UNDERRAFFLING IS SHORTCHANGING THE TAXPAYING PUBLIC

Many state agencies and some local governments are so critically understaffed that the quality of service being delivered to the taxpaying public is at unacceptable levels and deteriorating rapidly, the Civil Service Employees Assn. is charging.

Union officials blame Gov. Mario Cuomo and the State Legislature for the worsening situation, saying it's the direct result of unnecessary recent employee layoffs coupled with the early retirement incentive program. Together, union officials claim, layoffs and early retirements have virtually decimated the workforce at many agencies and those local governments which followed the state's lead in reducing staff.

The problems are most acute at those locations which have direct contacts with the public, the State Department of Motor Vehicles being a prime example. But, says CSEA President William L. McGowan, "The DMV situation is only the tip of the iceberg; similar problems exist in other state agencies, some are just not as visible, and in local governments that have followed the state's lead in reducing staff.

As for DMV, McGowan calls the understaffing problem "an impossible situation. Because of a 22 percent reduction in staff," he says, "three workers are trying to do the jobs of four."

BLAME GOV. CUOMO for the slow services to motorists by the Department of Motor Vehicles is the message from this DMV employee who participated in an informational picket line last week in downtown Albany.

ALBANY — A move by the Department of Labor to supplant an existing Civil Service list and use an affirmative action program to promote and assist the upward mobility of DOL employees has drawn the fire of CSEA.

"I have no problem as far as the affirmative action program goes, but what I want to know is what is going to happen to the people on the established Civil Service List. They have rights too, and I think we need a solution to this situation," says CSEA Labor Department Local 670 President Jeanne Lyons.

At present, 35 names are on a 1979 list. A dozen of these exam-qualified employees are CSEA members. The exam qualified the workers for a computer program (Continued on Page 5)
Union charges Saratoga County Sheriff Bowen interfered in union matters

BALLSTON SPA — CSEA has filed an improper practice charge against Saratoga County Sheriff James Bowen, charging the sheriff interfered with and attempted to influence Sheriff Department employees in exercising their rights to support CSEA as the employees collective bargaining agent.

According to the improper practice charge filed by CSEA with the Public Employment Relations Board (PERB), Sheriff Bowen purposely scheduled a departmental meeting during the afternoon of July 6 and knowingly allowed representatives of the Sheriff’s Benevolent Association (SBA) to utilize the meeting to communicate with the department employees. CSEA says the incident was for the sole purpose of promoting the SBA and to discourage employee support for their recognized representative. CSEA, SBA recently filed a challenge to CSEA representation.

"It is apparent that Sheriff Bowen wants to be able to control the employees’ labor representative and because of his actions with the supposed independent group, I suggest the initials SBA stand for Sheriff Bowen’s Association," CSEA Field Representative William Lochner stated. "This action shows how little respect the Sheriff really has for any law which does not allow him to rule the roost."

PERB will schedule a hearing on this improper practice charge in the near future.

Grievance leads to payment of increment due

MINEOLA — Lucille Hall, a food service worker at the Nassau County Medical Center, will be getting a $500 increment that was due her on Jan. 1. CSEA filed a grievance on Hall’s behalf charging the county violated Section 11.2 of the collective bargaining agreement which requires that an employee have 90 days notice if a decision is made not to award an increment. But in this case only 64 days notice was given. Moreover, the contract specifically defines “days” to mean “working days.”

In deciding the case, the arbitrator commented, “The contract is clear on its face that when the county is to provide notice of denial of increment, it will provide 90 working days notice” and he therefore ordered Hall be given an increment.

The decision is another victory for the union’s legal assistance program and Nassau County Local 830.

MANUEL BARREIRO, center, director of resources for the Westchester County Department of Social Services and a member of CSEA Local 860, has been elected president of the Mt. Vernon Board of Education. Barreiro recently attended his first Local 830 meeting since being named Board president, and is shown with, from left, Local 860 President Pat Mascioli; Local 860 Political Action Committee Chairperson Eleanor McDonald; Barreiro; Mt. Vernon Non-Teaching CSEA Unit President Marie Lewis, and Bill Hughes, vice president of the Mt. Vernon Non-Teaching Unit. Barreiro won a 5-year term on the Board of Education with the endorsement and support of CSEA in 1980.

CSEA REGION II SCHOLARSHIP WINNERS — Winners of $500 CSEA Scholarship Awards from Metropolitan Region II are flanked by Regional President Frances DuBose-Batiste, left, and Regional Director Ron Mazzola, right. Winners are Belinda Katz, second from left; Darrel Wisher, center, and Kelly Carstensen.
Angry, out-of-work, highway employees demand jobs back with Rensselaer County

TROY—Fed up with the "bull" they have been hearing from Rensselaer County politicians as to why the county can't use excess funds in the budget to rehire them, some of the 49 county highway workers laid off several weeks ago used a little bull to generate attention to their situation.

Pedro, a baby bull owned by laid off highway department employee Dick Yerke, joined a group of Rensselaer County unit and local officials on a small but effective picket line recently.

"Rensselaer County politicians want to forget about these men and their plight," Carol Larpenteur, unit president, said. "The county is now reporting $1 million extra in sales tax income, a 35 percent increase in OTB revenue and a near $100,000 profit in a rent-a-cell program, but none of this money can be used to rehire laid off workers, they say. That's bull."

CSEA also used this media event to inform the public that the County now wants to use welfare recipients to do some of the jobs the laid off workers used to do.

"The politicians are now looking for a way to get some work done on the highways without having to rehire the workers and admit that they were wrong. They want to use 10 welfare workers to cut back brush, dig trenches, etc. These are jobs our workers used to do. And if the county tries to put welfare recipients into our member's jobs, we'll take them to court," Larpenteur Threatened.

While Pedro seemed to enjoy his brief day in the sun, his future is bleak. Yerke, who said he may lose his house and car if he doesn't find another job soon, reports that Pedro will soon be heading for the freezer if he can't find a job to put food on his family's table.

You may be eligible to convert part of your life insurance coverage

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to $5,000 of this term insurance to an individual form of coverage other than term insurance. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the adjacent coupon.

Mohawk Valley health plan now available

ALBANY — A comprehensive new health care benefit program is now available to CSEA members who live or work in Schenectady and Southern Saratoga counties.

The Mohawk Valley Physicians Health Plan is a health maintenance organization. The plan not only pays for health care when the employees are ill, but also pays for services to keep them well. Except for a $3 visit fee, such services as periodic physicals, pediatric care, immunizations and gynecological visits are fully covered. The program has no deductibles and no forms to file.

