Victories in Suffolk

Hazard-plagued Social Services center moved

DEER PARK — CSEA has won the battle to get Suffolk County to move the Department of Social Services' Babylon Center to protect members and clients from enduring elevator, heating, ventilation, bug infestation and water problems.

Nearly 100 CSEA members, who had done their jobs in adverse conditions at the five-story building for the last four months, have been temporarily moved to the Bay Shore Center. Within weeks, the members will be permanently assigned to the Bay Shore, Amityville, Huntington and Smithtown Centers.

About a week before the county's decision to move Babylon Center, CSEA demonstrated outside the center, chanting, "Move us, don't abuse us."

Working conditions at the center were horrendous," said Local 852 Acting President Lynn Martins, a social services welfare examiner. "I am very pleased the county recognized the plight of our members and corrected the situation.

"We did everything to force the county to move," Martins said. "We filed a grievance and a state Department of Labor complaint. We talked to the county. We lobbied the county Legislature. We demanded the county executive resolve the problem following the evacuation of the center due to carbon monoxide fumes. Finally, we demonstrated."

The demonstrating CSEA members were joined by sympathetic members from towns and villages in Local 852, Kings Park Psychiatric Center Local 411, Central Islip Psychiatric Center Local 404, Pilgrim Psychiatric Center Local 418 and Long Island Developmental Center Local 430.

"The demonstration at Babylon Center dramatically illustrated the concern and strong support of other CSEA members on Long Island for those working at Babylon Center," said Long Island Region President Danny Donohue, who also marched.

"The leadership of Local 852, with the assistance of Field Representative Irwin M. Scharfeld, built such a strong case against Babylon Center that the county had no choice but to move."

CSEA's efforts to get the county to move the center began on July 11 with a grievance about the inoperable elevator due to flooding. A week later, Martins informed Social Services Commissioner Anita Romano of the problems, seeking her support in resolving the situation.

On July 24, CSEA filed a complaint with the state Department of Labor, pointing out numerous problems at the center. A week later, Local 852 Grievance Representative Sue Carbone requested a third-party hearing with the county to resolve the matter. That request was the first time a health and safety grievance had gone that far.

On Aug. 10, DOL issued violations and orders to comply to the county concerning Babylon Center. Carbon monoxide fumes forced the evacuation of the building two weeks later and prompted Local 852 to lobby the county Legislature to resolve the problems.

Martins, Local 852 First Vice President Jim Persanti, Carbone and Field Representative Scharfeld met with high-ranking county officials to resolve the Babylon Center situation on Sept. 4.

Not satisfied with the county's action on the matter, CSEA Local 852 officers met with the membership at Babylon Center to prepare the demonstration that led to the move.

MOVE US, DON'T ABUSE US — CSEA Region President Danny Donohue was among those who demonstrated recently outside Babylon Center, a Suffolk County social services facility plagued by problems for months. One week after the march, the county announced plans to move the center.

Layoffs Averted

HAUPPAUGE — Massive layoffs appear to have been averted in Suffolk County due, in large part, to the passage of the early retirement option.

CSEA Local 852 lobbied heavily for early retirement option in Suffolk County following a major drive by the union to get the state Legislature to pass the early retirement incentive bill in June.

Last week, County Executive Peter F. Cohalan submitted his proposed budget — which showed less than 10 layoffs — to the county Legislature.

"CSEA will continue to work to protect our members' jobs," said Local 852 Acting President Lynn Martins. "I am concerned that some members still face layoffs, but the threat of massive layoffs has been averted."
State health awareness program begins

Employees to receive Personal Risk Profile

This month, all state employees will have an opportunity to participate in an innovative health program offered by the New York State Department of Civil Service through its Employee Benefits Division.

According to Civil Service Commissioner Karen Burstein, the Personal Risk Profile is the first step of the department’s “Stay Healthy — It Pays” program. The profile uses family medical history, health habits and laboratory measurements to determine an individual’s chances of becoming ill or staying well. Says Burstein: “It is no secret, of course, that healthy employees are more productive and have lower health care costs.”

The profile is provided at no cost to the employee, and free blood tests, which help measure risk of heart disease and stroke, will also be available at more than 100 work locations across the state. Every employee will have the opportunity to fill out and mail the questionnaire. Within two weeks, each participant will receive a confidential, computer-generated report of personal health risks. The questionnaire processing and report production will be done by General Health, Inc., an independent, Washington, D.C.-based firm.

The profile details, in an easy-to-understand manner, how the ways in which we choose to live affect our health — our risks of heart disease, cancer, even auto accidents. By becoming more aware of personal habits, individuals can improve their health and possibly lengthen their lives.

Both the questionnaire and the report are completely confidential. Employers will never see any personally identifiable information without an employee’s express written consent.

Meeting highlights

Standing Convention Rules for the 1984 delegates meeting.

Regional political action committees were named, based on resolutions submitted by regional presidents. The chairpersons are: Tom Stapleton, Region I; James P. Heekin, Region II; Eleanor McDonald, Region III; W. John Francisco, Region IV; and Dorothy Penner, Region V. The Region VI Committee is awaiting Regional Executive Board action.

A new Retiree Division Constitution was approved, giving CSEA retiree members a degree of autonomy.

Changes were also made in the local and unit Constitutions, as follows: A new Section 3 of Article IX reads: “If a Local does not receive a rebate due to its failure to comply with all of the provisions of the mandated Local Constitution and the Statewide Constitution, the Local is still obligated to pay rebates to units which have complied with reporting standards, providing there are sufficient funds in the Local treasury.”

An amendment was also made in Article IX, Section 9 of the Region, local and unit constitutions, regarding payment of honoraria. Under the new wording, establishment of any honorarium or changes in the amount of any existing honorarium “must be approved prior to Nov. 1 in the year preceding the election and shall not take effect until after an intervening election has occurred.”

Based on the Personnel Committee’s recommendation, the position of communications associate, grade 18, in CSEA Headquarters was reclassified to graphic artist typographer, grade 18/20.

The Board authorized the president to initiate action to purchase the building at 143 Washington Ave., Albany, to serve as new CSEA Headquarters building.

The Board also requested a report from the Joint Apprenticeship Committee on the current apprenticeship programs. The report should include: the number of applicants for each title, number who were refused, and names, work locations and seniority dates of selected candidates.

Questions by CSEA members concerning the union’s Board of Directors should be directed to the president’s Board representative of the secretary’s Board minutes and are mailed to all Board representatives and local presidents.

UNFAIR LIST

The Union Label and Service Trades Department, AFL-CIO has placed the following employers on its unfair list. Please do not use their products or services.

Michelin Tire Corp., automobile tires — United Rubber, Cork, Linoleum & Plastic Workers of America;
Nevada Resort Association, 26 Las Vegas hotel-casinos — Hotel Employees and Restaurant Employees International Union, American Federation of Musicians, International Alliance of Theatrical Stage Employees, Associated Actors and Artists of America;
New York Air, scheduled airline — Air Line Pilots Association;
Perdue Farms, dressed chicken and chicken parts — United Food & Commercial Workers International Union;
United Artists & Syufy Enterprises, motion picture theaters — Service Employees International Union;
Boncoraglio warns mental health commission’s proposals ‘dehumanizing’

ALBANY — Metropolitan Region President George Boncoraglio says his experience as a South Beach Psychiatric Center therapy aide convinces him proposals to revamp New York’s mental health system will not work.

The proposals were recently unveiled by the Governor’s Select Commission on the Future of the State-Local Mental Health System.

The union leader, testifying at a public hearing held in conjunction with release of the commission’s final draft report, said, “I speak as a worker at South Beach, an institution that has been recognized by the American Psychiatric Association for its outstanding service.”

He then warned that the commission’s recommendations — especially the proposal to reduce the resident population at state mental health facilities — would “dehumanize the system.

“Often when a patient is released into the community that patient feels rejected. But, when a patient is released to a community-based program operated by the institution, that patient still has contact with workers he is familiar with.

“As a result, the patient realizes that while the setting is different, care is being provided by the same family of workers.”

In addition to reducing the resident population at mental health facilities, the commission recommended establishing regional agencies to coordinate all services to the mentally ill, and spending $35 million to hire case managers.

But these recommendations strike Boncoraglio as “an uncharted course” and “a radical departure from the existing system.

“If this course is followed, working systems, like the one at South Beach, would be dismantled, to be replaced by an unknown. The result will be poorer care for the mentally ill.

“Once down this road it will be too late to turn back and that will be a tragedy for the mentally ill in New York.”

Concludes Boncoraglio: “The path you (the commission) recommend is a dangerous one. Look again at the resources that already exist and make better use of them.”

Pay Equity

Comp worth study gets underway

ALBANY — Questionnaires will be distributed this month to approximately 35,000 randomly selected state employees in an attempt to find out if there is sexual or racial bias in New York state pay structures.

