Delegates rally at State Capitol score legislators’ budget cuts

ALBANY — CSEA leaders from around the state blasted state legislators’ proposed budget cuts at a rally at the State Capitol here March 11.

More than 1,200 union members braved bitter winds and freezing temperatures at the hour-long rally, to demonstrate to lawmakers their outrage over legislators’ suggested cuts of $55 million in the already bare-bones State Purposes Fund of the governor’s proposed 1980-81 budget.

CSEA Executive Vice President Thomas McDonough recessed the union’s spring Delegates Meeting at the Empire State Plaza to allow delegates to attend the rally, which included addresses by CSEA Vice Presidents Bob Lat-timer of Region VI, Jimmy Gripper of Region II, Irving Flamshenbaum of Region I, James Moore of Region V and Joseph McDermott of Region IV; local presidents Marie Romanelli of SUNY New Paltz, Felton King of Staten Island Developmental Center and Danny Donohue of Central Islip Psychiatric Center; and by CSEA’s Political Action Committee chairman, Joe Conway.

Gripper noted that New York City has been hard-hit by the dumping of mental patients from state-run institutions into the streets without proper care — a situation that would be aggravated if proposed budget cuts are carried out. He stressed that such cuts would hurt patients and employees alike — a point reiterated by King and Donohue, whose in-stitution has already lost millions of federal dollars because of a too-low staff-to-patient ratio. Patient care and rehabilitation would be non-existent in this state, if not for the extraordinary integrity and caring attitude of current employees, the speakers agreed.

The proposed cuts would hurt not only the state’s mental institutions, but also the once-great SUNY system and many other state departments, notably the Departments of Trans-Portation and Corrections.

Hollis Chase, head of the AFSCME corrections officers’ union in New York State, said voters should throw out all legislators who allowed current reductions in the prisons’ workforce, where overcrowding today matches conditions at the time of the tragic Attica riot several years ago. The department has recently begun allow-ing prisoners to do the jobs of prison employees, in an attempt to alleviate the under staffing problem.

Referring to proposed DOT cutbacks, Lat-timer said, “They say they want us to love New York. How can you love New York when you can’t even see it, because you’ve fallen into a pothole?”

Ms Romanelli lamented the demise of once-great SUNY system, formerly the envy of all the other states, and even of the world. “Now they’re doing their best to turn SUNY into PUNY,” she said. “The sad thing is, in addition to the loss of jobs, the quality of education of our students is suffering.”

The only legislator to address the crowd was Sen. Dale Volker of Buffalo. He called the en-dangering of lives by cutting back on Mental Hygiene and Corrections budgets “obscene” and “barbaric.”

The union’s response to the proposed disman-ting of state services did not end with the rally. CSEA has begun a massive ad campaign in news-papers and radio stations throughout the state, aimed at legislators and bearing the theme, “The ONE-Great State of New York.” It points out the tragic consequences, in both human and economic terms, if state services are further reduced. (See page 5.)

After the rally, some 130 CSEA statewide and regional Political Action Committee members and lobbyists met with lawmakers to find out exactly how each of them stand on the proposed cuts.

ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not receive a ballot by April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offi-ces may be contacted at the following numbers:
   Region 1 516/691-1170 Region 2 516/495-420
   Region 2 518/489-5420 Region 3 518/491-6330
   Region 3 914/896-8100 Region 6 716/634-3540

NOTICE
Labor/management meetings

A concept of preventing grievances that's catching on across the state

By Deborah Cassidy
Staff Reporter

Labor management meetings, increasingly being held on a regular basis throughout the Civil Service Employees Ass'n., are proving to be a major force not only in improving general working conditions but in preventing grievances which can be costly and time consuming for both sides.

Butch Knox, president of the State University of New York at Albany CSEA Local, first became involved in meetings there when he assumed office a year and a half ago. In that time, Knox says, he has seen the number of grievances drop from five a week to one, two and some weeks, zero.

At Wilton Developmental Center, a single meeting resulted in the resolution of three issues which could have been grievances, reports Fran Wilucz, vice-president of that local of CSEA. Wilucz, Local President Lloyd Welch and other union representatives meet monthly with management.

Though these are just two areas where labor management meetings are working, CSEA staff and representatives expect it will become accepted procedure in all locals to bring matters to such meetings before filing a grievance.

William Lechner, a Capital Region CSEA field representative who is finding that many of the locals he covers are joining this movement, commented, "We're realizing more and more that this is an effective way to cut down on unnecessary grievances. Some matters must go the grievance route, but many cases, those affecting large groups of employees in particular, can be handled before discussion in the more relaxed atmosphere of these meetings can take place."

Questions over the university's right to reclassify an employee's job title to fill a vacancy elsewhere, were brought up and answered at the union's satisfaction at a recent meeting, according to Knox. "We recognized management's rights to do this, but we were concerned that no one was put out of a job. And we wanted to be sure promotions were made according to seniority and in keeping with civil service lists," he explained. "Knowing what the university's intentions and goals were time prepared the union to deal with the matter," he added. "Had we not gotten our questions answered, problems could have arisen and the next thing we know we'd have a grievance on our hands."

