Carey's plan to reform control of pension fund gains union endorsement

ALBANY — CSEA says it will vigorously oppose changes in the state's Common Retirement System proposed by State Comptroller Edward Regan, but the union will endorse a plan by Gov. Hugh L. Carey to reform control of the $14.5 billion retirement fund. And in the second place, this accountability to the people who depend upon a pension fund. But in the first place, his plan eliminates the comptroller's historic "sole trusteeship" of the pension fund and replace it with a five-member panel of "financial experts" nominated by the comptroller and confirmed by the State Senate. There would be no provision for any representation by public employees whose pensions are controlled by the信托. By the comptroller's new standards, even he would not qualify as a trustee.

"The comptroller claims his motivation is to increase accountability and to protect public funds. But in the first place, his plan eliminates accountability to the people who depend upon a retirement fund. And in the second place, this isn't public money. It is public employee pension money earned by the hard work and sweat of hundreds of thousands of men and women over decades," the union leader said.

"A pension benefit is no different than a salary or any other term and condition of employment," said CSEA President William L. McGowan, "and we have a right to have a say in how those funds are protected. Gov. Carey favors public employee representation on a Board of Trustees to control the pension fund, but Mr. Regan does not. Our position is clear. We're with the Governor on this one."

The union was reacting to a proposal by the comptroller to end the comptroller's historic "sole trusteeship" of the pension fund and replace it with a five-member panel of "financial experts" nominated by the comptroller and confirmed by the state Senate. There would be no provision for any representation by public employees whose pensions are controlled by the trustees. By the comptroller's new standards, even he would not qualify as a trustee.

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HIGH BLOOD PRESSURE SCREENING — CSEA member Richard Okoniewski, left, watches as Jackie Duna takes his blood pressure at the Labs and Research EAP program.

LINE UP AT DEPARTMENT OF LAW — Watching and waiting for a blood pressure check are, from left, Carolyn Armstrong, Olevia Jackson, Frank Tedschi, Nurse Marita Lyncy, Shirley Siegel, Alan Hegman, Mary Powell, Grace Dennis, Joan Phenox and CSEA EAP Representative Jim Murphy.

EAP keeps silent killer under surveillance

ALBANY — High blood pressure kills, but not every one knows if they have high blood pressure! However, 1,300 members of the Department of Law and the Division of Laboratories and Research, most represented by the Civil Service Employees Assn., have taken advantage of a hypertension screening program sponsored by the Employee Assistance Program.

Statistics indicate that fifteen percent of this group will be referred to their own physician for further screening and possible treatment for the silent killer, high blood pressure.

Police praise mugging witnesses

SCHENECTADY — A pair of state Department of Taxation and Finance employees in Albany have been honored by the Schenectady Police Benevolent Association for their "outstanding concern for the betterment of the City of Schenectady."

Bill Burdick, a senior account-senior audit clerk, and Ed Wysomski, a file clerk, received the PBA's William A. Koenige Community Service Award given in memory of Ptl. William A. Koenige.

Burdick and Wysomski became heroes on Saturday, April 26, when, returning from a diner, they witnessed a man mug an older woman at Chrysler and Lakeview Avenues in Schenectady. The woman was knocked to the ground and her purse stolen, but fast action by Bill and Ed prevented the mugger and an accomplice in a waiting car from leaving the scene until police arrived. Both muggers were subsequently sentenced to jail terms.

Schenectady PBA President Michael Andriano praised the action of both Bill and Ed, saying, "I wish there were more people like Ed and Bill who weren't afraid to get involved. It would make our job much easier. Too many people see a crime taking place and look the other way. These two men decided to take action."

HEROS HONORED — Ed Wysomski, center, and Bill Burdick, second from right, accept William A. Koenige Community Service Awards from Schenectady PBA President Michael Andriano, left, and Ptl. Roy Edwardsen. At right is Carmen Bagnoi, president of Tax and Finance CSEA Local 690, of which Wysomski and Burdick are members.