The questionnaires are the latest phase in the comparable worth project called for in the current contracts between CSEA and the state. CSEA represents more than 100,000 workers in the Ad-
New two-year contract for
Ossining village employees

SIGNED — Ossining Village Manager George Kupchynsky signs a
two-year contract between the village and the CSEA unit. The
contract provides for a 5 percent across-the-board pay increase
retroactive to Jan. 1; 2 percent retroactive to July 1; 4.5 percent
increase effective Jan. 1, 1985 and 3.5 percent as of July 1, 1985.
CSEA Collective Bargaining Specialist Manny Vitale led the
negotiations. Seated with Kupchynsky is Unit
President Lou Araisco. Standing are CSEA
members Dominic Savino, Donald Balassone,
CSEA Westchester

Three-year agreements for Niagara educational units

NIAGARA FALLS — Agreement on a three-year contract has been
reached by the 350-member Niagara Falls Schools Unit of Niagara County
Educational Local 872.
Wage increases of 6 percent in each year of the pact, plus increments
in the third year, were gained by the custodial and clerical unit. Another major
gain for each employee is a $10,000 life insurance policy.
A joint salary study, with a report due in 1987, will recommend a new
basic salary for all job titles for successor agreements.
The negotiating team included Local 872 President Dominic Spacone, Unit
President Russell Bettis, Eugene Perry, Florence Lennox and Robert Hughes.
Chief Negotiator was Thomas B. Christy, CSEA field representative.

STARPOINT — A new three-year agreement for the 50-member Starpoint
Schools Unit of Niagara County Educational Employees Local 872 includes
the CSEA Employees Benefit Fund Vision Care Plan.
Wage Increases of 7 percent, 7.5 percent and 8 percent in the first, se-
cond and third year, respectively, were also gained for the school employees.
Inequities in contract language regarding overtime procedures were also
clarified, according to Thomas B. Christy, chief negotiator.
The negotiating team also included Unit President Chester Kania, Doris
Gabris, Bob Lasal and Howard Leising.

Training center offers advanced seminars in word processing

ALBANY — The Information Training Processing Center, established for employees of the state's Adminis-
trative Services Unit, is offering seminars for more
sophisticated application of word processing.

The advanced training is for employees who operate
word processors as part of their jobs. Among the seminars
available are the "IBM Displaywriter Skills Sharpener,"
"Xerox 860 Records Processing" and "Screen Sort."
The training center is part of the Clerical and
Secretarial Employee Advancement Program (CSEAP)
and is administered by the Department of Civil Service.
It is located in Albany and open to members statewide.
There is no fee.
Inquiries can be made to agency personnel offices or
call Betty Kurtik, CSEAP coordinator, at (518) 473-0667.
CSEA now offering new study booklet for social welfare examiner

ALBANY — The study review booklet designed for members interested in taking the social welfare examiner series of Civil Service exams is now available through CSEA’s Education Department.

The booklet is the third in the study guides for Local Government Division members, along with booklets on the secretarial and typing series of exams and the custodial series.

The newest study guide is entitled “Social Welfare Examiner Series: Review Work in Supervision and Administration; Interviewing; Understanding Social and Human Relations Problems.”

Scheduled to be available this fall is a study booklet for the case worker series.

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The Civil Service Employees Association

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33 ELK STREET, ALBANY, N.Y. 12224

Agenda set for CSEA delegates convention

The schedule for the CSEA 1984 Annual Delegates Meeting, to be held at the Lake Placid Olympic Center Oct. 21-26, has been finalized.

The convention will kick off Sunday, Oct. 21 at 11 a.m., with Board of Directors registration beginning 11 a.m. and winding up at 12:30 p.m. A Board luncheon meeting will be held from 1 to 5 p.m., and certification and registration of delegates is scheduled from 2 to 6 p.m.

Monday has been set aside for opening ceremonies and orientation from 9:30 to 10 a.m., and certification and registration of delegates from 10 a.m. to 4:30 p.m. Information tables and exhibits will be open from 10:30 a.m. to 5 p.m.

Standing Committee forums will be held 11 a.m. to 12:30 p.m., and from 1 to 2:30 p.m. The committees represented include Convention, Education, Insurance, Membership, Methods and Procedures, Constitution and By-Laws, Election Procedures, Federal and State Employment Training Programs, Legal, Legislative and Political Action, and Safety and Health.

Educational seminars are scheduled from 2:30 to 5 p.m. and include “Civil Service Law: Issues for Local Government,” “Local Government Workers and the Federal Budget,” “Early Retirement Incentive — Impact on Local Government Members,” and “Improving the Image of the Union in Your Community: Good Neighbors/Good News.”

Bargaining Unit meetings will be held from 2:30 to 5 p.m., and State Departmental meetings will be held at 7:30 p.m. Meetings on issues in local government will also begin at 7:30 p.m.

On Tuesday, educational seminars are scheduled from 8 to 9:30 a.m. These include “Parliamentary Procedure,” and “Out of Chaos... Establishing the Local Union Office.”

Certification and registration of delegates and information tables will be open from 9 a.m. to 4 p.m., and state and local government delegates meetings will be held from 9 a.m. to 12:30 p.m. A retirees delegates meeting will be held from 9 a.m. to 12:30 p.m.

Educational seminars are scheduled from 3 to 6 p.m. They include “Anti-Union Tactics: What They Are, What We Can Do,” “Health Care Cost Containment,” “Getting Your Constitution to Work for You: Creating Effective By-Laws,” “Making the Difference: Strategies for Successful Change,” “Private Sector Labor Law — How It Affects Us As Officers,” and “Making Committee Meetings Work.”

There will be divisional meetings from 7:30 to 8:30 p.m., including Division for Youth, Faculty Student Association, Military and Naval Affairs, Office of General Services, Parks and Recreation, Parole, and State Police.

Wednesday’s schedule calls for certification and registration of delegates from 9 a.m. to noon, and a general business session, from 9:30 to 3 p.m., with certification and registration of delegates and information tables will be open from 9 a.m. to 4 p.m., and an AFSCME reception at 6:30 p.m.

General business sessions will be held Thursday, 9:30 a.m. to 3 p.m., and Friday, 9:30 a.m. to noon.

Ready, set, go... to PEOPLEthon

Delegates should plan now to participate in the PEOPLEthon scheduled for Oct. 24 at Lake Placid. The 2.8-mile race around picturesque Mirror Lake will begin at 5 p.m.

As usual, the entry fee is a minimum of $30 in pledges for PEOPLE — Public Employees Organized for Legislative Equality. Money will be used to make the union’s impact felt in upcoming federal elections. Participants should begin now to sign up pledges.

In addition to the important political action goals of the race, the event will also be a fun event for participants and spectators. Awards will be presented to the top three male and female finishers, and the entran receiving the most money in pledges will receive a special award.

Pledge sheets and entry forms are available by contacting the CSEA Legislative Office in Albany at (518) 436-8622, or by stop the PEOPLE table at the convention.
A NEW TEAM — At recent orientation in Albany, members of CSEA's new political action team met with President William L. McGowan and Legislative and Political Action Director Thomas Haley. The six coordinators returned to their regions to begin work last week.

First job will be voter registration of CSEA members

NEW COORDINATORS TO GIVE BOOST TO POLITICAL ACTION IN CSEA'S REGIONS

ALBANY — Six political action coordinators, one for each of CSEA's regions, recently assumed newly-created positions among the union's professional staff.

According to Thomas Haley, director of Legislative and Political Action for CSEA, the new coordinators will fulfill a "multi-faceted role," including serving as a "valuable professional staff resource" for local and regional political action committees.

The first job for the six new employees will be to increase voter registration and participation among CSEA members. The union is compiling lists of every unregistered CSEA member in the state, which will be distributed to the local shop stewards who then will try to register the members.

"This will be an on-going effort," said Haley. "We're not just going to set up a table and sit there for two months. When we hit 100 percent registration, we'll be satisfied."

To aid them in lobbying efforts, the new regional coordinators have been given briefing books which Haley describes as "living documents which will be continually updated." The books include a listing of every elected official in the state, as well as their voting records. They also list which governmental agencies have contracts with CSEA locals, what the contracts call for, when they expire and who negotiates for the government.

While other specific duties will evolve to answer the particular needs of each region, Haley said that the coordinators will provide regional officers and political action committees with research information on such topics as demographics and voting trends. The coordinators also will conduct training programs for political activists and help to coordinate campaign efforts backed by political action committees.

"Dovetailing political action with the contract season in the school districts and political subdivisions will be an important part of their work," Haley added.

He pointed out that the coordinators will be responsible for carrying out objectives of the regional presidents and of CSEA's Political Action Fund. He emphasized also that they will support activities of the political action committees.

"This is not an effort to replace the network of volunteers that already exists. The regional committees, for instance, will still decide who they want to endorse, but now they will have a paid staff person to help coordinate their efforts," said Haley.

The six coordinators started their new jobs last week following a four-day orientation on CSEA in Albany.