A special enrollment period is available until Aug. 12 for those members eligible to participate in the plan. To give CSEA members an opportunity to evaluate the program coverage and examine the pros and cons of selecting this health care alternative, special informational meetings have been scheduled as follows:

- Aug. 3, 7:30 p.m., 108 Union Street, Schenectady.
- Aug. 5, 11 a.m., 29th floor conference room of the Empire State Plaza Tower Building, Albany.
- Aug. 8, 1:30 p.m., 2nd floor conference room, 84 Holland Ave., Albany.
- Aug. 9, 10:30 a.m., Chancellor's Hall, NYS Education Building, Albany.

Information may also be obtained through personnel offices or by calling the Mohawk Valley Physicians Health Plan directly at 518-4793.
Day care center slated for Kings Park PC

KINGS PARK — A day care center will be opened at Kings Park Psychiatric Center under an agreement between CSEA and management, Tony Bentivegna, president of Kings Park Psychiatric Center Local 411, has announced.

Applications for the post of director are being sought, Bentivegna said, and persons interested should apply to Tanya Ann Lowe, Administrative Unit vice president and a member of the labor-management committee making plans for the new service.

Bentivegna said the center would be available to working parents at an expected fee of $55 for a five-day week, and reduced rates for members in special financial need.

Under the state labor contracts, the state agreed to provide a physical location for a day care center established by a local labor-management committee. Operating costs are to be borne by tuition fees.

Applications for the directorship should have a bachelor's degree and two years of early childhood teaching experience or closely related experience. Lowe may be contacted by submitting a resume to her in care of the CSEA Local 411 office at 75 E. Main St., Kings Park, N.Y. 11754.

Deadline extended for union computer positions

CSEA has extended the deadline to apply for four positions in its newly-expanded Computer Department from Aug. 1 to Aug. 12.

In addition, minimum qualifications for two of the positions were misstated in the July 15 edition of The Public Sector.

Candidates applying for the position of systems analyst should have an associate's degree in data processing/computer science and three years experience in systems design and programming using COBOL, FORTRAN or PL/1 with at least one year of experience in systems analysis; or five years experience as above with at least three years of systems analysis work.

Minimum qualifications for the job of computer programmer/analyst include an associate's degree in data processing/computer science and two years experience in programming using COBOL, FORTRAN or PL/1 with at least six months experience in systems analysis work; or four years experience as above with at least six months of systems analysis work.

Interested candidates should send resume specifying position desired to Personnel Director, 33 Elk St., Albany, N.Y. 12224.
ALBANY — The problems caused by staff reductions in the Department of Motor Vehicles have drawn a lot of attention in the media because the public is feeling the pain. Our members in DMV are trying to cope with an impossible situation. Because of a 22 percent reduction in staff, three workers are trying to do the jobs of four. This year the Governor and the Legislature passed huge increases in the fees for driver's license and auto registration renewals. Although everyone is paying more for these services, they are getting much less.

The DMV situation is only the tip of the iceberg; similar problems exist in other state agencies, some are just not as visible, and in local governments that have followed the state's lead in reducing staff, while trying to deliver the same number of services. When the snow starts flying and there are not enough people to plow the roads, the situation will be dangerous.

It is odd that, while the Governor preaches the gospel of "doing more with less" in the civil service, he has taken the opposite approach with a politically appointed commission.

The biggest feud between this Governor and Republican Senate Majority Leader Warren Anderson erupted when the Governor replaced two members of the State Commission of Investigation.

The political war centered on the fact that one of the people the Governor removed from the 25-year old "temporary" commission is a friend and political ally of Senator Anderson's.

The Governor and Senator faced off in what Assembly Speaker Stanley Fink called "an apparently ridiculous impasse."

The solution? Increase the four-member commission by 50 percent. Create two new, politically-appointed, parttime $37,170-a-year commissioners. So, the commission expands to six members even though the Governor says he wants to abolish it, and many critics say it's worthless.

Is this "more with less'? If there's enough money to create new parttime commissioners, at a total cost of more than $100,000.00, isn't there enough money to fill vacancies in agencies that deliver vital services.

We agree with the Governor's criticism of Reaganomics, but we have to say that "more with less" is looking a lot like "trickle down". It seems that in the "family of New York" the "rich uncles" eat high on the hog, while those who need services, and those who deliver those services, are treated like "poor relations."
8.5% wage hike in Harrison unit

HARRISON — Members of the Town of Harrison CSEA unit have lost their supervisor, and the State of New York has gained a new commissioner of Motor Vehicles. However, John Passidomo did not leave his Town Hall office until completing negotiations with the unit for a new contract. Passidomo was the town’s chief negotiator for 10 years before leaving for his Albany post.

The new agreement gives town employees an 8.5 percent pay hike retroactive to Jan. 1. For 1984, paychecks will go up 4 percent Jan. 1 and an additional 4 percent July 1. Among other benefits negotiated was the continuation of medical insurance for the spouse and dependents of deceased members.

The unit is part of Westchester County Local 860. Unit President “Pug” Lanza says, “one of the most difficult tasks in negotiations this time was the maintaining of rights and benefits which were agreed upon in prior years. I’m happy to say there were no give-backs.”

3-year agreement for Haldane schools...

COLD SPRING — Over three years of their new contract, employees of the Haldane Central School District in Putnam County will enjoy a 21.4 percent pay boost.

As of July 1, paychecks were increased 7 percent. Two raises of 6.5 percent go into effect each of the following two school years. Increments, where due, will be added to the raises. Longevity payments were increased $25 for employees with 15, 20 and 25 years of service, and $50 for those who have 30 years with the school district.

But drivers will be paid at time-and-a-half for the first four hours of an activity trip and straight time after that. On weekends, time-and-a-half will be paid for the first six hours. Bus driving runs to New York City will mean an added $10 for drivers.

Sick day accumulation has been increased five days to 185. Upon an employee’s death, his or her beneficiary will be compensated for unused sick days at the rate of $10 a day. Bereavement leave has also been extended.

Employees will be granted 20-minute coffee breaks each day. Building closing and lock-up will be offered to the night custodial staff on the basis of seniority. Should no one volunteer, the least senior night staff member will be assigned.

The district’s grievance procedure has also been improved.

The committee was comprised of Unit President Maria Helback, and members Theresa Valentine, Gerry Krudziel, Ralph Garrison and Anthony DeMaio. Diane Campione is field representative.

