEA-backed bills that passed the 1980 state legislature will, if signed into law by Gov. Hugh Carey, benefit the nearly 25,000 school district employees the union represents statewide.

Major school district employee bills join other union bills on gov's desk

One gives financial aid to small city school districts that were exceeding their constitutional taxing limit.

"We have numerous districts in that category throughout the state," said CSEA School District Coordinator Larry Scanlon, "and they were planning to ease their financial problems by laying off many of their non-teaching personnel. It seems that the first ones to suffer for the economic woes of the school districts are the valuable personnel who pay taxes in the district and had nothing to do with causing the problems in the first place."

Another piece of legislation that CSEA got passed will guarantee school-district employees the New York State minimum wage, which is currently $3.10 an hour. The law will take effect Jan. 1, 1981.

The third major piece of CSEA legislation benefiting school-district employees is the Occupational Safety and Health Act. CSEA's top priority for the 1980 session, it was expected to be signed into law by the governor last week.

"The extent to which OSHA applies to school district employees has been the subject of much discussion," Scanlon said. "The bill says that existing school buildings that have been certified as complying with the State Education Commissioner's rules and regulations are exempt from OSHA standards."

CSEA learned Thursday that Governor Carey is thinking of vetoing the pension supplement bill, which would give retirees pension increases in the 3 to 7 percent range. The Governor's office cited the "substantial fiscal impact" of the measure.

"The Governor is pleading poverty to tens of thousands of former public employees who know too well what real poverty is," commented CSEA President William McGowan. "A worker who retired in 1979 has seen his pension's value cut in half by inflation, yet is told the state can't afford a 7 percent raise."

For the first time, members of the Civil Service Employees Assn. can now obtain the advantages of individual, cash-value life insurance policies combined with the convenience and economy afforded by payroll deduction. The new coverage, called the Family Protection Plus Plan, was announced today by CSEA President William McGowan. It will be administered by Ter Bush & Powell, Inc., insurance consultants to CSEA, and underwritten by The Travelers Insurance Company.

In announcing the new program, President McGowan emphasized that the individual policies are not intended to replace any of CSEA's life insurance coverage.

"Group term insurance," Mr. McGowan said, "still provides a quick, low-cost way to create an 'instant estate' for the protection of a member's family. With the new individual policies, members can now expand that protection while building a cash reserve that they can use themselves, in later years, for personal, business, educational, or retirement purposes."

The difference between the two forms of coverage was explained by Richard K. Merkel, Vice President of Ter Bush & Powell, who joined in the announcement.

"Term insurance," Mr. Merkel said, "is pure protection. You're buying a death benefit, and that benefit will be paid to your beneficiaries if you die while the policy is in force. Permanent insurance also provides a death benefit, but in addition it builds up cash values during the years when you are paying premiums. During those years, the accumulated cash value can be borrowed by the policyholder at very low interest rates. And when the policy becomes fully paid up at age 65, it remains in force automatically for the rest of your life. Or, if you prefer, you can cash it in for the accumulated cash value and use the funds for another purpose. In these days of light money and record interest rates, the build-up of cash values, and especially the guaranteed availability of loans at very low interest, is a feature that ought to appeal to many members. Another important feature is that policies issued to applicants age 55 will be fully paid up at age 65 and will remain in force automatically thereafter."

The Family Protection Plus Plan offers many unusual features. For example, individual cash value policies can be purchased not only by CSEA members, but also by their spouses and children under the member's payroll deduction privilege. This means, according to Mr. Merkel, that children can be started on their own insurance portfolios at the exceptionally low premium cost applicable to their age. "An important thing to remember about permanent coverage," Mr. Merkel pointed out, "is that the premium rate you start out with, which is based on your age at the time of purchase, remains constant for the life of the policy. A person who takes out a permanent life insurance policy at a very young age will pay the same low premium until the policy is paid up."

Other features of the Plan include automatic waiver of premium in case of disability for policyholders age five through 55; the ability of the member to retain his coverage even if he leaves his job; and the optional availability of increased benefits for accidental death and of very low-cost term riders covering the children of the policyholder. Members will have the choice of $2, $3, $4, or $5 payroll deductions per week, and the face amount of the policy will depend upon the deduction selected and the age of the applicant at his or her last birthday. Coverage available through the $2 weekly deduction is guaranteed to every member. Higher amounts require the completion of a health questionnaire. Policies issued to applicants through age 55 will be fully paid up at age 65. Policies issued to applicants between 56 and 65 will be fully paid up at age 70.