A temporary hold up in reimbursement checks for overtime meals allowances, a situation which had serious implications, was also a subject of that meeting. It was especially important for the hold up to be discussed, both parties agreed, because rumors concerning the reasons behind it were beginning to develop and could have created undue worry.

The actual conduct of the meetings vary from one local to another, but a standard rule calls for the union to provide a copy of its agenda to management. The list should include a synopsis of each problem to allow management to research the areas they are unfamiliar with.

O'Connor re-elected Westchester Unit President

WHITE PLAINS — Raymond J. O'Connor has been overwhelmingly re-elected president of the almost-6,000 member Westchester County Unit of CSEA Local 860. The ballots were counted Monday evening.

O'Connor led a slate of six others into office which included all unit officers except third vice president where the slate did not have a candidate on the ballot.

The unofficial results, pending the 10 day canvass period and the receipt for first vice president, are:

President: Raymond O'Connor, 1086; Marlene High, 446; Ellen Castellanos, 391

First Vice President: William Smith, 658; Rick Paradiso, 638; Cindy Wholey, 473; Edward Carafa, 235

Second Vice President: Jerry Barbour, 1050; Ann Reale, 801

Third Vice President: Ted Giordano, 1229; Walter Lippman, 520

Fourth Vice President: Roger Williams, 901; Jim Abbatiello, 649; Stanley Getz, 447

Secretary: Deirdre Wholey, 659; Tony Colarusso, 1056; Suzanne Tureleib, 849

Treasurer: James Marino (unopposed), 1084

Union officials, from left to right, SUNYA CSEA Local President Butch Knox, Administrative Unit Vice-President John Lasky, Operational Unit Vice-President William T. Tetterling, Institutional Vice-President Gerald Lindeman, Executive Secretary Katherine Van Hoesen and Executive Vice-President Charles Bennett, attend monthly sessions with SUNY management.

ALBANY — Dues for CSEA members will increase April 1 as part of a dues structure approved by the union's Delegate body one year ago.

Dues deductions will increase by 25 cents bi-weekly for an annual dues rate of $91.

Dues for part-time employees will increase proportionately from $42.50 to $45.50 per year.

At Wilton recently, a dispute, which could have erupted into a major grievance, arose over management's practice of assigning earned time off to coincide with the weekends some employees had to go on military duty. The matter was calmly resolved during a routine meeting.

Most caseworkers at Wilton, Wilucz explained, work 24 hour a day, seven day a week shifts, with two breaks off per week. To allow for flexibility, these off weekends vary for each employee from one month to the next, as assigned by management. To avoid giving employees days off when their chosen days off for training, management was scheduling the off weekends at these times.

Knox and Wilucz agree that a majority of the other grievances settled through discussion concern health and safety hazards in the workplace. "Safety is the kind of situation where we must let management tell their side and explain what they intend to do," commented Knox. The union recognizes grievances cannot be taken care of overnight, so it's only logical to meet, present our demands and set a deadline to work within.

Other matters which are definitely not grievance material, but which may adversely affect working conditions are often a subject of the meetings. Included in this category are work schedules, requests for new equipment and supplies and interpretation of employee benefits.

Both union officials noted that it may take more than one meeting to fully resolve a matter — additional research, consultation and discussion are often needed — but some progress is usually made at each meeting.

"The fact that we are meeting, voicing our concerns and getting questions out in the open is encouraging," Knox said.

The success of the meeting depends on two key factors, the officers feel.

The first is having the right attitude. "You have to go in with an open mind and the intention that you are going to work things out," emphasized Wilucz. "You can't go in playing the roles of adversaries, but must realize you're there for the good of all."

This attitude, he added, may take some time to develop. Initial meetings may be awkward and non-productive, even hampered by hard feelings on both sides, but given time to work itself out, this situation will change.

It's essential to meet on a regular basis, ideally once a month. "Meeting monthly gives everyone just enough time to think about the previous discussion and to consider new areas," Knox pointed out. "And it keeps you in the habit of meeting. If you skip a month or so, you easily lose sight of the issues and the importance of discussion."

The actual conduct of the meetings vary from one local to another, but a standard rule calls for the union to provide a copy of its agenda to management at least a week in advance. This list should include a synopsis of each problem to allow management to research the areas they are unfamiliar with.
DOT Poughkeepsie gives employees a real chilling indoor experience

By Jack Murphy
Staff Writer

POUGHKEEPSIE — Balm spring weather can’t come fast enough for the men who work in the Department of Transportation’s Region 8 maintenance facility in Poughkeepsie. It’s not the snow and ice that’s got the work force looking ahead — there hasn’t been that much this year — but rather the cold temperatures that have on some days made working indoors seem almost like working outdoors.

Why?