... and for Town of Cornwall

CORNWALL — Employees of this Orange County town on the Hudson River will enjoy increased pay, and more vacation and sick days under a new three-year contract approved by CSEA members and the Town Board.

The first 6 percent pay hike is retroactive to Jan. 1. Two additional 6 percent raises go into effect in 1984 and 1985.

Sick days will be earned on the basis of 13 per year and may be accumulated to 120 days. Town employees with 20 years service will also be given five weeks vacation under a new clause in the agreement.

The town will continue the 25 year retirement plan under the New York State Retirement System with the death benefit option. A new section in this part of the contract allows the conversion of sick leave for additional retirement credit.

Field Representative Diane Campione praised “the hard work of the negotiating team.” The committee included Unit President Elton Babcock as well as Jane Lewis, Chet Gardner and Joe Sheehan.

Chappaqua School District ratifies pact

CHAPPAQUA — When employees in this Westchester County school district got their first paychecks of the new academic year, there was a 7.5 percent pay increase over the previous year, thanks to a new contract ratified by CSEA members and the Board of Education.

An additional 8 percent pay raise goes into effect next July 1. Head custodian differentials will also be increased by 7.5 percent and 8 percent under the two years of the agreement. The same percentages are being used for increases in night differentials for 1983 and 1984.

The district will also contribute $305 toward the CSEA Employee Benefit Fund for each employee. Starting July 1, 1984, the district will also pay the cost of a $25,000 group life insurance policy. Employees will only have to contribute 5 percent of the premium for their health insurance coverage.

Field Representative Joseph O’Connor says the unit, part of Westchester Local 860, is pleased with the contract, and thanks the work of the CSEA Negotiating Committee for hammering out “a fair agreement.”
The state was, thus, directed to compensate the grievant for the "lost overtime opportunity." The union argued that Hoffman's contractual rights were violated. The state had not deprived Hoffman of the opportunity to drive the second bus. The decision is another win for CSEA's legal assistance program.

ALBANY — New York State will have to pay because it failed to assign overtime to a motor vehicle operator at Craig Developmental Center. James Hoffman will be compensated for a "lost overtime opportunity" based on a grievance he filed when only one driver was assigned to transport clients even though two buses were required. A recreation therapist was used to drive the second bus.

The state argued before Arbitrator Thomas Rinaldo that since the recreation therapist was not paid overtime, he was not depriving Hoffman of overtime.

CSEA cited Article 28 of the Operational Services Unit contract which provides that, "overtime shall be distributed equitably among qualified operators, it was available overtime to which grievant Hoffman was entitled." Since the therapist was doing out-of-title work, the union argued that Hoffman's contractual rights were violated.

Rinaldo found merit in the union's arguments, commenting: "The work, if it was to be performed, had to be performed by a motor vehicle operator. Since the work occurred outside the regularly scheduled hours of the motor vehicle operators, it was available overtime to which grievant Hoffman was entitled." The state was, thus, directed to compensate the grievant for the "lost overtime opportunity."

The decision is another win for CSEA's legal assistance program.

"Aceident-prone" label may apply to workplace as well as to worker

Sexton is professor of sociology at New York University and a trade unionist. Her research, sponsored by the Coalition of Labor Union Women, is based on interviews with national and local union leaders, management, and women workers in hospitals in California and Pennsylvania.

Here's another excerpt from her book on the subject of on-the-job health and safety from a hospital workers viewpoint:

"People get toxic reactions from the gas used in sterilizers. Administrators like to talk about all the protection gear they'll give the workers, but they never talk about changing the kind of gas used so workers won't need protection."

Running like a dark thread through these observations about job hazards in the health care industry — traditionally top-heavy with women workers — is stress.

Job stress is not unique in this industry. It plays a major role in accidents and general health everywhere. Working under stress for short bursts may improve performance. But prolonged stress takes its toll in such complaints as headaches, insomnia, gastrointestinal disorders and many more.

Burdened with these uncomfortable, potentially harmful distractions, workers may have more accidents. But they are not necessarily "accident-prone." The workplace and work practice may be the real culprits.

ALBANY — CSEA President William L. McGowan has appointed Ron Mazzola as the new Metropolitan Region II director.

Mazzola was hired as a field representative in 1970, and became a collective bargaining specialist eight years later. But his CSEA involvement really started in 1966 when, as a public employee, he helped organize the City of Rye Unit of Westchester County Local 860.

Rye later became the first city to implement a contract under the state's Taylor Law.

Mazzola has been acting Metropolitan regional director since February, and says he is eager to "continue serving the needs of our membership in New York City."

Union wins case against Suffolk over failure to post job opening

HAUPPAUGE — John Bartunek will get an opportunity to apply for the job of neighborhood aide because Suffolk County failed to post that the position was vacant.

Arbitrator Irving Bergman issued a ruling after Bartunek filed a grievance which charged the county with violating the CSEA contract which requires, "each department within the county shall post new positions or vacancies concerning non-
Empire State College Information Day

CSEA/P — Betty Kurzik, left, Clerical and Secretarial Employee Advancement Program representative at the Empire State College CSEA Information Day, fields a few questions from Empire State College Personnel Director Jan Zimmer and CSEA Local President Judy Remington. The event, ranked as "one of the best" by those involved, featured information tables on a variety of topics of interest to the employees.

INSURANCE — Empire State College employees surround Allan Christian and Tom Casey from Jardine Ter Bush & Powell at the day-long event.

June employee suggestions save taxpayers $8,079

Eighteen state employees received awards for suggestions last month representing $8,079 in net first-year savings to New York State taxpayers.

Allison Smith, an engineering technician with the Department of Transportation in Albany, received the largest award in June, a $300 award for developing a program which allows quick computation of "Span Wire Analysis" required for all new traffic signal installations.

Vincent Napolitano, a head clerk at the Workers' Compensation Board in New York City, received a $100 award for proposing a private messenger service.

John Lawlor, a bridge repair supervisor II with the Department of Transportation in Poughkeepsie, received a $100 award for suggesting a device which would grip bent guidrail posts and allow them to be straightened with a winch or come-a-long.

James Scordo, a motor equipment mechanic with the Department of Transportation in Watertown, received a $100 award for suggesting that a radiator hose be attached to a framing cross member on Mack dump trucks. The hose will serve to prevent chafing of the cross member and prevent its failure.

Kathryn McMahon, a clerk with the Workers' Compensation Board in Albany, received a $100 award for suggesting the Certificate of Insurance in Behalf of Employer form be revised to provide a space for changes of name, address, etc.

