Union charges unsafe buses put W. Seneca students, drivers, in danger

By Ron Wofford
CSEA Communications Associate

WEST SENeca — The safety of school children riding school buses — as well as that of bus drivers — has been called into question at West Seneca Schools.

"They don't care about safety," declared driver Joe Galeta, as he told how a supervisor, on several occasions, has assigned buses with safety problems to unsuspecting drivers.

"On many more than one occasion, I have informed supervision of real safety problems," Galeta continued, "such as steering or brake malfunctions, only to find the bus has been assigned to another driver, with no notation or correction of my complaint."

Galeta said there are problems with "15 or 20" buses out of 75 to 80 in the school's fleet. Additional buses are also leased from a private contractor.

An investigation by Region VI Occupational Safety and Health Specialist John Bieger confirmed the unsafe condition of several buses.

Bieger called in a state Department of Transportation carrier safety inspector, who pulled the stickers off several buses.

The safety problems included heavy smoke, no power, poor steering, bald tires, bad bearings and brake fluid leaks.

"But, incredibly," reports Bieger, drivers are still reporting bus safety problems, and written-up buses are still being used."

Bieger and Unit President Neil Radder advised drivers to carefully inspect their buses before taking on assignments.

"They tried to force one driver to take out an unsafe bus," said Galeta, "but he got a witness to verify there was a safety problem and didn't take the bus."

The West Seneca Schools employees, members of Local 868, said one of the most disturbing aspects of the problem is "management's attitude."

"We're concerned about the safety of our young passengers," said Galeta, "but they seem to think we're trying to get out of work, or something."

Bieger said the bus supervisor has refused a request to mount a bus status board, so that drivers could know when a bus has been written up or repaired.

The drivers also recalled an incident where a bus driver with an injured foot was directed to take out a bus in spite of her pain. The foot turned out to be broken, they said.

"But, we're not going to lay down and roll over on bus safety," they vowed. "We're going to keep on making sure these buses are safe for ourselves and our children."

Thruway talks reach impasse

ALBANY — CSEA has declared impasse in its negotiations with the New York State Thruway Authority. CSEA represents about 270 employees in the Unit II bargaining unit, which consists of professional, scientific and technical workers.

The impasse was declared after several bargaining sessions failed to produce any positive movement on the unresolved issues of compensation and general health insurance costs.

The union has requested the state's Public Employment Relations Board appoint a mediator to the dispute as quickly as possible.

INSIDE THIS EDITION:

CSEA appoints first female regional director...page 3

A time bank for Jane puts smile on her face... page 16
Learning about labor in school

Pilot unionism program flies in Troy classroom

TROY—A CSEA pilot program, aimed at educating school students about the important role unions have played in American society and social development, was offered recently to 450 grade students through cooperation of the CSEA Troy School Unit, NYSUT-represented teachers and the school administration here.

The two-day program entitled "The History of the Labor Movement" was presented to students in eighth grade social studies classes at the W. Kenneth Doyle Middle School. Another 500 high school juniors are expected to take part sometime in March.

The program kicked off with the presentation of "The Inheritance," a vivid film which traces the labor movement in the United States from the 1870s to the 1960s. The film deals mostly with the struggle to industrialize America after the Civil War when hours were long and working conditions were poor. The film graphically illustrates the role unions took in gaining dignity for workers, many of whom were immigrants from Europe.

On the second day of the program, representatives from CSEA were on hand at the Troy school to talk with students about the film and the significance of unionism in this country. Capital Region Field Representative Aaron Wagner and Political Action Coordinator Edward LaPlante fielded questions from students, sparking lively discussions.

"The presentations worked out very well," said Betty Nichols, CSEA Troy School Unit president. "The students were used to seeing us in our normal school employee role, but when we stepped behind the desk to make our presentations about unions, they could relate to us in a different way and show they were interested about unions."

Nichols pointed out that the presentations did not focus primarily on CSEA but dealt in general with why unions were formed, how they operate and what the students should expect if they should ever decide to join and participate in a union.

Richard Carmen, chairman of the school's social studies department, says he was particularly impressed with the film, an offering of CSEA's Education and Training Department.

"We saw footage we've never seen before. This film gets into the workplace and shows what the conditions were like. We saw the people. We saw the strains. We saw history through the faces of people. And some of these kids never saw the kind of tenements we see in this film," said Carmen.

In an attempt to continue the students interest in unions, the CSEA Capital Region is sponsoring a verbal essay contest for the eighth grade social studies students who participated in the program. Contestants will be asked to make a short presentation on any view they have concerning the value of the labor movement. The top three winners will be invited to attend a regional dinner meeting in February at which time bonds for $50, $25, and $10 will be presented to the first, second and third place winners.

A new CSEA pilot program, "The History of the Labor Movement," teaches students why unions were formed, how they operate, and what they should expect if they ever decide to join one.
DIANE CAMPION replaces Tom Luposello, inset, as the new director in the CSEA Southern Region. Luposello retired recently after serving a number of years in the position.

Campion had been a CSEA member since, she went to work at the Hudson River Psychiatric Hospital shortly after graduating from high school. Later she worked for 10 years at Dutchess Community College, where she served on the local executive board and was active as an officer in her 110-member unit.

Campion joined the CSEA staff as a field representative in the Region III office after earning a degree from the Cornell School of Industrial and Labor Relations in Ithaca. As a field representative she worked with members in Orange, Rockland, Dutchess and Putnam counties.

She said she would like to see more women involved in the labor relations field. “Women tend to be underestimated,” she said, “and this can be an advantage. A woman is not expected to be a strong opponent at the bargaining table, so she can often surprise her colleagues.

She also believes that women in the workplace face more scrutiny than their male counterparts. “The bottom line is you have to make it on your own. You have to compare with the competition and be able to do the job. People are watching. Expectations are different and standards tougher.”

Region III President Pat Mascioli says he looks forward to working with his new regional director. “Diane is really qualified for this job,” Mascioli says. “In my dealings with the various local and unit presidents, admiration for her ability is obvious. I see positive things for this region.”

As regional director, Campion will direct nine field representatives and an organizer. There are about 37,000 CSEA members in Dutchess, Orange, Putnam, Rockland, Westchester, Sullivan and Ulster Counties.

Report shows ‘right-to-work’ states have lower per capita income

“Right-to-work” doesn’t work very well, at least not for the workers who sweat away their working days in those states where the union shop is prohibited under so-called right-to-work laws.

According to a new federal Commerce Department report, the per capita income in the 20 RTW states averaged only $10,708 in 1983. That compares to an average of $12,186 in the other 30 states and the District of Columbia, and to a U.S. average of $11,685.

