Ambitious training plan announced by union for performance evaluation

ALBANY — In an effort to head off the problems that plagued the first cycle of state employee performance evaluation, CSEA is undertaking a comprehensive and ambitious training program for union leaders and membership.

"Management's job is to train its supervisors, who were certainly ill-prepared for the first round of evaluations. Our job is to monitor the system and to be in a position to protect our members if problems develop," said Marty Langer, CSEA's representative on the joint labor-management union leaders and membership.

An ambitious schedule of training is targeted for October and early November and is designed to reach about 1,000 CSEA leaders and members who will have a role to play in the fall round of evaluations.

CSEA has contracted with the consulting firm of Lieb, Lefkowitz and Associates of Washington, D.C., to spearhead the training effort.

In addition, the union has appointed Alayne Katz to the position of Coordinator of Monitoring Activities. She will be responsible for the administration of CSEA's monitoring and training efforts in performance evaluation.

Six Regional Training Specialists have also been appointed to assist in the training and monitoring effort. They are: Greg Szewcinski, Region 1; Marie Romanelli, Region 3; Joe Conway, Region 4; Bill Kiniryak, Region 5; and Mickey Stanton, Region 6. The Region 2 specialist will be appointed shortly.

"We're basically talking about a two-stage training effort in the coming weeks," Langer explained. "Stage one will consist of one-day "Orientation to Performance Evaluation" sessions held at some 22 locations around the state. These sessions for CSEA leadership and staff will be conducted during October.

Stage two, designed to train individuals for their future monitoring activities, will be conducted between Oct. 23 and Nov. 12. Participating will be Division Local Presidents and Local representatives to both Performance Evaluation Appeal Boards and Labor/Management Committees. Members designated to attend these sessions will be given time off from work.

Once formal training has concluded, Alayne Katz and the six Regional Specialists will conduct training programs for local union leadership and to set up liaison between local union officials and management representatives in an effort to resolve issues on a regional basis. An additional element of the program is that members trained by CSEA will monitor the State's program for training its supervisors on performance evaluation.

"The concept of the performance evaluation system is a good one," Langer commented. "It's a program through which our members can profit, advancing through the system more rapidly and receiving awards for outstanding performance.

"But the initial implementation of the program was a debacle. The fact that 50 percent of the unsatisfactory rating appeal's reaching the Statewide Appeals Board were overturned is proof that the supervisors were ill-equipped to conduct evaluations."

"CSEA can't afford to be caught napping. Through this training and through our knowledgeable grassroots monitoring of the program, we can ensure that our membership benefits," Langer concluded.

CSEA anticipates making its first-ever endorsement of a presidential candidate for the November election and the union's statewide Political Action Committee has recommended that the union endorse President Jimmy Carter for re-election. That recommendation will be considered by CSEA's elected delegates on October 1 in Niagara Falls. The reasoning behind that recommendation is included as a special "pull out" section as pages 5, 6, 7 and 8 of this issue of The Public Sector. It is suggested that you pull out that section and save it for future references.

'CSEA' Program has first promotions

ALBANY — The first 100 State-employed clerical workers have been promoted into professional jobs under a Civil Service Employees Association-negotiated advancement program, four months ahead of schedule.

The Clerical and Secretarial Employees' ("CSEA") Program, for the 38,000-member statewide Administrative bargaining unit of CSEA, was negotiated in that unit's 1979-82 contract with the State.

"The first 100 appointees under the Program were expected to begin their traineeships by January of 1981," said CSEA President William L. McGowan. "Instead, we've reached the 100 mark already. This reflects the commitment both sides have to making the Program a success."

The Program was negotiated to provide meaningful training, development and advancement opportunities, and to increase morale, mobility and productivity among the unit's members, 85% of whom are women. Hailed by labor and women's groups throughout the country as the first of its kind, the Program consists of six concepts. The concept given top priority by the joint CSEA-State committee that, together with the Employee Advancement Section of the State Civil Service Department, administers the Program, creates two-year traineeships leading from low-paid clerical jobs to professional, administrative positions.

It is this concept that has resulted in the first 100 promotions coming four months ahead of schedule.

"The traineeships are filled by statewide competitive exams," said CSEA Collective Bargaining Specialist John Conoby, who negotiated the Program.

"They are open to clerical and secretarial employees who have been in salary grade 14 for one year; or in grades 11, 12 or 13 for two years; or grades 7, 8, 9 or 10 for three years."

"Appointments from department-wide 'eligible lists' resulting from the exams are made to a grade 13 Trainee I position. After one year, successful candidates go to a Grade 14 Trainee II and, if successful, a year later are appointed to a grade 18 administrative position."

Previously, college degrees were required for advancement into professional jobs with New York State.

The 100 employees now serving their traineeships — 97 of whom are women — "are proof that there are very capable people in state service, and that the opportunities to promote them through this Program are being utilized," Mr. Conoby said.

The average pay of persons in this program goes from about $10,000 a year to over $17,000, according to Mr. Conoby.

Meyer Frucher, Director of the Governor's Office of Employee Relations, commented, "The program is an overwhelming success. We now hope that by the end of the year more than one-third of the 457 employees now eligible for appointment will be promoted."

The Civil Service Employees Association
Vol. 2, No. 47
Wednesday, September 24, 1980
(ISSN 0164-9949)
CSEA, state request federal funds in a joint pact to train mental therapy aides

ALBANY — Training which would give Mental Hygiene Therapy Aides (MHTAs) a boost toward upward job mobility is the ultimate goal of a grant application being submitted jointly by CSEA and the state.