Other awards approved during June include:

- $70 — Vicki Carroll, clerk, Motor Vehicles, Albany.
- $50 — Marc Tracey, social services trainee II, Social Services, Albany; Richard Matters, engineering materials technician, Transportation, Albany; Ernst Stroebel, senior bacteriologist, Health, Albany.
- $45 — June Brandolli, senior stenographer, Civil Service, Albany.
- $25 — Daniel Stoffel, principal stationary engineer, Mental Health, Kings Park; Bernice Lowenthal, director, Agency Human Resources Management, Alcoholic Beverage Control Board, New York City; Ralph Brooks, senior personnel examiner, Civil Service, Albany; Donald Jerrett, highway equipment operator, Transportation, Mexico; Doris Bauer, typist, Workers' Compensation Board, Rego Park.

Funding to help correct public building hazards

ALBANY — A school district, a village, a town and a county which are all represented by CSEA have won the lion's share of $20,065 in special state funds to correct hazards in public buildings.

The awards, made by the Public Employee Occupational Safety and Health Hazard Abatement Board, pay 75 percent of the expected cost of corrective measures. They were based on inspections done under the state Public Employee Safety and Health Act.

Here is a breakdown of the grants:

- Lewiston-Porter Central School District (Niagara County) received $2,079 to correct fire hazards in the ceilings of certain rooms of the North Elementary School.
- Village of Silver Creek (Chautauqua County) was granted $9,988 for corrective action on four facilities. Improvements scheduled include installing railings at the sewage treatment plant, along length of dam and at dam and intake building on King Road, and along ramp from the chlorination building.
- Town of Honeoye (Warren County) was provided $1,284 to correct conditions in and around the town garage.
- Chautauqua County Department of Social Services administrative building in Jamestown was allocated $5,065 to improve access out of building in case of fire or emergency.
ALBANY — With new Tier III retirement legislation taking effect Sept. 1, the New York State Employees' Retirement System has indicated that no applications for withdrawal of contributions can be accepted after Aug. 31 from Tier III members who are under age 62.

This also means, for example, that any of our members who have been laid off, who were under Tier III, and who are under 62 years of age, have only a few weeks in which to apply to withdraw their accumulated 3 percent contributions to the retirement system," CSEA President William L. McGowan noted.

After Sept. 1, contributions already made by Tier III members, as well as future contributions, will not be refundable, even if service is terminated, until the member reaches 62 years of age or dies.

"This is one change in the law that we vehemently objected to and which we will challenge," McGowan stressed. "But in the meantime, we urge members who are terminating their employment to note this important deadline."

To apply for a withdrawal, you must use Form RS 5014. It may be obtained from your personnel office or by contacting the NYS Employees Retirement System, Alfred E. Smith State Office Building, Albany, N.Y. 12244. The telephone number is (518) 474-7736.

McGowan: Bomb searches not responsibility of public employees

ALBANY — Although the recent session of the state Legislature was a "mixed bag" for public employees, some progress was made.

Here is a glimpse of bills passed by the Legislature that Gov. Mario Cuomo has already signed:

- **TIER III PENSION PLAN IMPROVEMENTS,** especially elimination of the Social Security "offset."
- **WORKERS COMPENSATION PACKAGE INCREASE,** unemployment and disability benefits increased.
- **VIETNAM ERA CONFLICT DATES,** defines era as extending from Jan. 1, 1953 to May 7, 1975.
- **TEMPORARY PROMOTIONS PROTECTION,** contractual bonuses remain intact.

"In the event that management, at any location, tries to direct its employees to perform these duties, object to the procedure and contact your field representative."

McGowan's concern was prompted by spreading reports of disaster awareness plans which require them to do bomb searches during bomb scares.

The union leader complained that "such a program endangers our membership and cannot be tolerated." Accordingly, McGowan has sent a letter to CSEA local and unit presidents which declares: "Bomb searches must be performed by trained experienced personnel, experts in the field."

Civil service exam series to air in Westchester Co. Aug. 6

TARRYTOWN — Many CSEA members in Westchester County will be able to tune in their TV sets this summer to view the four-part series on how to improve their performance on Civil Service examinations.

The four-part series, produced by CSEA and the Governor's Office of Employee Relations, is being broadcast this summer by McLean Cable Associates on cable Channel 26. Based in Tarrytown, McLean Cable serves 17,000 households in Westchester County.

The entire series will run from 10 a.m. to noon on Saturday, Aug. 6.

"The booklets that accompany the series are available at all Westchester libraries which have a Job Center, such as Ossining," explained McLean's program director, Emilie Spaulding. She added that they also hope to air the programs on the Peekskill cable system in the near future.

The television series focuses on test-taking attitudes, what to expect during an oral examination, and preparing for the math portion of Civil Service exams.

Videotapes of the series are also available for showings through CSEA regional offices throughout the state.
'What kind of society ... allows this to happen?'

Ron Wolford
CSEA Communications Associate
BUFFALO — Ron Engl is a man of uncommon courage and optimism. Engl is a victim of cerebral palsy who must also struggle to provide adequate medical care for his wife, Donna, also a cerebral palsy victim who also suffers with crippling arthritis. The arthritis has left Mrs. Engl totally and permanently disabled and in need of 24-hour nursing care. In addition, Engl must also provide for their healthy 15-year-old son, Bill.

Engl's lifelong battle with cerebral palsy took an unusual twist last fall, forcing him to choose between two undesirable options. Ironically, his problems escalated when a CSEA-negotiated state pay raise pushed his annual salary, as a mail clerk for 29 years at the State University of New York at Buffalo, to $12,794. That amount was above new federal-aid eligibility guidelines, forcing Engl to confront his disability and retirement income, the difference between $1,056 monthly coming in and $900 going out for Medicaid, rent, utilities and food

"Walking an economic tightrope," according to CSEA Region VI President Robert L. Lattimer, who has written to President Reagan and Governor Cuomo in Engl's behalf.

"The slightest unplanned expense that pops up will obviously throw his budget planning right out the window," Lattimer continued.

Engl said he would like to work a part-time job to supplement his income, but "If I increase my income, they will only increase the $375 I now have to pay monthly to Medicaid. They make it damn impossible for a guy."

"They took somebody who was effective and productive and made him non-productive," Engl said.

"The Engl case," Lattimer says, "shows the defects in the system and the enormous bureaucracy."