TRI CO. CSEA LOCAL 914, covering Herkimer, Madison and Oneida Counties, has become the first Retirees Local in Central New York to open its own office. The office, located in the Inwood Building on the Marcy Psychiatric Center campus, is open from 1 to 4 p.m. every Wednesday to assist retiree members with their requests.

A recent grand opening, Local 914 President James Ham-pton left, is congratulated by Richard Heath, Director Psychiatric Centers. Standing left is Robert Ashpert, Malchy, President of Marcy CSEA Local 414. Seated Gorsk, Lila Larabee and Catherine A. Streeter.

Calendar of EVENTS

June
17—Labor Dept. informational meeting on OSHA, 10 a.m., Chancellor's Hall, State Education Dept., 89 Washington Avenue, Albany.
18—Tax Local 690 executive council meeting and installation dinner, 5 p.m., Vallee's, Albany.
19—Local 690 installation of officers, 5 p.m., Vallee's Restaurant, Central Avenue, Albany.
19—Office of General Services Local 660-CSEA picnic, noon to 5 p.m., food; activities 'til 9 p.m., Western Turnpike Golf Course, Guilderland, Jim Rockwell, chairman.
20—Local 424 Syracuse Developmental Center Annual Dinner Dance and Installation, 6:30 p.m., Carmen's Restaurant, Bridge St., Solvay.
20—Capital Region delegate's meeting, 10 a.m.—1:30 p.m., Romada Inn, Albany.
24—Labor Dept. informational meeting on OSHA, 10 a.m., Buffalo Convention Center, Room 101H, Franklin and Genesee Streets, Buffalo.
24—New York State Bridge Authority Local 050 installation of officers and annual clambake, 1 p.m., Kingston.
25—Westchester Retirees Local 921 Installation Meeting, 1:30 p.m., Rochambeau School, White Plains.
26—Labor Dept. informational meeting on OSHA, 10 a.m. and 1:30 p.m., Two World Trade Center, 44th Floor State Hearing Room.
26—Pilgrim Psychiatric Center Local 418 installation dinner dance, 8 p.m., Huntington Town House, Huntington.
27—Long Island Region I officer training workshop, 8 a.m., Holiday Inn, Hauppauge.
30—Labor Dept. informational meeting on OSHA, 10 a.m., Oneida County War Memorial, Lower Level Meeting Room, Syracuse.
Local 859 defense upstages legislative hearing

By Ron Wofford
Communications Associate

LYONS — A legislative hearing by Wayne County Supervisors regarding the long-delayed contract settlement for the nearly 450 members of CSEA Local 859 had all the elements of a courtroom movie drama. But this was reality, and the immediate economic future of many families hung in the balance.

The hushed courtroom in the historic Wayne County Courthouse was filled with nearly 200 members who have been working since December 31 without a contract, “bearing witness” to their dissatisfaction and disagreement with the charges of the “prosecution.”

The county’s personnel director, assuming the role of “prosecutor,” charged the employee unit was asking “too much”, and that the county had the long-delayed contract settlement for the nearly 450 members of CSEA “bearing witness” to their dissatisfaction and disagreement with the charges of the “prosecution.”

An imposed contract appears likely since agreement has not been reached through negotiations, that began last July, or through mediation or fact finder stages.

The drawn-out stalemate was marked by the first “informational picketing” ever undertaken by the CSEA Local at the homes of the personnel director and the county attorney, who reportedly received a pay boost equal to approx. two-and-a-half times the average county worker’s entire annual paycheck.

Meanwhile, back at the “trial”, Lee Frank assumed his best attorney-like demeanor to deliver a scholarly comparison of the costs of living in Wayne and surrounding counties.

“Bread, milk, canned goods and other necessities, cost just as much or more in this county as in others,” Frank said. “We’re only asking that you accept the spirit of the fact finder’s report and give us equal to what other county employee groups have already received,” he continued to roaring applause from the gallery, filled to the balcony with CSEA members.

“Expert witness for the defense!” Tom Crowley employed a chart to show the supervisors a comparison of the cost of living over the past several years, that spiraling inflation has eaten into the earnings of the average worker, and made any wage increases non-existent.