CSEA, the Office of Mental Retardation and Developmental Disabilities and the Office of Employment Relations have agreed to seek nearly $500,000 in Federal funds under Title 20 of the Social Security Act. It is thought to be the first time that a labor union and government agency have joined in requesting such occupational training funds.

CSEA Program Specialist Paula Lambert explained that the labor-management team working on the program hopes to reach 300 MHTAs throughout the state in the first year of training.

"Title 20 funds allow you to train employees to move from institutional settings to community-based facilities," Ms. Lambert explained.

"We also hope to develop some upward mobility within the system, allowing movement, for example, from grade 7 to 11 or from 9 to 13.

"Direct patient care personnel have been dead-ended in their jobs with neither the skills nor the career ladder opportunities through which to advance. This request for training funds is undeniable evidence of the joint commitment to remedying this situation."

AFL-CIO gives Senator Moynihan a 100% rating

Senator Daniel Patrick Moynihan (D., N.Y.) received a 100 percent legislative rating from the national AFL-CIO for his votes on 19 issues considered by the Senate from October, 1979, to August, 1980.

Moynihan was one of only three Senators with perfect labor records this year. He was also the only member of the New York Congressional delegation to receive a 100 percent score.

The ratings, which are compiled and published each year by the AFL-CIO’s Committee on Political Education, are based on a wide variety of votes on labor, economic, and social policy issues.

Three votes identified by the AFL-CIO as being “of prime importance to the labor movement” were initiated by Senator Moynihan.

These were a motion by Moynihan to table a proposal cutting trade adjustment assistance by $1.1 billion; a motion to table an amendment that would have weakened the Davis-Bacon Act, which requires payment of prevailing wages on federal construction projects; and an amendment to the Defense Department appropriations bill that would have targeted federal spending to areas with high unemployment. Moynihan’s position prevailed on the first two issues.

Since coming to the Senate in January, 1977, Moynihan has compiled an overall AFL-CIO rating of 93 percent. Only 14 of 100 Senators have ratings above 90 percent.

Workers win cash for ideas

POUGHKEEPSIE — Two Dutchess County employees have received cash prizes for suggestions made to promote an economy in government, the first ever made under a new “Merit Award Program” set up as the result of CSEA’s initiative, reported County Unit President Scott Daniels.

"They were based," says Merit Board Chairperson Barbara Babcock, who also serves as a Local 814 Vice President, "on the initiative exhibited by employees beyond their job duties. Both suggestions will lead to saving employee’s time which, in turn, saves the county money."

Recipients were Theresa M. O’Donnell and Dorothy Szabo.

Ms. O’Donnell was cited for her suggestion that a "policy and procedures manual" be drawn up for new county employees. She is an employee of Dutchess Community College.

Ms. Szabo was singled out for her suggestion that signs be installed at her department, county mental hygiene, to improve the flow of both visitors and clients.
Action of Freeport sanitation workers 'great display of union solidarity'

FREEPORT — CSEA employees of the Village of Freeport, which disbanded its 47-employee sanitation crew a year ago, refused to pick up garbage during the recent strike against private carting firms, despite a direct order that they do so by Freeport's Mayor.

William White, Mayor of Freeport, on Sept. 3 had Edward Prefer, superintendent of public works, order village employees to work on sanitation trucks borrowed from nearby communities of Westbury, Far Rockaway and Hempstead, which still have municipal sanitation departments. The strike by Teamster Local 813 against 72 private garbage carters in Nassau and Suffolk Counties affected about 12,000 homes and businesses in Freeport.

Nicholas Abbatiello, president of CSEA Nassau Local 830, Jerry Donahue, Local 830 first vice president, Ralph Spagnola, president of Nassau CSEA D.P.W. unit, Tom Cargiulo, a Nassau County CSEA delegate, and a host of Local 830 and CSEA staff attended a 7:30 a.m. meeting at the Freeport Village garage where 22 employees were asked to deploy the trucks at time-and-a-half pay. Each employee said "no" as their names were read from a list by Mr. Prefer.

"It was a great display of union solidarity," said Mr. Abbatiello. "There was a lot of pressure being put on the employees. The mayor had each person tallied individually and threatened with being fired if the employees didn't pick up the garbage. We were there with them to give them support and advice. "When the Mayor was getting ready to subcontract garbage collection last year, we rallied community support to keep the department. One of our main arguments was that public employees couldn't strike because of the Taylor Law, but private employees could and would," Mr. Abbatiello said. "When the mayor saw that we would win at a public meeting, he cancelled it and unilaterally went ahead and signed the contract with the carters."

Robert J. Ford, CSEA Freeport unit president, said the village also threatened to bring the employees of the Highway, Parks, and Sewage treatment departments up on charges of insubordination if they refused the order to pick up garbage.

"We weren't refusing to do our jobs. The highway employees were willing to repair streets and the parks people were willing to work in the parks, but we are not permitted by civil service law to work out of title," Mr. Ford said.

The four day strike ended before the town brought any charges although the CSEA was ready to defend the employees against any legal action, said Mr. Abbatiello.

CSEA Safety Hotline 800-342-4824

Local 690 hosts its 22nd annual clam steam

CSEA Tax and Finance Local 690 hosted its 22nd annual clam steam recently in conjunction with Insurance Department CSEA Local 666, and a number of union officials attended as guests along with Albany-area political figures.