Lattimer calls for national catastrophic insurance plan; lauds efforts of Erie County Social Services personnel

BUFFALO — The predicament of the Ron Engl family points out a need for a national catastrophic health insurance plan, according to Robert L. Lattimer, Region VI president.

Lattimer, who spent an enormous amount of time and energy seeking aid for the Engls', feels that a union like CSEA is "so necessary, because there's only so much one person can do."

But he is hopeful something will be done soon for improving the lot of the handicapped. "It's too late for me," said Engl, "but there are more handicapped people coming along, and God help us if they don't change a couple of laws."

"It's too late for me, but there are more handicapped people coming along, and God help us if they don't change a couple of laws."
UNION CONCERNED — CSEA safety specialists met with officials from the state Health Department in Albany recently to talk about AIDS, the puzzling disease which has spread fear among the general public. From left are safety representatives Angelo DeVito, John Bieger, Jim May and Linda Siccardi.

ALBANY — One of CSEA's safety specialists recently got a call from a state worker who wanted to know if it was safe to take a piece of paper supposedly touched by someone with AIDS. The specialist replied, “Yes, it is safe,” and went on to explain that the risk of AIDS at the workplace is virtually nil.

In fact, all current medical information indicates that there is no evidence AIDS is spread by any of the following:

• sneezing, coughing or spitting;
• handshakes or other nonsexual physical contact;
• toilet seats, bathtubs or showers;
• utensils, dishes or linens used by an affected person;
• food prepared or served by an affected person;
• articles handled or worn by an affected person;
• being around an affected person, even on a daily basis over a long period of time.

In fact, all current medical information indicates that there is no evidence AIDS is spread by any of the following:

ALBANY — A report by the Center for Disease Control in Atlanta of four cases of AIDS among health care personnel should not be misinterpreted, says state Health Commissioner David Axelrod.

The cases span a two-year period and were all previously reported. Moreover, none of the four persons in the course of their work ever cared for or had known contact with the blood or body fluids of AIDS victims.

“While there is no evidence to date of secondary transmission of AIDS to a health care worker or any other individual through casual contact,” says the health commissioner, who also reports that no cases have been reported among physicians, nurses or other health care personnel not associated with known risk groups.

In fact, all current medical information indicates that there is no evidence AIDS is spread by any of the following:

AIDS — Acquired Immune Deficiency Syndrome — is a recently identified disorder in which the body's natural immune system is damaged, reducing the ability to fight off infections and diseases. The July 15, 1983 edition of The Public Sector featured a four-page section about the disease.

And, in the union's continuing commitment to keep its members fully informed, Collective Bargaining Specialist Bob Guild and staff safety specialists Jim May, Mitchell Brathwaite, Linda Siccardi, Angela DeVito and John Bieger met in Albany last week with state Health Department officials.

Tom Gibbs, assistant director of the Governor's Office of Employee Relations, chaired the session, which he described as an opportunity to “share information and take a look at our reaction system.”

Guild noted that CSEA is encouraging its members to report concerns about work locations to their CSEA local president, shop steward or field representative.

These concerns then will be relayed to CSEA Headquarters and taken directly to the Health Department where Gibbs pledged there will be “full cooperation.” In fact, during the meeting, when a safety specialist inquired about a Department of Health memorandum outlining procedures in providing care to AIDS patients, or performing laboratory tests or studies of clinical specimens, copies of the memorandum were immediately obtained and distributed.

Sexually active male homosexuals and users of intravenous drugs run the greatest risks for AIDS. Approximately 75 percent of those who have developed it are homosexual or bisexual men; 15-20 percent are admitted users of intravenous drugs. Some cases also have been found among Haitian immigrants and hemophiliacs.

Based on this data, according to the State Health Department, the risk of AIDS can be reduced by avoiding illicit drug use, especially IV drugs, and by limiting the number of homosexual partners and avoiding sex with persons whose past history and health status are unknown.
Legislature approves extra funding for 10 school districts

ALBANY — Approximately 3,000 CSEA members who work in small city school districts can breathe a little easier. The state Legislature has approved extra funds, known as Hurd Aid, to help them close budget gaps because state law limits the amount they can tax residents.

Here is a breakdown of the aid that school districts with CSEA bargaining units will receive in 1983 as compared to assistance granted in 1982:

<table>
<thead>
<tr>
<th>School District</th>
<th>1983</th>
<th>1982</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mt. Vernon</td>
<td>$6,900,000</td>
<td>$5,000,000</td>
</tr>
<tr>
<td>Newburgh</td>
<td>5,000,000</td>
<td>4,300,000</td>
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<tr>
<td>Niagara Falls</td>
<td>4,300,000</td>
<td>2,235,000</td>
</tr>
<tr>
<td>Peekskill</td>
<td>3,600,000</td>
<td>3,150,000</td>
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<tr>
<td>Peekskill</td>
<td>2,000,000</td>
<td>3,500,000</td>
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<tr>
<td>Kingston</td>
<td>2,000,000</td>
<td>3,000,000</td>
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<tr>
<td>Schenectady</td>
<td>2,400,000</td>
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<tr>
<td>Schenectady</td>
<td>2,100,000</td>
<td>2,100,000</td>
</tr>
<tr>
<td>Middletown</td>
<td>2,100,000</td>
<td>1,500,000</td>
</tr>
<tr>
<td>Troy</td>
<td>2,000,000</td>
<td>1,500,000</td>
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<tr>
<td>Glen Cove</td>
<td>1,800,000</td>
<td>1,100,000</td>
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<tr>
<td>Fulton</td>
<td>1,000,000</td>
<td>1,200,000</td>
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<tr>
<td>Auburn</td>
<td>750,000</td>
<td>1,225,000</td>
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<tr>
<td>Hudson</td>
<td>700,000</td>
<td>500,000</td>
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<tr>
<td>Corning</td>
<td>400,000</td>
<td>400,000</td>
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<tr>
<td>Port Jervis</td>
<td>400,000</td>
<td>400,000</td>
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<tr>
<td>White Plains</td>
<td>350,000</td>
<td>1,200,000</td>
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<tr>
<td>Binghampton</td>
<td>300,000</td>
<td>500,000</td>
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<tr>
<td>Plattsburgh</td>
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<td>300,000</td>
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<tr>
<td>Oneonta</td>
<td>250,000</td>
<td>250,000</td>
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<tr>
<td>Glen Falls</td>
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<td>150,000</td>
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<tr>
<td>Mechanicville</td>
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<td>150,000</td>
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<tr>
<td>N. Tonawanda</td>
<td>150,000</td>
<td>150,000</td>
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<tr>
<td>Rome</td>
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<tr>
<td>Rensselaer</td>
<td>100,000</td>
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</tbody>
</table>

Statistics reveal that Hurd Aid went up in 10 cities, down in four and stayed at the same level in 11 cities.