SIGNING UP — Susan Snyder, left, a member of Monroe County Local 828, is registered to vote by Region VI PAC Co-chairwoman Florence Tripi at a recent PEOPLE rally and Picnic.

Increasing voter registration and participation among CSEA members will be the first job of the new political action coordinators.
REGION I

Gus Nielson
Gus Nielson is a former CSEA member who has served as 2nd vice president of Nassau County Local 830, president of the Town of Hempstead Unit and Nassau County representative on the union's Board of Directors. Nielson, who has a degree in business administration from Nassau Community College and a degree in labor relations from Cornell University, resides now in Long Island.

REGION II

Lauri Cohen
Lauri Cohen comes aboard CSEA following stints in community involvement including jobs as director of the Bensonhurst Tenants Council and of the New York Community Action Network in Brooklyn. She also worked as an adjunct professor at Pace University and holds an M.S. in mathematics. Heavily involved in politics during the past year, Cohen served as coordinator in the 10th Congressional District of Jesse Jackson's Presidential campaign and as a delegate to the Democratic National Convention in San Francisco. She resides now in Brooklyn.

REGION III

Doris J. Mason
Doris Mason, a graduate of Case Western Reserve University in Cleveland, Ohio, is a grassroots political activist, who in the past elections always has gone out and pounded the pavement. She has worked on mayoral and presidential campaigns by canvassing door-to-door, organizing rallies, distributing literature, registering voters and working on phone banks. Mason, who lives in White Plains, has done postgraduate studies at the University of Massachusetts in Amherst and Iona College in New Rochelle.

REGION IV

Edward J. LabPlante
Edward LaPlante, another former member of CSEA, has well over a decade of experience working in political action for the union, including serving as PAC chairman for Rensselaer County Local 82, political action liaison for the 100th Assembly District, and member of the Political Action Committee in Region IV. LaPlante also held positions as vice president and president of the Troy Unit. He attended Hudson Valley Community College, Troy, and Sophia University in Japan where he studied military law. He lives in Troy now and he serves as commissioner on the Mayor's Charter Revision Committee and local government representative to the United Way of Hudson Valley.

REGION V

Tim Burns
Tim Burns is a former public school teacher of 13 years who has held elected positions in the Rome Teachers Association and New York State United Teachers. He also worked for three years as administrator of a private agency serving the blind. Burns has a degree in English and political science from St. John Fisher College in Rochester and a M.A. in public relations from Newhouse School, Syracuse University, and in education from SUNY. Making his residence now in Rome, Burns has served for 14 years as a Democratic committeeman and has long been active in Oneida County political campaigns.

REGION VI

Joseph X. Martin
Joseph Martin, who jokes that he worked in a "few million political campaigns," is a graduate with a degree in political science from Geneseo SUC. Living now in Buffalo, Martin has served as executive assistant to the mayor of that city, on the staff of a state senator and as a Democratic committeeman.
New Westchester local president settling into job

WHITE PLAINS — A CSEA activist who says she “never had the desire to be president” is now president of the largest local in Region III.

Janice McGuiness, who joined CSEA in 1967 when she was a teacher’s aide in the Yonkers City School District, moved into the Westchester County Local 860 number one spot when Pat Mascioli was elected president of Region III in June. “I was delighted when he won,” said McGuiness, who was Mascioli’s campaign manager.

Setting priorities has been the first order of business for McGuiness. Education will be emphasized, said the new president, who would like to plan monthly shop steward training sessions and an all-day leadership training workshop in November.

McGuiness has already appointed a health and safety committee and a women’s committee, and plans to encourage the appointment of such committees in each of the units.

Commenting on the Women’s Committee, McGuiness remarked that issues that are traditionally “women’s issues” are in fact those that affect male and female employees. Such concerns as day care, comparable worth and sexual harassment are concerns of all workers, she said.

One of McGuiness’s goals in her new job is to get more members actively involved in CSEA. “I’d like to see the union expand,” she said. “People think we’re only here to negotiate contracts. For instance, political action is important and members should realize just how much that affects them.”

McGuiness said she would also like to “take her local meetings on the road” and hold monthly meetings throughout the county so that more members will attend.

Certain units, such as school districts, should also meet together occasionally to discuss common problems, she says.

On a personal note, McGuiness explained that CSEA has had a profound effect on other aspects of her life. It was at a CSEA convention that she met her husband, Jim. They were married in January of 1983. “Jim is very supportive,” she says. “I go to his meetings and he goes to mine. He’s state (with the Palisades Park Commission) and I’m local, so we’ve learned a lot about each other’s locals.”

It’s Terry, not Gerry

FAMOUS FERRARO FACE — Geraldine Ferraro, the outspoken vice presidential candidate from Queens, may not have met her match yet, but she has one. Her name is Theresa D. Mercadante, a CSEA member of Tax and Finance Local 690. Mercadante, a 40-year-old grandmother with high cheekbones and a frosted haircut in a modified wedge, is a Ferraro carbon copy and a front-runner in a contest sponsored by Ron Smith’s Lookalike Agency of Los Angeles. Like Ferraro, she juggles a full-time career with motherhood and is a registered Democrat. Mercadante is pictured above with Local 690 President Carmen Bagnoli.

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3,700 DOT employees will receive training program for winter

ALBANY One of the harbingers of winter this year will be a snow and ice training program for 3,700 state Department of Transportation employees.

The idea, according to CSEA President William L. McGowan, is to provide “sufficient training to reduce accidents, injuries and fatalities among DOT personnel.”

Training activities include a full day of classroom instruction on general safety practices followed by hands-on shop training utilizing vehicles and equipment employees will operate during the season.

The program is being partially funded by the New York State/CSEA Safety and Health Maintenance Committee.
The issue is the future

25 reasons to vote for

Fritz and Gerry

Nov. 6

1. They're for a future of fairness to all Americans rather than favor to rich Americans.

2. They're for full employment policies with teeth in them as the foundation of a strong, growing economy.

3. They're for federal policies to encourage job-creation so all have work.

4. They're for special jobs programs if a slump seems imminent.

5. They're for jobless benefits adequate in amount and duration in the event of unemployment.

6. They're for continued special benefits for workers displaced by imports.

7. They're for fair trade that benefits U.S. workers and industries as well as our trading partners.

8. They're for “content law” requiring certain portion of U.S.-made parts in foreign products sold here.

9. They're for labor-business-government consultation, planning and cooperation to help save and strengthen basic U.S. industries on which the jobs of millions, and national defense, depend.

10. They're for stronger enforcement, broader coverage of job safety/health protections.

11. They're for clear identification of, protection against, hazardous substances in the workplace.

12. They're for requiring adequate notice of plant closings to give workers, communities lead time to ease or avoid economic shock.

13. They're for strengthening labor laws to more fully protect worker rights to join a union.

14. They're for tax reform that obliges wealthy individuals, Big Oil and other corporations to pay their fair share, as workers always have.

15. They're for keeping a lid on energy costs.

16. They're for increased aid to upgrade public schools, boost teacher salaries, to provide America's children with the best possible education.

17. They're for a generous higher education loan program to help children of workers and the needy attend college.

18. They're for protection against schemes to establish sub-minimum wage for young workers.

19. They're for ERA; for strong enforcement of Voting Rights Act; for full rights for women, minorities in all aspects of economic and political life.

20. They're for construction of homes within reach of low- and middle-income families and for interest rates they can handle.

21. They're for effective restraints on hospital, doctors' charges and for improvements in Medicare, Medicaid.

22. They're for restoring Reagan cuts in nutrition, child care, health and housing programs.

23. They're for repair of needed facilities (the nation's "infrastructure") — highways, bridges, ports, transportation systems.

24. They're for building a strong, versatile national defense within reasonable financial boundaries.

25. They're for serious, continuing talks with Russia on substantial, verifiable arms reduction and control.

Vote MONDALE/FERRARO
Making decisions is what government is all about. More than any other officeholder, the president is called upon to make decisions, and the decisions he makes directly affect the future well-being of millions of people. In picking a president, we need to know where a candidate's loyalties lie, since this will inevitably influence the decisions he will make.

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THE MONDALE RECORD

1965-66
• Supported consumer protection in weights and packaging.
• Fought efforts to reduce Social Security.
• Supported aid to education.
• Fought for open housing legislation.
• Tried to limit runaway shops.
• Supported job creation programs.

1967-68
• Supported Legal Services program.
• Fought to close tax loopholes on foreign profits.
• Supported expansion of the Davis-Bacon Act.
• Fought efforts to reduce Social Security.
• Supported funding for day care.
• Freed American hostages.

1969-70
• Supported Legal Services program.
• Fought for Head Start program.
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.

1971
• Supported Voting Rights Act.
• Opposed anti-worker nominees to the Supreme Court.
• Voted for expanded personal income tax deduction.
• Defended COPE from right wing attack.
• Fought for increased hospital construction.
• Supported the rights of postal and agricultural workers.

