Ballots mailed for election of statewide officers

Ballots for the election of CSEA statewide officers were mailed to all eligible members on May 15. Deadline for return of completed ballots is noon, June 13, 1985, at the address on the return envelope. Eligible members who have not received their ballot may order a replacement ballot on or after May 20 by contacting Brenda L. Smith, Independent Election Corporation of America, 7 Delaware Drive, Lake Success, N.Y. 11042, telephone number (516) 437-4900.

State workers say “yes!”

ALBANY—By a healthy 3 to 1 margin, CSEA members in the union’s three state bargaining units have approved new contracts with the State of New York providing salary increases, increments, longevity payments and other major benefits during the next three years. The first raise, 5 percent, is scheduled to become effective with the first payroll period in June. A 5.5 percent raise will take effect April 1, 1986, and a raise of 6 percent will become effective April 1, 1987. The salary hikes compound to 17.5 percent over the life of the agreement.

“Because our government workers have contributed so much to the operation of our state in recent years, a vote of confidence in the state’s fiscal year was not unexpected,’ said CSEA President William L. McGowan after the May 13 ballot count. McGowan added that he has directed the staff and political action people to do everything possible to speed legislative approval and funding necessary to get this contract finalized as quickly as possible.

“Overall, the vote of confidence is significant and sends a strong message to our political leaders that we need to get this contract finalized as quickly as possible,” McGowan said. The new agreements cover 97,000 state employees in CSEA’s Administrative, Institutional and Operational bargaining units.

“The ratification vote was a message loud and clear that our members had confidence in their negotiating team and in the first rate job they did at the bargaining table,” CSEA President William L. McGowan said after the May 13 ballot count. The new agreements cover 97,000 state employees in CSEA’s Administrative, Institutional and Operational bargaining units.

“The ratification vote was a message loud and clear that our members had confidence in their negotiating team and in the first rate job they did at the bargaining table,” CSEA President William L. McGowan said after the May 13 ballot count. The new agreements cover 97,000 state employees in CSEA’s Administrative, Institutional and Operational bargaining units.

“Overall, members voted to accept the pacts by a margin of 3 to 1. The votes ran 77 percent in favor of acceptance in the Administrative Services Unit; 81 percent in favor in the Institutional Services Unit; and 76 percent in favor in the Operational Services Unit.”

We expected membership approval and the count proved that the membership agreed with us that this is a good contract,” noted Executive Vice President Joseph McDermott.

Longevity payments were maintained for most career employees while newer workers would continue to receive increments until reaching the top of their salary schedule.

In addition, 1 percent will be set aside in the second and third years for comparable worth adjustments and to implement classification studies. The total contract package will cost the state an extra $400 million.
Sullivan sheriffs ok big $ boosts in pact

MONTICELLO — Wage adjustments and salary increases over the next three years are contained in a recently ratified contract for CSEA-represented employees of the Sullivan County Sheriff's Department.

Collective Bargaining Specialist Manny Vitale said the 86 employees will receive wage hikes of 7 percent retroactive to Jan. 1; 6.5 percent as of Jan. 1, 1986 and 5.5 percent effective Jan. 1, 1987.

In addition to the percentage increases, wage adjustments will be paid to certain employees as follows:

—Deputies earning less than $16,000 this year, will receive an additional $500 this year over and above their salary. Those earning under $17,000 next year will receive $400. Deputies earning under $18,000 in 1987 will receive $300.

—Sergeants earning under $18,000 this year will receive $300. Those earning under $19,000 next year will receive $300.

—Cooks earning under $16,000 this year will receive $300 and those earning under $17,000 next year will receive an additional $300.

—Watchmen earning under $11,000 this year are due to receive a wage adjustment of $300 this year.

—Clerks earning under $11,500 this year will receive $200 and those earning under $12,500 in 1986 will receive $200.

—The department's senior account clerk will receive an adjustment of $300 this year and $200 next year.