Meanwhile, Larry Scanlon, CSEA's coordinator of School District Affairs, commented that while the assistance is "welcome news because many people were hanging in the balance, he believes "the real solution is an overall reform of the way we finance all public education."

Syracuse school units elect new officers

SYRACUSE — Two CSEA units representing more than 500 Syracuse City School District clerical, transportation and custodial employees have announced results of recent elections for new officers.

Elected to serve three-year terms from Unit 9 Clerical were: Nicholas DiBello, president; Robie Maser, vice president; Lind McClellan, recording secretary; Marilyn Korzelius, corresponding secretary; and John Vercillo, treasurer.

New officers for transportation and custodial employees in Unit 6 include David Kennedy, incumbent president; Glen Steele, vice president; David Drane, second vice president; Jerry Smith, secretary; and Norm Purvis, treasurer.

Both school units are part of the 24-unit structure of CSEA Local 834 Onondaga County.

MARGARET "PEG" KRESS, Senior Stenographer

"In terms of improving our salary and benefits, I think the union has done a tremendous job.

"As a state employee with 20 years of seniority, I'm particularly pleased with the increased benefits CSEA has negotiated in the last four years. In the face of rising costs of living, the employee benefit prescription plans have been really helpful.

"It's also reassuring to know that my CSEA local president is only a few steps away should I need a question answered or a grievance settled. The union is always reachable."
By Melinda Carr
Assistant Director of Communications

ALBANY — Everyone who addressed the recent Quality of Worklife Workshop held here recently had a different definition to offer:

• "QWL means joint labor-management identification of problems and solutions."
• "QWL is a process through which labor and management can find answers to problems that can't be resolved with contract language."

"QWL means labor and management meeting on common ground to make the work place a better, more congenial and more productive place to work."

"QWL says to the workers, 'You get a chance to do something, to talk and be heard, to participate, to contribute.'"

Although there was no agreement on a single definition of Quality of Worklife, also known as Employee Involvement programs, there was unanimous agreement from representatives of both labor and management that the approach has much to offer New York State and its employees.

Conference participants, representing CSEA and the State of New York, heard analyses of several Employee Involvement pilot projects carried out under the auspices of the Committee on Work Environment and Productivity (CWEP), as well as a program being instituted by the National Association of Letter Carriers and the U.S. Postal Service.

"The jury is still out on QWL programs, but it's clear that we need a systemic change in the way we work; in how we do things, how we make decisions, and how workers can participate in making those decisions," GOER Director Thomas Hartnett said in his opening remarks. "We have to learn how to make the workplace a better place to be eight hours a day."

In his overview, CWEP Chairman Harry Weiner said that while great claims are made for QWL — management claims better productivity and workers claim they'll be happier — there are also great dangers in Employee Involvement.

"It's very threatening to management, especially traditional management, because it implies that managers don't know everything," Weiner said. "And it's also a very real threat to labor, because labor has to take a share of the responsibility for the success of the agency and its achievement of goals."

"It's very threatening to management, especially traditional management, because it implies that managers don't know everything," Weiner said. "And it's also a very real threat to labor, because labor has to take a share of the responsibility for the success of the agency and its achievement of goals."

Weiner also noted that although nationwide, especially in the private sector, some QWL programs have been anti-union ploys, this is not the case in the CWEP-sponsored pilot programs. "Here we're talking about joint efforts in organizations which operate in an organized labor environment," he stressed.

CSEA President William L. McGowan told the conference, "QWL is a rare opportunity for us to get together and work not only for the benefit of employees, but also for the taxpayers."

"Management doesn't have to give up their rights, and the union won't. McGowan insisted. "But there is a time and place where we can get together. We can make it a better, more congenial place to work as well as a more productive place to work."

Reflecting on the recent personnel cutbacks, the union president emphasized that labor and management are "in this thing together."

"We just came through some hard times, and we don't know what's going to happen next time around. Each year, they're going to balance the budget on our backs, both labor and management. We know a lot of agencies where management isn't any happier with the layoffs and the staff shortages now than we are. There's still work to be done. We have to work together."

"It's clear that we need a systematic change in the way we work ... We have to learn how to make the workplace a better place to be eight hours a day."

— Thomas Hartnett

Benefits of Employee Involvement

Why do QWL in New York State?
Answers to that question came from Brian McDonald of MOR Associates, a consultant firm that has been working with CWEP and other groups to develop QWL or Employee Involvement programs.

Some of the reasons for initiating QWL programs are based on a common sense approach to running an organization, according to McDonald. Some of the underlying assumptions QWL rests on are:

• Satisfied, enthusiastic workers can contribute a great deal to an organization's success.
• Problems should be resolved at the level closest to where the problem occurs.
• People appreciate being listened to and treated in a manner which suggests their ideas have merit.

"Why do it? You can't afford not to. No organization can afford to underutilize its human resources. QWL can lead to a more cooperative labor-management relationship. It can provide the structure through which workers can have input and influence and contribute their ideas to the organization. And it can improve the quality of decisions and result in cost savings and higher quality of service. Finally, it's just plain good politics; there's something in it for everyone."

To illustrate the last point, he listed the many potential results of QWL or Employee Involvement programs:

• For the individual: increased job satisfaction and an improved worklife.
• For the union: reduced grievances, better service to members and improved relations with management.
• For the state: reduced absenteeism, fewer mistakes, better relations with the union and increased organizational effectiveness.
• For the public: improved service and reasonable costs.

"One of the great tragedies of America is the wasted talent within our organizations," he concluded. "Workers have ingenuity, but they have to use it to make the system work in spite of itself, rather than being able to use it to improve the system."
QWL is a rare opportunity for us to get together and work not only for the benefit of employees, but also for the taxpayers.

CSEA President
William L. McGowan

At Suffolk Developmental Center, a CWEPSponsored QWL program is just getting under way. Although it's still too early in the project to see concrete results, both labor and management were full of enthusiasm for the concept and the opportunity it afforded them.

According to OMRDD Manager Shelly Kramer, "One question was which OMRDD facility to select for this program, since labor-management relations at facilities range from excellent to adversarial. We ended up selecting a facility with an adversarial relationship, but where we thought there was good prospect for improvement."