President Mead informed the “jury” of elected officials of the low morale of the members who “read in the newspapers what others are getting in surrounding counties and towns and can’t understand why they are offered less when they work just as hard, if not harder, than we members.”

After a series of rebuttals back and forth, punctuated by supportive applause from the members, Chairman of the Board Marvin Decker gavelled the meeting closed. There were no questions from the supervisors.

As the members filed out of the ornate, columned courtroom, photos of past county officeholders peered down from the walls. They seemed to wonder, along with CSEA Local 859 members . . . will the “verdict” be a cause for celebration or dismay?

Court upholds back pay award

ELMIRA — A New York Supreme Court decision has confirmed an arbitration award in favor of Roy C. Crawford, a member of Chemung County Local 808.

Crawford, an employee of the Elmira Water Board, was illegally terminated in late 1979. In arbitration, the Elmira Grievance Board ordered that he be reinstated and reimbursed for back pay. The Water Board reinstated him, but withheld the back pay.

Through CSEA’s Legal Assistance Program, the case was pursued in court, where the award of back pay was confirmed.

Verdict awaited in Lyons courtroom saga

MT. VERNON — A game of musical chairs played by administrators in this city of 70,000 people in populous Westchester County resulted in two employees being paid according to the wrong salary schedule, and it took some decisive action by CSEA to correct the situation.

Field Rep. Larry Sparber explains that in the waning days of 1980 budget gimmickry resulted in the city juggling employees’ positions. Senior Stenographer Maria Devenuto lost her job title in the assessor’s office, even though she was the most senior employee there. Mindy Tempkin was then “bumped” — replaced by a more senior employee — from her senior stenographer’s position in the clerk’s office, and made a stenographer in the department of public works.

Both women were hired before July 1978, when a new salary schedule went into effect. Yet in their “new” positions, the veteran employees were put on the proper salary schedule for new hires. The result? Significant losses in incomes.

Sparber then went into action. He reminded municipal officials that was implemented. He added, “It is the legal opinion of CSEA that the (employees) are entitled to the salaries set aside for their positions on their pre-July 1978 status.

“I am therefore requesting that you immediately review this issue and place the employees in their proper salary level with the appropriate retroactive payments.”

On April 14, the city acquiesced, and the women were put on the proper salary level. For Devenuto, the result was an increase in base salary of $530; for Tempkin, it was a hike of $3,108, and the money was retroactive.

Nowadays, both women find themselves playing a more active role in CSEA. They now know what they’re up against in Mt. Vernon.
Union booth used to help recruitment

HAUPPAUGE — As part of the Region I recruitment drive, the CSEA sponsored a booth at the recent Sixth Annual Nassau-Suffolk Library Institute Convention at the Colonie Hill Convention Center which was attended by more than 1,500 library employees.

CSEA organizer Jose Sanchez and Region I field representatives handed out literature and answered questions for interested persons at the one-day convention.

CSEA ORGANIZER Jose Sanchez discusses the activities of CSEA with a delegate to the library institute convention.

Resumes due June 22 for administrative CSEA position

ALBANY — CSEA is looking for an administrative assistant who will work under the supervision of the Retirees Coordinator.

The administrative assistant will act as liaison for CSEA Headquarters on matters of New York State retirement and social security, civil service law, state health insurance and death benefits, as well as similar programs in the counties and political subdivisions. He or she will maintain a working relationship with retiree locals and the retirees statewide committee.

Duties include handling correspondence and telephone inquiries, preparing monthly reports on department activities, attending retiree functions, and editing a retirees newsletter.

Qualifications include a bachelor's degree or a high school diploma plus three years of satisfactory responsible business experience.

Submit resumes by June 22 to Personnel Director, CSEA, 33 Elk Street, Albany, NY 12207.

Tom Murphy is reelected

SYRACUSE — Onondaga County Local 834 of CSEA has announced the results of its election conducted Saturday, May 30, 1981.

Re-elected to a second term as President was Thomas Murphy, who defeated challenger Bruce Dickinson.

