Carey, Duryea get cash

ALBANY — The Civil Service Employees Assn. last week became the largest single union contributor to candidates seeking to become governor in the November 7 general election, turning over a total of $82,000 to a pair of candidates it has not endorsed. At the same time, CSEA appears to have firmly glued itself atop the political fence it straddled last month in failing to deliver an official endorsement in the gubernatorial race.

The CSEA Political Action Fund, a separate organization which oversees the union’s political action accounts, last week in a split vote decided to donate $41,000 each to Gov. Hugh L. Carey and his Republican opponent, Perry B. Duryea. Under a complicated election law formula, $41,000 is the maximum permissible to a single candidate.

CSEA also has given a total of $70,000 to the Assembly and Senate Campaign Committees of both major parties. CSEA has donated $25,000 each to the Senate Republican Campaign Committee and the Assembly Democratic Campaign Committee, and $10,000 each to the Senate Democrats and the Assembly Republicans.

In all, CSEA reportedly has contributed approximately $400,000 in political action funds to various candidates.

State Police locals set

ALBANY — The Civil Service Employees Assn., preparing for a representation campaign for State Police in two of three new bargaining units it was instrumental in achieving, has established a structure for the new units to give greater identity and representation for the members.

Ballots in representation elections ordered by the State Public Employment Relations Board will be mailed out to State Police personnel on November 1 and will be counted on November 17.

CSEA is challenging the Police Benevolent Association to represent personnel in the newly created unit comprising BCI investigators, senior investigators and investigative specialists, and in the new unit consisting of sergeants and commissioned officers.

CSEA and State Police personnel last week came up with a proposal to form two statewide Locals for the units, with each Troop being represented in each Local. Negotiating teams would be comprised exclusively of members within the respective unit, and each unit would have its own officers statewide. A modification proposal also assures that both commissioned and non-commissioned officers will maintain a voice in that particular unit.

RIVERHEAD — A show cause hearing on a lawsuit brought by the Civil Service Employees Assn., which is seeking to remove a proposed initiative and referendum law from November 7 election ballots in Suffolk County, was scheduled to be conducted in State Supreme Court here as “The Public Sector” was going to press.

The suit was brought by CSEA Suffolk County Local 852, and charges that the Suffolk County Legislature violated the County Charter when it voted to place the controversal proposed law on the ballots. The proposed initiative and referendum law, if passed, would become the first Proposition 13-type law of its kind in New York State.

The Civil Service Employees Assn. is a cross section of America itself. Its 260,000 men and women are of every ethnic background. The people shown here are actual members of CSEA at work. This week, in a demonstration of democracy in action, 1,400 delegates elected by the membership met in Convention ’78 to establish policies and positions designed to better their lives through effective unionism. In turn, they help make a better New York State and a better America. "Public Employees — Where Would You Be Without Them". For more on CSEA Convention ’78, see pages 8 and 9.
Organization key to personal success

By Mary T. Kupic
Special to "The Public Sector"

The type of organizational techniques I teach are the human kind. PERSONAL organization is the key to success of any kind.

A person who is well organized in his or her home can't help but to carry it on to his or her work atmosphere, community and social activities.

I deal with the harest foundations of one's life. For instance, a person leaving their home in the morning cannot psychologically give his best at the office if (1) He is late because he couldn't find a clean shirt (2) or she is nervous because she has left the house in complete disarray and this is the first thing she will face when she returns home in the evening.

There is an endless list of personal situations that can negatively affect an individual's performance at work or in personal relationships. In this age of speed in everything, one of the dearest commodities is time. Most people live their lives in a series of brushfires, and they can't see five dollars in one sector of their lives, they run to put it out and while doing so another starts up somewhere else. If we wait for situations to turn into emergencies, we never get the routine done and what is more, we never relax. A visual picture would be to imagine a transparent blueprint. This blueprint can cover the home and then be raised and placed on career. In the past only top management were taught efficiency and this was sadly lacking because it never covered his or her personal life which has a direct correlation to his or her functioning at work. I would like to teach all public employees both management and non-management alike.

With this system everyone benefits. The individual employees benefit because they immediately obtain a new found confidence in themselves. They are happier and more relaxed at work and, therefore, produce more in better ways. They bring their organizational skills into the office and when they do, the costs of running the same are reduced. Supplies are in such fine order that none are lost or wasted. Each employee works in the most efficient manner to get the work at hand done. When men and women work to their highest capability they feel better about themselves. They know they are a major contributing factor and their self-esteem rises. They become happier within and pass it on to everyone they work with. At this time, one of two things will happen. They will settle in to the job or they may move out. It is good at what they do that they will want to tackle something with more responsibility. This is the time when their new found organizational skills will help them to find the time to study for that upcoming exam. Properly prepared, they can take a giant step up.

The employer, in this case, the State of New York or local government, benefits because of high-quality work from its employees. The employer also has a greater pool of qualified individuals to promote from within. Work gets done on time and duplication is avoided. Supervisors and managers have a more cooperative staff who are willing to try new things to further trim time and expense.

The critical factor here is that government and big business alike need this system. In fact, I have seen it start up somewhere else. If we wait for situations to turn into emergencies, we never get the routine done and what is more, we never relax. A visual picture would be to imagine a transparent blueprint. This blueprint can cover the home and then be raised and placed on career. In the past only top management were taught efficiency and this was sadly lacking because it never covered his or her personal life which has a direct correlation to his or her functioning at work. I would like to teach all public employees both management and non-management alike.

Calendar of EVENTS

For information on the Calendar of Coming Events, call 212-577-3434.

October

21—Nassau Local 330 50th Anniversary dinner-dance: Carl Hoppl's Malibu Club, Lido Beach, L.I.
22—State-wide Board of Directors meeting: 1 p.m., Concord Hotel, Kiamshoe Lake.
23-27—Statewide Delegates Convention: Concord Hotel, Kiamshoe Lake.
30—Luncheon at 1 P.M.; The business meeting at 2 P.M. Boldwinsville, N. Y. Luncheon at 1 P.M.; The business meeting at 2 P.M.
November

3—4—Central Region, state workshop, Holiday Inn Downtown, Syracuse.
4—Onondaga Local 834—New Membership Rally Party, 9 p.m. to 1 a.m., Drummond Inn, Loo Lock, Syracuse.
14—Syracuse area retirees (CSEA). Chapter 913 Fall meeting. Fireside Inn, Baldwinsville, N. Y. Luncheon at 1 P.M.; The business meeting at 2 P.M.
17-18—Region 5 County Workshop, Holiday Harbor Hotel, Oswego.
29—Long Island Region 1 special elections seminar: 5-11 p.m., site to be announced.