The contract also provides for a new five-year longevity step of $125 and a 10-year step in the amount of $175; a two hour minimum call-in at overtime rates; an additional $100 in uniform allowance and a Martin Luther King Day holiday beginning in 1986.

Members of the negotiating team included Unit President Fred Rock, Phyllis Siegel, Phil Blecker, William little, Sal Cardile, James Whalen and Brian Cole.

Rock says he's pleased with the contract which increases wages from a minimum of 20.2 percent to as high as 30.9 percent and credited his committee and Vitale "with a job well done."

HARRISON SCHOOL DISTRICT TEACHER AIDES represented by CSEA have signed a three-year contract providing pay increases of 6.5 percent per year plus increments, in addition to merit increases for college credits. Seated from left are School Superintendent Dr. Joseph Carbone, Unit President Marie Scoecchera and Region III Field Representative Larry Sparber. Standing are members of the union negotiating team, including Mary Verrilli, Jackie Castellano and Connie Mercurio. Harrison is located in Westchester County.

Harrison teacher aides

HARRISON — Merit increases for college credits and a 6.5 percent pay increase, plus annual increments, in each of three years are contained in a new contract recently ratified by CSEA-represented employees in the Harrison School District in Westchester County.

In addition, according to CSEA Region III Field Representative Larry Sparber, the contract provides for creation of a seventh step retroactive to the 1984 salary schedule.

Other improvements include addition of another sick day and an emergency leave day to leave accruals.

Retirees are also provided for in the new agreement, Sparber said. They will receive a lump sum payment for unused sick leave. Former full time employees will also be entitled to full medical insurance coverage for themselves and their dependents.

The agreement, which is retroactive to July 1, 1984, covers about 50 teacher aides in the school district.

Elmsford School contract ratified

ELMSFORD — Salary increases and a new 20-year retirement plan are contained in a three-year contract recently ratified by custodial and clerical employees in the Elmsford School District in Westchester County.

CSEA Collective Bargaining Specialist Donald Partrick said employees will receive a step increase of $100 plus 10 percent effective July 1; a 7 percent increase as of July 1, 1986 and 7 percent as of July 1, 1987.

In addition, a new step worth 4 percent will be added to the existing salary schedule in July.

Members of the negotiating team included Unit President Dominic Nacerino, Rhoda Siwek and Anthony Indorola.

JOHNSTOWN SCHOOL UNIT CONTRACT — Johnstown CSEA School Unit President Jerry Fries, right, passes the pen to Johnstown School District Superintendent Dr. John McNamara at a recent ceremony marking signing of a new three-year contract. The agreement provides a 7.4 percent salary increase plus increments each year, retroactive to July, 1984. Both sides described negotiations as "tough but professional, resolving numerous problems and creating a better working relationship." CSEA Field Representative Joseph Bakerian served as the union’s chief negotiator.

CONTRACTS

THE PUBLIC SECTOR

May 17, 1985
IF you care about children, consider these grim statistics:

1.5 million children are reported missing for a period of time each year.

Some 20,000 to 50,000 children disappear each year and their cases remain unsolved, some forever.

3,000 unidentified bodies are found in the United States each year and hundreds of those are children.

Missing children are a tragic problem for families in every neighborhood from cities to rural areas. It is a problem that demands the attention of each one of us.

LESSONS FOR LIFE

As easily as you teach your child not to cross the street without looking both ways, you can teach your child to avoid being abducted.

TEACH your children ...

- their full name, address, including state, and phone number, including area code.
- your full name and work phone number.
- how to make a long distance phone call to you and to dial 911 for help.
- whose home or car is safe for them to enter without your permission.
- to phone home to tell you where they are at all times.
- a code word known only to you and the child.

TRAIN them ...

- never to go with, talk to or accept gifts from strangers.
- never to get into strange cars without your permission.
- never to enter strange houses without your permission.
- never to admit over the phone they are home alone.
- never to answer the door when they are home alone.

ALBANY—Tax and Finance CSEA Local 690 is investigating the possibility of establishing a special committee on the local level to become involved in one of the burning issues in society today—missing children.