An example of the unusual economy made possible when a policy is purchased under the CSEA plan and paid for through payroll deduction is offered by The Travelers Insurance Company. A 25-year-old female who works as a CSEA member and has a CSEA Individual Travelers life policy, paid up at age 65 and with waiver of premium, would pay monthly premiums totalling $268.50 per year for a $20,000 policy. If she chose to take the cash out at age 65, she'd receive $12,480. A 25-year-old female who paid only $260 per year through payroll deduction for a comparable CSEA coverage, however, would have a policy with a face value of $22,156. And the cash value at age 65 would be $14,020.

Members who want to know more about the CSEA Family Protection Plus Plan should communicate with their Ter Bush & Powell representative or directly with Ter Bush & Powell, Inc., Box 956, Schenectady, NY 12301. During business hours they may call Roz Marvin at (518) 370-8712.
Editor's note: Two key bills affecting the 3,800 judiciary employees represented by CSEA statewide passed the State Legislature recently and are awaiting action by Governor Carey. Those bills were outlined on page 1 of last week's issue of The Public Sector, along with an urgent request that all public workers immediately write to the governor asking his signature on those bills. The following letter, which outlines the entire lengthy situation concerning the judiciary employees, is printed in its entirety.

The Editor: "The Public Sector":

As CSEA members and employees of the Unified Court System of New York State, we should like to use this to broadcast an open appeal to all of our fellow public employees.

In 1979, after several years of waiting, the Office of Court Administration, the administrative arm of the judicial branch of the State, instituted a Classification plan which directly affected some 9,500 court workers. This Classification plan was to bring about a standardization of job titles, qualifications, and entire salary structure for the non-judicial employees. These employees were previously employed by various counties and state agencies. In the counties, this plan would have had the effect of cutting off the non-judicial employees' salaries from six to ten years without adequate compensation.

The Office of Court Administration has followed a course of action which has been detrimental to the non-judicial employees. These employees have been denied the right to job stability and have been subjected to an uncertain future. The Office of Court Administration has not followed the procedure outlined in the Classification plan, and the non-judicial employees have not been given protection or consideration at the hands of the State Legislature. These employees have been told to apply for new jobs, and in the meantime, the people who have served loyally and faithfully for these years are now told to take an exam with no protection or consideration at all.

In the letter, she says, is the following letter, which outlines the request that all public workers immediately write to the governor asking his signature on those bills. The letter is in the form of an open letter to the governor, urging him to sign the bill.

"Dear Governor Carey:

I am writing to urge you to sign the bill that was passed by the State Legislature recently and is pending action by you. This bill, which is entitled "The Public Sector," affects all public employees, including those in the judicial branch of the State. The bill provides for the establishment of a classification plan for non-judicial employees, which will ensure job security and fair compensation for these workers. It is imperative that this bill be enacted into law as soon as possible.

Sincerely,

[Signature]

The Editor: "The Public Sector":

ALBANY — The trustees of CSEA's Employee Benefit Fund recently voted to expand direct-pay privileges to include employees who are laid off and put on a preferred list. Previously, such coverage was available only to those on approved leave without pay.

Current coverage is carried automatically for 28 days after an employee leaves the payroll. Thereafter, direct pay coverage may continue up to one year. The cost is $50 per calendar quarter, for those in CSEA's three major statewide bargaining units. Those in other units with dental coverage pay at a rate based on the contract between their employer and the Fund. Direct-pay coverage applications can be obtained by mailing the coupon below, or by calling the Fund at (518) 459-9463 or toll-free at 800-342-4274. Applicants who are eligible for direct-pay coverage will be billed by the Fund. This coverage is not retroactive and must be applied for before the employee leaves the payroll. Therefore, applicants must notify the Fund as soon as they know the date of their last paycheck.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while on the payroll.

Name:
Address:
City:
State:
Zip:
Mail to: CSEA Employee Benefit Fund
One Park Place
Albany, N.Y. 12205
(Do not send payment at this time.)

Unemployment Insurance

ALBANY — A case will be argued in the Court of Appeals this fall that will decide whether thousands of school-district employees throughout the state are eligible for unemployment insurance (UI) during the summer, or any other recess in the school year.

The State Labor Law, Section 690.11, says that non-teaching school district employees can be denied UI only if their written contracts guarantee them employment after the recess. But many school districts that lack such contracts oppose employees' receiving UI, on the grounds that a note from management saying they'll be rehired after the recess is all the "guarantee" they need.

CSEA Attorney William Reynolds has already filed a brief in the case. "A note from the school district is just not good enough to guarantee job security," Reynolds said. "It's just an excuse to deny workers their unemployment insurance.

