CSEA President William L. McGowan takes to the road next week, opening a statewide tour designed to expand communications with rank and file union members. The tour will cover all six CSEA regions between then and mid-September, repeating a highly successful tour initiated last year.

Mr. McGowan has often said "communication is the lifeblood of a responsible labor union," and said the series of informal meetings which will comprise the statewide tour are ideal for rank and file members to discuss their concerns and problems on a one-to-one basis with the union leadership. Although President McGowan travels extensively throughout the state on a regular basis, he said there is no substitute for frank, open discussions in an informal setting such as the upcoming tour will provide.

All meetings are scheduled in CSEA regional or satellite offices, and all are on a first come, first served basis with no appointment necessary.

First stop on the tour will be the Region VI regional office in Buffalo on Tuesday, August 26, followed by a session on Wednesday, August 27, in the satellite office in Rochester.

The tour then moves to CSEA Region III, where a change in locations has been made from the previously announced schedule. On Thursday, August 28 the meeting will be held at the satellite office in White Plains, and on Friday, August 29, President McGowan will meet with members at the Fiskill regional office.

The complete schedule of visits is as follows:
- Region 1—September 4 and 5 in the Regional Office, Amityville.
- Region 2—September 15 in the Regional Office, New York City.
- Region 3—August 28 in the Satellite Office, White Plains; and August 29 in the Regional Office, Fishkill.
- Region 4—September 17 in the Regional Office, Albany; and September 18 in the Satellite Office, Plattsburgh.
- Region 5—September 8 in the Satellite Office, Utica; and September 9 in the Regional Office, Syracuse.
- Region 6—August 26 in the Regional Office, Buffalo; and August 27 in the Satellite Office, Rochester.

Commissioner's promise becomes sham

NEW YORK CITY — "The promised turning of Manhattan Psychiatric Center (MPC) into a model institution is no more than a public relations sham by the commissioner of Mental Health," CSEA Field Representative Bart Brier charged.

Brier said in the five months since Commissioner James Prevost stated he would turn MPC into a model institution, there has been no indication that the State Office of Mental Hygiene (OMH) has made any effort to increase staffing at the badly understaffed hospital on Wards Island in New York City.

Brier, MPC Local 413 President Ismael Lopez and Grievance Chairman Mohammed Hussein were informed by OMH Regional Director Sarah Connell on Aug. 12 that there was no request for significant staffing increases at MPC in the 1980 State Supplemental Budget. Connell also indicated to the CSEA officials that she knew of no plans for significant staffing increases in the yet to be proposed 1981 State Budget.

"It would better serve all parties if OMH and its commissioner — Prevost — would cut out the bureaucratic double-talk and either seek a significant increase in MPC staff or publicly admit that the statement about making MPC a model institution is a public relations sham," Brier said.

Earlier this year, MPC failed its accreditation inspection. The first shortcoming listed in the accreditation report was the understaffing at MPC.

A State report proposing a reorganization of MPC has recommended 400 additional staff.

Connell indicated that some reorganization of staff at MPC is being contemplated without major staffing increases.

Lopez bitterly denounced reorganization plans without increased staffing. "Shuffling bodies around and changing titles, pass days and shifts accomplishes only one thing — the disruption of the lives of our members.

"Without MPC hiring a lot more staff, a reorganization would not change conditions at the hospital," Lopez said.

Local turns thumbs down on Rockland County plan

NANUET — Rockland County CSEA Local 844 has lined up against a proposed local law to replace Rockland County's personnel officer with a three-member civil service commission.

Local President John Mauro explained that the personnel department is involved in a variety of matters besides administering civil service law, such as contract negotiations, administering insurance plans, advising employees about retirement, and making salary recommendations.

"Decisions, at times, must be made on the spot and that's not practical when you're working with three different people," Mauro noted.

Other reasons listed by union leaders against the commission include:
- need for the union to have one person to do business with when discussing contract matters.
- lack of accountability because commission members can make it impossible to determine how they voted,
- introducing politics and wheeling-dealing into the civil service process, and
- increased costs because part-time members will have to receive some compensation, and a full-time executive secretary will have to be hired.

County Unit President Ray Zerbarini added that, "the commission form is obsolete, the federal government eliminated it, the state is proposing to eliminate it, and at present 32 of the 37 counties in the state have gone the route of personnel administrators."