"At the time this program was proposed, I was going to Suffolk almost weekly because of labor-related problems," he explained. "We were surprised how receptive both sides were, but both were also concerned about loss of their traditional roles. But they were willing to try, and they both saw the need."

Added Region I President Danny Donohue: "Often it's hard for the union to agree with OMR-DD management on anything, but we do agree on QWL. We actually found that the most resistance to the program was from middle management at the facility and from local union leaders. There was enthusiasm at the top levels, and the rank-and-file members were most enthusiastic."

Donohue added that labor and management share more concerns than one might think. "As CSEA representatives and as individual public employees, none of us want employees who don't show up, employees who don't work, because after all, the rest of us just have to carry their load. Plus the fact that we're concerned about the patients, and we're taxpayers too."

Joe LaValle, president of the CSEA local at Suffolk DC, stated: "We were skeptical about QWL, but we discovered that we had many mutual concerns and goals. We also found that we can still be adversarial in the grievance process, while working well together in the QWL setting."

EEmployees are demanding more participation, more influence over their daily working lives. We have a long way to go, and we don't expect everything to happen overnight."

The Suffolk DC program is a comprehensive one, including representatives of management as well as all the unions representing employees at the facility. Initial months of the program have been spent by the committees developing skills, learning the Employee Involvement process, learning to work together, and setting goals. Committee members expect to see results of their initial projects by the fall.

One union representative commented: "In arbitration, you win about half the time; it's a win/lose situation. But with QWL, it's a win/win situation."

The management representative on the committee summed up progress so far by saying, "We've had a lot of problems at the facility. We can't say we have 'love' yet, but we do have a lot more 'like.'"

The National Association of Letter Carriers and the U.S. Postal Service had a number of difficult labor relations problems that couldn't be resolved with contract language. So last year they began looking to QWL to find transaction answers. The idea has "total commitment" from both the union's president and the postmaster general, according to Frank Conners, vice president of the NALC.

"We're thinking of Employee Involvement as a way of life," he told conference participants. "Up to now, we've been making the arbitrators rich and neither side happy. Both sides would be happier in an atmosphere that's nonadversarial."

Although the QWL program is still in its early stages in a few pilot cities nationally, the parties hope to have programs in 530 areas by the end of 1983. Their national level steering committee, of which Conners is co-chairman, has identified 60 problems that QWL groups will address. They have also reached a labor/management agreement that there will be no layoffs as a result of the Employee Involvement process.

"We're going to make this work," Conners stated. "We have a unique opportunity to create a new way of life in the workplace, and we're not going to pass it up."
At any given moment, a vast statewide network of thousands of union activists is guiding the day-to-day activities of The Civil Service Employees Association. Those activists are known as union officers, the rank-and-file members elected by their peers to head up CSEA’s 300-plus locals and three times as many units. Many locals and units recently conducted, as is periodically required, elections of new officers. On these pages are photos of some of the new slates of officers as reported to The Public Sector.

HERKIMER COUNTY — CSEA Executive Vice President Joseph E. McDermott, standing left, and Region V President James Moore, right, were on hand to install the officers in Herkimer County Local 822. Standing with them is Mary E. Sullivan, local president and board representative. Seated are Judy Hyde, left, secretary and Sandra Walby, vice president. Patricia Labrozzi, treasurer, is not pictured.

JUDICIAL LOCAL 334 — Region V President James Moore, left, prepares to administer the oath of office to officers of Local 334 at a recent ceremony. Installed were, left to right, Sharon Caraway, president, unit 4; Nancy Roark, local president; Kathleen Enyedy, treasurer; Kenneth Bailey, first vice president; Sheila Lowe, secretary; Mary Anthony, second vice president; and Pat Roberts, president, unit 5.

TAX AND FINANCE LOCAL 690 — Region IV President C. Allen Mead, right, swears in Local 690 officers. Taking oath are, from left, Secretary Helen Butrym, Treasurer Tom O’Donnell, Third Vice President Bill Burdick, Second Vice President Mary Jaro, First Vice President Lee Johnson, President Carmen Bagnoli and CSEA Board of Directors member John Gully.
STATEN ISLAND DC — Metropolitan Region II President Frances DaBose-Batiste, standing right, swears in the new officers of Local 429 at the CSEA Manhattan regional office. The officers, who represent some 1,700 mental hygiene employees at the Staten Island Developmental Center, will serve three-year terms. Seated left to right are Les Sanders, operational unit representative; Rose Platt, third vice president; Sadie Miles, institutional unit representative; and Diane Young, corresponding secretary. Standing, left to right, are Jay Armstrong, fourth vice president; Frank Bell, second vice president; Walter Taylor, first vice president; and Tyrone Daniels, president.

BUFFALO LOCAL 003 — Region VI President Robert L. Lattimer, standing center, installed Local 003 officers recently. Standing, left to right, are Dorothy Winborn, corresponding secretary; Pat Chance McNally, recording secretary; Lattimer; Juanita Brown, delegate; and David Bajer, delegate. Seated, left to right, are Gilbert Collins, third vice president; Kathy Fetzer, first vice president; Pat Flieger, president; and Joan Pusella, second vice president. Treasurer Judie Raybaud is not pictured.

PATHOGUE MEDFORD LIBRARY — Charles Novo, right, Suffolk Local 852 president, swears in new officers of the Patchogue Medford Library unit. Pictured are Phyllis Gairity, shop steward; Anna Scanlon, OSHA representative; Dorothy Civitella, secretary; Vicki Brady, treasurer; Marie Mallon, vice president; and June Cerveny, president.
“Look for the union label!” It's a slogan the general public has come to associate with superior goods and products. Conversely, organized labor has traditionally urged the public to avoid purchasing non-union products or products of companies and corporations that have demonstrated an anti-union attitude. Below are two examples. One, “DO BUY,” is a listing of union-made footwear manufactured in America. Clip and save this listing for future reference the next time you buy footwear. The second, “DON'T BUY,” is the latest listing of national boycotts, officially sanctioned by the AFL-CIO Executive Council. Until further notice, you should avoid buying these boycotted products.

UNION-MADE FOOTWEAR

Fourty percent of the footwear on sale in America stems are made in America. Here's a list of union employers in the U.S. footwear industry and the brand names of the shoes they produce. Shoe workers are members of the Amalngaigned Clothing, Textile Workers and the United Food & Commercial Workers Canada. Some brands listed may include imports. If so, the country of origin must be indicated on the shoe. Check before you buy.