"Any document undermines a verified labor contract by making people feel that they have a personal, individual agreement with the district."

CSEA School District Coordinator Larry Scanlon advises school district employees that, should their claim be denied on the basis of Section 690.11, they should follow the guidelines put forth by Form No. 1 with the Department of Labor within 30 days. Form No. 1 was devised by CSEA. It has the effect of appealing the denial to an administrative law judge, but changing the hearing pending the outcome of the fall court case.

"By filing form No. 1, you'll be protecting your legal rights as defined by the highest court in the state," Scanlon said.

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ALBANY — A labor-management committee that deals with long-term employment issues in State government has announced that funding has been granted for a project to retrain some 2,000 employees of the state’s 20 centers for the mentally retarded and developmentally disabled.

In a joint press conference recently, CSEA President William L. McGowan, and Governor’s Office of Employee Relations Director Meyer Frucher; Mental Retardation Commission Chairman James Introne; and Rodney E. Dennis, chairman of the Continuity of Employment Subcommittee, announced details of the funding and the program itself.

The labor-management representatives announced that a $90,000 grant has been awarded from the Continuity of Employment Subcommittee to the State Office of Mental Retardation and Developmental Disabilities (OMRDD) to help retrain mental hygiene therapy aides to assume new roles caring for clients in community residency and intermediate care facilties.

The Continuity of Employment Subcommittee is part of the State-CSEA Committee on the Work Environment and Productivity, a broadly based labor-management panel committed to improving state employee working conditions and resiliant productivity. President McGowan said CSEA strongly supports the retraining program designed by OMRDD. CSEA represents the 41,000-member Institutional Services Bargaining Unit, which contains thousands of therapy aides.

The program, the largest formal State training effort of its kind, is designed to take advantage of years of experience and skills acquired by aides working in institutional programs. As the State reduces reliance on institutional care, retraining will enable seasoned employees to make an important contribution to the developing, community-based system of care for retarded and developmentally disabled individuals.

The retraining is expected to reach nearly 2,000 mental hygiene therapy aides as they transfer to community-based jobs in coming months. An estimated 180 staffers are now undergoing or have completed basic training in specialized workshops which began in January. Many have begun new jobs as community residence aides in state-operated community residences and intermediate care facilities. Both type residences are supervised homes within communities for family-sized groups of disabled persons.

Additional retraining sessions are scheduled to get under way this summer in the Ballston Spa, Westchester, Middletown, Albany, Buffalo, Binghamton, Rochester and New York City areas.

OMRDD’s Bureau of Staff Development and Training will use this project as the prototype for continuing in-service training of community residence aides in years ahead. The project also has tentative Federal approval for a matching grant.

“We expect that this program will help reduce the employee turnover rate, boost morale and enhance client development,” said James E. Introne, commissioner of the Office of Mental Retardation and Developmental Disabilities.

CSEA PRESIDENT WILLIAM L. McGOWAN tells news media representatives that the union strongly supports a just-announced training program to retrain nearly 2,000 mental hygiene therapy aides to assume new responsibilities in community-related facilities.

At right is CSEA Executive Director Joseph J. Dolan Jr., who attended the press conference to announce funding of the project. Several top state officials also participated in the labor-management press conference.

MANNING THE TELEPHONES at the Westchester Council for the Arts phonothon in White Plains are Westchester County CSEA Local 860 members, from left, Roger Williams, Edward Carafa, Pug Lanza, Roy West and Eleanor McDonald.

Local 860 members work for charity

HELPING MAKE THE Westchester Council for the Arts phonothon a success are Westchester County Local 860 members John Catoe and Doris Mikus.

Calendar of EVENTS

July

5—Geneese Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Danville.
8—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 735 Waverly Ave., Holtsville.
12—St. Lawrence County Local 845 annual family picnic, noon-8 p.m., Beach Road, Waddington Beach, Waddington.
19—Black River Valley Local 015 family picnic, 11 a.m., Wescom Beach State Park.
9—CSEA workshop, Region II, 10 a.m.-3:30 p.m., Room 4430, 2 World Trade Center, New York City.
10—CSEA workshop, Region I, 10 a.m.-3 p.m., Room 2B43, State Office Building, Hauppauge.
11—Syracuse City Local 013 annual clambake, 5 p.m., Hinerwadell’s Grove, Taft Road, North Syracuse.
11—CSEA workshop, Region III, 10 a.m.-3 p.m., Room 300, SUNY New Paltz, New Paltz.
21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
21—CSEA workshop, Region I, 10 a.m.-3:30 p.m., Room 2843, State Office Building, Hauppauge.
25—DOT Local 505 annual clambake, Roselaw Restaurant, New York Mills.
26—Dundie Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.