Film seminar set Saturday in Buffalo

A day long film festival, seminar and exhibit titled, "The American working woman: Agent for Change" is scheduled for Saturday, October 28, 1978 at the State University College at Buffalo, 110 Elmwood Avenue, Buffalo, according to CSEA Education Committee Chairman Celeste Rosenkranz. Planned by union women from labor organizations in Western New York and the college's history department the event seeks "to celebrate the contributions of working women" who will discuss the concerns they share. Miss Rosenkranz said.

The Exhibit will be opened at 9:30 a.m. in Butler Library by guides from Phi Alpha Theta.

Movies to be shown concurrently with the conference will begin at 10:30 and include "The Inheritance" and "With Babies and Banners." Discussion will follow.

Afternoon movies include "Union Maid" and "Why Not Tomorrow?"

Featured speaker is Freda Schwenkmyer, formerly YYCA Industrial Secretary, union organizer in the south and U.E.A.F.L.C.I.O. member. A registration fee of ten dollars includes coffee and lunch and may be made thru the New York State School of Industrial and Labor Relations of Cornell University, 120 Delaware Avenue, Room 225, Buffalo, New York, 14202.
CSEA objects to parts of new court plan

By Dr. Gerald Alperstein

When the State Office of Court Administration holds hearings on its unified court system proposal this week and next, CSEA representatives will be testifying that the proposal has many objectionable features and many critical omissions.

The proposed court system would classify all state court employees as state employees instead of county employees, as many are now classified.

A major CSEA objection involves the jurisdictional classification of positions — which defines how a position is obtained, how an employee classified, and what tenure exists in a position.

The proposal states that the jurisdictional classification of a position was determined on the basis of whether the required knowledge, skills and abilities of the position could be tested for on a competitive basis. If they could, the position was placed in the competitive class. If not, the position was placed in the non-competitive or exempt class.

CSEA identified a number of positions which are competitive in executive departments which OCA proposes to make exempt. CSEA submitted that information to OCA, which OCA has ignored.

CSEA objects to the proposed procedure of allocating positions to jurisdictional classification. The Personnel Officer makes the initial determination, a public hearing is held, and the Chief Administrator of a court approves the classification.

Opposition expressed at the public hearing can be ignored. The Personnel Officer is a subordinate of the Chief Administrator. There are no checks and balances in the procedure.

CSEA recommends an independent review board be established to review all proposed jurisdictional classifications requests.

The classification plan also does not follow the legally established policy of the state to provide equal pay for equal work. Differentials are proposed based on the location of the position although the duties of the position are basically similar. For example, in most courts the position of Court Attendant is classified J.G. 8. However, in the Court of Appeals, it is a grade 12. CSEA recommends further review of the classification and pay structure to provide equal pay for equal work and the determination of the location of the position as a criteria.

The proposal allows for widely varying career ladders between succeeding positions, ranging from one grade to 11 grades. CSEA favors change in successive positions in a career ladder be equalized.

Also in the proposal is an appeal board for employees seeking classification changes, which would be composed of designees of the state comptroller, the president of the State Civil Service Commission and the chairman of the Public Employment Relations Board.

CSEA objects to the composition of the board because only the Civil Service Commission has experience or direct involvement in classification and pay appeals and because no employee representative is on the appeals board.

CSEA also objects to the time constraints (60 days) proposed to filing an appeal and recommends specific time periods for filing and responding to appeals.

The proposal includes a section which CSEA says is contrary to court decisions and is in error. The proposal would grant permanent status to employees in positions reclassified as competitive only if they served for at least one year. CSEA claims those employees must receive permanent status without one year prior service.

OCA will be asked by CSEA to seek legislation to protect a number of provisional employees serving in competitive positions for longer than one year because no examinations were held. Examinations were suspended during the classification study and the Civil Service Commission budget prevented the holding of many examinations. CSEA also pledged to assist in seeking the legislation.

The times and places of the hearings are:

9:00 AM — October 23 — The Ceremonial Courtroom 7th Floor, Buffalo City Court, 50 Delaware Avenue, Buffalo, New York.

9:00 AM — October 21 — Courtroom No. 6, Main Floor, Hall of Justice, Exchange Street, Rochester, New York.

9:00 AM — October 26 — Courtroom No. 2, 7th Floor, Judicial Building, Empire State Plaza, Albany, New York.

9:00 AM — October 27 — The Ceremonial Courtroom, 1st Floor, Westchester County Courthouse, 11 Grove Street, White Plains, New York.

9:00 AM — October 30 — The Legislative Hearing Room, County Center, Riverhead, New York.

9:00 AM — October 31, November 1, 2 — The Auditorium, Police Headquarters, 1 Police Plaza, New York, New York.

Local elects Madlon

HAUPPAUGE — John Madlon has been elected president of the new Region 1 State Office Building Local 016 of the Civil Service Employees Assn. Mr. Madlon helped organize the new Local, which incorporates most of the CSEA employees at the Hauppauge State Office Building which were formerly represented by CSEA's Metropolitan Region.

Other officers of Local 016 are Helen Langenbach, First Vice President; Caroline Sweeney, Second Vice President; Frank Olson-Tank, Treasurer; Florence Kincaid, Corresponding Secretary; and Joseph Cleater, Sentinel.

IRVING FLAUMENBAUM
President

Long Island Region

Many things have happened in CSEA during the past year since the last Convention, all of them very important to the life of CSEA and its members.

Of course, the affiliation with AFSCME is the greatest individual change in CSEA policy in over sixty years. What the affiliation or eventual merger will bring, only time will tell. All of us must put our shoulders to the wheel to make this combination of CSEA and AFSCME a huge success. We must not lose sight of the fact that the potentialities in such an affiliation are tremendous. As an International Vice President of AFSCME, I must ask all of our members to help us make this eventual merger a great step forward for all public employees.