Local 690 is checking into the feasibility of the project following a recent Local 690 shop stewards meeting, at which state Assemblyman James N. Tedisco of Schenectady, chairman of the Assembly Republican Task Force on Missing Children, spoke about the problem and what is being done to ease it.

Assemblyman Tedisco, who has introduced a comprehensive package of child safety legislation, said that a major public information campaign involving television, radio and public speaking programs is helping make the general public more aware of the problem of missing children.
The Public Sector seeking an editor

ALBANY—The Public Sector is seeking qualified applicants to fill the position of associate editor of CSEA's official publication.

The position requires excellent writing and editing skills, experience in layout design and graphics, and a working knowledge of photography. Experience with video display terminal wordprocessing equipment is desirable.

Minimum qualifications include a college degree in journalism, communication or related field plus two years of professional writing and/or editing experience. Six or more years experience with a professional publication may be considered for substitution for a degree.

Candidates should submit a resume to: Director of Employees Relations and Personnel, CSEA, 33 Elk Street, Box 7125, Capitol Station, Albany, New York 12224 not later than May 28.

Korean War vets planning reunion

Scattered throughout the membership rolls of CSEA are hundreds, perhaps thousands, of men and probably some women who are military veterans of the Korean War. That war ended 32 years ago this coming July 27.

That significant date will not go unnoticed for veterans of what has been called "America's forgotten war," thanks in large part to efforts by William T. Norris of the Albany-area community of Waterford. The member of United Papermakers International Local 17 in Troy is almost singlehandedly responsible for organizing a Korean War veterans reunion and memorial service in Arlington, Va. July 25-27, with special ceremonies at the National Cemetery at 10 a.m. July 27 to mark the 32nd anniversary of the signing of the cease fire in Korea on July 27, 1953.

Korean War era veterans interested in this event should immediately contact William T. Norris, 302 Middletown Road, Waterford, New York 12188 for details.

Comp Worth campaign continues

SANBORNE—An important weapon in the battle for Comparable Worth is the knowledge of who is against it and why.

"Once you know who they are," advised CSEA statewide Secretary Irene Carr, "you'll know where to aim to shoot down tired, old 'the sky is falling' theories that opponents always try using to justify women being paid less than men for jobs of equal worth."

Carr spoke to participants in a workshop she conducted on the issue of Comparable Worth at a "Women in the Workforce—Issues for the '80s," conference held at Niagara County Community College.

She said "many employers, politicians, sadly, some women, but most of all, the present federal administration" are among those most opposed to the concept of comparable worth. She noted the attorney general and Civil Rights Commission chairman have both spoken out against the concept. Carr called it "ludicrous and un-American that in a country built on the concept of equality, we have a commission opposing it. But that won't stop CSEA from continuing to fight for it, because it's right."

She noted that CSEA President William L. McGowan and Executive Vice President Joseph McDermott have both strongly denounced the federal government's opposition to comparable worth. Carr said CSEA is funding a local government comparable worth study and is a participant in a pay discrimination lawsuit against Nassau County. The tentative CSEA/state contracts have funds in the second and third years to help correct inequities discovered in a study of the problem by the Center for Women in Government.

Carr urged her audience to join CSEA in the fight for pay equity and to "continue to educate yourself on the subject."
By Stephen Madarasz
CSEA Communications Associate

STATEN ISLAND—The answers may not come tomorrow. Or the next day.
But CSEA Local 438 members at the Institute for Basic Research here are part of the cutting edge in finding the causes and treatment of mental retardation and developmental disabilities. And every day the breakthroughs are closer.

“We carry out specific tests for the research areas,” says Lab Technician Melba Anderson. “There's usually a tentative diagnosis, so we pretty much know what to expect. But we want to get the results back to the doctors as quickly as possible because the information is so important.”

Anderson spends most of her time studying metabolic disorders.