August

2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.

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New National Safety Council memorial program announced

Chicago — Labor organizations can honor the memory of a Brother or Sister killed in either a workplace or off-the-job accident, by making a contribution to the National Safety Council’s Memorial Fund Program.

These memorial gifts, according to the Council, will help awaken the public to ever-present dangers and suggest ways to avoid safety hazards at the workplace, in the home, on the highways, and in public places.

Vincent L. Tofany, president of the 67-year-old Council, notes that “Accidents are the leading cause of death among all persons aged 1 to 38. Among persons of all ages, accidents are the fourth leading cause of death, 103,500 fatalities last year. Work accidents resulted in 13,100 fatalities — a one per cent increase from 1978. These facts demand prompt and vigorous safety action. The memorial Fund Program will help the Council expand its safety and health programs.

Labor organizations and their memberships, or individual members wishing to pay tribute to a Brother or Sister, can send a memorial gift, in any amount, to Council headquarters. Contributions should be accompanied by the full name of the person to be memorialized, the name and address of the family member to receive the memorial card, and the donor’s full name and address.

Anyone wishing further information on the National Safety Council’s Memorial Fund Program can write to or call the National Safety Council, Labor Department, 444 N. Michigan, Chicago, Illinois 60611.

CSEA STATEWIDE PROBATION COMMITTEE Chairman James Brady, right, introduces State Probation Director Thomas J. Callanan, center, to committee members at a recent committee meeting. At left is committee member John Whalen.

Bloodmobile Coming

Bloodmobile visits for State employees have been scheduled at the following locations:

- Taxation and Finance, Albany - July 2
- SUNY at Buffalo, Main Campus - July 9
- Ulster State Office Building - July 9
- Rome Developmental Center - July 9
- Transportation, Poughkeepsie State Office Building - July 9
- Marcy Psychiatric Center, and Central N.Y. Psychiatric Center, Marcy - July 10
- Gowanda Psychiatric Center, Helmuth - July 10
- SUNY at Stony Brook - July 10
- Labor, Albany - July 11
- Harlem Valley Psychiatric Center, Wingdale - July 11
- Watertown State Office Building - July 14
- Binghamton Psychiatric Center - July 15
- Kings Park Psychiatric Center - July 15
- Office of General Services, Albany - July 16
- Civil Service, Albany - July 17
- O. D. Heck Developmental Center, Schenectady - July 21
- Binghamton State Office Building - July 21
- Hauppauge State Office Building - July 21
- Wassaic Developmental Center - July 22
- SUNY at Albany - July 23
- SUNY at Buffalo, Amherst Campus - July 24
- Broome Developmental Center, Binghamton - July 25
- Criminal Justice Services, Albany - July 28
- Transportation, Rochester - July 28
- Environmental Conservation, Avon - July 30
NEW YORK CITY — Metropolitan CSEA Region II has negotiated an agreement with State Mental Retardation Commissioner James Introne concerning implementation of the Morgado Memorandum for Office of Mental Retardation (OMR) facilities in Region II.

Region II President James Gripper, in a memorandum to the regional Executive Committee, said: "Commissioner Introne commits to CSEA's negotiation the Department to open 108 state-run community facilities in the Metropolitan Region. There also is a commitment to expand day treatment programs through the use of state resources and employees.

"Most importantly, the agreement provides a mechanism by which CSEA will monitor the establishment of community residences. This tool should enable CSEA to limit any new voluntary agency activities."

Negotiating the agreement with OMR was CSEA Field Representative Bart Brier, who was supported by Gripper and Local Presidents William Anderson, Bronx Psychiatric Center; Dorothy King, Creedmoor Psychiatric Center; Margaret Meaders, Manhattan Developmental Center; Brenda Nichols, Brooklyn Development Center; and Felton King, Staten Island Developmental Center.

Introne, in a May 22, 1980, letter to CSEA President William L. McGowan, said:

"As you know, my staff has been working very closely with some of your staff and the New York City facilities Chapter Presidents to resolve some issues affecting community placements.

"These discussions have taken place over a long period of time and are somewhat conditioned by the outcome of our budget this year.

"It is generally common knowledge we suffered some financial reductions in this year's appropriations ..."

"It is my feeling that even with these reductions we can continue to meet the general provisions of the Morgado memorandum and move to establish more State Operated Community Residences.