Murphy will be supported by an all new slate of Officers Sue Smith defeated Bob Renders for First Vice President; Jim Bishop defeated Connie Bisti for Second Vice President; Don Zimmerman over Lee Fordock for Third Vice President; Rose Zimmerman won over Millie Albrigo for Recording Secretary; Cora Diederich edged out Tony Selle for Treasurer; and Sara Soult beat Bruce Dickinson in the run for Local Representative.

Also elected as delegates were Gail Pederson, Pat Callahan and Alberta Howard.

Local 834 represents 27 units and more than 4,300 public employees in Onondaga County.

The new officers are expected to be officially installed later this month.

Reminder: Mail ballots by the 22nd

Ballots must be received by not later than 6 p.m., June 22, to be valid in CSEA’s elections to designate union regional officers, members of the State Executive Committee, and county educational representatives. Ballots are scheduled to be counted on June 26.
Union activist Pat Froebel
Her top priority is solving issue of working mothers and child care

By Dawn LePore

BUFFALO — As the woman in the workplace has become an economic necessity in today's society, the single parent and the two-income family are facing a new challenge in exchange for trying to keep pace with rampant inflation.

The question of "What do we do with the kids?" is an important one, and, recognizing that fact, Patricia Froebel, co-chairwoman of the Region VI Women's Committee, has made the issue of child care her number one priority.

"Asking women to choose between their jobs and their family is unrealistic," Pat said. "The working woman is not going to go away, so somehow we have to find a way to provide day care at a reasonable cost."

Pat hopes to begin work on the establishment of a day care center in the downtown Buffalo area for state workers in the near future. "We are not going to get subsidies from the state, it's required that the center be operated on state property. I'm keeping my eye out for a sight," she said.

Pat, an assistant claims examiner for the state Workman's Compensation Board, was named to her post as co-chair by Region VI President Robert Latimer last March. At that time it was decided to divide the responsibilities of a single chairperson by creating eastern and western committees. "It's difficult to arrange meetings when everyone is scattered over fourteen counties. The subdivision worked well with the regional political action committee last year, so we decided to try it again," Pat said.

"Our work now is to get the local committees built up. Until we have a stronger base of support, we can't expect to accomplish an awful lot at the regional level," Pat said.

Still, a two-day training seminar on women's issues held recently in Rochester "was very successful," she said.

"The conference was well-attended and everyone seemed pleased with the program and the speakers. It was a good start, but we have a long way to go."

Some of Pat's other concerns include an improved educational benefits program and a more equitable pay scale — for men and women.

"I can't understand the logic of having a parking lot attendant work as a grade 7, while a typist is only a grade 3. Something is wrong there," Pat said.

In addition to her post with the women's committee, Pat, who began as a typist herself with the state in 1978, holds the position of grievance chairperson for Buffalo Local 003.

"I'm crazy I guess, but I enjoy it very much," she said. "There are a lot of disappointments, but the feeling you get when you've won a grievance is very satisfying."

"It's a constant learning process. When Pat Pfleger (president of Local 003) asked me to run for steward just a few months after I joined CSEA, I really didn't know anything. But what really scared me was the apathy of some of the people around me. I think that was one of the major reasons I got involved."

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Delegate participation creates informative atmosphere, rapport

KERRHONKSON — CSEA members actively participated in the seminars at the Irving Flaszenbaum Workshop with questions, comments and suggestions. Collective Bargaining Specialists Manny Vitale and Ron Mazzola led the seminar on Negotiations in Political Subdivisions.

Vitale gave lots of advice on negotiating in its sometimes treed-up, sometimes humorous, but always colorful style. "You don't make demands at the negotiating table," Vitale said, "you make proposals. Because what are you going to do if they turn down your 'demands'?"

He also cautioned negotiators to make reasonable proposals. "Don't waste time with crap. If you settle a bunch of insignificant points, you may never settle the ones that matter most."

Assistant Director of Communications Melinda Carr concentrated on newsletters in her presentation on Communications Skills for Political Activists.

She showed some examples of attractive and unattractive layouts. She referred to a page filled with type, making it seem more black than white, as an "fill'er up page." Carr said this kind of page has little chance of being read, no matter how interesting or important its content.