According to the Commerce Department, just five of the open shop states are ranked at or above the national average — Nevada, Kansas, Virginia, Wyoming and Texas. Seven of the 10 states with the lowest averages are RTW states — North Carolina, Tennessee, Alabama, South Carolina, Utah, Arkansas and Mississippi. The last three states were below $9,000 and Mississippi averaged only $8,098.

According to the study, weekly wages in the 20 RTW states averaged $322.99 and hourly earnings averaged $8.10, while in union rights states, the average was $367.44 and $8.94. The national average was $354.48 and $8.94.

The right-to-work states are Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Kansas, Louisiana, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia and Wyoming.

1st Martin Luther King Day to be observed Jan. 21

ALBANY — Public employees will be observing an additional holiday next month when Martin Luther King Jr. Day is observed as an official New York state holiday on Jan. 21.

Creation of an official state holiday honoring the memory of Martin Luther King Jr. was among the bills presented by CSEA to members of the state Legislature this year. It passed in both houses and was signed by Gov. Mario Cuomo, designating the third Monday of January each year as the official holiday.
BINGHAMTON — Christmas 1984 brought a mixed bag of pleasant surprises to scores of Broome County needy children, thanks to the time, effort and gifts of many Broome County Social Services Department employees and area merchants.

Joan Brower, president of CSEA Broome County Local 804, and a county social services employee, said “the entire idea seemed to ‘snowball’ around the beginning of December.”

Brower explained that a co-worker, Kathy Nemier, suggested a Christmas tree should be erected for the children who visit the agency with their parents. The tree idea prompted Sue Kiley, another worker, to suggest an appeal for candy, cookies and trimming for the tree.

“Before we knew it,” Brower continued, “we had help and donations coming from every direction.”

A Binghamton department store sent coloring books; candy and food stores offered supplies of treats; a local church donated a tree; tree trimmings and a stand came from other department employees; and Bud Kovarick, a building maintenance man, installed the tree in the main lobby of the building.

Brower said employee enthusiasm continued to mount and, at their own expense, workers bought wrapping paper for presents in preparation for the children’s party and gift-giving Dec. 21.

“It was an absolutely marvelous demonstration of good will and generosity from county employees, area stores and businesses. To see the look of sheer happiness on the faces of those children was something we shall never forget,” Brower continued.

“It was our wish to see that every client’s child received a toy or candy for Christmas. And they did,” she said.

“It would be impossible to thank everyone who took part in this wonderful holiday activity. As a fellow employee and CSEA president, I am very proud to be associated with the fine group of workers who helped with time, effort and gifts to bring joy to needy children. Although our daily work makes us more aware of the financial hardship of adult clients, it also makes us more compassionate for their less fortunate children. After all, Christmas is a special time for the children. And now all of us in Broome County Social Services know in our hearts we have helped make it ‘extra special’ for some very surprised kids,” Brower said with a smile.
Are you under 

**STRESS**?

A program on cassette tape from CSEA can help you get over it.

ALBANY — If you get uptight at the very thought of trying to relax, CSEA can help relieve your tension. The union is now making available to members a cassette tape you can use to teach yourself how to relax.

The audio tape, which can be ordered for $2.50 by completing the coupon below, contains a number of relaxation exercises, focusing techniques and hints on using visualization to relieve stress.

Developed for CSEA by Cornell's School of Industrial and Labor Relations, the tape is a spin-off of CSEA's program designed to help members improve their performance on Civil Service promotional examinations.

"Taking an exam can be a very stressful situation, and many people score lower than they should simply because they're scared and nervous going into the test," explained CSEA Education and Training Director Sally Englehardt.

"It's not always enough to know the subject matter. You also have to be in the right frame of mind so that you don't freeze up when you start to read the exam questions."

For this reason, one side of the cassette tape is tailored to exam-takers, although the exercises and suggestions would be helpful in a wide variety of stressful situations. The other side of the tape takes the listener through a 30-minute program of breathing exercises and other relaxation techniques.

"This tape would be very helpful to someone who has trouble getting to sleep at night because of stress, or it could be used any time you can sit down quietly and take a relaxation break to relieve your tensions," Englehardt explained.

She emphasized that the tape is not an instant cure for stress, but rather an instructional program.

"In other words, you can't wait until you're in a panic and then expect to switch on the tape and find instant calm," she said. "By listening to this tape and following the narrator's instructions, however, you can teach yourself some relaxation techniques that work for you. You get better with practice, and later you can call on these techniques to help yourself through stressful periods."

CSEA's Education and Training staff has been conducting stress management workshops around the state, and the seminar has become one of the department's most popular offerings. The cassette was developed in an effort to teach stress management techniques to more members than are able to attend the union seminars.

"People today are taking the problem of stress very seriously," Englehardt commented. "We now realize that stress can damage our relationships, impair our health and ultimately shorten our lives. Inability to handle stress on the job can make our workdays intolerable."

"Fortunately, there are a number of ways we can work to handle stress, including a program of physical exercise and learning to use relaxation techniques such as those this cassette will teach you."

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**Facts about stress**

Are you under stress because of your job? Here are some factors to consider:

- Your job is stressful if you have (a) too little or too much work, (b) too much or too little flexibility in what you do, (c) too much or too little responsibility for other people, or (d) an unclear job description.
- You are also probably under stress if you face deadline pressure all the time, have too little job security, endure physical discomfort while you work, or are not being given the chance to use all of your abilities.
- If you have a low prestige job, you're probably under stress. According to the National Institute of Occupational Safety and Health, the six most stressful jobs are: laborer, secretary, inspector, lab technician, office manager and foreman.
- Four-fifths of those polled in a recent Harris survey say they are under stress at least once a week, and one in six Americans feels under great stress almost every day. Blacks are more likely than whites to feel great stress every day.

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**ORDER FORM**

ATTN: CSEA Education Department
33 Elk Street
Albany, N.Y. 12207

Please send me the book(s) indicated. I understand the price is $1.50 (includes postage) for EACH booklet ordered.

- [ ] Secretarial and Typing Series
- [ ] Social Welfare Examiner Series
- [ ] Custodial Series
- [ ] Caseworker Promotional Exam Series

Please send me relaxation program(s) on cassette tape at the price of $2.50 each.

I have enclosed a check or money order in the amount of $ to cover the cost of this order.

Please send book(s) to:

Name

Address

City

State/Zip

Social Security Number

CSEA Local

EMPLOYER

**Please Note:** Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, New York 12207.
A periodic profile of some of the members of your union’s negotiating teams in the upcoming CSEA/State contract negotiations

ELLIOI BERNSTEIN
Administrative Services Unit

Elliot Bernstein arrived at the initial orientation meetings of CSEA’s negotiating teams well prepared. His copy of the Administrative Services Unit contract was dog-eared, and its margins filled with notations. Bernstein had obviously done his homework.