Because a new heating system installed in the barn-like building only works part of the time and even when it does work it rarely keeps the building at a healthy, not to mention comfortable, level of warmth.

Jack Cassidy, president of CSEA Local 507, says there have been at least a half dozen times this winter when the heating system has literally been too cold to work in. "Those heating units have been down two or three times a week," he said, "and you have to remember that those men are working on cold steel and are down on concrete. Even if it’s 50 or 55 degrees in the building, and a lot of times it’s not that warm, it’s a lot colder on the floor."

The three-unit, forced hot-air heating system replaced an obsolete hot-water system last year, but has never functioned properly. According to Cassidy, the Office of General Services blames the system’s installer for the malfunctions, but the installer says the heating system is not the problem and there is little if any chance of it ever working correctly without modifications.

Pat Roberts, Maintenance Superintendent for DOT’s Region 8, tends to agree with that assessment. "We predicted before it was installed that it wouldn’t work," he said. "The system is just not adequate."

He said he has been begging Peter to pay Paul to keep the heat on this winter, using maintenance repair funds, some $2,000 to $3,000 since the heating season began, to pay for repairs on the heating system.

He pointed out that had this been a severe winter with a lot of repairs needed for sanders and plows, he would have been hard pressed to find the funds to keep the heating system working at even an inadequate level.

Roberts has a fat sheaf of correspondence about the heating problem, but fears little will be done on a major scale because Region 8 is, someday, due for a new facility. "We’ve been promised new shops three different times," he said, "and we’ve lost them all. They usually don’t put a lot of money into an old building."

And while Roberts’ primary concern right now is keeping a parade of repairmen engaged with keeping the heat on, he has serious reservations about the system in general. "This is a 12-on-one system, but all three thermostats are out on the shop floor, so even if the system worked the heat wouldn’t always be where it’s needed," he said. "For example, here in the office we can be either freezing or roasting. Sometimes the morning sun will warm up the shop enough to keep the heat off, but the office will be freezing. At other times, like if they have the doors open a lot, the heat will stay on and we’ll roast in here while the system works overtime to keep up the heat on the shop floor."

Roberts also said: "I don’t think the shop should have a forced air heating system. To the best of my knowledge this is the only hot-air heated shop in the state."

He bases his objection to hot-air as opposed to hot-water on health and safety considerations. "If a man is working on brake shoes in the back of the shop," he said, "asbestos can be sucked into the system and transmitted throughout the building. The CSEA Safety Specialist Nels Carlson charges that the inadequate and unhealthy heating system at DOT’s Region 8 maintenance facility is not only affecting the employees there, but employees across the state as well.

"It should be obvious to management that conditions at that facility are dangerously unhealthy to employees who work there, and that fact translates into management cheating taxpayers because such working conditions result in lower productivity," Carlson stated. "DOT got lucky this winter. Often working conditions at the Poughkeepsie facility were nearly impossible as it was, and the health of the workers was in jeopardy many times. But what if this had been even a normal winter? Management owes it to everyone, the employees and the taxpayers, to upgrade this facility to insure a reasonably safe and comfortable work place.

"We predicted before it was installed that it wouldn’t work," he said. "The system is just not adequate."
Appellate Court rules:

No Taylor Law violation

FISHKILL—In a precedent-setting decision, the Appellate Division has unanimously agreed with CSEA that failure to accept out-of-title assignments because of fear of injury and/or death is not a violation of the Taylor Law.

Fishkill Correctional Facility CSEA Local 160 won the landmark decision for 89 maintenance workers and teachers who had earlier been found guilty by a Corrections Department hearing officer of violating Section 210 of the State Civil Service Law. The men, with the strong backing of Local 160 President Larry Natoli and the local CSEA membership, refused to accept emergency out-of-title assignments as replacements for striking corrections officers.

Paul Eckelman, of the CSEA Region III law firm of Mangold and Maharr, argued before the Second Department of the Appellate Division that during the strike, there were three tears in the minds of the CSEA-represented workers: violence from the picketing corrections officers; future reprisals by corrections officers; and lack of protection from inmate violence once inside the prison. The four justices hearing the case unanimously agreed with the union.

“I hope all correctional facilities throughout the state take notice of this decision,” Natoli commented. “It says that before an institution can order you into a place, they must be able to guarantee you that it’s a safe place to work.”

The original hearing officer ordered Taylor Law fines of two days pay for every day out of work for the employees involved. The March 3 Appellate Division ruling will restore those fines to the employees immediately.

Natoli credited union solidarity, as well as the CSEA attorneys, for the important victory.

Insurance files to remain open on TB lab staff

ALBANY—After hearing testimony from Civil Service Employees Assn. representatives and State Department of Laboratories and Research management personnel, the State Insurance Fund has agreed not to permanently close its files for 18 years, on 18 Labs and research employees who were shown to possess tuberculosis antibodies in research department files, for 18 years, on 18 Labs and research employees who were shown to possess tuberculosis antibodies in research department files.