In the above photo, from left are Tax and Finance CSEA Board of Directors rep John Gully, CSEA Capital Region IV President Joseph McDermott, State Senator Joseph L. Bruno, who has been endorsed by CSEA for re-election in November, CSEA Statewide Secretary Irene Carr, CSEA Executive Vice President Thomas McDonough, Local 666 President and CSEA Board of Directors rep Betty Collins, and Local 680 Vice President Bill Burdick.

In the photo below, from left are Local 690 President Carmen Bagnoli, Local 690 Secretary Helen Butrym, Board of Directors rep John Gully, Local 690 Vice President Bill Burdick (rear), Local 690 past president Santa Orsino, Local Vice President Mary Jaro, Tom O'Donnell, and Local Vice President Lee Johnson.
The Public Sector

By Jerry Wurf

All of AFSCME suffered a grievous loss with the passing of Irving Flaumenbaum.

Irving was a giant in public employee unionism in New York State for almost 30 years. During the years that we were building AFSCME as the union for New York City government employees, we respected Irving’s accomplishments in building CSEA as the union for public employees on Long Island.

With the affiliation of CSEA and AFSCME in 1978 — and with Irving’s election to the International Executive Board — he made a considerable contribution to AFSCME on the national level.

Irv understood that our union has many missions — at the bargaining table, in the legislative and political arena, and as a force of justice in our communities.

Irv knew that New York State and Nassau and Suffolk Counties — like state and local governments throughout the nation — are heavily dependent upon federal aid. He was a strong supporter of AFSCME’s legislative and political programs to continue and expand general revenue sharing and other programs of federal aid to state and local governments.

Coming from a community where middle and low income people are justifiably angered by unfair tax systems, Irv had the courage to oppose reckless tax cuts, such as California’s Proposition 13, and to support progressive tax reform of local property taxes to ease the burden upon working people.

A dedicated fighter for the state and local government employees he represented, Irv advocated continued support for state hospitals to insure high-quality care for the mentally ill and retarded and job protections for the employees who care for them. Irv knew education builds a stronger union. He welcomed joint CSEA/AFSCME education programs, including the recently completed Training the Trainers program, which lays the foundation for Region 1 members to begin their own leadership and steward training programs.

Irv believed that our union must be a force for justice and decency. He was a strong supporter of the boycott of J.P. Stevens, the textile company which has refused to bargain with the Amalgamated Clothing and Textile Workers Union. He was a leading advocate of declaring Martin Luther King’s birthday a national holiday.

Irv appeared regularly on the Arthritis Foundation’s yearly telethon — and he never came empty-handed.

Irving Flaumenbaum gave unstintingly of himself. The living memorial to him is the union which he worked so hard to build.
For the first time in its long and illustrious history, the Civil Service Employees Assn. is anticipating offering its endorsement to a U.S. Presidential candidate. That historical event is expected to occur on Wednesday, October 1 at the Niagara Falls Convention Center when some 1,400 elected union delegates will consider a recommendation from the union’s Statewide Political Action Committee to endorse the re-election of President Jimmy Carter.

The recommendation from CSEA’s PAC was reported on the front page of last week’s Public Sector, and the previous week’s issue reported on the endorsement of President Carter by the International Executive Board of the American Federation of State, County and Municipal Employees (AFSCME). That action, in turn, followed the enthusiastic endorsement of President Carter by the AFL-CIO General Board.

On this and some following pages is a wide range of some of the information considered by CSEA’s Political Action Committee in arriving at its recommendation that CSEA endorse President Carter for re-election. It is being printed here for the general information of the membership, and prior to the time that elected delegates will be considering the committee’s recommendation in Niagara Falls.

ALBANY — In a precedent-setting action, CSEA Delegates representing every segment of the state’s largest public employee union are being asked to endorse Jimmy Carter for reelection as President of the United States by the union’s Statewide Political Action Committee.

For CSEA, a Presidential endorsement would be the first that the union has made in its 70-year history. For Jimmy Carter, the endorsement could prove to be a crucial source of support in a state that most political experts predict the most trouble.

Political action has been a rising star in CSEA’s representation of its membership in recent years, but few could have predicted a few years ago that CSEA could suddenly find itself in a critical position in one of the most momentous political decisions in the country.

At the heart of the situation is the 17-member Political Action Committee representing all segments of the union’s membership. On September 12, after lengthy discussion and review of research compiled by political experts, the Committee voted 12-0 (some members were absent) to recommend to the CSEA’s Delegates that the union endorse President Carter and Vice President Walter Mondale for re-election.

“We weighed our options carefully and made our decision based upon some very clear cut evidence that is contained in the public record of the Presidential candidates,” commented Committee Chairman Joseph Conway.

“This Committee has a tradition of long hours, hard decisions and the determination to represent the best interests of our membership in the area of political action on a statewide, or in this case a national level,” Mr. Conway said. “We took the action that we did with such unanimity because we are all convinced that the recommendation to endorse President Carter for reelection is to the benefit of our members and our union.

“In campaigns at this level it is very easy to get lost in the positions of candidates on very broad issues dealing with national defense, the condition of world affairs, the national economy and other similar issues, but too often we fail to see through the news media where the candidates stand on the ‘smaller’ issues that really affect us,” the chairman said.

“This committee has concerned itself not only with those broad issues which are of course important to all Americans, but we have also looked into the issues that deal specifically with labor and with the views of the candidates on public employees and public employee unions.