Mauro concluded, "the local law is a step backwards, and in the interest of economy, efficiency and effectiveness, as well as promoting better labor relations, the present system should be maintained."

CONTRACT TALKS involving the second-largest Local within CSEA will begin shortly. The present contract covering the more than 12,000 members of Suffolk County CSEA Local 582 expires on December 31, 1980. Preparing for those important negotiations are, from left, CSEA Region I Field Representative Irwin Scharfield, Local 852 President Ben Boczkowski and CSEA Collective Bargaining Specialist Nels Carlson.
Gallagher discusses training program with regional heads

WHITE PLAINS — Ramona Gallagher, training specialist in the CSEA-AFSCME Legislative Office in Albany, recently met with Southern Region III President James Lennon and with two Region III members of the statewide Legislative and Political Action Committee, Carmine DiBattista and Eleanor McDonald.

Ms. Gallagher also has met with the regional presidents and members of the statewide committee in Regions I, IV and V. She plans to also hold similar meetings in Regions II and VI.

She said the purpose of the meetings was to “let gather information to help formulate a statewide training program.”

Lennon said: “The idea of having a training specialist is key to a successful political action program.”

“ar Region III, the political action program has been extremely successful. CSEA played a key role in Lucille Pattison’s upset victory for Dutchess County Executive and in other races in the region.”

“With the assistance of a training specialist, the program can become even more successful.”

LINDENHURST LIBRARY UNIT of Suffolk County Local 852 officers, from right, Treasurer Elsie Barry and President Lucille Knap are sworn into office by Unit Vice President Sandra Parits.

Calendar of EVENTS

August
16—Rensselaer County Local 842 annual weekend, 1 p.m., Krause’s Halfmoon Beach, Crescent.
17—Dutchess County Local 814 first annual outing, noon-6 p.m., rain or shine, Wicca Park, Route 199, Pine Plains.
18—Saratoga County Local 846 Executive Committee meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
20—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
23—Brooklyn Development Center Local 147 disco and fashion show in honor of James Gripper, 10 p.m.-3 a.m., Midwood Terrace, 1143 Flatbush Ave., Brooklyn.
13—Long Island Region I legislative and political action seminar, 8:30 a.m.-noon, Holyoke Inn, Holyoke.
14—Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street Ballston Spa 5:00.
15—Saratoga County, 846 Executive Board Meeting, Solar Building, High Street Ballston Spa 7:00.
16—Buffalo Local 003, general membership meeting, 5:30 p.m., new Buffalo Hilton on the waterfront.
17—Local 335 all-holiday dinner dance, Town and Country Restaurant, Waiden and Union Road, Cheektowaga. Cocktails 6:30 p.m., dinner 7:30 p.m.
20—Region VI meeting, Sheraton Inn East, Walden Avenue, Buffalo.
21—Hudson Valley Armory Employees Local 252, Annual Banquet and Awards Dinner, Capri II restaurant, 152 Washington Street, Peekskill, New York 8:00 p.m.

September
16—Westchester County Local 852, dinner dance, noon-6 p.m., rain or shine, Locust Hill Country Club, Rye.
17—Saratoga County, 846 Executive Board Meeting, Solar Building, High Street Ballston Spa 5:00.
18—Saratoga County, 846 Annual Banquet, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
19—Buffalo Local 003, general membership meeting, 5:30 p.m., new Buffalo Hilton on the waterfront.
20—Oneida County, 846 Shop Stewards Meeting, Solar Building, High Street Ballston Spa 5:00.
21—Poughkeepsie Local 838, annual dinner dance, The Social, 8:00 p.m.
22—Saratoga County, 846 Executive Board Meeting, Solar Building, High Street Ballston Spa 5:00.
23—Saratoga County, 846 Executive Board Meeting, Solar Building, High Street Ballston Spa 7:00.
24—Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street Ballston Spa 5:00.

Ex-Niagara president dies

NEWFANE — William M. Doyle, 66, former president of CSEA Niagara County Local 832, died recently after a long illness.

Mr. Doyle had retired 1978 after 35 years service as a senior lab technician at the Mount View Health Facility. He was president of Local 832 for ten years, from 1967 to 1977, but he had worked for the union many years before that.