Another change has been the possible loss of 46,000 members in the PS&T Bargaining Unit and the loss of 2,700 members in the Thruway Authority which was certainly a blow to CSEA. It is my sincere hope that we will maintain the membership of PS&T through the courts by proving that the preliminaries to the PS&T election were stacked by the old of these candidates. The old expression of "put your money where your mouth is," applies well to these endorsements. I've always thought that we had enough "muscle" to help our friends in politics and destroy our enemies.

The time is here and all of us must stand up and be counted and give these candidates this type of support.

Of course, another very large item to be discussed at this Convention will be the increase in dues. There's no question in my mind that we need more monies to support our organization known as CSEA. The question is how much and how to apply the increase to our memberships. I hope this will be given a fair administration by our Delegates at this meeting at the Concord. We in CSEA have set up a committee to make a study of what to recommend as a fair increase in dues. I am hopeful that the committee will come back with recommendations that would be acceptable to all CSEA members.

Let us support those who we have endorsed not only with money, not only with talk, but with active participation of our membership on behalf of these candidates. The old saying is "you get what you pay for." I hope this will be true.

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CSEA was its most active partner in the recent and successful State-County Election. I am hopeful that the Convention will be the increase in our membership.

The Public Sector, Wednesday, October 25, 1978

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The Public Sector, Wednesday, October 25, 1978
Neutral isn't free

Remain neutral, CSEA is discovering, is fascinating. It is also frustrating, and definitely not free.

Four years ago, when by tradition CSEA did not even seriously consider endorsing a candidate for governor no one seemed to really care too much. Last month, when union delegates elected to remain neutral by failing to endorse either major party candidate, everyone seemed to be concerned. Not anymore.

Last week, in a televised statewide debate, Gov. Hugh Carey stated flatly he still wants the CSEA endorsement. Perry Duryea, didn't come right out and say so, but he would like the important backing as well.

Some of the CSEA regions last week went on the record concerning an endorsement of a candidate for governor, and it has become clear that the question of endorsing, even at this relatively late date, will be an issue at the union convention this week.

And when CSEA's Political Action Fund last week voted to donate $41,000 to each candidate, the maximum allowed by law, the free part of remaining neutral went out the window. But the frustration, and the fascination, are evidencing well, they're both still there. And always will be as long as CSEA wears the albatross of neutrality around its neck. (R.A.C.)

in our Opinion

An eye on Tompkins

There are many, many major election results that bear watching on Election Day, November 7, all across New York State. All statewide offices, from the governor on down, are being contested. Every one of the State Legislature seats will be filled.

But for all that, one of the more interesting decisions to be determined by the voters will be made in the Finger Lakes region in Tompkins County. Voters will be able to cast ballots in a countywide referendum on a pair of propositions concerning whether or not Tompkins County Hospital will remain a public hospital or be turned over to the private corporation. There reasons for doing so are sound.

They proved that a small group of concerned but dedicated people can make their voice heard when they were successful in their petition drive to force the referendum. On Election night we sincerely hope the results will show that enough people heard that collective voice and heeded its warning.

Various walks of life. They didn't like the fact that such a major decision was to be made without public opinion, so they organized a petition drive which ultimately led to the referendum.

In the beginning, they took no stance in favor or opposition to the proposal; it was simply that too many questions remained unanswered to allow such a change to occur unchallenged. Recently the activists came out strongly in opposition to turning the county over to the private corporation. Their reasons for doing so are sound.

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Directory of Regional Offices

REGION 1 — Long Island Region
Irving Flaumerbaum, President
Ed Cleary, Regional Director
REGION 2 — Metro Region
Solomon Bendet, President
George Blimp, Regional Director
REGION 3 — Southern Region
James Lennon, President
Thomas Lupullo, Regional Director
REGION 4 — Capital Region
Joseph McDermott, President
John Corcoran, Regional Director
REGION 5 — Central Region
James Moore, President
Frank Martello, Regional Director
REGION 6 — Western Region
Robert Lattimore, President
Lee Frank, Regional Director

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Dr. Gerald Alperstein has been named associate editor of 'The Public Sector' by Thomas A. Clemente, publisher.

Dr. Alperstein has taught journalism for four years, most recently as an assistant professor at the University of Evansville, Evansville, Ind.

He also has edited community weeklies newspapers in New York City and in Windsor, Conn., and was a reporter for The Star-Ledger in Newark, N.J.

Other experiences include being the editor of a house organ for an electronics company in New York City, a journalist in the U.S. Navy, and a member of the Reference Department of the 'New York Post.'

He was an AFL-CIO member in 1964-65 and 1966-69 as part of the 'New York Post' unit of the New York Newspaper Guild.

Dr. Alperstein holds a Ph.D. in Mass Communications and a Master of Arts in newspaper journalism from Syracuse University, Syracuse, N.Y., and a Bachelor of Science in Urban Affairs from the University of Wisconsin, Madison, Wis.

From 1976 to 1978 he was a consultant to the Canadian Daily Newspaper Publishers Association on newspaper circulation problems.

Dr. Alperstein, a native New Yorker, is married and is the father of two daughters.
NEW YORK STATE BRIDGE AUTHORITY CSEA LOCAL President Frank J. McDermott, left, discusses situations unique to members of his Local with CSEA Collective Bargaining Specialist Manny Vitale. The Bridge Authority Local is one of 11 union locals of various authorities around the State represented by CSEA.

SOLOMON BENDET
President

Conference, as the region was formerly known. I've seen the region's membership grow from less than 5000 to more than 30,000, including state employees and employees of various Commissions. The region membership morale is high, with excellent support shown for the many CSEA activities and projects always in progress and with the ongoing membership recruitment programs always on the plus side.

Membership recruiting was quite a bit different in the old days. In the '30's CSEA dues were a dollar a year and the union in those days got members by taking a beautiful girl through the agencies and anybody who signed up got a kiss from the girl.

Looking back on CSEA accomplishments, it was the leader in the startup and implementation of innovative ideas which helped all CSEA members. It was in Region 2 that the ideas of local chapters, insurance programs, non-contributory pension systems, health plans for employees paid for by the state, and a pension system separate and distinct from Social Security, were born.

What's ahead for CSEA? Region 2 hopes the negotiations with the state which are about to get under way will result in the following... salary increases sufficient to erase the financial burden which inflation has inflicted on employees, a cost of living escalator clause, restoration of mandatory salary increases as provided by the Feld Hamilton Law, restoration of longevity increments, one salary schedule for all state employees, restoration of the original non-contributory pension system for all employees, health plan improvements including raising the limit on major medical insurance to $100,000 and the elimination of contracting out.