“There is no doubt in my mind and, I think, in the minds of the other Committee members, that when these issues are clearly presented to our Delegates and to our membership, this union will conclude with the AFL-CIO, AFSCME, and most other labor organizations that Jimmy Carter would be the best President to lead our country into the 80’s,” Mr. Conway said.

Serving on the Political Action Committee in addition to Mr. Conway, are: Nicholas Abbatiello, Robert Koltzman, Michael Curtin — Region One; Leroy Edwards — Region Two; Alex Bogg, Carmine DiBattista, Eleanor McDonald — Region Three; Mr. Conway, Timothy Drew, John Vallee — Region Four; Moira Griener, Fran Mitchell, Barbara Pickell — Region Five; Dominic Savarino, Florence Tripi, June Ferno — Region Six.

CSEA’S POLITICAL ACTION COMMITTEE is shown last week deliberating its recommendation that CSEA endorse a presidential candidate. The committee has recommended that the union back President Jimmy Carter for re-election.
CARTER VS. REAGAN VS. ANDERSON

On key labor issues of vital interest, President Carter gets very high marks

ALBANY — Labor unions considering endorsements of candidates for public office always compare the records of the candidates on labor issues, but in the Presidential race of Jimmy Carter, Ronald Reagan and John Anderson, there is little room for comparison. Jimmy Carter is the winner.

President Carter's Federal Political Action Committee (FED) has released the records of the candidates before voting unanimously to recommend that the union's endorsement be based on a survey of candidates conducted by the AFL-CIO's Committee on Political Education (COPE). Although the surveys have been made for years, the Committee found clear indications of consistently pro-labor action by the President and consistently anti-labor action by his opponents.

Mr. Anderson, as a sitting member of Congress, has been "scored" by the AFL-CIO on his record on labor issues, with votes only 87 percent of the total votes, well above the national average of about 70 percent. In 1972, when eight contracts were on strike, Mr. Anderson supported two of them on the right side of the issue. In 1975, when eight contracts were on strike, Mr. Anderson was absent for seven votes on "wrong" on the right.

The comparison of President Carter and Mr. Reagan are a little less statistical since neither can be "scored" on voting, but the record is clear. The President has consistently supported labor unions, while Mr. Reagan has consistently supported management. The Washington Post, on June 5, quoted candidate Reagan as saying, "My idea of an OSHA would be if government would get off the backs of business to get rid of stifling laws against growth..."

CARTER-VS.-REAGAN-VS.-ANDERSON
A ☆ COMPARISON ON ✡ THE ✡ ISSUES

Recently announced revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.

- Targeted incentives to encourage productivity and investment; rejection of arbitrary spending restraint and high interest rates.
- Rejects arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Endorses the Kemp-Roth tax cut which is a 10% per year for 4 years across-the-board income tax cut; most of the tax relief would go to upper income people and would generally be inflationary.
- Supports increased community-based services for the mentally ill and recombined together with training and jobs for institutional employees.
- Endorses budget cuts that would go to higher income families.
- Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.

CARTER ISSUE REAGAN

ECONOMY

- Encourages investments in distressed areas; countercyclical fiscal assistance to stabilize and support public services.
- Commitment to targeted non-inflationary tax cuts; supports increased community-based services for the mentally ill and recombined together with training and jobs for institutional employees.
- Endorses budget cuts that would go to higher income families.
- Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.

JIMMY CARTER
- Supports enactment of this fiscal assistance program to state local governments.
- Opposes national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
- Opposes arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Endorses revised revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.

CARTER VS. REAGAN VS. ANDERSON
A ☆ COMPARISON ON ✡ THE ✡ ISSUES

CARTER ISSUE REAGAN

FINANCE

- Endorses budget cuts that would go to higher income families.
- Opposes national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
- Opposes arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Endorses revised revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.

CARTER VS. REAGAN VS. ANDERSON
A ☆ COMPARISON ON ✡ THE ✡ ISSUES

CARTER ISSUE REAGAN

FEDERAL BUDGET

- Endorses revised revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.
- Opposes national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
- Opposes arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.

CARTER VS. REAGAN VS. ANDERSON
A ☆ COMPARISON ON ✡ THE ✡ ISSUES

CARTER ISSUE REAGAN

NATIONAL HEALTH

- Endorses revised revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.
- Opposes national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
- Opposes arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.

CARTER VS. REAGAN VS. ANDERSON
A ☆ COMPARISON ON ✡ THE ✡ ISSUES

CARTER ISSUE REAGAN

DEINSTITUTIONALIZATION

- Endorses revised revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.
- Opposes national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
- Opposes arbitrary balanced budget goal; spurring policies sensitive to economic conditions and the needs of the less advantaged.
- Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.
CARTER VS. REAGAN

ALBANY - Recommending an endorsement of a Presidential candidate put the CSEA's Statewide Political Action Committee into a comparison of the positions of major candidates on a number of issues affecting union members, but of all the areas where there were glaring differences to be found, nowhere were those differences as pronounced as in the area of mental health care.

"Our conclusion in recommending CSEA's endorsement of President Carter was based upon many things," says Political Action Committee Chairman Joseph Conway, "but a comparison of many things," says Political Action Committee endorsement of President Carter was based upon differences to be found, nowhere were those the record of Ronald Reagan and the actions of President Carter in the area of mental health care was certainly an important factor. Our union represents more than 47,000 mental health care workers and, believe me, they have no friend in Gov. Reagan.