Those who knew him personally and professionally feel his loss greatly,” said Joan Knows, Secretary of Local 832. “We salute this quiet reserved man. He served his union well.”

Region IV lists schedule

ALBANY — The Region IV Activities Committee has selected its lineup of events for the fall.

Sept. 13 is the date for a trip to Belmont Park Racetrack, with roundtrip transportation, admission, a program and a full dinner going for $27. Checks should be made payable to CSEA Region IV.

The group will leave at 8 a.m. from Building 8 on the State Office Building Campus. The deadline for applying for this trip is Aug. 30, according to Activities Committee Chair Eileen Salisbury.

Interested CSEA members should contact Dave Parks at (518) 474-9763.

Ms. Salisbury said the committee has decided, on the basis of requests from locals throughout the region, to include a deep-sea-fishing trip on Oct. 18, and a shopping trip to New York City on Nov. 15, among future activities for Region IV CSEA members.

Details on these and other Region IV activities will be appear in future editions of the Public Sector.
Rensselaer deputies offer own pact, feel imposed contract an unfair one

TROY — Representatives of the Civil Service Employees Assn. have presented the union's version of a one-year contract to the Rensselaer County Executive and County Sheriff for their signatures, the latest move in a tense situation that has been boiling since the Rensselaer County legislature last month imposed a one-year contract on 77 employees in the sheriff's department represented by CSEA.

The union document contains a list of several key items that the union contends were agreed on by both sides prior to declaring an impasse in negotiations, which led to a factfinder's report being rejected by the county and ultimately, the imposition of the one-year contract by the legislature on the CSEA deputy sheriffs unit. CSEA says those previously agreed to items were left out of the contract imposed upon the employees by the legislature.

CSEA Collective Bargaining Specialist Harmon Swits said the union's version must be signed by management in order to "establish a basis for worker dignity and future negotiations." It was Swits, along with Unit President Gary Bryer, Rensselaer County CSEA Local President Richard Evans, and other union staff members, who presented the union contract version to management. Swits told news media representatives who covered the controversial presentations, "What we now have is a complete, comprehensive one-year contract which includes the one-year salary figure decided by the county legislature and all of the other items which the parties agreed to prior to submitting four issues to fact finding." He said acceptance by management "could serve as a basis for a stable and professional relationship."

CSEA Deputy Sheriffs Unit President Bryer commented, "Forcing the membership to take a giant step backwards at this point in time could be a very bad decision on management's part."

Rensselaer County Local President Richard Evans concluded, "Every public employee in Rensselaer County is upset with the treatment that these employees are receiving at the hands of management. CSEA unites when any of our members are threatened by a bullying management. That unity will see us through this problem."

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The OMH officials said the suggestion would be considered and they drain of funds which could be used for the other 1,500 patients at the hospital and that Creedmoor forensic unit employees are inadequately trained and equipped.

Central forensic unit said being considered

NEW YORK CITY — A suggestion to establish one central forensic unit on Wards Island for all of New York City is now under consideration by the State Office of Mental Health (OMH), Metropolitan Region II Director George Bispham reported.

Bispham said he made the suggestion to OMH officials at a meeting on Aug. 4. Representing CSEA at the meeting Bispham, Field Representative Bart Brier and Creedmoor Local 406 President Dorothy King.

The OMH officials said the suggestion would be considered and they would get back to the union officials, he said.

Brier said in New York City at present there is an official forensic unit as part of Manhattan Psychiatric Center on Wards Island.

Unofficial forensic units are in operation at Bronx Psychiatric Center, Creedmoor Psychiatric Center in Queens, Kingsboro Psychiatric Center in Brooklyn and South Beach Psychiatric Center on Staten Island, Brier said.

A forensic unit is where mentally ill patients who have committed violent crimes are kept.

Bispham said one of the vacant buildings of Manhattan Psychiatric Center (MPC) could easily be made into a secure facility for a forensic unit.

"Wards Island presents no danger to any residential area and there are only two bridges off the island, which makes security a relatively simple matter," Bispham said.

He said MPC Local 413 has no objections to a central forensic unit being established on Wards Island.

Bispham's suggestion came out of a discussion about the unofficial forensic unit at Creedmoor Psychiatric Center (CPC) which Region II and Local 406 would like to have removed from the Creedmoor grounds.