None of the employees were determined to have an active case of TB, but because of the "slight possibility" local President Dorris Rabinowitz, Ms. Rabinowitz praised Dr. Robert Hufakker, acting director of Labs and Research, for his strong support in the matter.

Workshop set March 31 in Kingston

KINGSTON—Southern Region III will hold the first in a series of education workshops March 31 at the Kingston Holiday Inn.

The workshop, which is from 7 to 10 p.m., will cover grievances and negotiations and will be conducted by regional staff.

While the workshop is intended for CSEA members in Ulster County, any members in the region may attend, she said. Regional Education Committee Chairman Janice Schaff said her committee plans to hold similar workshops in the other counties of the region.

CSEA women's career program

CSEA women are being urged to attend a free career planning program in Farmingdale L.I., March 26-28. The seminar, "Going Places: A Workshop on Women and Work," has openings for 45 participants at the State University Agricultural and Technical College, Farmingdale.

And, if you miss that one, the seminar will be repeated May 7-9 at the State University of New York at Purchase.

Co-sponsored by the Center for Women in Government and the State University of New York Administration Office of Alternative and Continuing Education, the program is directed to women in State government who are considering career changes and further education.

The program was conducted last year in Buffalo and Albany. The seminar offers an in-depth exploration of career planning, including identification of skills, career aspirations and values, as well as an opportunity to develop strategies to achieve career goals.

For more information, call Ellen Cospito at the Center for Women in Government at (518) 455-6211.

Blood drive by Tax Local

ALBANY—As the result of a two-month donor recruitment drive conducted by Civil Service Employees Assn. officers and shop stewards in the State Department of Taxation and Finance Local 690, nearly 250 employees have signed up to donate blood on March 14 and 21 when the Red Cross Bloodmobile visits their workplace.

Some 60 of these employees will be donating for the first time, said Helen Buttrym, coordinator for the Northeastern Red Cross blood drives in her local.

CSEA worked in conjunction with Tax and Finance management personnel to set up dates, schedule donor appointments and to explain the program to employees.

According to Ms. Buttrym, four bloodmobile visits are arranged each year in the department. She had high praise for the Tax and Finance employees who, she pointed out, have donated 1300 units of blood over the past year.

Among them is George Cundiff, who was featured in the "Public Sector" last year and has donated a total of 18 gallons of blood in the past 25 years.

During the recent holiday season, Ms. Buttrym said, the Red Cross put out an appeal for blood for an open heart surgery patient who happened to be an employee of Tax and Finance, and, immediately 20 employees went down to the center to donate.

12,848 units of blood were collected from all the state departments last year.

Calendar of Events

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

MARCH

18—Pilgrim Psychiatric Center Local 418 membership meeting, 8 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.

19—Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 925 Washington Street, Peekskill.

19—Albany Office Local 993, general membership meeting, 5:30 p.m., Buffalo Aud Club, Memorial Auditorium, Buffalo. Topic: Political Action Involvement.


29—Oyster Bay Unit, annual dinner dance, installation of officers, 7:30 p.m., Antonio's Restaurant, Hicksville.

31—Southern Region III education workshop, 7 p.m., Holiday Inn, Kingston.

APRIL

2—Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.

7—Long Island Region 1 spring conference, Gurney's Inn, Montauk.

11—Kingborough Psychiatric Center Local 402 disco pre-Easter dance, 9 p.m. to 3 a.m., St. Joseph's Golden Hof, 856 Pacific St., Brooklyn.

17—CSEA Board of Directors meeting, 9 a.m. Campus Towers, Albany.

26—Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

1—Tax Local 690 labor/management seminar, Ramada Inn, Lake George.

8—CSEA Board of Directors meeting, 9 a.m. Quality Inn, Albany.

9—White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.

21-23—State Division Workshop, Ketcher's Club, Monticello.

JUNE

4-6—County Division Workshop, Ketcher's Country Club, Monticello.

9-13—AFSCME Convention, Anaheim, Calif.
Rally for responsibility

Proposed state budget cuts that would reduce public service programs and eliminate thousands of state job positions was the focal point of a "Rally for responsibility" protest March 11 in Albany by CSEA members.

The ad below is part of a massive advertising campaign being launched by CSEA around the state, using newspapers and radio stations. The campaign is aimed at alerting the general public and state legislators to the tragic consequences, in both human and economic terms, resulting from any additional reduction of state services.

The photographs on this page show some of the rally speakers as well as some of the more than 1,200 CSEA members who participated.

Once
THE GREAT STATE
OF NEW YORK

- New York once was a leader in public service to its citizens. Then it cut 10,000 state government jobs. Public services were also cut. Now the Governor and Legislature want to cut 10,000 more state jobs.

- New York once had a model mental health system. Now it has human warehouses where the goal of "treatment" is nothing but a hoax. Hospitals are losing accreditation due to understaffing and inadequate funding.

- New York promised its citizens it would stop the scandal of "dumping" mentally-handicapped people out of institutions and into communities where nobody cared. Now some Legislators want to close state hospitals and abolish community care programs.