"This being the case, I feel confident in committing myself to the following courses of action of particular concern to the New York City Chapters."

Those actions are:

- Representatives of CSEA will be appointed to Borough Developmental Service Office Boards. These appointments will be made in spite of the objections by voluntary agencies.

- Establishment of 108 State-operated community residences in New York City, subject to legislative approval.

- Residents of OMR facilities will receive six hours of program a day. Day program expansion in the community will be by State employees where resources exist.

NEWBURGH — CETA funds were improperly used by the City of Newburgh to hire police cadets to replace four laid off dispatchers.

That's not news to Newburgh Unit President Bill Mott, who said, "We warned them, but it was like seeing someone walking on thin ice — if they won't listen, they're going to sink."

In this case, it was Administrative Law Judge D. Barry Morris who came to the rescue by upholding a complaint filed by CSEA on behalf of the dispatchers.

CSEA had charged that $54,000 in CETA funds were improperly used to replace the laid off dispatchers. The cadets were supposed to be trained in patrol work, crime prevention and communications, but at a hearing police officials admitted that the cadets were trained only in communications.

The judge's decision cited the CETA regulation on "maintenance of effort" which prohibits using monies to fill the same or equivalent positions from which other people have been laid off. Indeed, the judge wrote, "... the activities performed by the laid off police dispatchers were substantially identical to the activities performed by the police cadets as evidenced by testimony of the county's witnesses."

Orange County officials, fighting the CSEA action, maintained that the U.S. Department of Labor concurred in the way funds were being spent; but the judge found no evidence to back up that contention.

The four dispatchers have been rehired and the judge has asked that both the Department of Labor and CSEA submit to him suggestions on what penalties Orange County should pay for improperly using the funds.

The Public Sector, Wednesday, July 2, 1980

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SAFETY HAZARDS PLAGUE EVEN THE CAFETERIAS. The mass of electrical wires shown in this photo presents a fire hazard and an unwary victim could easily trip over the wire stretched across the aisle.

Not only has DAKA lowered prices, but the food it serves is better tasting, fresher and more eye appealing than before. Special sales on certain items are conducted weekly.

More variety, including pizza, sandwiches, salads and all kinds of fast foods, is being offered. A major attraction, Weeks says, is the "Salad Bar." Salads bars allow the employees to prepare their own salad, have it weighed at the cash register and pay for it by the ounce.

Weeks did say that the union is not entirely pleased with the 15 cents per ounce the employees are being charged. "A quarter of a tomato weighs about an ounce, so putting a good salad together could be expensive," he added.

The atmosphere has been enhanced by a more attractive arrangement of furniture and the addition of plants and art objects. Additional cash registers help to move lines more quickly.

Though little has changed at the campus, Sokolowski says the union is hopeful that a contract change there, expected to be made by the end of the summer, will be for the better.

"We understand nothing will be changed under the present cafeteria management," she explained, "but the state has said they will be more careful and demanding in selecting the new vendor. We have seen the bidding specifications and feel they meet our members' needs.

Meanwhile employees there continue to bring their own lunches to eat in the cafeteria or go out and buy it. Cateraia sales, she said, "are definitely down."
Union protest leads to protection from falling asbestos at City Hall storeroom

NEW ROCHELLE — A new drop ceiling is being installed in the basement storeroom of New Rochelle City Hall as a protection against falling asbestos, culminating an 18-month fight by the City of New Rochelle CSEA Unit to have a dangerous health hazard corrected.

Asbestos is a cause of stomach and lung cancer and of other respiratory diseases.

Leading the fight to correct the hazard was Unit President Anthony Blasie; Southern Region III President James Lennon, a resident of New Rochelle; and CSEA Field Representative Larry Sparber.

Construction of the drop ceiling started in May, 1980, and was continued in June.

Construction of the ceiling was approved by the City Council in March, 1980. Mayor Leonard C. Paduano and Councilman Rocco Bellatoni were most influential in having the removal of the hazardous condition approved, Blasie said.

Blasie also praised Westchester County Legislator Ronald Tocci for his influence in obtaining the personnel for the construction.

The 18-month fight started in January 1979 when Blasie and other members of the unit sought action by the city management to correct a hazardous condition.

When there was no action by the city management to eliminate the hazard, the unit turned to Westchester County Local 860 and to Region III President Lennon.

The New Rochelle Unit, backed by members of many other Local 860 units, held a demonstration outside City Hall before a council meeting in March 1980.

During the council meeting, Blasie and Lennon spoke on the dangers of asbestos exposure.