“I learned a lot from my negotiating experiences three years ago,” he explains, but added that he has learned even more since then. As a Local 010 shop steward he’s learned what articles get grieved and what contract language his members don’t understand. And, he says, he’s learned “that the contract has not been followed by management.” As a result, his experience has given him a clear idea of what improvements he’d like to see in the next contract.

Bernstein says his goals for these negotiations include “making sure New York City gets its just desserts, such as location pay, night differential pay, etc.” And he emphasizes he wants “contract language calling for nondiscrimination on sexual preference.”

“Executive Order 28 also calls for this, and there is a GOER order establishing a panel to study the problem. But I want it clearly in the contract.”

Bernstein, who also serves as treasurer of his New York City Local, has been active in CSEA for about five years as a result of having been brought up on a disciplinary charge. “I discovered there was no CSEA rep around to help me then because the former rep had gone to PS&T and no one had volunteered to replace him,” he explained. “I vowed this would never happen to another member in the local.”

So Bernstein began attending meetings to learn more about his union and rapidly became more involved. Since then he has served as a delegate to the AFSCME International convention and participated in labor-management meetings on the Clerical/Secretarial Employee Advancement Program.

Says Bernstein of his involvement: “You do it for more than yourself.”

Onondaga County Local seeks fact finding in effort to resolve its contract talks impasse

SYRACUSE — CSEA Onondaga County Local 834 officials have formally requested that a fact finder be assigned to the contract talks that reached an impasse earlier, and which a Public Employment Relations Board mediator has failed to resolve after four meeting recently.

Key issues which represent the main stumbling blocks involve the current county payroll system and health insurance, according to Local 834 President Pat Callahan. CSEA chief negotiator Tom Pomidoro and county unit officers recently called a press conference to announce mediation failed to resolve the problems, and that a fact finder should be brought into the matter.

CSEA has charged the county failed to correct an antiquated payroll system that continues to compound payroll difficulties for more than 3,700 county employees. The union is also upset that the county seeks to unilaterally change the health insurance plan and its administration.

Onondaga County Local seeks fact finding in effort to resolve its contract talks impasse
Mini-meetings a big boost to labor-management relations at Rome Developmental Center

ROME — Using a new concept of "mini-meetings," CSEA officers and stewards at the Rome Developmental Center say they have been very successful in tackling labor-management concerns.

In addition to the standard facility-wide labor-management meetings, five mini-teams comprised of four to six CSEA members plus management representatives are now in place or near completion at the Central New York facility.

According to RDC Local 422 President John Premo, the new approach — which has the full cooperation of management — has been particularly successful in addressing issues at the building and departmental levels.

Premo said: "We saw the need for additional labor-management meetings at the level of the problem. Rather than wait for issues to be addressed at the next facility-wide meeting, it just made good sense to attempt a resolution at the level it occurred — in a department or building."

Premo credited the new system's success largely to an increase of stewards at work locations.

"One of our priorities was to greatly increase the steward force," said Premo. "After stewards were properly trained," he added, "we saw they were eager to become more involved in union procedures that protect employee rights."

Before establishing a date for a mini-meeting, CSEA representatives conduct a preliminary meeting to identify and agree upon member concerns, refine complaints, and balance complaints against their local's understanding of contract and policy procedures. Then they determine what realistic remedies to seek at the meeting.

Both sides agreed the mini-teams could establish their own procedure for meetings, if they remained within the contractual language, considered employee seniority and agreed that any problem be dealt with at that level by the mini-team. Assistance, if requested, would be available during this process.

Using pre-established formats, teams from labor and management establish agendas, set a meeting date and document each meeting with accurate minutes. It is also a practice for committee leaders — both mini and facility-wide — to officially sign off following every meeting.

Premo said one recent issue where the mini-meetings proved valuable involved holiday time off. In past years, he said, holidays were handled at facility-wide meetings and problems arose because each building or department had its own ideas for handling specific cases.

"What might apply to one work location might not be appropriate for another," he said. "so we asked mini-teams to resolve the issues at their levels, and they did.

"You are always going to find an employee who is not totally satisfied with a decision. But for the most part holidays were established fairly and strictly according to seniority."

Premo and Local 422 Vice President Jim Martin were quick to mention the support received from Director Keith Hoffman and Deputy Director Steve Smits at the Rome Developmental Center.

They also gave credit to the Region V Education Committee and trainers and Local President Jim Moore for their help in getting the system off the ground.

As for recommending the mini-team concept to other union locals, Premo said he would do so only if CSEA local officers are prepared and willing to establish certain guidelines.

"First, establish a good, solid steward program. Along with that include good communication, both written and verbal, with the stewards and mini-teams," he said.

The system must also have the cooperation of management in order to work. "And you must sell the workability of the system to your members," he added.

"Each point is vital to making the system fly."

'Grandfathering' Ok'd for Unified Court System employees

ALBANY — A Dec. 11 ruling by the Court of Appeals has upheld the state Legislature's right to allow provisional employees of the Unified Court System to be "grandfathered" into permanent positions.

The ruling affects employees involved in a 1977 court restructuring which took them out of local government and placed them in the state Office of Court Administration.

New civil service titles were also created but they did not go into effect until 1979. Accordingly, few civil service tests were held and many veteran employees became provisional.

Provisionals are employees who meet job qualifications for the positions they hold, but who have not yet passed required examinations.

The Legislature decided in 1980 that there would be a severe disruption of court services unless people in new titles (outside of New York City) and with at least one year's previous services were not granted permanent competitive class status.

The legislation was then challenged as unconstitutional but has now been upheld by the state's highest court.

The decision, a major victory for CSEA's Legal Assistance Program, affects several thousands union members.

EnCon members to receive ballots for Board of Directors election

ALBANY — Ballots are in the mail to members of Environmental Conservation locals to fill a vacancy on the state's union's Board of Directors. Candidates for the Board position are Mary Luciano and Judy Salisbury.

Ballots must be returned by noon, Jan. 22. Members eligible to vote in the election may request replacement ballots beginning Jan. 7 by contacting Marcel Gardner at CSEA Headquarters.
Contract News

Kingston contract set for two years

KINGSTON — A two-year agreement for 200 employees in the city of Kingston was signed just in time for the holidays following more than a year in contract negotiations.

The contract, retroactive to Jan. 1, 1984, provides for a $700 across-the-board increase for the first year and a 6.5 percent pay hike effective Jan. 1, 1985.

In addition, employees will receive increases in longevity and shift differential, according to Collective Bargaining Specialist Joe Reedy.