- New York once took pride in its public education system, its transportation network, its environmental concern and its concern for the less fortunate. Now we are faced with a state budget that could impair all of these services and more.

- Cutting back on understaffed programs may be good politics but it's reckless government. New York's people need public services that only New York State can provide. Providing less than two percent funding for thirteen percent inflation won't do it.

- New York's future is everyone's responsibility. Write your Legislator and let him/her know that you want responsible government, not reckless leadership. New York can be a great state again.

THE PUBLIC SECTOR Wednesday, March 19, 1980 Page 5
Delegates act on several
constitution, by-laws amendments

ALBANY - CSEA delegates took action on a number of important amendments or proposed amendments to the union's constitution and by-laws during the Special Delegates Meeting March 9-11 in Albany.

The delegates approved an amendment to the CSEA constitution which gives the union's delegate body the final authority in determining whether CSEA affiliates or mergers with any other organization. The new amendment reads:

"Any affiliation or merger of The Civil Service Employees Association, Inc. with another organization after approval by the Board of Directors must be ratified by a majority vote of the delegate body in order to be effective."

In a first reading of a proposed constitutional amendment (two readings are required to amend the constitution) the delegates passed an amendment which would prevent members of the CSEA from holding two seats on the Board of Directors.

The proposed amendment does permit members to run for more than one board seat in the 1981 election only, but if victorious in both elections, the member must choose between the seats.

The delegates amended the by-laws pertaining to the board of directors, reading:

"The establishment of any honorarium must be approved by the appropriate body prior to the beginning of the election process for the next term of office for the position or positions affected. All newly created honorariums or any changes in honorariums shall be published in the official paper of the CSEA within thirty (30) days of the change."

The by-laws also were amended to give the 10 statewide CSEA officers a dual role as voting delegates as follows:

"The officers of the Association, President, Executive Vice President, six Vice Presidents who are Regional Presidents, Secretary and Treasurer, who are not otherwise elected as voting delegates from their locals, shall, by virtue of their office, be designated as voting delegates at all meetings of the Association."

In another by-laws change, retiree delegates at 65-69 are to be eliminated.

The delegates rejected a proposed amendment to the constitution to reorganize the County Executive Committee.

Under the statewide Insurance Committee report, the delegates voted to establish the distribution of anticipated dividends declared by the Mutual Life Insurance Company of New York as follows:

Under age 40 - 30 percent; ages 40 to 44 - 25 percent; ages 45 to 49 - 12.5 percent, ages 50 and older - 10 percent.

EDUCATIONAL LOCAL 870 delegates included, from left, Carol Craig, Local President Walter J. Weeks, and Mike Carlin.

BUMPER STICKERS supporting enactment of OSHA protection bill for public workers in New York State were distributed to CSEA delegates along with large pins carrying the same message.

WADE WILLIS, President of Palisades Interstate Park Commission Local 181, speaks from the floor during state division meeting.

Delegates from Cortland - see Pedigrust, left, was a delegate from SUNY Cortland Local 181, while Pedigrust, right, was representing Cortland County Local 181.

PATRICIA CRINI, Cortland SUNY Local 605, chairman of state division, discusses the impending division meeting May 21-23.

RENSSELAER COUNTY Local's Joseph Latanum addresses the district county delegates meeting on March 9 in Albany.

CATTARAUGUS COUNTY Local 881 delegates included, from left, Tom Hroen and Ted Wilt.

No primary endorsements from delegates at meeting

ALBANY - AFSCME International President Jerry Wurf praised CSEA as a labor union that "brought something to AFSCME" during an address before approximately 1,000 CSEA delegates attending to the union's Special Delegates Meeting here.

Wurf was among a list of several speakers to address the delegate body, including a trio of speakers appearing on behalf of leading presidential candidates for the major national political parties. U.S. Secretary of Labor Ray Marshall addressed the group as a spokesperson for President Jimmy Carter, former Michigan Congressman James H. Scheuer spoke on behalf of Senator Edward Kennedy and Michael Roth, a past Republican candidate for statewide office, spoke on behalf of Governor George Bush. There had been some speculation that delegations might endorse candidates for New York's upcoming presidential primary election, but no endorsements were considered during the delegate meetings.

Also during the meeting, State Senator Fred Warder was presented with an award by the union. Sen Warder is retiring at the end of this year. Senate Majority Leader Warren Anderson spoke in praise of Warder's pro-labor record at the union delegates meeting.

Wurf praised the CSEA Legislative and Political Action Program (COMP) brought something to AFSCME, to a union which "thought we knew everything," Wurf said.

Wurf was highly critical of statements made by representatives of the New York State governor who maligned public employees as "over paid, under worked with fringe benefits and productivity is bologna." Wurf said.

He also attacked the use of the word "productivity" by those attacking public employees. Productivity requires appropriate tools, a reasonable and decent work place and qualified management, he said.