Ms. King said the removal of the Creedmoor forensic unit as well as opposition to a State Supplemental Budget proposal to beef up the unit is based on the location of Creedmoor in a residential neighborhood, the drain of funds which could be used for the other 1,500 patients at the hospital and that Creedmoor forensic unit employees are inadequately trained and equipped.

AID FOR SOVIET JEWRY. Members of the Long Island Committee for Soviet Jewry put the finishing touches on plans for a fund-raising dinner at the Sands Restaurant in Atlantic Beach. The Committee, composed of political, union and cultural leaders from Long Island, is working to help Jews who want to emigrate from Russia. Standing are, from left, Joseph Margiotta, Nassau County Nassau Committee Chairman and Long Island Committee Chairman of the Dinner Board; Norman Levy, New York State Senator and Chairman of the Advisory Board; Irving Flaumenbaum, President, Long Island Region of the Civil Service Employees Association and AFSCME International Vice President; Honorary Chairman of the Labor Committee, Seated from left are Francis T. Purcell, Nassau County Executive, who will be honored at the dinner; Lynn Singer, Director, Long Island Committee for Soviet Jewry; and Joseph Colby, Oyster Bay Town Supervisor and Chairman of the dinner.

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Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out they did not.

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The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete the coupon below and mail it to:

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Nassau OTB signs labor pact

Nassau County Off Track Betting CSEA Unit President Frederick T. Gropper has announced the ratification of a three-year labor agreement with Nassau Region Off Track Betting Corporation.

In March of this year, the membership rejected a proposed contract by a 3 to 1 margin creating an impasse with management necessitating the assignment of a mediator-fact-finding by P.E.R.B. to resolve the issues. After three months of mediation and fact-finding, changes were made in contract language, transfer policy, medical leave and a controversial sick leave plan.

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Ratification of the new contract effecting working conditions, transfers leave and sick time.

In addition, the salary package includes a three year step plan for part time cashiers attaining $6.00 per hour wage by September of 1981, also, a graduated salary increase for shift managers after 18 months of service. George Peak, CSEA collective bargaining specialist and chief negotiator for the Unit, which is part of the Nassau County Local 830, said that in addition to the salary package, 54 new changes were written into the new contract effecting working conditions, transfers leave and sick time.

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In addition to Peak, the negotiating team consisted of Edward Smith, team Chairman; Fred Gropper, Unit President; Andrew Sauer, Betty Coulon, Roy Schaaf, Fran Conway, Norma Murray and Ann Habeeb.
New, safer location for 300 workers

SYRACUSE — A spokesman for the New York State Workers’ Compensation Board, housed in a renovated factory at 1949 Broadway in Menands, now that the state has agreed to a ten-year contract to lease new quarters for them.

Across the street from the board’s present location, the new site is the building once occupied by Topp’s Department Store. The building is in the process of being purchased by the Garry Mid-City Realty and Development Corporation, which will make renovations on it before leasing it to the state.

Robert Foley, president of the Workers’ Compensation Local CSEA greeted the news of the planned move with the comment, “It’s about time.”

Foley says the union has long been in favor of the move because it feels the flaws in the Broadway location are too complicated and too numerous to be corrected. He added that the staff has outgrown the space, causing much inconvenience for all.

“The building is old and generally rundown — there’s no way the state can fix it up. There’s no way to make it safe,” he said.

In addition to a safer environment and more space, the new location will provide the employees with abundant parking and restroom facilities, separate from those serving the general public using workers’ compensation offices.

The employees are also pleased, according to Foley, that they will be located in the same area and will not have to alter their transportation arrangements to get to work.

According to Jack Miller, CSEA Field Representative for Local 850, Ms. Crough filed a grievance in January, 1980, when the Seneca County Refused to include additional money in Ms. Crough’s salary for a job-related educational degree as specified by the contract.

“The clause in the present contract effecting Ms. Crough and several other employees was supposed to be implemented January 1, 1980,” Miller said.

“Ms. Crough was denied the money on the basis the position she now holds required a degree. But contract language stated specifically that monies were for securing the initial position, and her initial position did not require a four year degree,” Miller said.

James Hancock, CSEA Regional Attorney, handled the case for Ms. Crough. In a comment following the narrative, CSEA Field Representative Miller said the favorable decision should effect the outcome of several other similar cases.