CITY OF KINGSTON Mayor Peter Mancuso, left, and CSEA Unit President George Finch sign a two-year agreement for 200 city employees following a year of difficult negotiations.

Dunkirk Schools workers win wage increases

DUNKIRK — The Dunkirk Schools Units of Chautauqua County Local 807 has reached agreement on a three-year contract covering bus drivers, clericals, custodians, cleaners and library aides.

A 35 cents per hour wage increase was gained for all employees, with library aides, cleaners, secretaries and clericals receiving an additional 10 cents, 5 cents and 5 cents respectively in the first, second and third years of the agreement.

The 59-member unit also negotiated an increase in life insurance from $3,000 to $6,000 in the pact’s first year, and to $10,000 in the third year.

When school is closed due to snow or other emergency, those not required to work shall have the day off with pay, with no charge to accruals.

Pay hike plus benefits for Ellicott employees

ELLICOTT — The Town of Ellicott Unit of Chautauqua County Local 807 has reached agreement on a two-year contract that boosts wages and benefits for its 21 members.

Additionally, each employee will receive a $25 increase in annual longevity pay for year one of the agreement.

Shift differential pay has been increased by 3 cents to 28 cents per hour, and highway department employees’ overtime pay has been increased to 42 cents an hour.

Highway department employees’ shoe allowance has been boosted $5 to $65, and coveralls will be laundered by the town up to 26 times per year per man.

Police department employees overtime will be paid in cash or time at straight wages, at the employee’s option.

A cash-in of sick time in case of employee death, will be paid to the beneficiary of active or retired members.

Unit President Sam Ryberg said his members were “very happy” with their new contract, and voted overwhelmingly to ratify it.

Field Representative Mark Higgins led negotiations with a committee that included Darryl Braley and Bud Rhodes of the police department, John Piazza and Wed Johnson of the highway department, and Unit President Ryberg.

Westchester D.C. gets EAP

TARRYTOWN — Officials of Westchester Developmental Center Local 432 recently signed a contract establishing an Employee Assistance Program (EAP) for members of three unions.

EAP Chairman Richard Colson, who authored the policy statement for the Westchester program, says talks have been in the works since August 1983. In addition to CSEA, two other unions — PEF and Council 82 — are sponsoring the program which provides confidential referrals and counseling to employees.

Westchester is the latest of a long line of state institutions to have recognized the value of EAP and adopted the program for themselves.

EAP refers employees with personal problems affecting their work to counseling and other programs which can help them. The program has proven successful in improving work attendance and productivity.

EAP SIGNING at Westchester Developmental Center included, from left: Dr. Ella Curry, center director; Andrew Farley, second vice-president, Local 432; Gary Eldridge, president, Local 432; Pat Mascioli, Region III president; and Richard Colson, EAP chairman.
1984 has proven to be an especially exciting year in the history of CSEA. In some respects the year ended as it began with CSEA battling the Department of Transportation over problems associated with understaffing and health and safety issues. And, too, the union was fighting for adequate funding and staffing in mental hygiene facilities as 1984 opened and was still fighting over similar issues as 1984 came to a close. In between the beginning and the end of the year, CSEA put together one of the union’s most successful efforts ever in the state Legislature. And for icing on the cake, CSEA was instrumental in helping endorsed candidate Walter F. Mondale sweep to a victory in New York’s primary election and scored an outstanding record in helping endorsed candidates win seats in the Legislature in November. Members showed great confidence in the union’s top leadership late in the year when they re-elected the leadership slate by an overwhelming margin in a rerun of an earlier election. These were but a few of the major events during 1984 that mingled with the usual union projects to make the year, the 74th in the union’s long and distinguished history, exciting and rewarding. On the following pages, The Public Sector reviews some of the events of 1984 that affected the union, the members and the general public.
CSEA/AFSCME charges of sex discrimination pay created dangerous conditions for state DOT workers engaged in snow and ice control.

CSEA President McGowan joins with other union leaders in caring for the mentally ill and handicapped of probation field.

Hopes dimmed for negotiated settlement of contract disputes.

CSEA's People's Committee launches campaign to end layoffs and force new contract settlement.

CSEA formally endorses candidacy of Walter F. Mondale.

CSEA charges Department of Labor fails to report 1984 scores big win in New York's Democratic primary.

APRIL

CSEA files lawsuit to make sure funds for mental health facilities and the State University system are actually used for staffing in those agencies.

Union unveils plan for a Personal Legal Plan for state employees by the Administrative, Institutional, and Operational bargaining units.

Long-awaited Comprehensive Study of Women's Safety launched with pilot tests at eight workshops.

CSEA bills overall "tally of volunteers" for Walter F. Mondale's New York primary campaign. Several CSEA members, officials come to election as Mondale delegates to national convention.

CSEA Metropolitan Region II President Francois Dupree dies unexpectedly at age 45.

CSEA scores major victory when state Supreme Court rules state cannot withhold pension contributions of employees who foreclose services with less than 10 years of service.

MAY

CSEA/AFSCME files suit against Nassau County, charging discrimination against thousands of workers on basis of paying women less than men for jobs requiring same skills, efforts and responsibility.

CSEA opens milestone Information Processing Training Center for state Administrative Services Unit employees.

CSEA's Workforce Workshop deals with problems of AIDS disease.

CSEA wins upgrade for mental hygiene skills of parole and forensic unit.

Union launches drive to stop state cutting three hours of part-time employees so they wouldn't be eligible for benefits.

Four employees at Smithtown landfill on Long Island severely injured in methane gas explosion at the facility. Union says it learned about methane gas problems months earlier.

JUNE

Constant pressure from CSEA is credited with forcing Legislature to provide adequate staffing. Union demands additional funding to meet state's highest court order for long-term mental hygiene problems.

Political action coordinators named to boost political action effort.

July

CSEA wins over $36,000 in back pay for five Vital Signs members.

Triborough protection under expired contracts up;

October

Barge Canal bill pushed by CSEA signed by Gov. Cuomo.

CSEA successful in getting Suffolk County to move Department of Social Services facility from locations plagued by problems.

THE NATIONAL AND INTERNATIONAL LABOR SCENE

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TOUGH YEAR FOR WORKING PEOPLE

WASHINGTON — The year 1984 closed with great disappointment for the labor movement as President Reagan swept to a second term despite labor’s all-out effort for Walter F. Mondale.

Yet organized labor emerged more united than ever, toughened by the adversity of the Reagan years and confident of solidarity in the ranks.

It was this confidence in the unified labor movement that helped to ensure the passage of the Taft-Hartley Act, which was designed to weaken the ability of labor to represent its members in any number of ways.