The Committee voted unanimously on September 12 to recommend to union Delegates meeting in Niagara Falls next week that CSEA endorse President Carter and Vice President Walter Mondale for reelection. The ultimate decision on the endorsement is expected to be made by the Delegates on October 1.

CSEA's members in the state's Office of Mental Health and Office of Mental Retardation have been faced with crisis after crisis over the past several years as the concept of deinstitutionalizing patients from state institutions into community treatment settings gained acceptance. The biggest problem was that while the state was quick to discharge the patients from institutions, it has been lax in providing community treatment. The practice is called "dumping" and its affects on the patients and employees have been tragic.

But if New York has mental health care problems, California has a disaster and that disaster was born under the reign of Gov. Ronald Reagan. During the first six years of his administration, hospitals were closed and patients dumped in wholesale numbers. In 1967, when Reagan took office, there were 22,000 patients in California institutions. By 1973, there were only 7,000 left, a 68 percent slash.

By comparison, President Carter has advocated the concept of deinstitutionalization, but has insisted on safeguards to protect the interests of discharged patients and also to protect the interests of displaced employees.

President Carter in forefront when it comes to ERA advocacy

ALBANY - CSEA was one of the first labor unions to support the Equal Rights Amendment to the U.S. Constitution. CSEA Delegates endorsed it unanimously nearly seven years ago. This support was a factor in the Statewide Political Action Committees review of the records of Presidential candidates and again, according to the Committee, President Carter was a winner.

The President and the Democratic Party Platform are both strong advocates of the ERA. The Platform states quite clearly, "Both the ERA and the District of Columbia Voting Rights Amendment to the Constitution must be ratified and our full commitment must be given to those efforts.

President Carter has been a campaigner for ERA approval when state legislatures have considered action on the amendment. His actions as President, however, speak even louder than his words. He has appointed more women to top level federal positions than all other Presidents combined. He has also appointed more women and minority group members to federal judgeships than all other Presidents combined.

Ronald Reagan is another story. Candidate Reagan says he is for equal rights for women, but he also says that he is opposed to the enactment of the Equal Rights Amendment. Like many other areas of policy, Mr. Reagan believes the federal government should get in the back seat and let individual states do the driving. Says Reagan, "I will establish a liaison with the 50 governors to encourage them to eliminate wherever it exists, discrimination against women."

His position is apparently shared by the Republican party which, for the first time in more than 40 years, has withdrawn its support of enactment of an ERA. The GOP Platform states, "We acknowledge the legitimate efforts of those who support or oppose ratification of the Equal Rights Amendment."

Rep. John Anderson, an independent candidate for the Presidency, is an advocate of ERA. As a Congressman, Rep. Anderson has voted consistently in support of the Amendment.
DANNY DONOHUE
A glimpse at his new role as president of Region I

By Gerald Alperstein
Associate Editor

NORTH AMITYVILLE — Danny Donohue admits he became active in CSEA because of the late Irving Flaumenbaum, the man he replaced as president of the Long Island Region.

"Irving was one of the persons who got me active in our union — CSEA — and in directing me towards the regional office," says Donohue, who now finds himself at the forefront of CSEA's largest region; one which claims nearly 60,000 members.

Of that responsibility, he says, "Our region is growing and changing. Our region's leadership is actively responding to that change."

Yet Donohue pauses to reflect on the teachings of his predecessor. "Irving always spoke of one union and not of county, school district, subdivisions or state. . . . I, like Irving, also see CSEA as one union."

"What Irving and others have built on Long Island has to be continued by our locals and members working together," says Donohue, who received a unanimous vote of confidence by the Region I Executive Board earlier this month.

As for his presidency, Donohue stresses that he will "make available the strength of the region to all local presidents and the membership."

Donohue sees CSEA Region I growing stronger by working together as taxpayers and voters in Nassau and Suffolk counties.

The economy is hurting all persons, especially public employees. We, the members of our union, by pulling together, will protect our livelihood," he said.

He recently spoke before the Assembly Educational Task Force Committee on property tax changes. He told the panel of legislators that fair and decent wages and safe working conditions must be maintained regardless of what changes may occur in property tax laws.

Donohue was elected Region I First Vice President in 1973 and held that position at the time of Mr. Flaumenbaum's death on Aug. 27, 1980.

His rise to regional president (and CSEA vice president) started in 1975 when he was elected president of Central Islip Psychiatric Center Local 404 by a write-in vote. He was re-elected in 1977 and 1979.

In 1979, Donohue became a member of the Region I Legislature and Political Action Committee, a membership which has continued to date.

He was chairman of the statewide Nominating Committee in 1977.

The CSEA Mental Hygiene Presidents' Committee elected Donohue its chairman in 1978. He was re-elected in 1980. Also in 1978, he became a member of the Region I Mental Hygiene and Education committees and was appointed to the state Mental Health Task Force.

Donohue became the chairman of the task force in 1979 as well as being elected to the CSEA-endorsed candidates in the Congressional, U.S. Senate, and Presidential elections.

NEW LONG ISLAND REGION I PRESIDENT
Danny Donohue, sitting, discusses plans for the region during the legislative political campaigns this fall. Joining Donohue are Region I Legislative and Political Action Committee Co-Chairmen Nicholas Abbatiello, right, and Michael Curtin, center. Also taking part in the planning are, from left, Intern John Wellspeak, John D'Alessandro and Intera Brad Rice, all of the CSEA-AFSCME Political Office.