“Although the money award was not substantial in relation to the cost of arbitration, it should strongly indicate to Seneca County employees that CSEA was basically concerned with contract interpretation and will fight to protect a principle,” Miller said.

Seneca woman wins case

SYRACUSE — A spokesperson for the Civil Service Employees Assn. has announced that the American Arbitration Association (AAA) had issued a decision in favor of Juliane Crough, a Senior Case Worker for the County of Seneca.

According to Jack Miller, CSEA Field Representative for Local 850, Ms. Crough filed a grievance in January, 1980, when the Seneca County Refused to include additional money in Ms. Crough’s salary for a job-related educational degree as specified by the contract.

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Murphy to drive 1200 miles, use a week vacation to join B.A.S.S. competition

SYRACUSE — When Tom Murphy is not working as an X-ray technician for the County of Onondaga, or busy with his many duties as President of CSEA Local 834, he loves to enter professional bass fishing competition.

As a matter of fact, Murphy enjoys the sport so much he is planning to use a week of his vacation time to drive more than 1200 miles and enter the national competition to be held August 18-22, 1980 at the Grand Lake of the Cherokees, in Oklahoma.

According to Murphy, plans now call for his six-month-old son to be left, when he departs Friday morning, August 15 and drive to where 30 other B.A.S.S. (Bass Anglers Sportsmen’s Society) teams will gather for the week-long fishing. The first two days will be spent practicing and the final three days devoted to the official competition.

The B.A.S.S. organization has grown so rapidly in the past eleven years, it now includes thousands of members across the country.

“My wife and I live on the shore of Oneida Lake — one of the best lakes for fishing in New York State and I have always considered myself a better than average fisherman,” Murphy declared, “but I never cease to be amazed by the skill of the B.A.S.S. competitors. I have actually seen a winner fish a 16 pound bass when another fisherman’s boat has 22 pounds of fish on board. That’s what they mean by the ‘B.A.S.S. philosophy’.

Murphy plans to vacation as a competitor in a national fishing meet. “I can’t think of a better way to enjoy a vacation,” Murphy said about his trip to Oklahoma later this month.
UNRESTRICTED ACCESS to the area of Downstate Medical Center where radioactive materials are used is demonstrated by Local 646 President Frances DuBose who is standing in the Cold Room, a place where radioactive materials are stored. Local 646 members said the radioactive materials are not always stored properly.

THE THERMOMETER IN THE BOILER ROOM of Downstate Medical Center in Brooklyn reads 120 degrees. Members of Downstate Medical Center CSEA Local 646 point out that the thermometer is at floor level. Employees have to work on catwalks as high as 220 degrees.

Warning: Working at Downstate may be hazardous to your health

A PLUMBER AT DOWNSTATE MEDICAL CENTER was cut while working with sodium hydroxide to clear drain pipes. Members of Local 646 said the plumbers are not issued protective clothing for working with the dangerous chemical.

The employees were issued one heavy, cumbersome respirator with just one mask.

No protective clothing is issued to the plumbers who work in the boiler room “are subject to the extreme electrical power in this department, it is necessary for every time there are required to work in that wing of the hospital.”

The chemical paraline, which is highly caustic and is irritant to eyes and respiratory system, is added to the boiler feed water to help clear the pipes in the boilers.

The chemical paraline, which is highly caustic and is irritant to eyes and respiratory system, is added to the boiler feed water to help clear the pipes in the boilers.

Among the health problems caused by the boilers are headaches, heat cramps, excessive sweating, nausea, vomiting, respiratory system, eye irritation, skin rashes, heat cramps, nausea, vomiting, respiratory system, eye irritation, skin rashes, heat cramps, nausea, vomiting, respiratory system, eye irritation, skin rashes, heat cramps, nausea, vomiting, respiratory system, eye irritation, skin rashes.
Tough in the ring, his biggest joy is working with kids, helping his patients back into society

By Hugh O’Haire
CSEA Communication Associate

BRENTWOOD — The heat hangs heavy in the basement of the Brentwood Recreation Center after a hot summer day. It is evening now and the large room is deserted except for a solitary figure dancing and shadow boxing in a ring in the corner. Sweat is dripping from his glistening vandyke and running down his muscular chest. As he throws punches at an imaginary foe, the boxer’s gauze-wrapped fists blur into white streaks in the stale air of the darkened ring.