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Clerical upgrading has unanimous support

The upgrading and reclassification of state clerical and stenographic employees was unanimously supported at the CSEA Metropolitan annual meeting Oct. 14 in New Hyde Park, N.Y.

The motion called for the region to take any action necessary to bring about the upgrading and reclassification.

In other official business, a motion to hold the region's annual meeting within New York City with each borough rotating as host passed, 13-4, after a lively debate.

Also discussed at the meeting were the proposed dues increase, the need for cost of living increases and improved health insurance and dental plans.

Many of the delegates and local presidents also were looking ahead to the CSEA 68th Annual Meeting in Kiamesha Lake, N.Y., this week. Region President Solomon BenDET said the convention goals encompass a strong new contract with the State which gives every CSEA member and his family a better deal.

Clifton Lewis, Sheridan Local president, said he expects the upcoming negotiations with the state 'will be a major issue on the agenda'.

Fenton King, Staten Island Developmental Center Local president, said the new state contracts should include provisions 'for the better education and training of our membership.' He also said he would like to see the convention take up the issues and problems in mental hygiene.

Dorothy King, Creedmoor Local president and regional 2nd vice president, said the work of the convention will benefit the entire CSEA membership.

Also attending the meeting were George Bisham, regional director; Bill Cunningham, regional 3rd vice president; and Helen Cugno, secretary.

A STATE WORKSHOP was conducted recently by CSEA's Central Region at the SUNY Delhi campus. The session for area union members covered grievance and disciplinary procedures, duty of fair representation, and duties of union officers. In above photo, Regional Director Frank Martello address the audience.

—Delaware County times photo
HMO

a good idea
that gets
better
all the
time

during October
State employees in
these areas can choose a
Health Maintenance Organization
for comprehensive health care.

HMO advantages

- Unlimited access to primary and specialty health care.
- Provision of complete hospital care.
- Provision of complete maternity care.
- No claim forms
- Substantial savings of out of pocket medical expenses.
- Pre-paid enrollment with multi-specialty group medical practice.
- Provision of physician services in office and hospital.
- Well child care and immunizations.

Deadline for enrollment is October 31st. Enrollment will not be offered again to State employees until Fall 1979. Contact the HMO in your areas for details.
Modification of the Taylor Law will be one of a number of CSEA successes to be reported this week by the Legislative and Political Action Committee at the 68th Annual Meeting at Kiamesha Lake.

Under the modified Taylor Law employees can still be penalized for taking part in an illegal strike but they cannot be summarily discharged from their jobs, placed on probation or harassed. CSEA claims a great share of the responsibility for this successful change in the law.

CSEA was also able to help reverse the State Department of Mental Hygiene's 10-year-old policy of dumping the elderly mentally ill from their jobs, placed on probation, they cannot be summarily discharged for taking part in an illegal strike but must be continued in their positions so long as they remain able to do their work, and are insured by the DMH for all the expenses related to the treatment and care of the employees.

Kiamesha Lake.

Report Card

A bi-weekly column for and about the thousands of non-instructional employees of school districts throughout New York State represented by the CSEA. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Anne Wigler, Coordinator of School District Affairs, CSEA, 31 Elk Street, Albany, New York, 12225.

CSEA has been engaged in an uphill battle to win employment insurance benefits for ten month non-instructional employees. The Unemployment Law, 590.11, which has caused such disruption has been interpreted in numerous ways. The federal law, which states "reasonable assurance," was replaced by 590.11 on the state level which we feel specifically states that a non-instructional employee as a member of a collective bargaining unit needs a written contract continuing employment in order to be ineligible for benefits. School districts, under advice of the New York State School Boards Association (NYSBSA) have interpreted, "written contract" to mean a letter stating an employee will have a job to return to after recess periods.

CSEA has taken a dim view of the issuance of Continuation of Employment lists since these so-called contracts were not negotiated. The matter has been turned over to the PERB in the form of Improper Practice charges. It is expected that the PERB will make a decision in the early part of December on the charges.

During the summer recession, when most ten month employees applied for unemployment insurance benefits, it was brought to CSEA's attention that local unemployment insurance offices were harrassing and attempting to dissuade members from applying. With the threat of demonstrations at the Department of Labor State Campus Office and numerous local unemployment insurance offices the Department issued a letter to all of its offices to cease and desist from hindering unemployed school district employees from making application for benefits.

In yet another attempt to find an answer to the question of eligibility CSEA filed an Article 78 proceeding in State Supreme Court. The suit was based on Industrial Commissioner Philip Ross' interpretation of 590.11 in a Special Bulletin issued in April. However, in early July the case was dismissed on grounds that none of the parties had been denied benefits as a result of the Commissions' Special Bulletin. CSEA was joined by several other labor unions in the board action.

Although a number of cases have been won on the Administrative Law Judge level, most cases have been appealed through the Unemployment Appeals Board by either the claimant or the school district. The Unemployment Appeals Board has selected representative cases. Oral arguments on these cases were heard by the Appeals Board in New York City on October 4, 5, and 6. The remainder of the cases will be decided by the Appeals Board upon submission of briefs by all parties. It is further predicted that unfavorable decisions will be turned over to the courts.

CSEA, as it has in the past months, will continue to seek a resolution to the problem which has affected a large number of our school district members.

McGowan named to arts committee

ALBANY — CSEA President William L. McGowan has been named to the Official Committee of the Very Special Arts Festivals for 1978-79. The committee, chaired by Jean Kennedy Smith, organizes festivals throughout the state each spring and summer to demonstrate how the arts can help the mentally handicapped.

The fund-raiser for the 1979 festivals will be held at the Golden Fox Restaurant, 1400 Central Ave., Albany, on October 29 beginning at 6 p.m. Tickets may be purchased for $25 each at the box office or by writing to the CSEA, 301 State Capitol Building, Albany, N.Y. 12248. Tickets include a reception dinner and chance to win prizes, including several trips for two to the Bahamas. All donations are fully tax-deductible.

UTICA — CSEA Department of Transportation Local 665 hosted a retirement party Sept. 29 at Hart's Hill Inn. Honored at the party were 23 retirees and sixteen 25-year employees.