The Public Sector first publicized the New Rochelle asbestos problem last February, and later gave full coverage to the demonstration and to speeches before the City Council.

Perseverance pays off with improvements for New Rochelle workers

NEW ROCHELLE — Forty employees of the New Rochelle Public Library, represented by CSEA recently have been provided parking in the vicinity of the library.

A demonstration by CSEA and petitions and letters from union members and from the public led the way in the New Rochelle Library Unit’s victory for parking spaces.

When the library moved into a new building in the fall of 1979, no parking for the employees was provided, and city management refused to respond to a request for parking.

When the library officially opened, the Library Unit, backed by other units of Westchester County Local 860, picketed the ceremony.

The parking spaces were provided when the City Council, in effect overruled the city management, and voted the parking spaces.

The Library Unit, led by President Phyllis Kennedy, is part of the City of New Rochelle Unit, led by President Anthony Blasie.

ITS ALL SMILES in the storeroom in the basement of New Rochelle City Hall where a new drop ceiling is being constructed to protect those in the room from falling asbestos. In the storeroom are, from left, City of New Rochelle Unit President Anthony Blasie, New Rochelle Mayor Leonard C. Paduano, CSEA Field Representative Larry Sparber and Southern Region III President James Lennon who is a resident of New Rochelle.

NEW ROCHELLE MAYOR Leonard C. Paduano inspects the newly constructed frame for the drop ceiling of the City Hall storeroom. The ceiling above is insulated with a material containing asbestos which has been flaking off and falling.

CSEA FIELD REPRESENTATIVE Larry Sparber, left, New Rochelle Public Library Unit President Phyllis Kennedy and City of New Rochelle Unit President Anthony Blasie stand next to a sign in front of the new public library which reads: "No parking except for library staff." When the library opened in 1979, no such signs were to be found near the library. Hard work by CSEA produced a change in the parking situation for the employees.

Union effort pays off with parking spaces for workers

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The Library Unit, led by President Phyllis Kennedy, is part of the City of New Rochelle Unit, led by President Anthony Blasie.
**FACES in the crowd**

The Civil Service Employees Assn. is blessed with a wealth of dedicated and capable activists, from the grassroots level to the highest echelon. Thousands upon thousands of union members across the State participate in the activities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-seated strength of the powerful union.

Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming the “faces in the crowd” of the thousands of people who help the union function effectively.

**THE ANGER IS ON THE FACE OF** Nassau County Local 830 member Thomas Gargiulo, who is standing next to a display of J.P. Stevens’ Utica brand sheets and pillow cases at Macy’s department store in Garden City. Gargiulo is taking part in a Long Island Federation of Labor protest.

**IN VOLVED, A DOER AND AN ORGANIZER** are some of the words which Saratoga County CSEA Unit President William McTygue uses to describe union representative Cheryl Sheller. In the above photograph, Cheryl, right, talks with a local reporter about the recent carnival for Saratoga County Infirmary patients she helped organize.

**Hit Macy’s on J.P. Stevens sales**

GARDEN CITY — Nassau County Local 830 President Nicholas Abbatiello, left, a vice president of the Long Island Federation of Labor, AFL-CIO, leads almost 50 unionists at Macy’s department store in Garden City in a protest against the sale of J.P. Stevens products. Also at the protest from Local 830 is John Aloisio, right.

THE PROTEST IN GARDEN CITY was held in the hope that Macy’s Chairman of the Board Edward Finkelstein would answer some questions about the department store and J.P. Stevens, including:

- Why does Macy’s claim to be neutral on J.P. Stevens and then run full-page newspaper advertisements on the products?
- Why are the Barnberger’s and Davison’s divisions of the company the leading carriers of J.P. Stevens products in their areas?
- Why does Finkelstein refuse to meet with representatives of organized labor?
- Why can’t Macy’s secure alternative products from other manufacturers?

These were the same questions presented to a Macy’s official at the store in the April 30 protest by the Long Island Federation of Labor, which was led by Long Island Region 1 President Irving Flaumenbaum.

The protesters, after assembling outside Macy’s, marched into the bedding department where they were met by a half-dozen store officials.

Leading the protesters were Abbatiello and ACTWU representative David Dyson.

The protesters demanded to speak with the store manager. After Abbatiello, Dyson and the other protesters made it plain they would remain in the bedding department, the manager sent word he would meet the group in a store meeting room.

In the meeting room, Abbatiello told the store manager the Long Island Federation of Labor could educate Long Island shoppers about J.P. Stevens products at Macy’s.