AFL-CIO President Lane Kirkland praised the law’s provisions, saying, “This is a victory for the working class.”

The labor movement also won a number of key victories in the courts, including a Supreme Court ruling that overturned the National Labor Relations Board’s (NLRB) decision in the case of United Steelworkers of America v. NLRB.

In addition, the labor movement was able to secure a number of important legislative victories, including the passage of the Labor-Management Reporting and Disclosure Act, which strengthened labor’s ability to represent its members in the workplace.

As the year came to a close, organized labor was poised to build on its gains and continue to fight for the rights of working people in the year ahead.

Carpenters lead national boycott of Louisiana-Pacific wood products. Greyhound strikers return to work; pact protects jobs, seniority. Air Line Pilots launch drive at Continental to halt bankruptcy law abuse. December jobless rate down to 8.2 percent; 9.2 million still out of work. Reagan NLRB majority narrows worker rights. New Hampshire labor turnouts seven to Mondale slate. Kennedy panel finds hunger growing in America. Supreme Court upholds Donovan on Davis-Bacon overhaul. California State Employees affiliate with Service Employees. Labor charges Reagan politics gutted gratitude dust safety rule. Reagan’s State of the Union speech draws fire from labor, women, Democrats. Reagan NLRB okays shifting work to non-union plant. Shoe unions, industry petition for import flood relief. OPEIU past president Howard Coughlin dies at 73. Goal of living up 3.8 percent in 1983; real earnings increase 2.5 percent.


House passes Reagan-opposed bill to protect disability recipients on 410-1 vote. Longtime Painters President S. Frank Raftery steps down; Duval elected to succeed. Department report shows workers earn less in states where union shop is prohibited under so-called “right to work” laws.

Survey shows family tax burden greater now than four years ago. ITU convention votes to seek Graphic Union merger. AFL-CIO presents charter to National Hospital Union. Longshoremen endorse ReaganBush. U.S. bishops call for full employment, labor law reform, economic justice. Nine states end punitive employment practices. CWA ‘shocked’ by 11,000 AT&T layoffs. May jobless rate falls to 7.4 percent; 8.5 million still jobless. Donovan indicted for fraud, larceny. 100,000 around nation join ACTWU protest against imports. Top corporate brass escapes tax deals in Reagan’s tax bill. New workplace freezers union merges with AFGE. UAW wins job security goal at Ford, General Motors. September production declines for first time since recession.

AFL-CIO President Kennedy calls proposed “tax simplification” proposal unfair to workers and said it shortchanges the nation’s needs. Organized labor calls on U.S. to invoke stiff economic sanctions against South Africa and to sever all ties. Revolution in the workplace brings new challenges to unions. Corporate campaign helps to save declining maritime industry.
Employees urged to send in pay equity surveys

By now, some 35,000 randomly selected state employees should have received pay equity questionnaires which went out earlier this month. The questionnaires, part of a pay equity, or comparable worth, study conducted by the Center for Women in Government, represents an attempt to find out if there is sexual or racial discrimination in New York state salary structures. The project is part of the current contract between CSEA and the state, and is being funded with $500,000 in grant money.

Comparable worth is generally regarded as one of the most important social and economic issues of the '80s, and CSEA-represented employees who have been selected to participate in the survey are urged to take the time to respond.

Because of the importance of the project, employees are being given time on the job to fill out the questionnaires. Validity of the study is based on a high response rate.
SENeca FALLS — A new three-year agreement calling for wage increases for current employees, new starting salaries for all positions, improved health insurance and other contract language has been overwhelmingly ratified by members of CSEA Seneca County Local 850.

Jannette Montville, local president, expressed satisfaction with the new contract while Michael White, CSEA field representative and chief negotiator, also indicated he was pleased, calling it "very fair."

"It will be nice starting the new year with a new contract in place," Montville added.

Terms of the three-year agreement call for each county employee to receive $550 effective Jan. 1 and a 3 percent wage increase July 1. Employees will also receive pay hikes of 5.25 percent in 1986 and an additional 3 percent raise in 1987.

In addition, 1985 will see the final step increments for the remaining nine eligible employees.

The starting wage or salary for all positions will be increased by 8 percent in 1985 and social welfare examiners will be upgraded from step 15 to step 17 on the salary schedule.

GOSHEN — Orange County CSEA employees voted better than 10-1 to ratify a three-year contract for its nearly 1,800 members following more than a year of frustrating and difficult negotiations.

According to Collective Bargaining Specialist Manny Vitale, the agreement provides for 5 percent per year in pay increases retroactive to Jan. 1, including increments, and health insurance coverage paid fully by the county.

In addition, employees will receive an additional holiday, Martin Luther King’s Birthday, in 1986.

Effective January of 1986, employees with six months of continuous service will be entitled to Section 75 rights. Previously, this was accorded only to employees with a full year of service. Vitale says that certain workers will also be entitled to increased meal and uniform allowances.

Under the new agreement the county will also increase its share of health insurance premiums for CSEA members. In 1985, the county will pay 90 percent for family and single coverage plans.

Other contract language calls for longevity pay to be increased to $250 after 10 years employment, to $500 after 15 years, to $750 after 20 years and to $1,000 after 25 years of county service.

Personal leave days will be accumulated on the basis of one day per quarter, rather than having four days allotted at the beginning of each year. There are no changes in sick leave, vacation or retirement benefits in the new pact.

CSEA represents 139 non-management employees in Seneca County, except those in the Sheriff’s Department and public health nurses.

The Seneca County Board of Supervisors has also ratified the three-year agreement.

Along with chief negotiator Mike White and Local President Monterville, other members of the negotiating committee included Martha Rogers, Sarah Ryan, Michele Abbott, Thomas LaBelle and Michael Zona.
The catalog for Spring, 1985, transition training courses for members of the CSEA-represented State Administrative Services Unit is now available.

Transition training courses will be offered at 13 sites around the state this Spring. The unique training program is offered as part of the Clerical & Secretarial Employee Advancement Program (CSEAP) as negotiated in the ASU contract. The CSEAP transition courses are free to eligible employees. The courses are intended to improve job performance rather than to prepare employees for Civil Service examinations.

Eligible employees include members of the CSEA-represented ASU Unit on a first come, first served basis; employees in transition titles as established under CSEAP; and employees in clerical and secretarial titles designated as management/confidential.

Transition situations include, but are not limited to, appointment or transfer to program aide, administrative aide, training aide, program traineeships, and the Public Administration Traineeship Transition (PATT).

The courses are from one to three days in length, and are held at the specified location during the work day from approximately 8:30 a.m. to 4:15 p.m.