Danny Donohue is the newest CSEA regional president, becoming Long Island Region I president upon the untimely death of Irving Flaumenbaum on August 27. To better acquaint the membership with Mr. Donohue and his overall philosophy concerning unionism, The Public Sector takes this opportunity to profile the new Region I president.

LONG ISLAND REGION I PRESIDENT Danny Donohue speaks before the New York State Assembly Educational Task Force Committee meeting in Hauppauge recently on possible property tax changes. Donohue told the task force that public employees should receive fair and decent wages and safe working conditions regardless of what changes may occur in the tax laws.

Oct. 2 Convention Breakfast first of events to project CSEA into federal political arena

NIAGARA FALLS — For the first time in its history, CSEA is getting involved in political campaigns on the federal level, and a major event at the union's Delegates Meeting here from Sept. 28 to Oct. 3 aims to make that involvement as effective as possible.

The event is the Oct. 2 Political Action Breakfast at the Niagara Hilton Ballroom. The tax-deductible, five-dollar donations for the breakfast will be used to back CSEA-endorsed candidates in the Congressional, U.S. Senate, and Presidential elections.

"We urge all delegates to attend," said CSEA Political Action Training Specialist Ramona Gallagher. "This is a way to put as much clout as possible behind our endorsements in these important elections."

Guest speakers at the event will be Barry Feinstein, chair of the Public Employees Conference, and Victor Gotbaum, Executive Director of AFSCME D.C. 37.

Tickets will be sold outside the Ballroom just prior to the breakfast. Election laws prohibit the sale of these tickets to anyone who is not a CSEA-AFSCME member.
First segment of salary increase due effective October 1 for state workers

ALBANY — More than 100,000 CSEA members in the state's Administrative, Institutional and Operational bargaining units will be receiving the first segment of a salary increase next month under provisions of the CSEA contracts with the State of New York.

The current three year contract took effect following member ratification on April 1, 1979. On that date a seven percent salary increase was added to the salary schedule.

Now, starting with the payroll period the first day of which is closest to October 1, 1980, a three and a half percent increase will be added to the salary schedule as the first installment of a salary increase for this fiscal year. Then, after next April 1, the remainder of this year's salary increase will be made in a lump sum payment.

While the procedure for the increases is complex, the concept is simple. If the computation for the total salary increase for this fiscal year works out to seven percent, then an employee doing the same job this year as last year will receive seven percent of his or her salary in lump sum payment after April 1.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to a maximum of $10,000 per year as of April 1, 1980.

Nations for the present contract yielded the first cost of living adjustment clause ever in a state contract, but as with most such adjustments in union contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and a half percent plus the cost of living adjustment up to a maximum total increase of seven percent.

The three and a half percent applied to the salary schedule on October 1 is the first segment of that increase. The remainder will be paid after the cost of living adjustment is calculated for the different period during the following of the next fiscal year. This deferral allows for a true calculation of the COLA and allows the state to "roll over" the salary increase from one fiscal year into the next fiscal year. This was required by the state's continuing fiscal crisis. While it might seem complicated, it guarantees the employees a true increase in salary for the entire year.

Other unions representing state employees have negotiated less deferring payment formulas, but those formulas do not guarantee a true increase for the entire year.

Here's an example of how the system will work using an employee with a salary of $10,000 per year as of April 1, 1980. In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to a maximum of $10,000 per year as of April 1, 1980.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to a maximum of $10,000 per year as of April 1, 1980.

For more detailed information or to explain variations for employees entering, leaving or being promoted, contact your CSEA representative or your personnel office.

Verbatim contract language re: state salary increases

ALBANY — CSEA's contracts with the State of New York in the Administrative, Institutional and Operational bargaining units contain provisions for salary increases for new employees that are not properly reflected in the contracts as published by the state.

The printed contracts indicate that new employees aren't eligible for the retroactive lump sum payment for a fiscal year if they came to work after the start of that fiscal year. That isn't correct.

CSEA and the Governor's Office of Employee Relations (GOER) have notified union representatives and personnel officers that the contracts actually provide for such employees to receive a lump sum payment pro-rated for their length of service during the fiscal year.

GOER has asked personnel offices to inform new employees when they are given copies of their contracts.

In an effort to avoid undue confusion, the following sections of Article Seven of the CSEA — State contracts have been printed here exactly as they appear in the published contracts, but employees now have.

Readers are cautioned, particularly employees hired after March 31, 1980, of the correction.

§ 7.12 For the fiscal year April 1, 1980 to March 31, 1981 the performance based salary system described above will be in full force and a general salary increase will be provided in the following manner.

(a) Effective October 1, 1980 a general increase of 3.5 percent will be applied to base pay, with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1981 a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index over the period from January 1980 to January 1981, less the 3.5 percent provided on October 1, 1980; provided, however, that the total increase in base pay provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1980 and who are in full-time employment status on March 31, 1981** will be entitled to retroactive payment for service from April 1, 1980 to March 31, 1981 to make up the difference between the actual salary increase received by the employee and the salary rate established in the April 1, 1981 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981, and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1980 and who are in full-time employment status on March 31, 1981** will be entitled to retroactive payment for service from October 1, 1980 to April 1, 1981 at the rate established as a result of the April 1, 1981 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981, and such payment shall be based upon the base pay and overtime compensation received by the employee.