In the seminar on Labor/Management Meetings — Use and Mismanagement, CSEA staff member Paul Burch and CSEA Education Director Tom Quimby, asked lots of questions and their audience gave them lots of answers.

Together they came up with some of the elements that make such meetings work. One such element is cooperation. Labor and management must establish mutual goals and abide by common rules. They must also listen well and act and talk sincerely.

In order to have their meetings work, labor and management must also create a working relationship. Both sides must act responsibly, maturely. They must be accessible and accountable to each other. Their communication must be direct and simple.

A third element is the effort to fulfill needs. Both sides must be kept informed of needs and goals in order to make meetings more productive.

SOUTHERN REGION III PRESIDENT Rayond J. O'Connor, right, and CSEA Employee Benefits Fund Assistant Director Thomas Linder are among those at the County Delegate Workshop. O'Connor is the highest ranking County Division member in CSEA.

Central Region V President James Moore and County Executive Commissioner Chairman Mary Sullivan attend the County Delegates Workshop in Kerhonkson.

Bennington County Local 822 delegates at the County Delegates Workshop include, from left, Gary Breyer, Pat Barreche, Millicent Delgad and Joseph Cannady.

Rensselaer County Local 822 delegates at the County Delegates Workshop include, from left, Emil Gary, Charles Lane, Jack Schwartz and Charles Jones at the County Delegates Workshop.

Delegate James Roemer spoke on the Walter Leubner holding a meeting for Fleszar, Phyllis Hage and Freda Sagatis, gaining Specialist Paul Burch and administration. Consultant Joseph on case studies in contract ad-

Delegates from Montgomery County Local 822, from left, Emil Schmer, Phyllis Hage and Freda Sagatis.

Stories and photos by Brendan Coyne

Hundreds gather for the County Delegates Workshop
The driving force behind Warren Local

By Deborah Cassidy

WARRENSBURG Wisdom and fortitude come with experience. Frank Smith has gained these qualities from 14 years as an active member of the Civil Service Employees Assn., and uses them to serve as the unofficial advisor to his local's administration.

A storekeeper for the Warren County Department of Public Works since 1964 and a member of CSEA since 1967, Smith has never held an elected position with the union. Yet his work from the sidelines has helped that local survive over the years, say Capital Region CSEA officials.

Smith’s ideas and suggestions have been the driving force behind much of the change that has taken place in the CSEA Warren County Local. With a vast store of knowledge about CSEA policy, he has aided in the development of new programs and services.

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Due to his long experience and knowledge of the union, he has been able to provide valuable advice and recommendations to the local's leaders.

“Frank Smith has always been in the background, pushing for and initiating action,” says CSEA Local President Charles Persons. “He is a dynamic leader; he has guided the local through some difficult times.”

Members craft handicapped water fountains

BABYLON — Three members of Long Island State Parks Local 102 have been credited with developing a water fountain for wheelchair-bound persons.

Local 102 President Arthur Loving said the three members are Plumber and Steamfitter Shop Supervisor John Woznick, Equipment Mechanic Thomas Lenz and Plumber-Steemfitter Harold Thilberg. Long Island State Parks Commission employees have been building the handicapped fountains and installing them at the more than 20 State parks facilities in Nassau and Suffolk Counties.

The design of the fountain permits the handicapped person to roll a wheelchair under the fountain to easily drink from the fountain.

Also, due to the materials, construction and installation of the handicapped fountains, they are much less susceptible to vandalism than a conventional fountain.

UNOFFICIAL ADVISOR KEEPS LOCAL GOING AND GROWING

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Hardship faces women

Budget cuts hurt women most, McGowan predicts at Metro Region conference

NEW YORK CITY — Terming the proposed federal budget a "disaster that moves us back 40 years," CSEA president William McGowan urged attendees at the Metropolitan Region II Women's Conference to "start fighting" to preserve worthwhile social programs threatened by the budget.