There is nothing imaginary about John Mill’s punches, however. The two-time National Golden Gloves middleweight champion and former member of the United States National Boxing Team, is undefeated in nine fights as a professional.

Mr. Mills, a recreational therapist at Pilgrim State Hospital in West Brentwood, Suffolk County, works out every evening to keep in shape. He has a bout coming up in the next two months but a contract has not yet been signed, he says.

Now fighting under the name “General Mills,” John Mills started boxing in a Town of Islip Department of Parks and Recreation program in the early 1960’s when he substituted in the ring for a boxer who didn’t show up. He fought an experienced opponent to a draw and was encouraged to continue boxing by a Police Officer, John Thomas, who had experience as a Police Athletic League coach.

“I began to work out at the Brentwood Recreation Center. Thomas was an old Navy fighter and he taught me the basic Navy Boxing system which was simple and made it easy to learn to throw combinations,” he said.

Mr. Mills fought his next fight and then five others in a row. In 1970, he got a new coach, Gene Moore, and made it to the Golden Gloves semi-finals as a sub-novice middleweight losing in a decision in Madison Square Garden.

The following year, he entered the Golden Gloves as an open class fighter, which meant that he had to fight three-minute rather than two-minute rounds. He defeated his opponent, Willie Classen — who was killed in the ring earlier this year and who had defeated him the year before as a sub-novice for the championship. He won the Eastern Regional Golden Gloves title for his weight class for two consecutive years. His record as an amateur is an outstanding 192 wins and six losses.

Following his Golden Gloves victories in New York, Mr. Mills qualified for the United States National Boxing team by beating other Golden Gloves champions from other Regions. On the United States National Boxing team he was number among his teammates, Leon Spinks, Howard Davis, Sugar Ray Leonard and Eddie Gregory. In 1974, he toured Ireland, Italy, Germany, Sweden, Czechoslovakia, Romania and Russia with the National Boxing Team.

“The Europeans and the Russians have tremendous upper-body strength and they come right at you. To fight them, you have to move out of their way to the side and punch. Lateral movement is the best defense against a straight-on boxer,” he said.

Under the guidance of trainer Howard Davis Sr., Mr. Mills turned professional in 1975 and has won five of his pro fights on technical knockouts and four on decisions. His most notable victory was a recent decision over D.C. Walker of Boston who had fought and lost a decision to Marvin Hagler, the number one contender for the middleweight championship.

When not in training, John Mills likes to help young people participate in sports. He is currently sponsoring the Brentwood Sounding High School Varsity basketball team in the Long Island summer league. He provides them with transportation and uniforms. His team is currently tied for the Summer League Championship for Eastern Long Island.

Mr. Mills also enjoys working with people as a recreational therapist at Pilgrim where, “I work with old people, senior citizens, who have been in the hospital for years. Many of them have lost motivation or the confidence to do things on their own. But age is a state of mind, and my job is to encourage them to get back on their own feet. I really get a kick out of getting some of them to leave the hospital to resume normal life in society,” he said.

Having a full-time job has allowed John Mills to avoid the dangers of boxing, he says, because he can pick his fights rather than to fight when he is not in top physical condition or just for the money to survive. He is working with other Long Island boxers to put on a fund-raising exhibition match benefit for Johnny Wilburn who recently suffered a blood clot on the brain in a boxing match and is unable to box any longer. Mr. Wilburn has three children and was 26 years old when he was injured.

“Sometimes it’s a good thing to be out of the ring. You get into the fight with double vision from a rough fight he had previously but he needed the money. He was a fighter from the time he was 15,” Mr. Mills said.

“You should never go into a ring unless you’re 100%,” he said. “I’m lucky, I don’t have to take every fight that comes along because I don’t need the money to live.”

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Activities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-rooted strength of the powerful union. Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable “Faces in the Crowd” of the thousands of people who help the union function effectively.
Career advancement topic of CSEAP seminar

THE CSEAP SEMINAR IN Long Island Region I at the State Office Building in Hauppauge is well attended by members of the 12 State locals in Region I.