Other CSEA members taking part in the protest were Thomas Gargiulo, Ed Plummer and John Aloisio.

Among the labels J.P. Stevens’ products hide behind include: Utica, Tastemaker, Fine Arts, Meadowbrook, Gulistan, Forstmann, Pinehurst, Snoopy, Dinah Shore, Suzanne Pleshette, Yves St. Laurent, Angelo Donghia, Cacharel, Hardy Amies and Lenard Fisher.

**Union work fascinating for Cheryl**

SARATOGA — Prompted by a genuine love and concern for the clients at the Saratoga County Infirmary where she is a physical therapy aide and an active member of her Civil Service Employees Assn. Unit, Cheryl Sheller eagerly volunteered to assist infirmary officials in planning a recent carnival day aimed at boosting patient morale.

Consequently, in her own words, she ‘plunged headlong into a whirlwind of activity’ that included arranging the events and games, selecting the more than 500 prizes to be awarded to game winners, and handling a major portion of the publicity surrounding the festival.

Sheller was also largely responsible for getting the rest of her CSEA unit, as well as some members of the Saratoga County CSEA Local involved in the planning.

“This is the highlight of my union activities so far,” Sheller commented about the experience. "I’m still not over it, after several weeks. I just got so much pleasure out of making the day so much nicer for the patients. Their smiles will be with me for a long time.”

This is the first time such an event has been held and, encouraged by its success, the union and the administration are already making plans for another next year, she added.

Sheller has played a major role in the CSEA’s attempts, over the past few years, to become a more active and effective force in the lives of infirmary employees.

Prior to 1978, there were few union activities there and, in fact, a general membership meeting was virtually unheard of.

In July of 1978, after having worked for the infirmary for three years, Sheller answered a call for union representatives and took on the role of shop steward. Soon after, she joined the unit’s political action, social and membership committees, and helped to found the unit newsletter “Shop Talk.”

“From talking to the unit members, I found union work fascinating, fun and exciting, she said. ‘It has been an invaluable learning experience for me.

As any other union officer responsible for representing various opinions held by the membership, Cheryl has had her victories and her disappointments,’’ says her unit President William McTygue. “But through it all she has had a keen sense of fairness and responsibility to her office and her clients. She is involved, a doer and an organizer, whether in community activities or as a union activist.

A native of Albany, Cheryl now lives in the Saratoga County Town of Providence with her husband Paul. She is president of the Women’s Auxiliary of the town’s fire department.
INFORMATIONAL PROGRAM HELD FOR BROOKHAVEN CSEA UNITS

NORTH PATCHOGUE — An informational and educational program on the history and background of CSEA and AFSCME, and discussions concerning the two major labor unions since they affiliated, was conducted recently by officials of the unions for members of the CSEA units of the Town of Brookhaven.

Approximately 800 employees of the town are represented by the white collar, blue collar and highway units of Suffolk County Local 852.

Speakers at the meeting included Local 852 President Ben Boczkowski and AFSCME officials Robert McEnroe and Steve Regenstreif.

Also at the meeting, AFSCME presented a short program on organized labor's right-wing opponents and their tactics.

The meeting was organized by Brookhaven Highway Unit President Charles Novo.

SUFFOLK COUNTY CSEA LOCAL 852 President Ben Boczkowski, right, speaks on the affiliation of CSEA with AFSCME at a meeting of the three CSEA units of the Town of Brookhaven on May 28 in North Patchogue. Other speakers at the meeting include, from left, Brookhaven Highway Unit President Charles Novo, Local 852 President Ben Boczkowski, right, and AFSCME New York Director Robert McEnroe.

LONG ISLAND REGION I First Vice President Danny Donohue, left, confers with Robert O'Brien of the BOCES II Unit of Suffolk County Local 852 at the May 28 Brookhaven units meeting in North Patchogue.

NEED HELP?

Call EAP

1-800-342-3565

The Employee Assistance Program (EAP) is a free confidential counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse.
III held its second legislative breakfast of the year in Newburgh region. April was for the southern part of the region; Village Trustee Warren Tackenberg; and, speaking for CSEA at the breakfast were Region III President James Lennon, Region III Director Thomas Luposello, Region III Legislative and Political Action Committee Chairman Carmine DiBattista and Co-Chairmen Patricia Neelon and C. Scott Daniels.

Attending the breakfast were representatives of Assemblymen Glenn Warren, Steven Salant and William Larkin; and of Congressmen Hamilton Fish and Benjamin Gilman. Coordinators of the breakfast were Neelon and Daniels.