Awards were (back row from left): Retirees Howard Sammons, Howard Griffin and Rocco Clemente; State Department of Transportation Region 2 Director Richard Simberg; retiree Dominick Angerosa; CSEA Central Region Director Frank Martelle; and CSEA Executive Vice President Thomas McDonough.

(Front row from left): Retirees Guillbert King and Walter Zaparaniuk; Local First Vice President Michael Betrus, who was chairman of the party; Local President Nick Cimino; CSEA Statewide Treasurer J. John Gallagher; and 25-year employee Forrest Wheeler.

Cimino presented each retiree with a wallet, and Simberg presented each 25-year employee with a pin.

Page 7
William L. McGowan
CSEA President

Since this body last convened, CSEA has undergone some of the most momentous changes in its history as the public worker movement in New York State has matured. As we meet today, we have no reason to believe that we are ever going to stand still, that we are ever going to relax. We are experiencing a period of change and growth, and we are learning.

This year, we have shown that we can make changes to meet the needs of the public, as well as the state. We have continued to build our union and strengthen our services through internal reorganization, and the CSEA's work is recognized by the public as a result of our unceasing efforts. The past year and one half, on the other hand, have been marked by a steady growth in membership and the leadership of this organization.

Let's continue in the months ahead to work hard and improve our community. With your help, I am confident that we can make a difference.

Thomas McDonough
Executive Vice President

One thing has become very apparent to me as I travel the state on a primary role as liaison between the membership and the leadership of this union. There is an air of change among the rank-and-file members, and I sense it everywhere I go. I have traveled throughout the state in previous elections and see the same theme—"Public Employees, Where Would We Be?"

The new union "jingle" is designed to be used among the rank-and-file members, and I expect it to draw a large audience. The possible media campaign is being introduced as I criss-cross the State in my role as liaison between the leadership and the membership, as well as the public. It is catchy, both in its message and the music that accompanies it. It is my observation that the committee also will point out at the meeting that the union has paid the price for past mistakes, lack of commitment, or lack of several years ago, that the level would have been reached with or without the leadership of this organization.

The committee that reported that the increase in full-time equivalent employees in CSEA regions, which started after 1975, when the membership high of 215,964 declined to 207,437 in 1976 and 202,721 in 1977.

The committee reported that the increase in full-time equivalent employees was a result of the union's efforts to improve the quality of service over the past year and one half, on the other hand, have been marked by a steady growth in membership and the leadership of this organization.

Let's continue in the months ahead to work hard and improve our community. With your help, I am confident that we can make a difference.
Well into year two of the present term of office in CSEA, we all begin to wonder if those goals envisioned or those "election promises" are still valid. Have you, like others, wondered—Do our elected Union Officers tell the truth? Do they tell only part of the story? Are they hedging their bets?

In turn, your elected leaders wonder—Will the membership accept the truth? Do they want "sugar coated" solutions? Will they act responsible when confronted with the real problem?

Do the CSEA Union Leaders lead? Do the CSEA members want to be led?

The oft-times heard rhetoric "that CSEA is known far and wide as an honest democratic union" is NOT "so much bull!" CSEA is also known—except it seems to our members—as a gutsy Union. Our newly found partner, AFSCME, was nearly bankrupted by CSEA once in a vicious representation election by this gutsy affiliate, CSEA.

What's this all leading to? Well, for the good or bad of it, our electoral system gave our members the officers who are supposed to lead, who allegedly are suppose to decide for the members, who are suppose to make CSEA a more viable Union?

How many members have ever stopped to ask themselves, "How can we be a viable Union unless I support our Union goals?"

The question of who decides these goals and how to accomplish them is really what this week's delegate meeting is all about.

To propose, to dispose: somewhere in the process, it is rational to assume that the needs of the membership is taken into account by all. CSEA is the membership. But, 300,000 people can't lead one Union.

More importantly, they also can't sit on the sidelines and criticize unless it's done in a constructive manner. Whatever decisions are made this week should be supported.

—Being honest about things is a two-way street!
New York State Employees, and employees of New York State Political Sub Divisions.

If you have
The Statewide Plan,
keep it.

WHY KEEP IT? Based on experience, the Statewide Plan delivers more payments more effectively and more efficiently than any other available plan. The coverage is comprehensive and takes care of those catastrophic bills that can wipe out a lifetime of savings if not properly covered.

WHO IS PROTECTED BY THE STATEWIDE PLAN? 612,000 New York State employees and their dependents, 715,000 employees of Political Subdivisions in the State and their dependents — 1,327,000 people have made their decision. And, they know it is the right decision.

WHY JOIN IT? There's not a better plan available. Take a look at your booklet. You'll notice that all optional plans begin with BLUE CROSS. And, when you add BLUE SHIELD and METROPOLITAN'S MAJOR MEDICAL, you've got it all — the kind of coverage that counts most when the chips are down.

WHEN CAN I JOIN? Now, during the month of October 1978. See your personnel officer during this special ONE MONTH ONLY transfer period. As we said, if you have THE STATEWIDE PLAN, keep it. If you don't have it, join it. Now.

THE STATEWIDE PLAN
BLUE CROSS/BLUE SHIELD
Albany • Buffalo • New York • Rochester • Syracuse • Utica • Watertown
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THE PUBLIC SECTOR, Wednesday, October 25, 1978

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A campaign is underway designed to undermine the general public’s confidence in both labor unions and the leaders of the unions. This anti-labor drive is based on hearsay—lies—innuendos and underhanded smear tactics.

We see this at every level—politicians, banks, industry, taxpayer groups, P.T.A.’s, and the media. One of the most insidious ways found by government to corrupt and kill the merit system and civil service is the C.E.T.A. program.

Our support of candidates who respect what we stand for and will give us a fair shake is the name of the game. A continuing voter registration drive statewide, to have our members, family and friends eligible to vote is a must.

The bottom line is retaining our jobs and benefits—we want and need more CSEA participation on local, state boards, commissions and study groups which deal with our livelihood.

Region 3 is still where the action is—we have had our share of representation elections, strikes and labor problems during the past six months, and I do not foresee any let-up in the months ahead. We have weathered these troubles well and our opposition has either been sunk or drifted away in their leaky ships after dealing with a knowledgeable professional staff and dedicated local officers and members. I feel we must provide our field staff and support services to our local and unit officers.