"Just because the budget will be passed soon doesn't mean we should give up the fight," he said. "Money can be shifted around before October. We have to bombard our congressmen and senators with our message." McGowan noted that the proposed budget will be especially disastrous for New York State. "New York State is going to lose $1.3 billion," he said. "For every dollar you get from the federal government, you generate five more dollars. That means that this budget will actually cost New York State more than six billion dollars."

McGowan pointed out that the proposed federal budget will hit working women particularly hard. He said that many programs that enable women to work will be eliminated. "Day care centers are going to be closed," he warned. "All women want is an honest day's pay for an honest day's work, but they won't have that opportunity."

McGowan also blasted the proposed budget for trying to change the role of the federal government.

"Instead of caring for the needy, caring for the poor, we're going to give our care to the rich," he said. "When you need a piece of bread, you'll have to get it from the rich. Is this any way to do business? Where are our feelings for those in need?"

Citing the gains made by women in recent years, McGowan said, "You have planted the seed, lit the light. I'm afraid someone will put out that light. Don't let that happen!"
The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of worksite locations throughout New York State. The needs of those members vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to state headquarters, Albany. The remainder are assigned to the six regional headquarters maintained by CSEA throughout the state. “Staff Profiles” is an informational series designed to acquaint members with staff departments and personnel.

Protecting members’ rights demands acute awareness

In today’s complex world of labor relations, protecting members’ rights is no simple task for a union.

One who knows this well is James W. Roemer, Jr., of CSEA’s legal firm of Roemer and Featherstonhaugh. The firm, which has been on retainer to CSEA on a full-time basis since early 1976, must constantly be on guard against any possible threats to job security and contracts of union members across the state.

“We’re like a clearinghouse or an air traffic controller,” says Roemer.

“We keep an eye on what’s going on in a variety of places. We’re aware of what’s happening in the federal courts and the state courts; we monitor legislation at the federal and state level. We know what’s happening in the union internally, and we know what’s happening in the field. We see it all.”

In today’s society, says Roemer, everything has legal implications, which underscores the importance of strong legal protection for the state’s largest public employee union.

“It’s an age of awareness,” Roemer stresses.

“People are more aware of what their rights are and what they’re entitled to from their union. And the union has an obligation to ensure and defend those rights.”

CSEA’s growth in membership and in influence in recent years also has accentuated the need for legal expertise.

“When you’re giving advice to a major political force in the state — as CSEA has become — it puts pressure on you to make sure that advice has sound legal basis,” says Roemer.

Roemer and Featherstonhaugh is located on the 11th floor of Albany Twin Towers Building, the base for some nine attorneys who work full-time on CSEA matters. There is also a network of about 20 regional attorneys located throughout the state who are retained by the firm on behalf of CSEA.

The attorneys’ advice and services penetrate virtually every corner of the union. In disciplinary proceedings, grievance arbitration or appeals, and in litigation revolving around law, contract doctrine or rulings by the state’s Public Employment Relations Board (PERB), the firm is working to make justice in the workplace a reality for CSEA members. Many of the cases the firm handles are those which, after careful and proper review, have been referred through CSEA’s extensive Legal Assistance Program, administered by Anthony Campione.

“We give general corporate and union advice on just about everything,” says Roemer. “We assist in negotiations, particularly for state contracts, but sometimes if there is a crisis at the local level, we’re called in to help resolve it.”

Two of Roemer and Featherstonhaugh’s specialty areas are collective bargaining contracts and litigation before PERB.

“Two of our attorneys do extensive work with CSEA’s legislative program, and we also give advice in training the stewards to fulfill their obligations.”

In addition, notes Roemer, his firm provides representation in a variety of litigation matters where CSEA is either a plaintiff or a defendant — including all of the union’s representation before PERB. This includes hearings for improper practice charges, as well as certification and decertification matters.

“We also have developed various categories of expertise, available to the union through the staff and local leaders,” said Roemer.

Attorney Michael Smith, for instance, specializes in constitutional rights of public employees in disciplinary hearings, while William Wallens concentrates on state contract arbitrations and litigation before PERB.

Stephen Wiley is active in legislative law, and is also an expert on the Duty of Fair Representation — the union’s duty to represent all employees under the contract fairly, whether they are members, non-members or agency shop fee-payers.