He also was among a list of several speakers to address the delegate body, including a trio of speakers appearing on behalf of leading presidential candidates for the major national political parties. U.S. Secretary of Labor Ray Marshall addressed the group as a spokesperson for President Jimmy Carter, former Michigan Congressman James H. Scheuer spoke on behalf of Senator Edward Kennedy and Michael Roth, a past Republican candidate for statewide office, spoke on behalf of Governor George Bush. There had been some speculation that delegations might endorse candidates for New York's upcoming presidential primary election, but no endorsements were considered during the delegate meetings.

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By Dawn LePore

PERRYBURG — The story has been going around the J.N. Adam Developmental Center that, at first, everyone believed it was just a rumor. But last Monday, at an agency-level labor-management meeting, the rumors were made official. The facility, employing more than 500 CSEA members, is scheduled to close in 1982.

"Nobody really knew," said Local 400 President Paul Christopher. "There had been rumors. But there are always rumors."

J.N. Adam has been targeted to close before — in 1970, 1972, 1977 and 1981, but efforts by CSEA and state legislators kept the center open. Now its happening again.

"Just at the meeting's ending, I asked Commissioner Introne if he had any plans to close any facilities," Christopher said. "He said 'No.' Then I asked him if J.N. Adam was going to close in 1982 and he said 'Yes.'"

One week later, Introne tours the place and tells the administration that he's concerned with the quality of care and the continuity of employment issue.

John Introne, who heads the state Office of Mental Retardation and Developmental Disabilities, has been quoted in a Buffalo area newspaper as saying J.N. Adam must cut its staff and it is "because of violations of federal fire, health and safety standards."

In the same article, Frederick Zazycki, deputy director of the center, said that the state plans to move the 400 residents into several small community-based facilities throughout the Southern Tier. He was asking J.N. Adam's employees at the same time.

Christopher says the cost would be astronomical. According to one source at the facility, it would cost under $500,000 to bring J.N. Adam up to standards. Work required would include installing a sprinkler system and widening doors in one building, replacing a few floors, repairing a stack in the present plant and the steps and front column of the main building.

"That's peanuts compared to what it would cost to run a decent community homes," Christopher said. "Say you have nine 30-bed homes, you're increasing your administrative costs nine times. If they don't have the money in the budget to bring us up to standards, how are they going to find the money for them?"

"Between 250 and 275 of our residents are total care patients," he said. "They will have to be institutionalized their whole lives. They're not toilet trained. They can't walk or even sit up for the most part. They need exactly the type of care we give here and, I think, give better than anybody."

"State policy in mental hygiene has always been you don't make changes, unless you can prove the care will not be the same, but better. But patient care is equal to the number of staff available, not the size of the building. "I doubt if these homes would have the number of nurses needed off them, allowing bed-ridden residents to spend time in the fresh air.

"In the summer, we can wheel them out and even feed them outside," Christopher explained. "Try building those on a new facility. The only way those patients would get any sunshine would be through a window."

Most community homes currently established for less severely retarded individuals require thousands of dollars to convert them for use. Such homes for total care patients would require significantly higher costs.

"If you ask Introne where these facilities are going to be or how he's going to improve care, he doesn't know," Christopher said.

During a recent Parents and Friends meeting at the facility, Introne was quoted as saying that even if new facilities were built, the residents would still be transferred out of J.N. Adam.

"He said he would do everything in his power to close the center," Christopher said. "But in a meeting he had with me, he said he had nothing to do with the plan at all. He said the decision was made in 1976."

"I do fully believe this place closes, it would be an economic disaster to the people of Perryburg. There are no jobs here, the major industry. Who's going to hire a 45-year-old lady in their factory anyways? Most of these people are farm families, who rely on that second income to make ends meet. They'll be on the welfare roll."

"The closest facility is in West Seneca — a 75-mile commute each way, if a few employees could transfer," he said. "We have to fight this somehow."

LOCAL 400 President Paul Christopher, foreground, discusses the problems associated with the apparent closing of J.N. Adam Developmental Center during last month's Region VI meeting. At right, background, is Dave Polisoto, also a member of Local 400.
MH rumors of closings, proposed cutbacks causing morale problems in Southern Region

By Jack Murphy
Staff Writer

FISHKILL — Talk by mental health department officials about further cutbacks in resident facilities and the possible closing of two or more psychiatric centers has caused a good case of nerves among department employees in the lower Hudson Valley.

CSEA’s Region 3 is the locale of the heaviest concentration of psychiatric facilities in the state and several communities rely heavily on the state facilities as major employer and economic backbone. But interviews with a number of CSEA officials show the human toll is already being felt in many of the institutions, especially those rumored to be on the state’s “hit list.”

“The uncertainty of the situation hits hard,” said Flip Amadio, a long time employee of the Middletown Psychiatric Center and now a CSEA field representative. “It has to affect morale — everybody walking around wondering ‘Am I going to be here next month?’”

The uncertainty he refers to affects many of the state’s facilities since there has been no announced decision yet as to which institutions are to be shuttered.