Under the direction of the state Office of Mental Retardation and Developmental Disabilities, the Institute is conducting research on numerous medical problems from Alzheimer's Disease to genetic abnormalities.

In addition to the pure research, a consolidated clinical laboratory helps pay the bills by specialized analysis of over 600,000 specimens from around the state every year. Transportation workers regularly make the rounds of state and city health care institutions picking up those samples.

"IBR keeps adding laboratories and offering more and more tests," comments Medical Technician Avoula Hofass. "We're really becoming just like an outside professional laboratory in terms of the services we have available. It gets busy, but that's what brings in the money to keep the research going."

Hofass adds that as the facility grows, some things actually get easier. She points out that more and more high technology equipment saves workers time and effort and provides increasingly accurate results.

Both Anderson and Hofass say that the work they carry out in the labs is challenging but at times does get routine. To help with that problem, CSEA and IBR have secured a CWEP grant to provide specialized training.

"People here need a chance to grow along with their work," explains CSEA member Charlotte Rue, who was instrumental in establishing the program. "Unfortunately there's been difficulty for them in passing the civil service tests for promotions because the material is so technical, and they may not have had much exposure to it in their own labs."

Rue says the training will combine lunchtime lectures and "hands-on" rotation through various laboratories. "It's a way for people to keep up their work schedule and also prep for the tests."

Adds IBR Personnel Director Melvin Hicks: "We want to keep good people here so that we can continue the excellent levels of work being carried out."

April 19, 1985

EACH LAB WORKS AS A TEAM according to CSEA members at the Institute for Basic Research. Lab Technician Melba Anderson checks a sample as Lab Aide Lucille McClendon looks on. Over 600,000 specimens pass through the Institute's Consolidated Clinical Laboratory each year. CSEA people carry out the battery of more than 200 tests which help pay for the research activities seeking causes and treatment of numerous developmental disorders.
SCHENECTADY — What were 50 CSEA Capital Region members doing in Schenectady’s Mohawk Mall at 4 a.m. on April 28? Making 5,000 peanut butter and jelly sandwiches and setting what may be a new world’s record, that’s what. And the feat is expected to be considered for entry in the Guinness Book of World Records.

The 50 volunteers made the sandwiches to feed thousands of walkers who participated recently in the Albany and Schenectady March of Dimes WalkAmerica campaigns. Mohawk Mall was the mid-point for both walks and was a hub of activity on Sunday from early morning till late afternoon.

Between 4 and 8 a.m., the volunteers from CSEA formed assembly lines to crank out, wrap and bag the sticky concoctions. After 8 a.m., the volunteers were busy setting up the walker check-in and reception area. From 11 a.m. to 1 p.m., the workers checked cards, fed hordes of walkers and explained to the press why they put together so much peanut butter and jelly.

By the end of the walk, $88,000 had been raised by the walkers—including a group of about 40 CSEA members—who consumed a record amount of union-made goodies.

TIME TO MAKE THE SANDWICHES — CSEA Capital Region Second Vice President Barbara Skelly, right, and OGS Local 660 Second Vice President Patricia Acker, demonstrate some organizational skills by making 24 sandwiches in the old assembly line method.

TOTE THAT CARTON — Executive Vice President Joseph E. McDermott is on the move, delivering the brown bagged sandwiches to an area where they were officially checked and counted.

CHECKING AND COUNTING — Georgianna Natale sits amid mountains of sandwiches, making sure there is the right number needed for a record in the Guinness book.

SPREADING WORD — WalkAmerica Media Consultant Howard Shaffer gives a status report on the day’s happenings to CSEA Capital Region First Vice President Joan Tobin.
CANTON—St. Lawrence County employees know a good thing when they see one.
For the third consecutive year, county workers and their families have turned out in record numbers for the Annual Spring Health Fair, sponsored by the Employee Assistance Program (EAP). This year, the all-day event was held in the Harold R. Smith County Office Building and drew more than 150 employees and family members to a variety of health screening services and information.