Interested employees may register by filling out a separate registration form for each course they are interested in applying for. Employees are urged to check the listed course dates against their individual schedules, and should not apply for a course they will not be able to complete entirely.

Each course and location has a registration deadline date. Approximately two weeks before the start of a course, all applicants will receive a letter indicating whether or not they have been accepted. Any employee who applied for a course but did not receive notification should call the Employee Advancement Section at (518) 457-6306.

Employees are not eligible to attend any course without prior notification of acceptance.

Here’s where courses will be offered to employees

The following course titles will be offered under the Spring transition training program. Not all courses will be offered at every location. Also, courses have different start dates and enrollment deadlines at each location. Applicants should check their acceptance letter for the actual location and dates.

Course titles available include: "
- Being assertive: what, when and how
- Planning and conducting productive meetings
- Team building
- How do I get there from here? Goal setting
- Building your interpersonal skills
- You can be a communicator
- Interviewing for information
- Simplify your work processes
- How to tackle a research project
- Grammar and punctuation: A review

- Fundamentals of writing
- Management principles for the non-manager
- Effective problem solving
- Overview of New York state government
- Beginning accounting
- Basic math: A skills refresher
- Using tables and graphs
- Public speaking
- Introduction to computers

Police dispatcher reinstated with full back pay

TOWN OF NEWBURGH — A police dispatcher has been reinstated to her job and compensated for 30 days pay she lost as a result of a recent arbitration decision.

Michelle Duurloo was charged with excessive absenteeism by the town Police Chief and suspended without pay for 30 days.

Although the chief required Duurloo to provide written notes from her doctor, arbitrator Murray Bilmes ruled that a lack of follow-up by town officials made the town unable to support the charges.

"The testimony revealed a lack of investigation of all aspects of the case before instituting disciplinary procedures," said Bilmes. "There were no special implementation procedures set up concerning doctors' certificates."

Bilmes also noted that no follow-up was made by anyone to see "whether or not these certificates had been or had not been delivered after the grievant was absent. This burden fell on the town, and its failure to do so made it unable to sustain its burden to prove its charges against the grievant."
ITHACA — If a Christmas holiday season can be measured by the wonderful spirit of sharing, it is surely overflowing in Tompkins County. Jane Walker, a 12-year veteran of the Tompkins County Social Services Department, would be the first to agree.

During the past several months, many of the county's 550 employees have signed up to donate some of their time off with pay to Jane, who might otherwise have been left destitute by her lingering illness.

In recalling events leading to the generous outpouring of support, Steven Ballan, unit president of Tompkins County Local 855, said Jane had a severe leg problem that in the past 10 years required several operations and, eventually, an amputation.

Then, complications developed which delayed fitting of a prosthetic device and depleted her employee sick time. With no other source of income and no family to assist her, there was nowhere to turn for help.

At the point when all seemed hopeless, Jane Walker's CSEA "family" and other fellow workers came to her rescue.

Ballan said the idea started with Ann Rider and other fellow employees in the Adult Protective Unit of Social Services. Aware of her financial situation, Jane's colleagues offered to donate some of their paid days off.

The idea spread through the department and was eventually taken to Hugh Hurbut, Tompkins County commissioner of personnel. Hurbut considered the concept and decided to give it a try.

A sign-up sheet was circulated and in the first hour eight employees donated 63 hours — nearly two weeks worth of salary time — to Walker.

Since the drive began, Ballan reports more than 41 weeks have been donated — with several departments still waiting to sign up.

"I think it's wonderful and gratifying to see CSEA members and the county in harmony for such a worthwhile project. It gives me a sense of pride as a union officer and a Tompkins County employee to be associated with this," he said.

And how does Jane Walker feel about the generosity of her fellow CSEA members and county employees?

"It's a lovely gesture. I thought it was just going to be my unit," she said. "I never dreamed help would come from all county departments," she said.

In these times of financial crisis and international political turmoil, good will may appear scarce — which makes the abundance of caring and sharing exhibited by Tompkins County employees for their friend and co-worker Jane Walker an especially heartwarming act of love.

LANCASTER — The story of how CSEA helped to successfully resolve the recent budget crisis in Erie County and save members' jobs will be the subject of an upcoming cable TV interview with Region VI President Robert Lattimer and Erie County Local 815 President John P. Eiss.

The interview was conducted on "Labor Perspectives," a Buffalo-area program hosted by Walter Janczak, a union activist and founder of the "Labor Hall of Fame," which is dedicated to educating the public about the contributions to of unionism.

The interview will air on the cablescope system 6:30 p.m. Jan. 7 and 10:30 Jan. 9. It will be shown on International Cable 6 p.m. Jan. 27.

Pictured, from left, Lattimer, Janczak and Eiss.
Major cutbacks at DOL trigger long lines, burnout

BUFFALO — The long lines that CSEA predicted would become commonplace at state facilities if state job cutbacks were implemented have been regular occurrences at many Buffalo-area Department of Labor unemployment insurance offices.

The issue received public attention recently when a newspaper printed a story concerning the fourth fainting this year by a recipient waiting in the DOL Tonawanda office.

"This was bound to come to a head," says CSEA Local 352 President Jacci Reed, who noted the Tonawanda office staff has been reduced to just five clerical workers. There were 12 employees on staff as recently as last February.

Reed noted also that the average caseload is down somewhat, "but not enough to justify a 60 percent cutback."

The average wait in line is now more than 30 minutes," said Reed. "And the workload on employees is at the burnout level." She said presently a manager and a frontline supervisor are out with heart attacks.

"The problem goes back six years," Reed continued, citing a loss of 30 employment security clerks by the area DOL office over that period.

"While we've pushed for replacements, Albany has shifted many of our job lines to other areas of the state." Albany management "has been reluctant to address the issue," she said.

"But it won't go away," declared Reed. "Of 11 area offices, we have 22 filled positions instead of the 45 to 50 we should have. And now the public is feeling the brunt of our understaffing problem through long, long lines and longer waits for processing of new claims."

Reed said she is "frustrated" and "tired of unanswered letters and inquiries" she has sent to DOL in Albany.

Hundreds of DOL employees conducted a protest of statewide DOL cutbacks earlier this year in Albany. Reed and Local 352 Vice President Sharon Cordaro and Local 352 member Lorraine Geisert were among those protesting.

And while recent news articles in the Buffalo media report DOL is planning to hire more staff for local offices, Reed said she will believe it when she sees it. Posting regulations mean, she noted, it will be at least next year before the posted positions could be filled.

NEW OFFICERS AND BOARD MEMBERS of Youth Division Local include, from left, seated, Robert Dunbar, William Jordan, Carol Miller, Dorothy Winborn, John Bell. Standing, from left, are Royal Headley, John Massey, Norman Binyard, Gary Baker, Anthony Johnson.