1972
• Fought for expanded public works and job programs.
• Fought for child care program.

1973
• Fought to protect minimum wage from conservative attack.
• Supported negotiated pre-paid benefits plans.
• Opposed efforts to deny strikers food stamps.
• Defended COPE once again.
• Fought to defend Davis-Bacon Act.

1974
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.
• Fought to protect Davis-Bacon Act.

1975
• Supported no-fault insurance.
• Supported continuation of oil price mandates.
• Supported natural gas decontrol.
• Opposed weakening OSHA.

1976
• Defended Voting Rights Act.
• Opposed anti-worker nominees to the Supreme Court.
• Voted for expanded personal income tax deduction.
• Defended COPE, from right wing attack.
• Fought for increased hospital construction.
• Supported the rights of postal and agricultural workers.

1977
• Fought to raise minimum wage.
• Supported community-oriented child care.
• Fought strong equal opportunity enforcement measures.
• Opposed weakening OSHA.
• Supported negotiated pre-paid benefits plans.
• Opposed efforts to deny strikers food stamps.
• Defended COPE once again.
• Fought for public works and job creation bills.

1978
• Supported continuation of oil price mandates.
• Supported natural gas decontrol.
• Opposed weakening OSHA.
• Fought to protect Davis-Bacon Act.
• Supported expansion of the Davis-Bacon Act.
• Fought to end "redlining" by financial companies.
• Supported increased aid to education.
• Fought for public works bills.
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.

1979
• Supported church-state legislation.
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.
• Fought to protect Davis-Bacon Act.

1980
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.
• Fought to protect Davis-Bacon Act.

1981
• Supported church-state legislation.
• Supported continued research in both fields.
• Supported funding for day care.
• Freed American hostages.
• Fought to protect Davis-Bacon Act.
The Reaganization of the NLRB

Board decisions cut back worker rights, reduce union bargaining power

For those who wonder whether it really makes a difference who sits in the White House, the National Labor Relations Board offers a good lesson.

President Reagan has now appointed three of the NLRB's five members, with another seat vacant and awaiting a presidential appointment. Without exception, the new members of the NLRB are conservative and pro-management in orientation.

NLRB Chairman Donald Dotson once expressed his attitude towards labor unions in a letter to a legal journal, arguing that "collective bargaining frequently means labor monopoly, the destruction of individual freedom, and the destruction of the marketplace."

Another appointee, Robert Hunter, is a former aide to ultra-conservative Sen. Orrin Hatch and was a leader in the movement to block labor law reform in the late 70s.

NLRB Solicitor Hugh Reilly was an attorney with the anti-union National Right to Work Legal Defense Foundation.

The new leaders of the NLRB have abandoned the Board's traditional non-partisan approach towards protecting the right of workers to organize and bargain collectively. They have turned the NLRB into a management weapon.

Rules and regulations that have been years in the making have been reversed by the new NLRB. Long established principles of fairness and proper procedure have been abandoned.

• In a case involving a Painters' local, the Board expanded its definition of secondary boycotts to limit the ability of a union to seek relief for possible contract violations and shifted the burden of proof when there is a complaint against a union. The union is now guilty until proven innocent.

• In another case, the Board reversed policy by ruling an employer can refuse to reinstate strikers for making only verbal "threats" against strike-breakers — even if no physical action was involved. Hot words in a moment of passion on the picket line can now be used to deny workers their livelihood.

• The Board ruled that an individual worker complaining about unsafe working conditions is not protected from employer retaliation unless he complains in conjunction with other employees — another reversal.

• In still another case, the Board effectively wiped out contract provisions that allow workers to refuse to cross a picket line, allowing an employer to fire a sympathy striker — even though the contract stated the employee had the right to refuse to cross the picket line.

• In another reversal, the Board ruled that a union cannot restrict a member from resigning during a strike and crossing a picket line and prohibited the union from imposing any fine.

The list of cases decided against workers seeking the protection of the law goes on and on. It will continue to grow until there is a change at the NLRB.

For almost half a century, through both Republican and Democratic administrations, the NLRB pursued an impartial course. In three short years, that course has been reversed and this all-important agency has been turned into a partisan tool to be used against workers and their unions.

The NLRB takes its lead from the President. The last three years have shown us exactly what difference our choice of President can make.

Last October, Walter Mondale described his vision of government for the members of the AFL-CIO: "Government does not belong on your back, but it does belong on your side, and that's where it's going to be again."

A vote for Mondale/Ferraro on November 6 is a vote to return to fairness in labor-management relations.

* * *

Vote MONDALE/FERRARO
Battered by Reagan recession, unions nationwide fighting back

WASHINGTON — After a period of “giveback” during the long Reagan recession, the mood of unions facing tough bargaining battles has now changed to “fight back.”

The past year has been marked by long and bitter strikes by 13 unions representing copper workers against Phelps-Dodge in the Southwest; by the Amalgamated Transit Union against Greyhound; by the Carpenters and Woodworkers against Louisiana-Pacific on the West Coast; and by hotel workers, musicians and stagehands against Las Vegas resort hotels.

In a pattern repeated in smaller plants and different industries, 10,000 members of 11 unions struck West Coast shipyards after employers broke a 45-year stable bargaining relationship. The shipbuilders demanded large wage and benefit cutbacks and more takeaways on seniority, craft jurisdictions and holidays.

Even unions in highly profitable industries weren’t immune. Some 600,000 members of the Communications Workers and the Brotherhood of Electrical Workers had to strike AT&T’s Bell System to fend off the giant company’s giveback demands as the court-ordered divesture date neared.

Solidarity in union ranks helped beat back most of these give-backs and union-busting attempts. Unions also refined and strengthened the old economic weapons of national boycotts and corporate campaigns with intensive public education efforts to successfully increase their clout.

The reformed weapons also were aimed against persistent labor law violators and corporations using more subtle anti-union tactics, like Litton Industries, General Dynamics Corp., the Coors company, and the Beverly Enterprises nursing home chain.

But as the new pillars of united strength were erected, unions saw the foundations of organizing and bargaining strength being chipped away by the National Labor Relations Board.

Delays caused by myriad backlogs of pending cases at the NLRB hurt union organizing and bargaining efforts and individual union members deep into the past three years. But solidified control of the board by the Reagan-appointed pro-business majority the past year brought a slaughter of time-honored labor law precedents.

Led by Chairman Donald L. Dotson, the board has handed down a decision which severely curtailed the circumstances under which an employer can refuse to rehire workers. It reversed earlier board rulings to allow employers to move operations, even to non-union plants, without bargaining or consent from unions, even in the middle of a contract period.

The board also ruled that employers may question employees who are open union supporters during an organizing effort as long as there is no blatant threat or promise. In another policy reversal, the board refused to order an employer found guilty of numerous serious labor law violations to bargain because the union did not represent a majority of the workers; first, however, the Dotson board enlarged the unit so the union became a majority.

Added to this erosion of worker rights protections, the Supreme Court’s Bildisco decision in February which said even solvent companies could can-

cels union contracts by filing for bankruptcy stunned the labor movement. Bankruptcy was the new gun aimed at labor’s head in the past year. The management of Wilson Foods used it against the Food and Commercial Workers and Continental Airlines used it against the Airline Pilots, Machinists and Flight Attendants, with bitter strikes provoked in both cases as the employers tore up union contracts.

After the initial shock, however, organized labor mobilized lobbying efforts and Congress finally agreed to plug the bankruptcy law loophole.

In other areas, the Republican-controlled Senate and the Democratic-dominated House mostly produced stalemates. Job creation programs, domestic auto content legislation, an attempt to cap Reagan tax cuts and a health insurance program for the unemployed died in the Senate.

House and Senate Democrats managed to slant the bleeding of most social programs caused by the Reagan administration in areas like food stamps, child nutrition and education. But they weren’t able to surrogate deficit worries and administration opposition to restore previous cuts, despite consistent reports showing increased hunger and misery among the poor and jobless and women and children caused by Reagan administration tax and budget cut policies.

Congress did pass a $15.6 billion housing bill, which included money for community development and subsidized housing. The Senate rejected the administration-submitted school prayer amendment and tuition tax credits for families with children in private schools.

Washington Window

Reagan’s deficits — the coming crisis

The federal deficit has become a hot topic of political conversation. For most people, deficits remain a distant abstraction unlike, say, unemployment or inflation.

Deficits used to be something Republicans chided Democrats about. Democrats beginning with FDR countered that deficits weren’t necessarily bad — that temporary deficit spending to pump prime the economy out of a recession was a good thing.

Ronald Reagan often talked about the evils of deficits before he became president. He attacked President Carter for his 1980 recession-year deficit of $60 billion and promised, if elected, to balance the budget by 1983.

But by 1983, the Reagan deficit had soared to a record $185 billion. In that year of “recovery,” it’s still running at a sky high $172 billion.