Pauline Rogers concentrates on mental hygiene and on state and federal litigation relative to the operation of the state’s many mental hygiene facilities.

Richard Burstein deals with diverse legal matters in Region IV, while Marjorie Karowe is involved in matters pertaining to women’s rights, elections and the Comprehensive Employment Training Act (CETA).

James Featherstonhaugh is CSEA’s chief lobbyist. “I try to implement the legislative desires of the union leadership,” says Featherstonhaugh.

CSEA’s 1981-82 Legislative Program calls for major reforms in the Taylor Law, the retirement and pension systems and the Education Law.

“Five years ago, CSEA had little or no involvement in the political action process,” said Roemer. “One of our goals — which I think we’ve come a long way toward accomplishing — was to change that. We wanted to involve CSEA in the political process because politics is what makes a public employee union tick.”

As for Roemer himself, besides being the final word on most legal matters, he takes an active role in negotiations between the state and CSEA’s three bargaining units — Institutional, Administrative and Operational.

“I also advise the 10 statewide officers on key union matters, and advise the Board of Directors on all significant issues that come before them,” Roemer noted.

Court proceedings and the time and services of attorneys are costly. But with every case won...
A ‘golden opportunity’ in Region I

Guaranteed college aid

By Bill Butler

NORTH AMITYVILLE—A rush of inquiries has greeted the announcement by Long Island Region I and Adelphi University of a plan that guarantees a college scholarship for partial aid to all CSEA members in the Region.

An agreement between the CSEA Region I and Adelphi guarantees that every adult CSEA member returning to college will receive scholarship aid to offset tuition by at least 25%.

CSEA members may become eligible by enrolling in ABLE, the University’s degree program for adults.

Danny Donohue, president of Region I, hailed the agreement as a boon to both personal and occupational advancement for members. “Many have dreamed of returning to get the college degree that had escaped them earlier,” Donohue commented. “Here is the golden opportunity.” He added: “I believe this program will put CSEA in the forefront nationally for encouraging union members to pursue college education.”

The program was negotiated by Donohue, Carol Craig, chairperson of the Regional Training, Education & Information Committee, and Thomas Quimby, CSEA statewide Director of Education with Adelphi University President Timothy Costello, Assistant Dean Lynn Brooks and Adelphi University College Dean Gerald H. Heeger.

The program coordinates a variety of educational assistance programs, including federal and state grants and loans and special university grants to ABLE students. It can also provide credits for previous college studies, on-the-job training, life learning experience and other non-collegiate instruction.

ABLE students may elect a vast range of studies, and the only required courses are two semesters of English composition, which may be exempted for qualified students. Part-time or full-time programs will be offered at the University’s main campus in Garden City. The Center for Career and Lifelong Learning at Eagle Ave. in West Hempstead, the Adelphi Huntington Center in the Pidgeon Hill School and at East 28th St. in Manhattan.

The university made arrangements to enable CSEA members to qualify and enroll for study starting in September.

CSEA official Oath of Office

Following is the official Oath of Office to be used by CSEA Locals, Units and Regions in the installation of their officers.

Installing officer, standing before elected officers of the Association, Region, Local or Unit says:

“My friends, you have been chosen by the members of your...of the Civil Service Employees Association, each to fill a particular office. Your fellow members have thus placed their trust in you to fulfill in every way the obligations that trust imposes. You will familiarize yourselves at once with the duties of your particular office, and proceed to carry out those duties with energy and devotion. The welfare and success of the Association depends largely upon you, and you have a serious responsibility to seek in all possible ways to advance the interests of the Civil Service Employees Association. Your Association is dedicated to upholding and extending the principle of merit and fitness in public employment, to maintaining and promoting efficiency in public service, and to advancing the interests of all civil service employees. With faith in Almighty God and ever looking to the ideals and the laws of our Nation and our State, let us work vigorously for the attainment of our Association's objectives.”

(The installing officer then requests the officers to raise their right hand, and then reads the following pledge, at the conclusion of which each officer should respond, “I Do.”)