§ 7.13 Third Year of Agreement

For the fiscal year April 1, 1981 to March 31, 1982 the performance based salary system will continue and a general salary increase will be provided in the same manner as in 1980-81, specifically:

(a) Effective October 1, 1981 a general increase of 3.5 percent will be applied to base pay, with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1982 a percentage increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index over the period from January 1981 to January 1982, less the 3.5 percent provided on October 1, 1981; provided, however, that the total increase in base pay provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1981 and who are in full-time employment status on March 31, 1982** will be entitled to retroactive payment for service from April 1, 1981 to March 31, 1982 to make up the difference between the actual salary increase received by the employee and the salary rate established in the April 1, 1982 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982 and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1981 and who are in full-time employment status on March 31, 1982** will be entitled to retroactive payment for service from October 1, 1981 to April 1, 1982 at the rate established as a result of the increase of April 1, 1982. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982.

§ 7.14 All of the above provisions shall apply on a pro rata basis to employees paid on an hourly or per diem basis or on any basis other than at an annual rate, or to employees paid a part-time basis. The above provisions shall not apply to employees paid on a fee schedule.

*Such increases shall become effective the pay period next to the quarter in which the respective provision is published in New York State Finance Law Section 44(C).

**Provided, however, that employees who die or retire during the stated period shall receive pro rata payments based on the number of days served in such full-time employment status during the stated period.

*U.S. All Cities—Urban Wage Earners and Clerical Workers Revised.
Manhattan Psy employees fear for lives after decision to give patients knives

MANHATTAN — Mental hygiene therapy aides at Manhattan Psychiatric Center, members of Local 413, are working in constant fear for their lives since a decision by management to supply patients with knives and forks during meals.

Patients are stealing the utensils, arming themselves, and threatening workers and fellow patients, according to Local 413 President Ismael Lopez.

Therapy aides have had to step in to stop three knife fights between patients, and at least eight knives are missing since the policy change several weeks ago.

In addition, patients have repeatedly threatened to stab-to-death therapy aides, according to reports. "With armed patients I'm afraid to walk the halls or ride the elevators alone," said one aide who refused to give her name. "I'm afraid of a patient stabbing me in the back."

One patient said a voice told him to kill me, an obviously shaken female aide said. She said she had received two facial scars as a result of three attacks before knives and forks were easily available. "Now I'm in constant fear for my life," she said.

Patients had previously had their food cut up for them by food service personnel before it was served. They had been given only spoons to eat with. The new procedure had been implemented as a more humane way of treating patients, according to facility Director Dr. Gabriel Koz. The gratification of using knives and forks goes a long way toward rehabilitation, according to Koz.

But Mohamed Hussain, chairman of the Local's Grievance Committee, said: "If the policy of giving what could be termed "deadly weapons" to the patients continues, there will very likely be extremely serious problems at Manhattan Psychiatric."

"I will hold the Mental Health commissioner personally responsible for any employee or patient death resulting from this improper policy," he said. "I wonder if he would like to have a death at the facility on his conscience?"

According to Field Representative Bart Brier, "the real problem at Manhattan Psychiatric is understaffing. It's not that we are against treating patients humanely by giving them proper eating tools, but we are against giving patients items that can be used as deadly weapons. What is missing here is adequate staff supervision and adequate staff."

He said it is common practice to have 40 to 50 patients dining while being supervised by only two therapy aides. "What is needed are at least 33 more dining room attendants," he said. "That would go a long way towards solving the dining room problems."

Patient slashed with knife

A patient at Manhattan Psychiatric Center was seriously injured recently when he was slashed in the neck twice with a serrated knife, during a fight with another patient.

The fight was broken up by mental hygiene therapy aides, members of Local 413, assigned to the ward. The incident is the latest and most serious in a series of attempted stab-bings since the facility changed its policy and began supplying patients with knives and forks during their meals. They had previously been served only pre-cut food and spoons.

The incident took place while 38 patients, supervised by only two therapy aides, were eating in the Kirby Building dining room. According to Mohamed Hussain, second vice-president of the Local, the patient said he was urged to stab the other patient because a voice told him to do so. Hussain said the patient was put into seclusion for several hours, and then allowed back into the ward.

Several honored in Rockland unit

ORANGEBURG — The Rockland Children's Psychiatric Center Unit of Rockland Psychiatric Center Local 421 honored a number of the unit's active members recently.

The RCPC Unit had completed its first year as a unit of Local 421.

Unit President Willie Trotman presented plaques and letters of appreciation to RCPC members, including: Glenda Davis, grievance committee chairman; Pat Taylor, secretary; James Phillips, vice president; Betty Davis and Haywood Corry, both grievance committee members; Mary Bullock, fund-raising committee chairman; and Lisa Shumate, Robert Ellison and John Thomason, all executive board members.

Trotman also presented plaques to Local 421 President Eva Katz and Executive Vice President Robert Coleman.

The program also served as a way for the unit to show its appreciation to Phillips and Corry who were leaving the unit and returning to RPC as members of the staff of a new on-grounds transitional facility.
Format will streamline sessions at 70th annual delegate meeting

NIAGARA FALLS — CSEA Delegates meeting starting September 28th will find that this Fall Delegates Meeting is a little unlike any meeting that they have encountered in the past.

Delegates will be meeting in shorter, but more intensive business sessions based upon a model used successfully by AFSCME.

The system actually eliminates the traditional lunch break in the middle of a Delegate session and replaces it with a continuous session that starts a little later and ends a little earlier. The general business meetings at this Convention will begin at 10 a.m. and run continuously until 3 p.m.

It is expected that the new format will allow for continuity in the debate on various subjects and prevent long delays from affecting the sessions. Delegates will also be spared the confusion of searching for a place to have lunch while worrying about getting back to sessions on time.