These days, however, President Reagan tries to avoid talking about deficits or tells people not to be overly concerned, and that his “recovery” will take care of things. He scoffs at “doom criers.”

The non-partisan Congressional Budget Office (CBO) recently projected that the Reagan deficits, unless revenues are raised and spending is cut, will continue to grow for the rest of the decade, mushrooming to $283 billion by 1989.

CBO Director Rudolph Penner, a conservative Republican economist, told reporters that unless action is taken to reverse the trend, “there is a severe danger that deficits would run away from us.”

The Reagan deficits already are taking their toll on the economy. Penner said they have kept real, inflation-adjusted interest rates at “extraor-

dinarily” high levels. The CBO predicted that these high rates will slow economic growth for the rest of the year and to 2.8 percent in 1985, about half this year’s estimated rate. Lower growth rates, of course, mean longer unemployment lines.

Penner noted that the deficits were forcing huge Treasury borrowings which soak up the savings otherwise available for job-producing capital in-

vestment.

The Reagan deficits are different from those in the past not only in their size but because they don’t shrink as the business cycle turns up and adds revenue to the Treasury.

Thus the Reagan revenue gap is a new phenomenon which Penner and other economists call “structural deficits.” The main reason is that the in-

terest which the government must pay on its borrowings to finance the deficit has been growing even faster than the deficit itself. It’s a vicious cycle of high interest rates and big government borrowings feeding each other.

These interest payments on the federal debt are a built-in, uncontrolla-

ble expense which this year will reach $110 billion, more than twice the 1980 level. That’s more than half this year’s total deficit. It’s about $500 million every day of the year.

This cost of servicing the national debt could soon account for the entire federal deficit. Under Reagan, the debt has ballooned from $1 trillion to $1.5 trillion. By 1989, the CBO predicts it will rise to over $3 trillion under the current Reagan tax and spending program. The CBO projects interest on the debt to reach $214 billion by 1989.

As Penner put it, “The mathematics are in place for an explosion, and we cannot remain on that path forever.”
CSEA's Constitution and By-Laws

The Constitution and By-Laws Committee has met three times since the Annual Delegates Meeting in October, 1983. The meeting dates were February 15, 1984; May 24, 1984; and August 9, 1984. The Constitution and By-Laws Committee has received the recommendations to the delegations from the Constitution and By-Laws Committee. The Committee reviews suggestions made from individuals and locals and accepts referrals from the delegates and Board of Directors. Additionally, the Committee can initiate proposals which it determines to be in the best interests of the Association. All recommendations made by this Committee are made to the delegates together with the reasons for the recommendations.

Revision of the Constitution and By-Laws Committee

Carmen Bagnoi, Chairperson
Jerry Barbour
Rita Wallace
Bruce Larsen
Charlotte Murray
Ronald Stanton

Key: Italic = New Material
Brackets = Removal of Old Material

The following items are presented to the delegates for a second reading. If passed, the amendments will become part of the CSEA Constitution.

1. The following amendment to Article IV, Section 4 of the Constitution was submitted by the Statewide Officers Association: [Emphasis added]

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than [twenty-one] twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the Statewide Nominating Committee and the Chairperson of the County Executive Committee, and as many other members as the Board deems necessary not to exceed [twenty-one] twenty-two. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session."

Explanation: The statewide Officers are recommending that the number of members on the Directors' Committee be increased by one member. This would allow both the State and County Executive Committees, which are approximately equal in composition, to select an even number of members to be elected as their representatives. The amendment will eliminate any unfairness caused by one group designating an extra committee member which causes a problem during Board organizational planning. The Committee recommends adoption of the amendment.

2. The following amendment to Article IV, Section 5(a) of the Constitution was submitted by both Barbara Fauser, State Secretary-Treasurer, by letter dated March 30, 1983, and Elizabeth Kurtik, Local 675, by letter dated March 1, 1983.

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION

Section 5. OFFICERS

(a) Election. The four statewide officers of the Association shall be elected by secret ballot tri-annually (every three years) commencing with the term of office to begin on July 1, 1979. The six Vice Presidents of the Association shall be elected for a term of two years commencing July 1, 1979. Thereafter the six Vice Presidents of the Association shall be elected by secret ballot tri-annually. Amendments to the Constitution and By-Laws (commencing with the term of office to begin on July 1, 1981), the six Vice Presidents of the Association shall be elected for a term of two years commencing July 1, 1979. The six Vice Presidents of the Association shall be filled by the Board of Directors by [appointing] electing any one of the six Vice Presidents, the Secretary or the Treasurer.

Explanation: The Statewide Officers are recommending changes to the Constitution and By-Laws during the 74th Annual Delegates Meeting scheduled for Oct. 21-26 in Lake Placid. The proposed changes are presented on pages 13-18 of this edition of The Public Sector.

Note: Because the delegates have already approved each of these amendments at the last annual meeting, the committee will ask for approval as a member of the Board of Directors, and as many other members of the Board of Directors who have been members of the County Executive Committee, as to be elected by the members of the County Executive Committee, to be elected by the members of the County Executive Committee, representing the County Division [for a one year term] as follows:

- Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the members of the Executive Board of the State Division, the Chairperson of the Executive Committee of the County Division who represent [Locals having 100 or more members as of the preceding January 1st, and one additional member of the County Executive Committee, to be elected by the members of the County Executive Committee, representing County Division [Locals which have membership of less than 100 on the preceding January 1st.

- Non-Voting Members — The non-voting members of the Board of Directors shall be the Chairpersons of all Standing Committees as established in Article VI, Section [] of the By-Laws and the Chairperson or Vice Chairperson of the Retirees Section Executive Committee.

No Voting Members of the Board of Directors shall not introduce, second, or debate any action before the Board except matters affecting the non-voting member's own Committee.

No Voting Members of the Board of Directors shall not introduce, second, or debate any action before the Board except matters affecting the non-voting member's own Committee.

3. The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairperson.

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NOTE: For the purpose of this section, a competing labor organization shall [mean] be defined as any organization which is seeking [recognition] or has sought to represent employees [certification] for purposes of collective bargaining.

4. The Statewide Nominating Committee shall make a good faith effort to select at least two (2) nominees for the offices of President, Executive Vice President, Secretary and Treasurer. (In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.) No nominee shall be eligible [as a candidate for more than one (1) statewide office.]

5. For those election years in which the State Executive (Continued on following page)
Committee is elected, each Region shall nominate for the Statewide Nominating Committee at least seven (7) state members who have been members in good standing of CSEA for at least two (2) years prior to January 1 of the election year.

6. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees. Such election shall be by secret ballot.

7. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January 1st of the election year.

8. The statewide Nominating Committee shall make a good faith effort to select at least two (2) nominees for each position on the State Executive Committee. In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.

No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association since June 1st of the year preceding [the year in which the election is held]. The Statewide Nominating Committee shall file its report with the Secretary and Executive Director of the Association no later than March 1st of the election year and shall simultaneously notify all candidates of their nomination by certified mail, return receipt requested. Nominated persons desiring to decline shall do so in writing no later than March 20th of the election year by notifying the Secretary and the Executive Director of the Association by registered or certified mail, return receipt requested, no later than the date published in the election schedule. The Statewide Nominating Committee, in the event of a vacancy created by a decline or otherwise, shall by March 20th of the election year notify all [name substitute nominees] recognizing and making a good faith effort to select another qualified candidate as necessary, and shall file [and report such names of those nominees to the Secretary and the Executive Director no later than April 15th of the election year. The new nominees shall be notified by registered mail, return receipt requested, no later than April 15th of the election year. [Name who agrees to serve on or before April 15th of the election year. No member who agrees to serve on the Statewide Nominating Committee shall be eligible for nomination or election to any statewide office or to the State or County Executive Committee.

(c) INDEPENDENT NOMINATIONS. Nominations for President, Executive Director, Secretary and Treasurer may also be made by official petition provided by the Executive Director of the Association upon written request of any member. Such petitions shall be signed by not less than two percent (2%) of the members of the Association eligible to vote in the election. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Statewide Nominating Committee and filed with the Secretary and Executive Director of the Association on or before April 15th of the election year. Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request of any member. The petition must be signed by not less than ten percent (10%) of the members in the Department [making such nominations] or Agency eligible to vote in the election, but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and Executive Director of the Association on or before April 15th of the election year.

(d) No change

Section 6. OATH. No change

ARTICLE V REGIONS

For purposes of interpreting nominations of [the Civil Service Employees Association, Inc.], the state shall be divided into six [8] Regions as follows:

1. No change

2. No change

3. No change

4. No change

5. No change

6. No change

All [8] Regions shall be members of the [8] Regions in which the [[Region] headquarters is located.

(a) Each [Region] shall be under the direction of a Region[7] President, and shall have a minimum of three Vice Presidents, a Treasurer and a Secretary, who shall be elected by the members [assigned to their] in the respective [Regions].