TROY — A comprehensive fact finding report has been issued by Robert D. Helsby in the dispute between Rensselaer County Sheriff and the County Sheriffs Unit of the Rensselaer County CSEA Local. The fact finder, the former chairman of the state Public Employment Relations Board, tied together the three issues of dispute, wages, shift differential and holiday premium pay into a complete settlement package and indicates that his recommendations should be taken as a complete package.

In the wage area, the nationally-known fact finder established a systematic wage and salary comparability formula to resolve the ongoing inequities in the present situation which finds that, "Rensselaer County Sheriff's Department salaries are low in comparison to contiguous counties, other counties of comparable size, location and population and also with police departments of the surrounding areas."

Helsby's report says, "An analysis of wage levels in the area, the cost of living, and other economic factors in the light of duties and responsibilities of the employees lead me to conclude that salary levels particularly for Deputy Sheriffs and Corrections Officers, are not adequate to properly meet the basic needs of these employees."

Helsby also noted the County's ability to pay for his recommended salary package, saying "With regard to an ability to pay the County would appear to be in a sound financial condition. The fact that the County has reduced taxes a total of 19.3% in the past three years in itself would indicate some degree of fiscal health. While the outlook for the next few years is clouded by many of the uncertainties which the County has cited, care must be exercised to balance the needs of government, the employees and the taxpayers. In these next few years, increased concern should be given to the basic needs of employees in order to provide fair treatment to them and thus provide a better balance to the management-labor equation."

Harm Swits, CSEA Collective Bargaining Specialist, commented on the fact finders report. "The fact finder took his time to fashion a complete systematic solution to what is becoming a major problem area in the public sector of Rensselaer County. His solution should be supported by the County Executive and the Legislature so that accord between labor and management can replace the feeling of growing discord between the involved groups."

NASSAU COUNTY CSEA LOCAL 838 President Nicholas Abbatiello, sitting left; and Village of New Hyde Park Mayor William Gill, sitting center; sign a new three-year contract between the Village of New Hyde Park Unit and the village. Attending the signing are, from left standing, Unit President Butch Bignatelli, CSEA Field Representative Michael Aiello, Unit Vice President John Gurski, Village Treasurer and negotiator Julius Caccopola and Village Trustee Warren Tackenberg; and, sitting right, Village Deputy Mayor Ben Ben- tivega.

NEW HYDE PARK — Members of the Village of New Hyde Park Unit of Nassau County Local 838 started a new, three-year contract on June 1, 1980. Unit President Butch Bignatelli said the contract calls for each employee receiving $1,000 in the first year, $1,300 in the second year and $1,500 in the third year in addition to scheduled increments.

The contract adds one personal day and adds in the third year a dental plan and an optical plan, he said. There is productivity involvement in the contract, he said. Bignatelli thanked Long Island Region 1 President Irving Flammbaum, Abbatiello and CSEA Field Representative Michael Aiello for their support during negotiations.
ELMIRA — The Special Olympics came to Elmira the sunny weekend of June 14-15, when more than 1,000 very special athletes gathered to participate in the annual Summer Games.

Among the enthusiastic competitors were more than 100 Special Olympians sponsored by CSEA Regions, Locals, Units and individual members.

Among the many volunteers working throughout the weekend as chaperones and parade marshals were 14 CSEA members from the Elmira Correctional Facility, including John Galvin, President of Local 156, and Gloria Holtz, who served as volunteer coordinator. The Local also sponsored 20 athletes who participated in the Elmira games.

To date, CSEA has forwarded more than $12,000 in contributions to the New York Special Olympics, an amount which will enable more than 600 mentally handicapped individuals to participate in the year-round program of sports training and athletic competition.

The CSEA-sponsored Special Olympians who didn’t compete in the Summer Games will have their moments of glory later this year in such events as the Fall Games, Winter Games or special statewide tournaments.

There’s still plenty of time to sponsor an athlete. For your convenience, use the coupon below.

Please help. For your convenience, use the attached coupon. Send your tax-deductible contribution to:

CSEA Support
Special Olympics
33 Elk St., Albany, N.Y. 12224

- President’s Club ($360)
- Gold Medal Club ($185)
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- Individual Sponsors ($19.50)

Make checks payable to: “New York Special Olympics, Inc.”

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City
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Zip

Local Name and/or Number

LAURA RIDLEY of Campbell, sponsored by CSEA Local 156 of the Elmira Correctional Facility, displays the medal she won in the frisbee competition.

SAMUEL BROWN of Hempstead, sponsored by the Nassau County Local, led the field in the 100 meter dash.