“One of the criteria reportedly being used to determine which facilities are closed is community impact,” said Thompson. “If they close Harlem Valley the community will most definitely be impacted.”

For employees in any number of mental health facilities the wait goes on, wondering and waiting and listening for the shoe to drop and hoping it drops somewhere else.

Lennon: These people have families with kids in school

FISHKILL — James Lennon worries about the people who are wondering if and how long they’ll have their jobs.

“You can’t just think about big numbers and big dollars — you have to think of the individuals and their families,” said the president of CSEA Region III in discussing rumors of possible closings of one or more psychiatric facilities in his region.

“It’s hard not knowing what your employer has planned,” he said. “These people have families with kids in school, homes with mortgage payments due and ties to their communities in many, many ways.”

“How can they buy a new house or even a new car or make any kind of long range commitments?” Lennon asked. “In some of the places these centers are located, there just aren’t any other jobs.”

“Up to now most of these employees could live normal, productive lives. Now with all this wondering about the future they also have to be wondering about what to do about their homes, and other things. It’s not very pleasant for the people involved,” he concluded.

“ Everything becomes an element of indecision and that not only affects the employee’s personal life, but it can have an affect on his work. The indecision inserts a tremendous element of fear and that can’t help but lower morale. ”

“Well’s face it,” he said, “this puts a strain on the employees’ personal lives.”

At Wingdale, Bob Thompson, local president and a veteran of more than 25 years at the Harlem Valley facility, said “We’ve been in the spotlight on this thing for a long time longer than anybody else. It seems like they’re always talking about shutting down this place. We’re the star actors.”

He indicated that this long term uncertainty has caused some numbness among the employees. “We’ve been apprehensive for so long,” he said, “the attitude seems to be ‘Just tell me what’s going to happen. I can’t stand the suspense any longer.”

Thompson pointed out that Harlem Valley is in an isolated area, shut off from the rest of Dutchess County by a mountain range.

“We’re the only industry in this valley,” he said. “The hospital supports the whole valley from Pawling to Millerton. There’s no public transportation over the mountains to Poughkeepsie or Fishkill except by bus. If these jobs go...”

There are about 850 CSEA employees on the Wingdale campus with an average length of service of about 20 years.

FLIP AMADIO, a union field representative with years of experience working in a psychiatric center, says “the uncertainty of the situation hits hard... it has to affect morale...”

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Mental hospital closure list cut to 4

The Public Sector, Wednesday, February 2, 1980

By Jack Murphy
Staff Writer

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For employees in any number of mental health facilities the wait goes on, wondering and waiting and listening for the shoe to drop and hoping it drops somewhere else.

Training set for Manhattan PC provisional stenos

NEW YORK CITY — Forty typist / stenographers on provisional status for as long as 15 years — at Manhattan Psychiatric Center (MPC) will be attending a secretarial school at State expense. MPC Local 413 Grievance Chairman Mohamed Hussein has reported.

Hussein said management met with him and Local 413 President Israel Lope on Feb. 28, and agreed to finance the training. Hussein said CSEA Education Director Thomas Quimby and others at the union’s headquarters had made telephone calls to the State Department of Mental Health to push for support of the program.

The whole series of events, which culminated in management agreeing to send the 40 employees for training, started when a management memo indicated that a number of the provisional employees would be terminated if they were unable to pass an examination.

“It is a bit strange that for all these years, the employees provided satisfactory service to the State. With all the provisional employees in State service, why did Manhattan Psychiatric Center have to pick on a few Grade 3’s and 5’s? This selective enforcement smells of harassment,” Hussein said.

CSEA Safety Hotline
800-342-4824

THE PUBLIC SECTOR, Wednesday, March 19, 1980 Page 9
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You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above:

- State Office Building, New York City 10027 (212) 488-4248
- Suite 750, Genesee Building, West Genesee Street, Buffalo, New York (716) 843-4250
- 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248
DEMONSTRATING FOR A NEW CONTRACT ARE MEMBERS of the Yonkers Parking Authority Unit of Westchester County CSEA Local 860 on Feb. 19. Among those at the demonstration are, from left, Richie Green, Dom DiCarmine, John Dee, Local 860 President Pat Mascioli, Frank Trepowoski and Philip Castello.

Yonkers Parking in fact finding

YONKERS — The 11 members of the Yonkers Parking Authority Unit of Westchester County CSEA Local 860 entered their 15th month of working without a contract in March 1980 as the director of the East Hudson Parkway Authority. Raymond Radzivila, retiring former executive director, was honored for more than 30 years of service in the Department of Transportation Region 8.

CSEA Local 860 entered their 15th month of working without a contract in March 1980. Among those at the demonstration are, from left, Richie Green, Dom DiCarmine, John Dee, Local 860 President Pat Mascioli, Frank Trepawoski and Philip Castello.