(b) Each [Region] shall have a [Region] or Executive Board which shall consist of the elected officers, the [[Local] president, and shall reflect, where applicable, representatives of the employees within the division as members. However, is this Board, the number of members in the [Region] shall reflect, where applicable, representatives of the employees within the division as members. However, if the Board consists of 250 members or less, a two-thirds vote may dissolve the [[Local] or suspend it for a period not to exceed ninety days after such charges have been served upon the [[Local] and it has been given an opportunity to be heard.

ARTICLE VI STATE EXECUTIVE COMMITTEE

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, as excepted hereinafter, be vested in a State Executive Committee. The State Executive Committee shall consist of the elected officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers Retirement System shall as a unit be deemed a State Department.

In addition to the foregoing, (e) Each State Executive Committee shall consist of at least two (2) members of the state as members of the [Region] on which the election is held. The Statewide Nominating Committee shall also be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of CSEA in the year preceding the date for statewide office (Region President) and a candidate for any position on the State Executive Committee. (except for the 1981 elections in which case a member may be a candidate for statewide office (Region President) and a candidate for member of the State Executive Committee, however, one member elected to both positions shall be ineligible to serve in both capacities.)

Section 2. LOCALS.

(a) A [[Local] may be formed by members in the County Division in any county, or in any [[Region] containing one or more counties, upon the approval of the Board of Directors of the Association and the By-Laws of such [[Local]. One [[Local] for non-teaching employees of school districts may be formed in each county provided fifty (50%) percent of the employees within the division as members. However, is this Board, the number of members in the [Region] shall reflect, where applicable, representatives of the employees within the division as members. However, if the Board consists of 250 members or less, a two-thirds vote may dissolve the [[Local] or suspend it for a period not to exceed ninety days after such charges have been served upon the [[Local] and it has been given an opportunity to be heard.

(b) The members employed in each political subdivision in a [[Local] shall be entitled, if they have 200 members or fifty (50%) percent of the employees within the division as members, however, is this Board, the number of members in the [Region] shall reflect, where applicable, representatives of the employees within the division as members. However, if the Board consists of 250 members or less, a two-thirds vote may dissolve the [[Local] or suspend it for a period not to exceed ninety days after such charges have been served upon the [[Local] and it has been given an opportunity to be heard.

(c) It shall be discretionary for each [[Local] to provide for the granting of [7] Sections within the [[Local]] of the [[Local]], each of which shall be empowered to elect its own [[Local] officers and to establish its own progress.

(Continued on following page)
MEMBERSHIP OF EACH LOCAL shall elect from their membership one or more delegates and/or alternates to represent the members of the [Local] at all meetings of the Association, except that the [Local] President, Vice President in ranking order, Secretary and Treasurer shall, by virtue of their offices, automatically be deemed as [a] delegates and/or alternate delegates. Prior to July 15th of each year, each [Local] shall file with the Secretary of the Association an accurate list containing the names and addresses of the [a] delegate and an alternate delegate for the ensuing year; and names and addresses of alternate delegates may be submitted to the Secretary thereafter.

Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such [Local], based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes of each [Local] or [Department] is entitled to cast shall be determined by the Membership Committee. Members in the State Division who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the [Local] districts, and the [Local] Delegates in such a State shall have one vote for each one hundred (100) members, or fraction thereof, in such [Local] from which the delegate was elected, excluding those members who are represented by the state or county members as provided in this section.

All other members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote. Such delegates selected or elected to represent the [Local] shall have and may exercise all the powers, rights and privileges of members at any meeting of the Association.

When State and/or County Division Delegates meet in official session, they shall act as their respective units and not as a body in their own right, except that the [Local] President, Vice President, members, [a] delegate, and [a] alternate delegate, shall have one vote for each one hundred (100) members or fraction thereof in such [Local], and, in the absence of the Chairperson, shall act on the behalf of the Chairperson. The Chairperson and in his or her absence, the Vice Chairperson, shall preside at all meetings of the Executive Committee of the Section and shall perform such other duties and functions as are prescribed by the By-Laws and/or as may be prescribed by the Board of Directors. The Secretary of the Retiree Executive Committee shall be responsible for the official minutes of meetings.

Section 3. LOCALS. A [Local] may be formed by CSEA retirees in any county or in any contiguous group of counties in New York State or any other State of the U.S. A. upon approval of the Retiree Executive Committee and the Board of Directors of the Association. The Board of Directors shall approve the Constitution and By-Laws of the [Local] and such [Local]. Each such [Local] shall make available to a duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable time and expense, records for inspection by the Association. A [Local] may be placed in trusteeship by the President of the Association with the consent of the Board of Directors or the Board of Directors’ Committee for failure to comply with a request for an inspection of the books and records of the Association. A [Local] shall have the right to be placed in trusteeship, to the President of the Association for any reason deemed good and sufficient by the President of the Association, provided a hearing is afforded before the Board of Directors, and written charges are served within ten days of receipt of such request. The Board of Directors by a two-thirds vote may dissolve the local or suspend it for a period not to exceed ninety days after such charges have been served upon the local and it has been given an opportunity to be heard.

Section 4. No change.

Section 5. The [Local] President of the Association shall appoint a [Local] member to serve as a representative to the Statewide Political and Legislative Action Committee who shall represent the [Local] Interest on that committee and shall be a voting member thereof.

ARTICLE XII AMENDMENTS

No Change

The following items are presented to the delegates by the Committee as proposed amendments to the Constitution. The presentation to the delegates at this meeting constitutes a first reading of these amendments; and

(1) The following amendment to Article IV, Section 5 is proposed by the Retiree Executive Committee and submitted to the delegates by the Constitution and By-Laws Committee:

“ARTICLE IV ORGANIZATION OF THE ASSOCIATION

Section 5. (c) INDEPENDENT NOMINATIONS. Nominations for President, Executive Vice President, Secretary and Treasurer may also be made by official petition provided by the Executive Director of the Association upon written request of any member. Such petition shall be signed by not less than two percent (2%) of the 1,500 members of the Association. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th of the election year.”

Explanation: The election of statewide officers is under the jurisdiction of the LMRA Labor Management Reporting and Disclosure Act. The United States Department of Labor, which is charged with enforcing the LMRA, has in that jurisdiction that current provisions of the Constitution which require almost 4,000 signatures are probably not in compliance with the LMRA in that they constitute an unreasonable burden on persons seeking to become candidates for the statewide office and therefore the requirement that candidates for a statewide office demonstrate a reasonable basis of support. The Committee recommends adoption of the amendment.

(2) The following amendments to Article VI, Section 2 and Article VII, Section 2 of the Constitution are submitted to the delegates by the Constitution and By-Laws Committee. Although two different articles are affected, they shall be read and voted on together.

ARTICLE VI STATE DIVISION

Section 2. LOCALS. A local may be formed by the members in the State Division in any department or locality upon the approval by the Board of Directors of the Constitution and By-Laws of such local. In the event that a unit of state government is transferred to the government of a political subdivision and provided that the employees of such government unit transferred would not be eligible for membership in another local, such unit may be affiliated with the local and the rights and concerns of such new government unit belonged prior to becoming employees of the political subdivision. Each such local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors, and written charges are served within ten days of the receipt of such request. The Board of Directors by a two-thirds vote may dissolve the local or suspend it for a period not to exceed ninety days after such charges have been served upon the local and it has been given an opportunity to be heard.”

The Committee believes that the language contained in these two Articles concerning the placing of a Local into trusteeship is no longer necessary or desired in view of the language contained in Article V of the By-Laws dealing with the Judicial Board. The Committee recommends adoption of these amendments.

(3) The following amendment to Article XII of the Constitution is submitted to the Delegates by the Constitution and By-Laws Committee. This is the result of recommendations made by Statewide Secretary Irene Carr by letter dated December 12, 1983.

“ARTICLE XII AMENDMENTS

Delete entire Article; insert the following new language:

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association at least ninety (90) days prior to the opening of the delegate meeting at which it is to be presented, and

(b) A majority of the delegates present and voting at the meeting must approve a proposed amendment or a substantially similar amendment and order that it be published in the official newspaper of CSEA at least ten (10) days prior to the next meeting of the Association.”

(Continued on following page)
(Continued from page 16)

(c) The proposed amendment as published is approved by a two-thirds vote of the delegates at the next meeting of the Association.

Explanation: The Committee concurs with Secretary Carr that amendments must be submitted at least 90 days prior to the opening of the Delegates Meeting in order to provide adequate time for the Committee to make a recommendation within 30 days and submit its report within the required 60 days. The remaining language contained in this amendment is merely a more orderly and logical rewording of the current language. The Committee recommends adoption of this amendment.

The following items are presented to the delegates by the Committee as proposed amendments to the By-Laws, if passed at this meeting, the amendments will become effective immediately.

(1) The following amendment to Article II, Section 1 of the By-Laws is submitted to the delegates by the Constitution and By-Laws Committee for consideration.