DO BUY

UNION-MADE FOOTWEAR

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

BROWN & SHARPE

Measuring, cutting and machine tools and parts

International Association of Machinists & Aerospace Workers

BRUCE CHURCH

Sewing Machines

Red Coach, Friendly, Green Valley Farms, Lucky

United Farm Workers of America

COORS BREWERY

Beer

Coco, Coors Light, Herman Joseph's 1988 Ale

George Killians Irish Red AFL-CIO Brewery Workers Local 368

SOVABLE LIFE

ASSURANCE SOCIETY

Life insurance, group insurance, major medical disability income policies, pension plans and pension fund investments

Service Employees International Union

INDIANA DESK

Medium and high priced desks. Also sells to institutions, i.e., states, municipalities, Boards of Education, etc.

United Furniture Workers of America

IOWA BEEF PROCESSORS

Meat and meat products

United Food and Commercial Workers International Union

KOSMOS CEMENT

Kosmos Portland Cement, High Early Cement, and Air Entraining Cement and Kosmater Masonry Cement

United Cement, Lime, Gypsum & Allied Workers

TDL

Union Label and Service Trades Department, AFL-CIO

But... do not buy merchandise from firms on this AFL-CIO boycott list.

In the market for footwear? Look for the union label in these fine union-made products.

DO NOT BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

MAGIC CHEF

Gas and electric kitchen ranges

Midlands & Allied Workers Union

PROCTOR & GAMBLE

Powder Detergents

Tide, Cheer, Downy, Bold

Liquid Detergents

Ivy, Joy, Clean

Bar Soaps

Zest, Camay, Ivory

United Steeworkers of America

R. J. REYNOLDS TOBACCO CO.

Cigarettes

Prince Albert

Little Cigars

Winston, Salem, Durrent, More, More.

Smoke King

Smoking Tobacco

Bar Soap

J. R. REYNOLDS TOBACCO CO.

SEATTLE FIRST NATIONAL BANK

Withdrawal Funds

United Food and Commercial Workers International Union

STERLING RADIATOR

Baseboard heaters for the home

United Auto Workers

TYSON FOODS

Chicken products sold as Chick N Quick, Chick N Cheddar, Swizzled Bacon, chicken bologna, chicken waterers & chicken cornedbeef.

Corned game hams sold under Tyson Rock, Green-wich Rock & Parks Jean Rock labels

United Food & Commercial Workers
ALBANY — CSEA's Statewide Board of Directors elected committee members during the Board's organizational meeting in Albany July 21. Many of the committees are mandated by the union's Constitution and By-Laws.

Thomas Jefferson was elected chairman of the State Executive Committee, and Sue Crawford will serve as vice chairwoman. Mary Sullivan was re-elected chairwoman of the County Executive Committee, along with vice-chairman Dom Spacone. Along with the 10 statewide officers, these four members of the Board will serve on the Directors' Committee, or Mini-Board.

Also representing the State Division on the Directors' Committee will be Eva Katz, Pat Crandall and Jeanne Lyons. Representing the County Division on the committee will be Cathy Green, Bill Zippiere, Pat Mascioli and Bob Allen.

Other committee election results are as follows:

PERSONNEL COMMITTEE: Chairman Ellis Adams, Vice Chairwoman Joan Tobin, Barbara Stack, Elaine Mootry, John Francisco, Sue Buczinski, Tom Elhage, Dolores Herrig, Jerry Donahue and Jim Lindsay.

BUDGET COMMITTEE: Chairman John Guly, Vice Chair Richard Greco, Fran Wilusz, Jean Frazier, Carol Riggall and Walter Durkin.

CHAIRMAN COMMITTEE: Chairwoman JoAnn Lowe, Vice Chairman Vic Marr, Harold Ryan, Bill McMahon, Brenda Nichols, Cindy Egan, Marjorie Cogeshall, Kathy Saddlemire, Richard Reno and Flo Tripp.

COMMITTEE TO STUDY GROUP LIFE INSURANCE: Chairwoman Betty Collins, Vice Chairwoman June Robak, Lisa Bursor, Jack Cassidy, Kathy Berchou, Irene Koebe, Doug Persons, Mabel Wannamaker, Frank Boscio and Andrew Lucyszyn.

PUBLIC SECTOR COMMITTEE: Chairwoman Cathy Green, Vice Chairman Joseph McDermott, Jimmy Gripper, Pat Mascioli, Cindy Egan, Tom Elhage and Brian Madden.

Elected to serve on the Appeals Board, which considers appeals of determinations of the union's Judicial Board, were: Pat Hahn, Region I; Joel Schwartz, Region II; Bill Harris, Region III; Dolores Farrell, Region IV; Joan Brower, Region V; and Penny Bush, Region VI.

Elected to serve as Political Action Fund trustees were: John McAlonan, Pat Mascioli, Joan Tobin and Mike Curtin.

The Board elected Executive Vice President Joseph McDermott, Region V President Jim Moore, and Statewide Secretary Irene Carr to serve as trustees of the Employee Benefit Fund.
BUFFALO — The on-the-job death of Town of West Seneca Highway Department employee Richard Conrad last month has triggered demands by CSEA for a safety training program for town employees.

Speaking at a news conference, CSEA Region VI President Robert L. Lattimer called Conrad's death the direct result of no safety or equipment operational instruction from the highway department.

Conrad, 26, was fatally injured June 28 when struck by the blade cover of a brush-chipping machine, during attempts to unclog the machine.

"CSEA is demanding that a safety program, including operating instructions for all equipment that employees use, be implemented immediately," Lattimer declared, adding that Region VI OSHA Specialist John Bieger is available for assistance, if necessary.

Jim Kittner, president of the town's blue-collar unit of Local 815, produced correspondence that showed attempts by the unit to establish a safety committee and safety measures had not been responded to by the town. Some of the documents dated back to January, 1981.

"It's clear," stated Lattimer, "that the safety of its employees is not a priority for the Town of West Seneca. This lax attitude, tragically, is typical of most public employers, in spite of the Public Employee OSHA Law which was passed three years ago."

The Region President said public employees receive more injuries on the job than private sector employees, noting deaths of three CSEA members in recent weeks.

"The unfortunate death of Richard Conrad occurred because no safety training program existed, and this union will not stand idly by as the potential for more death and injury exists," Lattimer said.

"There is no need to wait for detailed OSHA or accident reports. The need for a safety training program cries out and we demand," Lattimer concluded, "that the Town of West Seneca meet its responsibility now."