Lennon presents Merit Award

A certificate of merit was presented by CSEA Region III President James J. Lennon recently to Raymond Radzivila, retiring former executive director of the East Hudson Parkway Authority. Radzivila was honored for more than 30 years of service in the Department of Transportation Region 8 and the East Hudson Parkway Authority during a luncheon attended by more than 200 people.

CSEA Field Representative Joseph O'Connor said the fact finding hearing was set for March 12 following negotiations and mediation which O'Connor said had reached a stalemate.

"In all our months of negotiations, the Parking Authority has never made an official pay offer," he said.

The 11 members operate the municipal parking lots and empty and repair parking meters.

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The 11 members operate the municipal parking lots and empty and repair parking meters.

THE YONKERS PARKING AUTHORITY UNIT demonstration on Feb. 19 brings out a daily newspaper reporter, right, who is speaking with Unit President John Dee, center, and Local 860 President Pat Mascioli.

Civil Service Employees Association Local 611 of SUNY Oswego discusses 1980 CSEA Scholarship Award, which will be given to a member or family member at SUNY Oswego Spring Honors Convocation March 26. Scholarship committee members in discussion above include, from left, Loretta Beckwith, Cosi Masuica, Dale Dusharm, Local 611 president; and Patricia C. Raport, acting alumni director.

Building repaired

GLENS FALLS — The Civil Service Employees Assn. says that it is satisfied with renovations and repairs made in a Glens Falls office building into which State Department of Health employees were moved in mid-January.

According to Allen Mead, president of the Department of Health CSEA Local, during an inspection of the building just prior to the move, CSEA officials discovered some pipes which were coated with asbestos, a fire retardant substance which, when inhaled, can cause cancer and other lung diseases. CSEA brought this to the attention of the State Department of Health employees were moved in mid-January.

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After an earlier inspection, made in December, the union expressed concern about a lack of on-site parking spaces for the employees, insufficient electrical wiring, unsafe stairways and poorly functioning elevators, heating and cooling systems.

All of these matters were corrected before the employees moved in, Mead reported.
CSEA Region I holds safety workshop

As safety and safety legislation (OSHA) become one of CSEA's highest priorities, one facet of that growth is the need to educate CSEA members in the subject. Recently Long Island Region I hosted the first CSEA regional safety and health workshop. Representatives of CSEA, AFSCME and the National Safety Council provided the instruction and information.

HAUPPAUGE — More than 200 CSEA members of Long Island Region I attended the first CSEA regional safety and health workshop here recently.

Instruction and information on safety and health were provided by CSEA Collective Bargaining Specialist Nels Carlson, coordinator of the CSEA Safety Hotline; CSEA statewide Safety Committee Chairman Frank Falejczyk, Buffalo Psychiatric Center Local 403; Steve Fantauzzo, AFSCME safety and health specialist; and Jack Suarez, National Safety council labor liaison.

Carlson recommended personalizing safety to union members. Cold statistics do not move people. But if they know the victim, it is a different story, he explained.

Falejczyk emphasized the availability of the CSEA toll-free Safety Hotline - 1-800-342-4824 - to those employees who require confidentiality in reporting a safety problem.

Calling the hotline "will protect an employee from harassment," he said.

He also recommended never assuming a person knows the proper way to complete a physical task, operate a piece of equipment, etc., as a way to reduce accidents.

Fantauzzo identified and discussed job-site related health hazards including:

* Injuries in the public sector are three times that of private industry in comparable jobs and twice as severe. Refuse collectors have five times the injury rate as coal miners. Waste treatment workers have twice the injury rate as coal miners.

* The most dangerous work environment is the hospital with radiation, anesthetic gasses and other hazards.

* Two or three months exposure to asbestos can cause death 20 years later.

"Workers should have the right to know what are the hazards of their workplace," Fantauzzo said.

He and Carlson both emphasized that safety and enactment of OSHA legislation would save money by reducing accidents and its associated expenses.

Coordinators of the workshop were the chairman and co-chairman of the regional education committee, Greg Szurnicki and James Forsythe, respectively.

CSEA's Safety Hotline was emphasized at the safety workshop by one of the speakers, Frank Falejczyk of Buffalo Psychiatric Center Local 403, chairman of the CSEA statewide Safety Committee.

HIGHLY INTERESTED and motivated CSEA members attend the Region I safety and health workshop including, from left, Raymond Magliulo and Kathy Golio, both of Pilgrim Psychiatric Center Local 418; and Cathy Green and Aileen Ronayne, Town of Babylon Unit of Suffolk County Local 832.

DISCUSSING THE FIRST REGIONAL SAFETY WORKSHOP are, from left, Jim Forsythe, co-chairman of the Region I education committee; Region I President Irving Plautenbaum, and Region I education committee chairman Greg Szurnicki, chief organizer of the workshop.

AFSCME's Steve Fantauzzo speaks on the relationship of the work environment to causes of death and disease.

Left, ANSWERING QUESTIONS on safety are Jack Suarez, left, of the National Safety Council and Arthur Loving of Long Island State Parks Local 102 and co-chairman of the regional safety committee.