AMONG THOSE AT THE CSEAP seminar for Southern Region III at SUNY New Paltz are, from left, Glenda Davis, Rockland Psychiatric Center Local 421; Rose Marcinkowski, Walkill Correctional Facility Local 163; Rose Clark, Mid Hudson Local 009; and Doris Josephson, Local 421.

HUDSON RIVER PSYCHIATRIC CENTER LOCAL 410 members, from left, Carol Zapp and Lorraine Scutt attend the CSEAP seminar in Southern Region III at SUNY New Paltz.

CSEA COLLECTIVE BARGAINING SPECIALIST John Conoby and Clerical and Secretarial Employee Advancement Program Committee member Elaine Todd lead a discussion at the CSEAP seminar in Metropolitan Region II at the World Trade center.

‘Education and training opens windows to the world in which you live and work’

ALBANY — The Joint State/CSEA Committee on the Clerical and Secretarial Employee Advancement Program (CSEAP) help seminars in each of the six CSEA regions during the summer.

Each CSEA State local was given the opportunity to send two members to the seminars where the new program was explained.

The spirit of CSEAP was captured in a statement by Southern Region President James Lennon, given at the Region III seminar at SUNY New Paltz. Lennon said:

“You are all very special people. You have come here today to participate in this workshop and to help make the Clerical and Secretarial Employee Advancement Program a reality in New York State.

“The purpose of the advancement program is to open up new opportunities for career advancement to employees whose career choices and opportunities were previously limited.

“I am certainly pleased that our union — CSEA — is participating in this program.

“Let me leave you with one final thought: ‘Education and training opens windows to the world in which you live and work’

CSEA members on the joint committee are Mary Ann Bentham, Patricia Crandall, Timothy Drew, Marie Romanelli, Joan Tobin, Elaine Todd and Sylvia Weinstock.

CSEA Collective Bargaining Specialist Jack Conoby is joint chairperson of the committee.

The Clerical and Secretarial Employees Advancement Program was negotiated for CSEA’s statewide Administrative Services bargaining unit for the current CSEA contract. It provides innovative training, development and advancement opportunities for women, minorities and the disadvantaged in the 38,000-member unit. CSEA’s Jack Conoby helped negotiate the program and has been conducting the informational programs around the state for unit members.

DOWNSTATE MEDICAL CENTER LOCAL 646 (left) has, from left, Susan Kaplan and Barbara Moore attending the CSEAP seminar in Metropolitan Region II at the World Trade Center.

REPRESENTING NEW YORK CITY LOCAL 010 (right) at the CSEAP seminar in Metropolitan Region II are, from left, Josephine Berkman and Ruth Joseph.
Union women speak up

NEWBURGH — Approximately 50 CSEA members, mostly women, attended the recently held Southern Region III women’s workshop.

Region III President James Lennon welcomed the members to the all-day workshop with these words: “With or without ERA, this union is pledged to promoting the role of women in the labor movement, and also in helping to open up opportunities in all fields of endeavor.

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Region III Director Thomas Luposello made the points that most of the Region III officers are women and that he has found the local presidents in the region who are women to be “very pragmatic and realistic.”

The movie made the point that none of the women accomplished anything by acting “ladylike.”

The remainder of the workshop was divided into sessions on determining problems of women at the workplace, stress management and sexual harassment at the workplace.

Some of the problems discussed at the workplace were: political favoritism; discrimination; salary differences; apathy; treatment by marital status; promotional selections and deadend jobs.

During the session on sexual harassment, Ms. Anderson said: “It is our fault by letting ourselves be brainwashed all the way from the cradle. We give status; promotional selections and deadend jobs.

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You can personally sponsor a Special Olympian in the 1980 program of training and competition for only $19.50! Think of it ... for roughly the price of dinner out for two, you can make a very real contribution to those who need it most.

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Each sponsor will receive the name and address of his or her athlete and information on when and where the Olympian will compete. And so you’ll have something special to remind you of your help, you’ll receive a certificate from New York Special Olympics, Inc. that you’ll be proud to keep.

Please help. For your convenience, use the attached coupon. Send your tax-deductible contribution to:

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We would like to participate in the CSEA "Sponsor-an-Athlete" program for the New York Special Olympics.