Youth Division leaders in Buffalo sworn in—

BUFFALO — Officers and board members of Division for Youth Local 562, the newest local in Region VI, were sworn in recently by Region VI President Robert L. Lattimer.

Local President William S. Jordan said the 220 DFY members' special job interests sparked their desire to form their own local. They had previously belonged to Buffalo State Employees Local 003.

Local 562 members work with youths at six locations in Buffalo, in addition to Jamestown and Great Valley facilities.

Robert Dunbar, Richard Nelson and John Massey are first, second and third vice presidents, respectively. Carol Miller is treasurer. Dorothy Winborn is recording secretary, and John Bell is corresponding secretary.

Executive board members are Royal Headley, Norman Binyard, Gary Baker, Anthony Johnson, Waymon Diggs, Callie Jones, Catherine Nailor and Rodney Menifee.
WASHINGTON — Civil disobedience protests against South Africa's brutal repression of its fledgling black trade union movement have spread across the U.S. as leaders of American labor have thrown their full weight behind the demonstrations.

An appeal by AFL-CIO President Lane Kirkland brought the largest turnout so far in the demonstrations.

As some two dozen AFL-CIO-affiliated union presidents and state federation presidents marched in spirited picketed lines extending several blocks down both sides of the Massachusetts Avenue “embassy row,” Donahue said the entire roster of the trade union movement is represented here.

The Reagan Administration’s policies of so-called “constructive engagement,” or quiet diplomacy regarding South Africa, “have failed,” Donahue said. He said the U.S. must “press harder and harder” for justice and peaceful change in South Africa.

State, County and Municipal Employees President Gerald McEntee led a group of over 100 AFSCME members, officers and staff at the embassy protest. The day before, AFSCME’s executive board declared the union’s “absolute opposition to the racist apartheid policies” and called on the U.S. government to express “unequivocal condemnation of South Africa.” McEntee was arrested at the embassy the week before.

The day after the Dec. 4 protest, AFSCME Secretary-Treasurer William Lucy, Rep. William L. Clay (D-Mo.) and Rep. Robert Garcia (D-N.Y.) were arrested on a charge of congregating within 500 feet of an embassy with intent to demonstrate. They were released the same day on their own recognizance.

Meanwhile, Bishop Desmond M. Tutu, the black Anglican bishop-designate of Johannesburg, South Africa, who recently won the Nobel Peace Prize, called the Administration’s policy toward South Africa “immoral, evil and totally un-Christian.” Speaking before the House Foreign Affairs Subcommittee on Africa, Tutu received an unprecedented standing ovation from the House panel members.

In addition, 35 conservative Republican House members met with the South African ambassador and handed him the news that they will support diplomatic and economic sanctions against his country unless immediate steps are taken to end apartheid and repression.

A Nov. 5-6 general strike halted production in much of South Africa’s industrial heartland and was the biggest political protest strike by blacks in the nation’s history. South African police and military units responded by invading black townships and arresting some 2,000 persons in a violent show of force in which 17 persons were killed. Union leaders were arrested under an Internal Security Act which provides for indefinite detention in solitary confinement without charges.

In 1980, the AFL-CIO told the House Subcommittee on Africa that it viewed the development of viable black labor movement as practically the only chance remaining to effect peaceful change in South Africa and to avoid a “bloody race war.”

The federation urged Congress to enact legislation to require U.S. corporations, which have about $2.3 billion invested in South Africa, to give their black workers equal pay and opportunity with whites. If South Africa refused to change its racist policies, the federation said, the U.S. should boycott its goods, bar new investment, pursue complete disinvestment, and sever all social, cultural and diplomatic ties.

American labor also drew the connection between the profits which corporations reap from apartheid and the flight of capital, plants and jobs from the U.S. to South Africa and other nations with a tightly controlled labor force.

The 20 million blacks in South Africa receive subsistence wages a third that of white workers and the pool of black unemployed is well over 20 percent.

Yet five of every six South Africans is black. Nearly every factory, mine, farm and white household depends on black labor.

At a recent press conference at the headquarters of the Electronics Workers (IUE), the South African trade union leaders expressed their deep appreciation for American labor’s forefront support of the Embassy protests.
Mitchell, longtime CSEA activist, says goodbye

WATERTOWN — After 24 years of dedicated service as a CSEA activist, Francis J. Mitchell has retired as president of Black River Valley Local 015. The post has been assumed by George Decker, former second vice-president of the local.

Mitchell, who has been employed by the NYSDOT Traffic and Safety Division for 24 years, began his CSEA activities in 1962 when he became first vice-president of the Watertown State Chapter. In 1968 he was elected president of Local 015 and served as a member of the 1969 team which negotiated the first labor contract ever approved between CSEA and the state of New York.

In 1968 Mitchell was appointed to the Statewide Department of Transportation Labor-Management Committee by former CSEA president Theodore Wenzel. He was appointed by current President William McGowan and served in that position for a total of 16 years.

Mitchell’s other appointments include chairmanship of the first Department of Transportation Statewide Safety Committee that helped to implement OSHA laws passed by the Legislature.

In addition, in 1980 he was appointed to the CSEA Statewide Political Action Committee, where he served for two years.

Mitchell also served as a member of the CSEA Region V Executive Committee and most recently was appointed to the Regional Safety Committee by Region V President Jim Moore.

Mitchell and his wife, Betty, have lived in the Watertown area for the past 34 years. His tentative plans call for full retirement from state service in 1985.

In expressing appreciation for Mitchell’s many years of service to CSEA, Region V President Jim Moore said, “It would be impossible to count the time and effort Fran devoted to CSEA and his fellow state employees. He was a dedicated officer whose many achievements will be remembered by members of his Local and everyone who had the pleasure of working with him.”

“We are sorry to see him retire from CSEA activities, but know he has turned over a legacy of union accomplishments for others to follow,” said Moore.

Retirees recognized

Chautauqua County Local honors 28 retirees

MAYVILLE — A retirement banquet honoring 28 members of the Chautauqua County Local 807 was addressed by the retirees’ former boss, Chautauqua County Executive John A. Glenzer.

Glenzer was joined by CSEA Executive Vice President Joseph McDermott, Region VI Vice President Thomas Warzel and Local 807 President James Kurtz in congratulating the public employees for a “job well done.”

The group included employees of Chautauqua County, Dunkirk Schools, City of Jamestown, Mayville Central Schools, Southwestern Schools and Sherman Schools.