Another innovation borrowed from the International’s convention structure, is the scheduling of reports of committees in advance of the actual Delegate business sessions.

Unlike past years when committees gave reports for the first time on the floor of the Delegate meeting where they were discussed and questions and answers exchanged on the floor, the new structure will have committees available on the Monday and Tuesday preceding the Delegate business meetings to give their reports to any interested Delegates and answer any questions or take input from Delegates on any related subjects.

It is expected that this procedure will speed the actual committee business at the Delegate meetings and allow individual Delegates to ask any questions they will without being concerned about delaying the proceedings of the entire Convention.

Committees tentatively scheduled to report at this meeting include: Constitution and By-Laws, Methods and Procedures, Insurance, Convention Motions, Armory, Legislative and Political Action. These committees will hold forums on Monday, September 29.

On that same day there will also be a forum for the Treasurer’s Report.

Tuesday, September 30, will see forums for the following committees: Education, Legal, Ad Hoc Women’s Committee, Human Rights, Civil Service, Communications, Statewide Safety, CETA, Retirement, Members, and the Ad Hoc Minorities Committee.

Actual times and locations for these meetings will be in the Delegate’s agenda which they receive when they register at the Convention Center.

More compressed Delegate sessions and a new committee reporting structure are two innovations CSEA will be using in Niagara Falls to make the 1980 Fall Delegates meeting as productive and convenient as possible.

Meetings, forums scheduled

NIAGARA FALLS — Delegates representing CSEA’s State and County Divisions will go separate ways for a brief time at next week’s Delegates meeting when the traditional State Departmental Meetings and County Delegate Panel Discussions allow Delegates to get up-to-date information on new problems confronting their committee reporting structure.

In the State Division, these meetings are held by Department where there appears to be a need to exchange current information. On Monday, September 29th, Delegates will have the opportunity to attend any of eleven different meetings held for Departmental meetings for: Office of Mental Health, Office of Mental Retardation, Department of Transportation, Social Services, Correctional Services, Judiciary, Authorities, State University, Environmental Conservation, Executive and Health.

Also on Monday, County Division Delegates will have three major panel discussions in areas of interest. One panel session will deal with Statewide Probation issues. Another is scheduled on Statewide Social Services issues affecting CSEA members in local government. The third panel discussion is scheduled for Non-Teaching School Employees and will deal with major problems confronting that segment of the union’s membership.

Other special informational sessions for interested Delegates have been scheduled for Monday dealing with parliamentary procedure, basic negotiations, union membership and internal organizing, pre-retirement counseling, safety, political action, affirmative action and a seminar for Local and Unit Treasurers.

Also on Tuesday, an open educational forum will be held for all Delegates on the subject of CSEA’s affiliation with the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO. The affiliation will be a major topic of discussion within CSEA between now and April when the present affiliation agreement expires. Delegates will ultimately vote on the affiliation’s continuance, so this session is to answer questions and provide information on this most important subject.

Delegates will be acting on the affiliation at this meeting, but the educational session will be the first step in an information campaign to prepare for the decisions the Delegates will be making later on in the year.

Many distinguished speakers to address union delegates

NIAGARA FALLS — Delegates to CSEA’s Seventieth Annual Delegate Meeting are scheduled to hear a number of distinguished speakers throughout the sessions.

AFSCME International President Jerry Wurf is scheduled to address the delegates at 11 a.m. Wednesday, October 1.

Assembly Speaker Stanley Fink will speak at 1 p.m. the same day.

On Friday, October 2, New York State Governor Mario Cuomo is scheduled to address the delegation at 11 a.m., followed by James Farmer, Executive Director of the Coalition of American Public Employees (CAPE), at noon, and Senate Majority Leader Warren Anderson will speak at 1 p.m.

On Friday, October 3, Niagara Falls Assemblyman Joseph Pillittere will speak at 10:45 a.m. In addition, Niagara Falls Mayor Michael O’Laughlin will welcome delegates to the city during a delegate orientation program from 5-7 p.m. on Sunday, September 28.

New vice president election scheduled

NIAGARA FALLS — An election of an International Vice President to the Executive Board of AFSCME is one of the many topics to be handled at next week’s meeting of CSEA’s Delegates.

The vacancy stems from the recent death of Irving Flaumenbaum, Region One President, who served as a CSEA/AFSCME International Vice President with union President William L. McGowan. Mr. Flaumenbaum had just begun a four year term at the time of his death. Both CSEA International Vice Presidents were elected by the union’s 223 elected Delegates to the AFSCME International Convention held in June in California, Alabama.

After researching applicable regulations of AFSCME, CSEA Chief Counsel James Roemer has outlined the procedures for the new election. Mr. Roemer explains that as a result of a review of the procedures for such elections, the 223 CSEA Delegates to the International’s Convention will meet at Niagara Falls on Tuesday, September 30, to elect a new representative to join President McGowan on AFSCME’s International Executive Board.

As a result of technical provisions of the AFSCME Constitution, CSEA’s Delegates will meet on Monday morning, September 29th, to consider a resolution to empower the election of a new International Vice President.

While CSEA rank and file members did elect all 223 delegates to the International’s Convention in June, the vote of the CSEA Delegates to the Niagara Falls Convention will be required to authorize this election procedure.

Details on the election procedures will be presented to the Delegate body at their Monday morning meeting.

Stanley Fink
Warren Anderson
Mario Cuomo