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Make checks payable to "New York Special Olympics, Inc."
Battle lines drawn with management over anti-union acts against Local

Union charges department with having a calculated policy of intimidation

NEW YORK CITY — When one thinks of a union battling management for the right to represent employees, the noble efforts of the Amalgamated Clothing and Textile Workers Union against the criminal J.P. Stevens textile firm in the southern United States may come to mind.

However, one does not have to travel south of the Mason-Dixon line nor even leave CSEA to find a pitch battle for union representation going on.

At stake is whether the employees of the New York State Department of Labor in CSEA Region I, II and the southern part of Region III will receive proper union representation or have their representation problems of the entire membership of the Metropolitan Region II local.

Region II Director George Bispham said the Department of Labor employees are represented by CSEA Local 350, a Metropolitan Region II local.

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Bispham said he and three field representatives are working with Local 350 President George Caloumeno to put a halt to the anti-union tactics of the Department of Labor.

"The chief tactic of the Department of Labor — being carried out by Employee Relations Specialist Joseph Kearney — is what appears to be a calculated policy of attempting to deny management the right to represent employees under the Taylor Law and as agreed to by New York State when it signed the contract," Bispham said.

By Gerald Alperstein
Associate Editor

PREPARING FOR THE AUGUST 18 meeting with State Industrial Commissioner Philip Ross are Metropolitan Region II Director George Bispham, CSEA Field Representative Bart Brier and Department of Labor Local 350 President George Caloumeno. The three CSEA officials are meeting in Bispham's office at Region II quarters.

30 minutes a day on grievance-related telephone calls; and has been harassed with a number of memos, Bispham said.

"In less than one year, Isaacoff, an employee with an unblemished record, has seen his personnel file grow from nothing to two-and-one-half inches thick with memos from Kearney and his (Isaacoff's) supervisors," he said.

An Improper Practice against the Department of Labor for its activities against Isaacoff has been filed with the Public Employment Relations Board.

Caloumeno said: "This IP is so important. The representation of the entire membership of Local 350 is at stake. The only settlement of this IP can be the enforcement of the contract."

Bispham said the Department of Labor also has attempted to deny Caloumeno access to employees by sending memos to Caloumeno's supervisor trying to curtail the local president's use of contractual organizational leave.

A few months ago, Caloumeno wrote to State Industrial Commissioner Philip Ross about the anti-union tactics of Kearney.

CSEA Field Representative Bart Brier said: "It is now up to Commissioner Ross to put a stop to Kearney's anti-union activities or to declare publicly that the Department of Labor is the most anti-union agency of New York State government."

Brier has a number of questions which CSEA deserves answers from the Department of Labor, including:

- Kearney appears to have been chosen to do the dirty work for some higher-ups in the Department of Labor. Who is Kearney doing his dirty work for?
- Why is it that Kearney is allowed to operate as a misguided missile, out of the control of his supposed superiors of deputy and assistant industrial commissioner rank?
- Why does the Department of Labor management resist sitting down in constructive labor-management discussions?

Brier said, "Most of my work for CSEA is with Mental Hygiene locals of roughly the same size as Local 350. The representation problems of Local 350 are worse than any I have encountered in Mental Hygiene." Bispham, attempting to understand the anti-union activities of Kearney and the Department of Labor, believes for many years Local 350 fell more into the definition of "Association" rather than labor union as were most CSEA locals at one time.

In 1979, Caloumeno, Isaacoff and a new local executive committee came into office and, to the surprise of management, started vigorously defending the rights of the employees they represent, he said.

Bispham believes that when Local 350 started filing more grievances and standing up for its members, the Department of Labor reacted by disciplining more employees and by harassing Caloumeno and Isaacoff.

"I just want Kearney to know that he is no longer harassing one isolated CSEA local. The strength of CSEA Region II stands behind Local 350 to see that its members are represented as guaranteed in the Taylor Law and as agreed to by New York State when it signed the contract," Bispham said.

Meeting scheduled with commissioner

NEW YORK CITY — The requested meeting by Department of Labor CSEA Local 350 with State Industrial Commissioner Philip Ross was tentatively scheduled for the World Trade Center on Aug. 18, it was announced at press time.

Representing CSEA at the meeting were to have been members of Local 350 led by its president, George Caloumeno, and members of the Metropolitan Region II field staff led by Regional Director George Bispham.

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