Again, I say that the State Division Locals must follow the lead of the County Division and have sections in their-locals for better communications and negotiations.

Region 3 has led the way in occupational programming in mental hygiene facilities. This worthwhile endeavor promises to be another milestone in CSEA’s constant search to provide our members with increased services. The Alcoholic and Drug Abuse Program has had over 1,000 self referrals.

The time is long overdue for legislators and state administrators to listen to our mental health and retardation leaders and employees, about the care and services which should be provided to the patients under state care. It should be remembered that no one is immune to mental illness and birth defects; therefore by demanding quality care we could very well be demanding care for ourselves or loved ones. No state services should be phased out or terminated until adequate and decent alternative services, staffed by professionals are guaranteed to patients. The state has to develop systems which will stop layoffs, job freezes and worry and insecurity of loss of jobs.

Region 3 has developed during the last few years the concept of “in unity there is strength.” The job action in the Yonkers non-teaching unit strike, that has been acknowledged by all as the best run public employee strike in the state, if not the nation. The coordination of region, local, unit and staff made for effective operation—no legal action was instituted against CSEA or its officers because of unity and planning.

Organizing ratification of the Orange County’s new three year contract which includes a first for CSEA in the 2nd year—the county will pay the employees’ share of the F.I.C.A. tax (social security).

The unprecedented settlement of the City of White Plains unit contract, two hours before the legislative hearing.

In these three different parallels of labor negotiations, the membership prevailed because of solid unity.

Southern Region will continue to move forward in the future. We’ve got the people, the leadership and the incentives, and I believe that we will continue to win. My hat is off to the officers, members and staff of the region, locals and units for a job well done!

JAMES L. LENNON
President

LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc. 75 Champlain Street, Albany, N.Y. 12204

Editor, The Public Sector:

Let all State employees remember that during the first two years of Carey’s administration he barred pay hikes for State workers allowing a one-shot $250 “bonus” which could only be credited as an arrogant gesture of appeasement and an indication of his lack of concern for the welfare of State employees.

Apparently the “days of wine and roses” are not over for Carey. He increased his staff from 242 to 263 and increased the salaries of eight staff members from $208,250 to $320,292. One of his “Special Assistants” has, in the last 3 years received increases amounting to over $11,000.

State Budget Director announced on October 11 that raises for state workers should be the “first priority” Carey announced, “My first priority is for increased local aid to reduce the cost of government.”

Can CSEA overlook Carey’s lack of concern for State employees and consider a formal endorsement based on his promises?

NYSTC claims Carey signed 62 of their bills dealing with tenure, retirement, etc.

What has he done for CSEA? Let the members decide.

Jeanne S. Nadel, Albany

REGION III DISCUSS UNION ISSUES

FISHKILL — The Civil Service Employees Association’s 68th Annual Meeting was the main topic of discussion at the recent meeting of CSEA Southern Region officers, Local presidents and delegates to the annual meeting.

Major amendments and policy matters to be considered by the delegates occupied much of the regional meeting, with those in attendance noting that an agreement to exempt from litigation the union’s proposed new percentage of income dues structure be reconsidered in favor of a 50-cent biweekly across-the-board increase.

Discussion also centered around the possibility that another effort might be made during the annual meeting to grant the union’s official endorsement to a candidate for the office of governor, but no formal position was taken during the regional meeting.

CSEA winner of arbitration

FISHKILL — The Civil Service Employees Assn. has won an arbitration victory establishing that the title ‘Cafeteria Typist’ properly belongs in the CSEA bargaining unit in the Rondout Valley Central School District — and not in the New York State United Teachers bargaining unit, as the teachers there had claimed. The CSEA represents the cafeteria employees in the district, while the New York State United Teachers represents the clerical personnel. When the district created the title ‘Cafeteria Typist,’ both unions claimed the title belonged in their own bargaining unit. Meanwhile, the school district filed an ‘improper labor practice’ charge against both unions, maintaining that their dispute was depriving employees of union representation of any kind.

At a hearing in Albany last summer, all three parties agreed to binding arbitration as the means of settling the problem.

Attorney Paul Rogers and field representative Tom Quimby represented the Ulster County Local of CSEA at the arbitration.

Editor, The Public Sector:

I am just inquiring whether the CSEA or its official publication is planning to inform its membership and those non-union employees who pay the Agency Shop Fee that they are entitled to a refund of that part of the fees which is used for political purposes by the CSEA.

I believe that I am probably the only Nassau County employee who knows of this and that’s because I tracked down Irving Flamanbaum last year. He didn’t know about the refund process but he had the CSEA’s Comptroller with him who did.

James P. Drohan, East Meadow

Editor’s Note: CSEA has published the refund procedure many times. By authority of the union’s delegates, $2.00 per year is set aside from dues or agency shop fees per person for a political action fund. Any member or agency shop fee payer who objects to the political or ideological purposes the funds are used for may file a written notice by registered or certified mail to the CSEA statewide treasurer, c/o CSEA headquarters in Albany, during the month of October each year and that proportionate amount will be rebated.
The most important thing happening in Region VI at the moment is Political Action. What transpires on November 7, 1978 is going to have an effect on every public employee: state, county, municipal, school district, etc. This is naturally so in every election, but it is amplified many times over this year. Howard Jarvis and his Proposition 13 rhetoric runs rampant and is quickly embraced by much of the public. It sounds good to them, cut taxes, don't worry about adverse consequences, just get rid of the public employee. After all, they are a "special interest group." Besides that, they are more vulnerable than other "special interest groups" - the AMA, bank lobbyists, big companies who milk plants for every possible cent, put nothing back into the plants and then cry poor mouth, business leaders who make a fortune in a community and then move their headquarters to the Sun Belt, but return every few months to bad-mouth the area in which they made their fortune. Jarvis and his proponents are correct, the public employee is more vulnerable, the media constantly attacks them. It is much easier to beat upon the public employee than it is to challenge the big money people.

As a public employee and a tax paying citizen, do you have a chance? Yes, you do! Region VI has a Political Action Committee of which I am and you should be quite proud. All volunteers from all parts of the Region, have spent many hours researching voting records; speeches, etc.; interviewing candidates, reviewing materials and documents received from our very able lobbyists in Albany. I have observed them debating issues, sometimes heatedly, but always listening to all viewpoints. I have watched them cast aside personal, provincial thoughts and reach decisions geared toward the best interests of all CSEA members.