ARTICLE II

Section 1. AMENDMENT. Remains the same. New language under Section 1 to read:

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association at least sixty (60) days prior to the beginning of the Annual Meeting at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee for study and recommendation to the delegate body. The Resolutions Committee will publish the resolutions together with its recommendations in the official newspaper of CSEA at least fifteen (15) days prior to the beginning of the Annual Meeting at which the resolution will be considered. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of three-quarters of the delegates present at the delegate meeting. The Resolutions Committee will be appointed on or before July 15 in each year as follows:

One delegate to the convention from each region to be appointed by the President of CSEA, and one delegate to the convention to be appointed by the respective Region Presidents. The Committee will review all resolutions submitted in accordance with the procedure described herein and will make the necessary recommendations to the delegate body regarding the action to be taken on the proposed resolutions. The Committee should use appropriate resources within CSEA so that it is fully knowledgeable of the issues regarding each proposed resolution and can make an informed decision and recommendation to the delegate body.

Explanation: The proposed amendment would provide for the establishment of a Resolutions Committee whose sole function would be to receive proposed resolutions from individual delegates or groups of delegates sufficiently in advance of a delegate meeting to provide for proper research and evaluation of the proposed resolutions. The Resolutions Committee would then file a report with the delegates setting forth the proposed resolutions the Committee's recommendation, and any reasons or justification for its recommendation. The Constitution and By-Laws Committee has spent a considerable amount of time working with this proposal and enthusiastically recommends its adoption to the delegate body. The purpose of the proposal is to shorten the time between the proposal of resolutions which are not submitted in accordance with the timetable provided may still be acted upon by the delegate body if a sufficient number of delegates believe that the issue is important enough to act upon outside the normal procedure and if the explanation given by the proponent or proponents as to why it was not submitted to the Resolutions Committee in accordance with the procedure is sufficient. The Committee recommends adoption of the amendment.

(2) The following amendment was submitted on the floor of the 1983 Annual Meeting by then Region President Raymond O'Connor. The delegates referred the matter to the Constitution and By-Laws Committee for further study. The amendment provides that only members of CSEA in bargaining units represented by CSEA shall be eligible to hold office in CSEA. Jerome Donohue, President of the Nassau Local, stated the following at the time the amendment was referred to the Committee but has since indicated to the Committee that he wishes to withdraw his proposal.

ARTICLE III

STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE. Remains the same. New paragraph under Section 1 to read:

Candidates for Statewide Office, Region Office, Local Office or UPOF must be members in good standing of a bargaining unit for which CSEA has been recognized or certified as the bargaining agent pursuant to the law. Explanation: This proposed amendment would have serious negative aspects which would greatly hamper CSEA operations. It is not uncommon when attempting to organize groups of employees who are not yet organized to create a local or unit for those employees who are then winning a collective bargaining election. The creation of a focal point in the organizing process is extremely important and an essential ingredient to winning the ultimate collective bargaining election. While CSEA has recently won a lawsuit with the State of New York over the ability to bar collective bargaining elections as against the Office of the Comptroller and the Office of the Public Auditor, we have for the last decade allowed these individuals to be members and have had locals in many of the areas around the State. If this amendment were adopted, it would exclude employees from being eligible to hold Local office which, in effect, would abolish the locals and lead to a significant loss of membership. In addition, the Committee has concurred as to whether or not there are any problems created by not having this amendment in the current language. It appears, however, that the issue is important enough to act upon outside the current language. The Committee recommends adoption of the amendment.

(3) The following amendment to Article IV, Section 2(d) was recommended to the Committee by the Statewide Officers of CSEA to provide the necessary language in the By-Laws to conform with existing CSEA policy.

ARTICLE IV

FINANCE

Section 2. DUES AND AGENCY SHOP FEE.

Explanation: The amendment provides for a charitable membership for persons who are on a maternity leave, as well as the currently enumerated reasons for such a membership. The amendment also provides that the charitable membership will not exceed one year. This amendment conforms with existing CSEA policy regarding maternity and the length of charitable memberships. The Committee recommends adoption of the amendment.

(4) The following amendment to Article V, Section 3(a)(4)

(g) is submitted to the delegates by the Constitution and By-Laws Committee to conform with existing CSEA policy.

ARTICLE V

JUDICIAL BOARD

Section 3. PROCEDURE.

(a) Charges against individual members.

(g) Solicitation or acceptance of any money or the acceptance of any gift of more than nominal value from any employee, officer, or member of the union, or from any person or firm which has or which is seeking to establish a business relationship with the statewide Association or any subdivision thereof.

Explanation: The By-Laws provide that acceptance of campaign contributions from individual members of CSEA or groups of individual members is a prohibited trans-
a timely resolution of any Judicial Board action and allows the aggrieved member to proceed to Court on a timely basis. The proposed amendment would add an additional appellate level within CSEA to provide for a review of the Judicial Board decision by an appeals committee made up of representatives from each Region. The Committee would then recommend to the delegates in convention relative to the disposition of a Judicial Board matter on appeal. The Committee urges defeat of the proposed amendment for two primary reasons. First, there has been no demonstration whatsoever that the current procedure is either inequitable or unfair and, in fact, to the contrary, it is the Committee's judgment that the system works fairly and expeditiously. Second, the proposed amendment would have the effect of prolonging the internal CSEA appeal process for up to one year which is not a needed or desirable result. The Committee recommends defeat of the amendment.

(8) The following amendment to Article VI, Section 4 of the By-Laws is made necessary by the reorganization of the Political and Legislative Action Committee process to provide for the endorsement of local candidates by Region Political Action Committees.

"ARTICLE VI
Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armony, Auditing, Human Rights and Minorities, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, School Employees Committee, Special Authorities, Women's Committee, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committees shall meet at least once a year and review matters pertinent to the committee assignment and/or upon call of the Association's President. The membership of these committees shall not be less than seven, nor more than eleven, and the makeup of such committees shall include representation from each Region and proportional representation for the County Division on such committees that affect County problems. The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven, nor more than twenty-two."

Explanation: Pursuant to the Not-for-Profit Corporation Law, it is necessary that these committees be committees of the organization, as well as committees of the Region in order to effectively make political endorsements and expenditures in the name of CSEA. The Committee recommends adoption of the amendment.

(9) The following amendment to Article VII of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee and is the result of recommendations made by Statewide Secretary Irene Carr by letter dated December 12, 1983.

"ARTICLE VII
Section 2. This By-Laws may be amended by a majority vote at any meeting of the Delegates of the Association provided [printed copy of such amendment is mailed to each Local and to the Board of Directors by the Association] the proposed amendment is submitted in writing to the Secretary of the Association at least ninety (90) days prior to the opening of the delegate meeting at which it is to be presented and a copy of the proposed amendment is published in the official newspaper not less than ten days before the meeting at which the proposed amendment is voted upon, or by a two-thirds vote at such meeting if the printed copy of the proposed amendment is not so furnished in advance.

Explanation: The Committee concurs with Secretary Carr that amendments must be submitted at least 90 days prior to the opening of the Delegates Meeting in order to provide enough time for the Committee to meet and make a recommendation within 30 days and submit its report within the required 60 days. The Committee recommends adoption of the amendment.

MISCELLANEOUS ITEMS:
The following are open items on the Committee's agenda and require further investigation and consideration:

1. Letter submitted by Joseph E. McDermott dated May 21, 1984, regarding the issue of providing startup financial aid to newly created Locals.
3. Letter dated May 23, 1984, submitted by Mary Sullivan on behalf of the County Executive Committee regarding the substitution of the word “County” with the words “local government” in ever appropriate instance.
5. Motion submitted by Alan Siegel, Local 688, dated July 17, 1984, pertaining to references in the Constitution and By-Laws of “registered” and “certified” mail.

ADDENDUM TO REPORT OF THE REVISION OF THE CONSTITUTION AND BY-LAWS COMMITTEE

#1. The Chairperson of the County Executive Committee, Mary Sullivan, by letter dated August 27, 1984, has asked the Committee to make the necessary recommendations to the Delegates to correct the Constitution and By-Laws by inserting the phrase “Local Government” wherever the word “County” appears in the Constitution and By-Laws. The reasons advanced for this proposed change are that the “County Division” within CSEA encompasses significantly more than the political entity known as a County and over the time the County Division has been referred to more and more as the Local Government Division. It is time that CSEA make this essentially cosmetic change in order to more accurately reflect the correct makeup of the “County Division.” The Committee unanimously recommends the adoption of this change and proposes that it be done in one motion by the Delegates approving the change. The changes in the Constitution will require a second reading and the Committee recommends that the By-Laws changes not be physically made until such time as the second reading to amend the Constitution has passed.