“I, _______________ DO SOLEMNLY SWEAR TO UPHOLD THE CONSTITUTION OF THE LOCAL, UNIT OR REGION OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. AND TO PERFORM FAITHFULLY AND IMPARTIALLY THE DUTIES OF THE OFFICE THAT I HEREBY ASSUME. I FURTHER SWEAR THAT I SHALL NOT ENGAGE IN ANY ACT OR ACTIONS DETRIMENTAL TO THIS UNION, OR FAIL TO ACT TO DEFEND THIS UNION TO THE BEST OF MY ABILITY.”

(After officers are sworn in, they are asked to face the audience. The installing officer then says:)

“I present to you the officers of your choice. I congratulate you on the selection you have made. Now that you have chosen these officers to guide the destinies of your...it is your duty to aid them in every possible way to make their administration successful and inspiring.

(The installing officer then asks the officers to take their respective official places. He may make additional remarks suitable to the program.)

NEWLY ELECTED OFFICERS of the City of Rye Unit of Westchester County Local 860 are, from left, Secretary Jordan Slavrides; Treasurer Bernice Stephens; Vice President Gail Warren; President Glen Steele. Local 860 President Pat Mascioli, right, conducted the installation.
Assemblyman Frank Talomie Sr.

Solving problems reward enough for this former Ontario Local president

By Tina Liner First
Communications Associate
ALBANY — He is a man of many interests, many reflections, many facets.

A family man, a legislator and a former union man, he is equally at ease showing off snapshots of his grandchildren or talking about golf or bowling as he is discussing crime, the Taylor Law or the image of public employees today.

He is Frank Talomie Sr., a former CSEA Ontario County Local president who devoted 24 years to CSEA before taking the 129th District Assembly Seat this past January.

At a time when CSEA is encouraging members to seek candidacy for various levels of political or public office, he stands as a strong political role model.

"I was politically involved long before I joined CSEA, but CSEA gave me a broader base to work with," said Talomie. "I got involved with people in all parts of the state, and was able to learn from their experiences and problems, and bring that knowledge back to my county."

As an assemblyman, Talomie is now in a position of being able to give back something to the union that helped him grow and learn.

For one thing, he says, CSEA is involved in several major pieces of pro-union legislation, including bills calling for a permanent, mandatory agency shop law, binding arbitration and injunctive notice.

"And, in spite of the many criticisms, I feel the establishment of fringe benefits now enjoyed by most public employees, such as non-contributory retirement benefits and non-contributory health insurance, as well as mandatory salary ranges," he says.

"I've been giving them out for 25 years, as his distaste for smoking and drinking, neither necessarily reflected in the political subdivisions," he adds.

A wavy-haired man with bushy eyebrows and glasses who always wears an American flag pin on the lapel of his suit jacket, Talomie leaned back in his chair and folded his arms around his knees when switching to subjects of a more personal nature.

He reveals he is a collector of elephants (he has more than 200 of various sizes and kinds), a lover of Shakespeare and semi-classical music.

In his spare time, he writes poetry.

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"The establishment of fringe benefits now enjoyed by most public employees, such as non-contributory retirement benefits and non-contributory health insurance, as well as mandatory salary ranges," he says.

"And, in spite of the many criticisms, I feel the Taylor Law was a great step forward for public employees in that it recognized for the first time the right to bargain," said Talomie. "This was a bigger asset to the political subdivisions than the state employees in that the state government recognized the CSEA Statewide Salary Committee as the unofficial negotiators for the state employees prior to the Taylor Law. But these benefits were not necessarily reflected in the political subdivisions."

As for the general image of public employees today, the Republican-conservative assemblyman had this to say: 'Legislators, in my opinion, recognize the dedication and efficiency of public employees.'

Talomie, who charted comfortably from his office on the eighth floor of the Legislative Office Building, serves on four Assembly committees: Government Employees, Judiciary, Labor and Health — all lifelong topics of interest to him.

He says he is also very concerned about the escalation of crime in our society, especially its impact on elderly and disabled victims. He called the recent shooting of Pope John Paul II "a sign of the times, a sign of a lack of respect universally."

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