Among honored retirees were: David Hunt, Edward Howell, Jack Cosgrove, Beatrice Gotowka, Bette Mauthe, Carol Young, Erma Lloyd, Russell Geer, Ernest Mitchell, Richard Rogers, Cecil Vibbert, Carol Bishop, Ada Bonaker, Jane Francis, Marilyn Johnson, Adeline Meyers, Esther Pearsoll, Lorraine Peters and Ruth Schobeck.

Also: Genevieve Hayden, John Rice, Ursala Parker, Angelene Burnett, Mary Ione, Edul Freay, Beverly Walker and Anna Hooker.

A head table floral centerpiece was presented to Phyllis Barton, the senior retiree with 38 years of service.

LOCAL 807 PRESIDENT Jim Kurtz, left, and CSEA Executive Vice President Joseph E. McDermott, right, join Chautauqua County Executive (flower in lapel) in honoring former county employees at a retirement banquet recently.
Reagan’s ‘tax reform’: Someone will have to pay

Bringing the mammoth federal deficit under control will be the first order of business of the new 99th Congress. President Reagan’s red ink is now flowing at an annual rate of $210 billion, according to the White House’s upwardly revised post-election estimate.

The deficit can be reduced in two ways — budget cuts and tax increases. No one, with the exception of the most ideological “supply-siders,” really believes President Reagan’s campaign assertion that economic growth will close the huge gap between revenues and spending.

Reagan’s own Treasury Department for months has been hard at work devising tax increases to be presented to Congress and the public under such euphemistic labels as “tax reform,” “tax simplification,” and “revenue enhancement.”

In the recent 99th Congress, various “flat tax” bills were introduced. One proposed by conservative “supply-side” Congressman Jack Kemp (R-N.Y.) would virtually dismantle the progressive income tax system based on ability to pay.

A Democratic “modified flat tax” proposal by Rep. Richard Gephardt (D-Mo.) and Senator Bill Bradley (D-N.J.) would preserve the basic structure of the progressive tax while lowering tax rates for most taxpayers.

In exchange for lower tax rates for individuals and businesses, flat tax proposals would close many tax deductions, exclusions, credits, preferential tax rates, and deferrals of tax liability. Taxes would increase for many wealthy individuals and corporations that now pay little or no taxes through skillful use of tax loopholes.

The Congressional Joint Committee on Taxation recently released a study showing that tax breaks allowed corporations and individuals to escape $322 billion in taxes in fiscal 1984. These tax breaks, also called “tax expenditures” and “revenue foregone,” were $247 billion for individuals and $75 billion for corporations.

One purpose of the study was to provide Congress with information it can use to select among various options to raise revenue. The information likely will be used in the coming tax and budget debate. The list of tax expenditures in Fiscal 1984 included:

- The deductibility of mortgage interest on owner-occupied homes, $23.5 billion.
- Deferral of capital gains on home sales, $4.9 billion.
- Accelerated depreciation for corporations under the 1981 tax changes for plant and equipment, $19.2 billion.
- Business investment credit other than stock ownership, structure rehabilitation, reforestation, leasing, and energy property, $24 billion.
- Net exclusion of pension contributions and earnings in employer plans, $47.2 billion.
- Exclusion of employer contributions for medical premiums and medical care for employees, $17.5 billion.
- The oil and gas depletion allowance for energy companies, $330 million.
- Exclusion of interest on state and local government industrial development bonds, $27.2 billion.
- Exclusion of interest on general purpose state and local government debt, $7.7 billion.
- Deductibility for charitable contributions, other than education and health, $492 million.
- The Working people will be watching closely as the Administration and Congress move closer to action on the deficit problem. The question is — who will pay?

WASHINGTON — President Reagan’s proposal to freeze, cut or eliminate more than 100 domestic programs would affect nearly every American family, except the very rich. The poor would be hurt most of all.

Reagan said the drastic cutbacks are needed in order to bring the federal deficit under control without raising taxes or significantly cutting the growth of military spending. Domestic spending would be cut by about $34 billion in fiscal 1986, the year beginning Oct. 1, 1985.

About the only programs spared the budget ax would be Social Security, which Reagan promised not to tamper with during the recent election campaign.

During the campaign, Reagan scornfully dismissed large deficit projections and said economic growth under his policies, along with spending restraint, would be enough to close the deficit gap in the coming years. But he gave no indication of the magnitude or specifics of the cuts he now has proposed. This makes it more difficult for him to claim a popular mandate for the cuts and persuade Congress to go along, as he did in 1981.

Medicaid, Medicare, student loans among 100 programs picked for chopping block

Reagan told Republican House and Senate leaders at a White House meeting that he would stand firm for his proposed cuts. “I am willing to lead the charge, to go to the people,” he was quoted as saying. But he said the proposals may be modified somewhat before he submits them to Congress in his budget message in January or February. The cuts include:

- College student loans and grants would be cut, mainly by limiting them to families earning $30,000 or less. Also, what the Administration calls the “independent student loophole” would be closed.
- Block grants for education of the disadvantaged and the handicapped would be frozen, as would programs for vocational education, science, mathematics and other secondary school assistance. The Head Start preschool education program for disadvantaged children would be cut.
- The Medicaid health program for low-income people would be cut by $1 billion, but how this would be done has not yet been spelled out.
- The Medicare program for 30 million elderly and disabled people would be cut by $2.5 billion, the largest single reduction. Patients’ premiums would rise from 25 percent to 35 percent of the cost of the doctor-insured portion of Medicare. Payments to hospitals would be held 2 percentage points below the inflation rate, and doctors’ fees would remain frozen.
- The number of poor women helped by the Supplemental Food Program for Women, Infants and Children (WIC) would be cut by 17 percent to freeze outlays at the current level. This year the program is serving 3.1 million women and children at a cost of $1.5 billion.
- General revenue sharing to 38,000 counties, cities and towns across the country would be terminated.
- All federal civilian employees would receive a 5 percent salary cut, with no cost-of-living increase.
- Job Corps funding would fall to $120 million in fiscal 1986 and be terminated altogether the following year.
- The Legal Services Corp., which provides legal assistance to the needy, would be terminated, as would Community Services grants, which go to local groups to help the poor. The Work Incentive Program to help welfare clients find jobs also would be ended.
- The Low-Income Energy Assistance Program, which helps families pay their heating bills, would be frozen.
- Transportation subsidies for Amtrak, ports and waterways would be eliminated.
- Cost-of-living adjustments would be eliminated for railroad retirement benefits, black lung disability benefits, food stamps, child nutrition programs, Supplemental Security Income (SSI) for disabled and poor elderly people, veterans’ compensation and pensions, Civil Service Retirement, and workers’ compensation for federal employees.
- Postal subsidies would be eliminated, affecting nonprofit mailers, including the labor press.