#2. On September 13, 1984, the Board of Directors of CSEA adopted a Constitution for the Retirees of CSEA. This Constitution contains all of the benefits of Article XI of the Statewide Constitution plus many additional items which the Retiree Section through the Retiree Executive Committee has requested. Given the fact that the governing document for the Retiree Section is the new Retirees Constitution, it is no longer necessary and is perhaps confusing to continue Article XI of the CSEA Constitution entitled “Retirees Section.” The Committee recommends the adoption of a motion deleting Article XI in its entirety. If adopted, this would constitute a first reading and it would be necessary for approval at the next regular Delegate Meeting before the deletion becomes effective.

23 YEARS HONORED — Gerald Boehlert, second from right, proudly displays his CSEA Certificate of Merit for 23 years service. On hand for the presentation at a recent Oneida County Local 833 outing were, left to right, Statewide Executive Vice President Joe McBurnett; Dennis Melleck, Local 833 president; Region V President Jim Moore; Joanne Melisko, unit president, Mohawk Valley Community College. During his career as a CSEA activist, Boehlert served nine years as president of the Oneida County Office Building Unit as well as on a number of important committees, including Constitution & By-Laws, Audit and Negotiations.
Sprucing up a children's center

ORANGEBURG — When the employees and youngsters of the Rockland Children's Psychiatric Center here walk through their facility these days, they do so with special pride.

That's because the center was recently redecorated — and the decorators were none other than the children themselves.

With help from CSEA members of Local 421, the children made murals, painted walls and ceilings, hung plants and put in other efforts to brighten their cottages. Adding to the fun of this Cottage Beautification Project was the excitement of a contest.

"We wanted to do something for the children, and decided to run a contest," explained Jean Kelly, director of Volunteer Services at the center.

Prizes of cash were given to the cottages that won, Kelly noted, and funds were to be used for a special treat, such as pizza or ice cream, or an activity for all the children.

"The contest would not have gotten off the ground without CSEA members," said Kelly, noting that the combined effort by all was what made the project a success. "It spruced everything up," she said. "Even the adolescents brought their cottage from dismal to sparkling. It was good for the staff as well as the children."

According to Local 421 President Glenda Davis, employee involvement is nothing new at the Rockland Psychiatric Children's Center.

"It's not unusual for staff members to completely throw themselves into a project," she said. "Staff people get very possessive of their workspaces. Even with all the problems — like job burnout and stress — people can't help but become involved."

Said Kelly: "This staff cares for the children like their own."

CSEA wins reinstatement for Massena Hospital trio

MASSENA — The circumstances of each case were different, but Laurel Brothers, Tim Kirkey and Jean Grinstead now have something in common. They have all been reinstated to their jobs at Massena Memorial Hospital through the efforts of CSEA and its Legal Assistance Program.

Brothers, a parttime housekeeping maid, was terminated for refusing to work a scheduled workday in February and for not reporting to work one day in March. The hospital charged she had taken excessive time off without proper and timely notification. CSEA, in its argument before the arbitrator, claimed there were extenuating circumstances involving her child's sickness and the inability to provide adequate care for a specified day when the child could not be taken out in sub-zero weather. At the arbitration, CSEA cited that on at least one occasion Brothers had called in to the hospital more than two hours before her shift started.

Although it was noted that Brothers had formerly received a short suspension for her absences, the arbitrator could "find nothing in the post-disciplinary suspension events that would justify termination." and ruled immediate reinstatement with full back pay from her March 9 discharge.

Tim Kirkey, a nurse's aide, was terminated by the hospital Jan. 20 for incidents that occurred Jan. 8 and Jan. 11. Hospital authorities charged him with reporting to work Jan. 8 with a soiled uniform and other disciplinary infractions. Although the hospital argued Kirkey was "no stranger" to discipline, CSEA presented convincing testimony that he was a good worker, easy to supervise, and the hospital had failed to communicate proper codes for his alleged violations.

In his decision the arbitrator specified:

"If Kirkey had been properly supervised and told that certain types of behavior could lead to termination, his actual termination could have been upheld. However, in this case the termination is not supportable and the grievant (Kirkey) should be returned to work on a last chance basis, with seniority intact."

In late July, Jean Grinstead, a licensed practical nurse at Massena Hospital, was charged with a number of unspecific infractions and terminated.

She immediately filed a grievance according to the contract claiming the charges stemmed from a personality conflict with a charge nurse. The grievance proceeded to a second step hearing with the administrator where CSEA argued that the hospital had made no effort to rectify the differences between grievant and the charge nurse. The case was resolved at the second step and Grinstead was reinstated Aug. 29.

Steve Ragan, CSEA field representative, was involved in each case and, in addition to the effort of CSEA legal services, acknowledged the work of Unit President Sandra Luman; grievance chairwoman Panny O'Brien; and Steward Charlene Summerfield in handling the cases.

Publisher's note

In the Sept. 21 edition of The Public Sector there were two typographical errors in the candidate statement of Treasurer Barbara Fauser. These were errors in the typesetting of the publication.
ASBESTOS SEMINAR HIGHLIGHTS RISKS

By Anita Manley
CSEA Communications Associate

FISHKILL — An official of the New York State Bureau of Toxic Substances, speaking at a seminar held here recently, cautioned CSEA members about the serious dangers of exposure to asbestos.

Samuel Syrotynski, chief of the Indoor Air Quality Section of the bureau, addressed nearly 90 union members at the workshop. It was sponsored by the Region III Health and Safety Committee to address the concern of employees in schools and state hospitals where asbestos has been discovered.

Syrotynski warned members that even brief exposure to asbestos fibers can cause serious disease, although illness and their symptoms may not show up for a number of years.

Unfortunately, he said, there are at present no uniform standards of exposure levels in the state. While New York state health laws do not address asbestos, school districts must comply with the School Asbestos Safety Act of 1979 which requires school districts to survey all public school buildings for asbestos and to submit a plan for removal or containment.

Syrotynski pointed out that those standards which do exist are applicable only to industrial workers, and, he adds, “I don’t agree with them.”

Finding a better way to deal with the problem is a priority for his agency, says Syrotynski. He noted that Manhattan Senator Martin Conners has been conducting hearings throughout the state to determine what kind of legislation is needed. For example, a few states require a special license for construction companies who remove asbestos. Syrotynski would like to see regulations like that put in place in New York State.

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Many school districts have closed school buildings recently to remove asbestos. Just how safe they are afterward is not easy to determine.

“The come to me to open them,” said Syrotynski. “I ask them, ‘How clean is clean?’ ‘What procedures did you use?’ It’s not so simple.”

Especially the testing, he says. Air samples may show nothing, even if the asbestos is obviously crumbling and hazardous because the dangerous asbestos fibers cannot be seen with the naked eye. According to Syrotynski, the microscopic needle-like fibers are easily inhaled and even a brief exposure can lodge a few fibers in the lung where they can cause cancer, asbestosis (a severe lung disease) or Mesothelioma, a cancer which attacks the membranes of the lungs or abdominal cavity.

Also, statistics have shown that asbestos workers who smoke are 60-90 times more likely to die of lung cancer than non-smoking/non-asbestos workers.

Exposure to asbestos can also come from an indirect source. Syrotynski pointed out that most old apartments contain asbestos. Those who work with asbestos may bring the fibers home on their clothes to their families. In fact, studies have shown that Mesothelioma occurs in persons who live in the households of asbestos workers and in the vicinity of factories that use asbestos in the manufacture of certain products.

NEW WORRY — Samuel Syrotynski, right, speaks with Ron Chomiw, chairman of the Westchester County Unit Health and Safety Committee, about the recent discovery of asbestos at Westchester Community College.

How to handle ASBESTOS

What action should be taken if asbestos is discovered?
Syrotynski emphasized that not all asbestos should be removed. “In some cases, removal can cause more problems,” he says.

Encapsulating or containing the asbestos is more practical in cases where the area will not be disturbed by maintenance crews or is contained in “dead air space.” The use of the area, should also be considered. For instance, the removal of asbestos from a dormitory or classroom should take priority over removal from a storage room.

How does one test for asbestos fibers? Syrotynski recommends the following procedure:

- Spray material to be tested with water before sampling.
- Use a small, wide-mouth glass jar with a screw-on lid.
- Gently twist the open end onto the material (or use a knife to cut or scrape). A pea size sample is adequate.
- Tightly close lid, wipe exterior with a damp paper towel.
- Tape lid to prevent opening during handling or shipping.
- Label the container.
- Record data for sample site.
- TAKE PRECAUTIONS! Minimize personal exposure. Use an approved respirator and disposable clothing coveralls. Exercise care in removing ceiling panels. Hold sample container away from the face. Don’t disturb surface anymore than necessary. Inspect and sample only when area is not in use.

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Spills or leaks should be cleaned with a wet-mop or a high efficiency vacuum cleaner. Avoid blowing, dry brushing or dry mopping, all of which may raise dust levels. For storing asbestos waste, use heavy gauge impervious plastic bags. For final disposal, contact the regional office of the New York State Department of Environmental Conservation.

Samples can be tested at private labs throughout the state. For a list of approved labs, contact the New York State Health Department in Albany.