They have played key roles in preventing contracting out in school districts, retaining Meyer Hospital as a public facility and contributing to reversing the deinstitutionalization policies of the Department of Mental Hygiene.

One thing I have never seen them do and that is get hung up on whether an individual is a Liberal, Conservative, Republican or Democrat. Only on how he or she relates to CSEA members.

Your region Political Action Committee co-chaired by Marty Koenig and Ramona Gallagher, after a long and laborious process, have made recommendations to you.

Now you have the chance to participate in the process and contribute positively toward you and your families future. When a member of the Political Action Committee asks for volunteers to work a few hours for a candidate, help yourself, volunteer.

Remember, your whole future, your career as a public employee, the well-being and welfare of your family is entwined in the political process.

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Jarvis pushes for tax revolt

By Hugh O'Haire

COMMAC — Howard Jarvis, the high priest of Proposition 13, brought his nationwide holy war against taxes to Long Island this month to a former hockey rink where 2,000 of his faithful gathered to receive his blessing on their uprising in Nassau and Suffolk Counties.

Jarvis, who engineered California's tax revolt, spoke at an Oct. 6 rally held at the Long Island Arena in Commack sponsored by the Long Island Board of Realtors on how Long Island tomorrow could duplicate his California victory.

Jarvis' message was simple: cut taxes, cut politicians, cut employees and return government to the people. How? Get Initiative and Referendum as a first step on the local level. Then get it on the state level and then force a Proposition 13-type referendum.

The timing of the event was exquisite. Only a week before, the Suffolk County Legislature had voted to put Initiative and Referendum on the Nov. 7 ballot. This message was not lost on the politicians of both parties who pushed and shoved to have their photos taken standing next to Jarvis.

The key convert to the religion that night was Presiding Supervisor Alfonse D'Amato who only two weeks before had voted against an Initiative and Referendum resolution in the Nassau County Board of Supervisors after a strong showing of resistance to the bill by Nassau CSEA local 830.

D'Amato, who was booed when he began to talk, stunned the audience when he announced that he would sponsor a resolution for Initiative and Referendum in Nassau before the end of the year.

"I have started a taxpayer fire across this country that is not going to stop. We are going to return the government of the United States and New York to the people of this country and we're going to put a stop to the idea that the bureaucratic tail wags the public dog," Jarvis said.

Jarvis, who was frequently interrupted by applause, stated, "We're going to prove to the elected officials in the country that the people are not subjects and they are born to be something else than taxpayers."

Jarvis said that California labor leaders had forecast erroneously that massive layoffs would result if Proposition 13 was passed.

"Every labor leader including (George) Meany opposed us, but we got 60 per cent of the public vote and 30 per cent of the public employees voted for it," he said.

"We had 880,000 public employees when we passed it and as of last week we had 875,000 which is far too many. No policemen have been fired, no schools closed and no teachers fired. But they still haven't implemented it properly," Jarvis said.

"We're going to try to force them to implement it properly and cut some fat out at the top. Politicians like to lay off elevator operators and they hope that it will impress the public."

Responding to a question on how Proposition 13 would work in New York, Jarvis replied, "We have two basic American rights. One is to vote and the other is to petition the government. New York has not seen fit to give people that second right. The only way you're going to force it is to force the legislature to act."

Remarking that Suffolk and New York residents pay higher taxes than in California, he urged the crowd to take political action.

"You have a job here in New York to make the Governor or whoever is running to put Initiative and Referendum on the ballot."

He added, "If you had the right petition you wouldn't have a bankrupt New York. The people would have stepped in and taken it away from the politicians who bankrupted the city."

Jarvis finished talking to thunderous applause. A follow-up panel of local politicians began to tire the crowd. They booed and yelled out at speakers, especially D'Amato, until his conversion. After that, audience anger quickly dissipated.

The crowd seemed satisfied as they filed out of the auditorium, assured that they had witnessed the establishment of their creed on Long Island. And yet, for all the noise and hoopla, Jarvis' followers had only half filled the arena.

Jarvis, who was paid $2,500 for his appearance, "stepped into his chauffeur-driven Cadillac limousine and sped away into the night. But he'll be back," he said, "as long as I am still walking and God let's me come."

McGowan to speak at anti J. P. Stevens rally

ALBANY Civil Service Employees' Union President Bill McGowan will be among the speakers at a massive rally here November 30 protesting the labor policies of the J. P. Stevens Co., the nation's second largest textile manufacturing firm, a blatant violator of the country's labor laws and recipient of more than 200 violations of the National Labor Relations Act on its record. Most of these stem from firing or attempting to fire union activists, fired from its practice of racial and sexual discrimination.

"This rally is being sponsored by every major labor union in Albany area, and I urge all government employees to attend and learn why it is important to boycott the products of this firm," Mr. McGowan said.

The rally has been set tentatively for noon to 1 p.m. November 30 in Meeting Room 6 on the concourse of the Nelson A. Rockefeller Plaza in Albany.

Among the co-sponsors of the rally with CSEA are: the Amalgamated Clothing and Textile Workers; the United Auto Workers; the United Steelworkers of America; and the Service Employees International Union. Major religious organizations in the Capital District are also among the co-sponsors of the event.

In Stevens' dismal labor history are convictions for the following discriminatory employment practices, among others:

- Assignment of newly-hired blacks and women to lower-paying jobs.

- Illegal discrimination in layoffs and recalls.

- "If you had to single out the single worst tactic of J. P. Stevens, it would probably have to be their wholesale firing of union sympathizers since the Amalgamated Clothing Workers began organizing them several years ago," Mr. McGowan declared.

- He pointed out that J. P. Stevens manages to continue in business despite convictions through a policy of stalling, filing appeal after appeal, stalling again, and when a plant is finally organized and negotiations begin, stalling, failing to bargain in good faith, and going through the lengthy appeals process all over again.

- In Stevens' dismal labor history are convictions for the following discriminatory employment practices, among others:

- Hiring on the basis of race.

- Reserving certain jobs for white employees exclusively.
Currier elected to LAC

UTICA — Jim Currier, President of Fort Schuyler CSEA Local 014, has been elected to the Executive Board of the Labor Action Coalition, a Statewide body of public and private sector unions interested in problems concerning energy needs and costs in New York State.

The Labor Action Coalition (LAC) was organized in 1975 by nineteen international unions to promote the goals of public power, full employment, and safe energy. It promoted these goals by working to stimulate the involvement of local unions, their membership, and retirees in providing research, education, and political leadership to local unions and by conducting educational seminars on the subjects at hand.

Program points of the LAC include geographic elections of the Public Service Commission to make it more responsive to the consumer votes, a push toward municipal take-over of electric utility delivery systems, which would reduce rates by up to an estimated 50 percent; and amendment of the Taylor Law to provide full protection of public employees to exercise all rights now held by private sector union members.

Mr. Currier, who is the only CSEA member on the LAC Executive Board, states it is his feeling that CSEA should become actively involved in the LAC Program since some of the goals, such as low cost municipal power, would provide a direct monetary benefit to a large segment of our membership. “For instance, the cost of 500 KWH of electricity from Niagara Mohawk is about $19.16, from Con Ed it is about $41.02, but in Plattsburgh, which has a municipally operated system, the same 500 KWH is only $3.35 and in other municipal systems it runs up to $9.78,” according to Currier.

Further information on the LAC program can be obtained from its information director, Ms. Jinx Dowd, CSEA Information Bureau, Box 722, Ithaca, NY 14850.
Tompkins County unit leads fight for hospital

By Jim Hennerty
Special to "The Public Sector"

ITHACA — "It's your hospital — save it." That's the message the Tompkins Unit of CSEA Local 855 is trying to get across to the residents of their county. On November 7, voters here will decide whether the Tompkins County Hospital will remain a public hospital or be turned over to a private corporation. "This is a decision which will affect health care in the area for years to come," according to CSEA Unit President Lou Nayman.

In 1976, the County Board of Representatives, recognizing the need for a more modern facility, floated a $21 million bond issue for construction of a new hospital. The new building will be ready for occupancy this December. In the meantime, however, the Board also climaxed a long series of reports and complaints from hospital administrators by passing local laws 2 and 3 in May of this year. The laws authorized the transfer of the county hospital to a private corporation to take place as soon as possible. The hospital's Board of Managers and the County Board had made their private arrangements with a minimum of fuss — until CSEA upset their plans.

"We were very involved in making our feelings known before the laws were passed," County CSEA Unit President Nayman says. "We showed that there were literally hundreds of unanswered questions about the transfer — questions concerning hospital employees, and the community's control over their own health care. But the Board tried to ignore us. It was only after the laws were passed that they found we could not be ignored."

Mr. Nayman and Local 855 Political Action Committee Chairman John Wyrough quickly organized a petition drive to have a November referendum on the two laws. The union placed newspaper and radio ads alerting the public to what was happening. "They want to give away the hospital. Did anyone ask you?" The public made it quite clear they wanted to be asked: Union members, supported by brother unions, young volunteers, and friends and neighbors, managed to gather nearly 3,000 signatures for a referendum. "We put in a lot of hours on those petitions," according to Mr. Wyrough. "We stood in the downtown streets, outside supermarkets and shopping centers, we went door to door gathering signatures, every spare moment we had, day after day. Helen Musto and her retirees local got everyone they knew to sign. The response was tremendous. Once people saw what was about to happen to their hospital, they became concerned."

"At first, CSEA didn't take a stand pro or con. Instead, we challenged the Hospital and County Boards to answer those crucial questions: What about employee pensions, what about eliminating health services, what about taxpayers getting stuck with bills for the new hospital? We wanted the information needed to decide the issue on its merits. Instead, we got evasions, vague generalizations, and plain old bull."

In the meantime, an independent citizens committee on hospital governance has been set up. This group, according to its coordinator, Sander Kelman, a professor of health policy studies at Cornell University, has commissioned a consulting firm to make a study addressing the questions raised by the plan for hospital transfer. Everyone in town is beginning to notice the new CSEA bumper stickers: "It's your hospital — save it! Vote NO!" Hospital employees are encouraged by the results so far. Union members from Local 855 are working hard to get out a big "No" vote on Nov. 7.

One of the hardest workers in the spring petition drive to get the issue of Tompkins County Hospital on the ballot was a nurse named Barb Newton. Although seriously ill at the time, she went out door to door gathering signatures. She cared deeply about her fellow employees and neighbors, and the effect a hospital transfer would have on them.

One day after the petitions were turned in, Barb died. CSEA Local 855 has voted to memorialize Barb, possibly by placing a park bench with a plaque on the grounds of the hospital she cared so much about.

CSEA asks hospital 'no' vote

On October 9, CSEA officially recommended a "No" vote on the two referendum propositions. The union's explanation underlines the key issues involved:

* The idea of a private hospital ignores history. If it gets into trouble, the taxpayers will have to bail it out again.
* Hospital employees have no guarantee of anything under a private hospital. Their terms and conditions of employment are "up for grabs" if a switch is made. Workers with fewer than ten years of service stand to lose their pension rights; already administrators are saying that sick time will be eliminated.
* Other hospitals, such as Binghamton General, remain under public control without problems. They use the same retirement and merit systems Tompkins County administrators complain about. Yet they operate efficiently and profitably.

* Local taxpayers remain liable for $40 million in bond payments no matter who owns the hospital. Yet, under a private system, they would no longer control the way the hospital is run.
* The County is falling into the old trap of contracting out services to the private sector. By doing so, they threaten the jobs and salaries of hundreds of employees, and open the door to possible abuses in an administration not accountable to the public.
* The hospital Board is playing politics with employees' pensions. They claim they can give the same retirement benefits at half the cost of the State Retirement System. But they have avoided giving details for over a year. They say they will back up their claim in late October — a mere two weeks before the referendum. How can CSEA ask voters to make a serious analysis of such a complex system in that short a time?

THE TOMPKINS COUNTY HOSPITAL. Will it remain a public hospital, or be turned over to a private corporation? Thanks to an incredible effort by CSEA-represented employees, plus supporters of their position from various walks of life, the issue will be decided by the voters in a referendum November 7.

CHECING LAST MINUTE DETAILS on their referendum drive in hopes of success at the polls November 7 are, left to right, Lou Nayman, President of the Tompkins County CSEA Unit; Unit Secretary Rose Hunt, and John Wyrough, Unit Vice President and member of the CSEA statewide Board of Directors.