Under the supervision of Fay MacDonald, EAP coordinator, the 1985 fair included testing booths for diabetes, hearing, blood pressure, glaucoma, and colon cancer. Informative literature was available from the American Cancer Society, the Heart Association, as well as hospice and other health services.

Testing materials were donated by Kinney Drugs, a drug firm serving north county communities.
The St. Lawrence County Employee Assistance Program, one of several hundred underway statewide, operates with the full cooperation and support of county management and CSEA. The primary function of EAP programs is to tie employees and family members into health or counseling services in the community which they may require.

In expressing delight with the growth and popularity of the annual event, MacDonald also paid tribute to the members of her committee.

"This year's health fair was a success because we had cooperation from the county and the various services that volunteer their personnel and time," MacDonald said.
She noted also the value of the event in possibly averting sickness or disease among county employees.

"By stressing the importance of health care, employees will become even more aware of various diseases and their danger signals," MacDonald added.
Region III Presidents' Day

A big success

FISHKILL—"It was such a success, we're going to do this three or four times a year."

That was Region III President Pat Mascioli's evaluation of the region's first Presidents' Day meeting and luncheon held here late last month.

More than 100 local and unit presidents attended the morning-long program which included presentations and displays by regional and statewide staff and providers.

Among the guest speakers were: Mark Jurenovich of AFSCME who described the many services available from CSEA's international affiliate; Sean Turley of CSEA's Education and Training Department; CSEA Attorney Steve Wiley; and School District Affairs Director Larry Scanlon. Also present were statewide Executive Vice President Joseph E. McDermott and statewide Secretary Irene Carr.

"It was such a success, we're going to do this three or four times a year."

Region III President Pat Mascioli

JARDINE INSURANCE REPRESENTATIVE Alan Christianson describes to Town of Ramapo Unit President Betty Schreur some of the policies available to members.

REGION III HEALTH AND SAFETY COORDINATOR Linda Siccardi explains some of the new programs planned for this year by the Health and Safety Committee. Gathering information is Greenhaven Prison Local President Diane Cody, right. (In background is Employee Benefit Fund Representative Paulette Carroll.)
SYRACUSE—A total of 625 members gathered here for the CSEA State Delegates Workshop where they discussed everything from the new state contract and public speaking to political action.

The workshop, held May 1-3 at the Hotel Syracuse, kicked off with the film "Adapt or Die," a moving documentary showing the life and strife of black workers' attempts to organize in South Africa. It was followed by a lively session on Civil Service abuses held by Karen Burstein, president of the state Civil Service Commission.

Burstein's advice was direct: "speak out for yourself" and "don't hesitate to ask questions." She also told people to stand up for their rights and urged "If you want the job, don't back out."

The first day's business also included sessions on safety and health (see accompanying story), parliamentary procedures and celebrating labor's achievements (see accompanying story).

The second day focused on the new state contract. Administrative, Institutional and Operational bargaining unit meetings were held to give members another opportunity to discuss specific issues with their negotiators. CSEA President Bill McGowan says "I wanted to make sure everyone had an opportunity to get their questions answered."

The day's agenda also included workshops on communications, equal opportunity (see accompanying story), Workers' Compensation, the Public Employment Relations Board, and using time effectively (see accompanying story).

Melinda Carr, CSEA's assistant director of communications, led a program on "Do-It-Yourself Graphic Communications." She explains: "Our purpose was to help people overcome their fear of fliers. We did it with a hands-on program that taught them how to put together fliers and other materials to help them reach out to our membership."

At the session on "Participating In Meetings: Public Speaking," CSEA training specialists Peg Wilson and Anne Rokeach used a novel approach. They pretended to be at a local meeting where they had to give reports, only they did everything wrong. The idea was to show people what not to do.

In "Workers' Compensation Update," CSEA attorney William Wallens and Dawn Lyman, a Workers' Comp examiner, reviewed the new procedures which will go into effect sometime in 1986.

The workshop concluded with a general assembly of state delegates. They heard reports by Tom Jefferson, chairman of the State Executive Committee; Joseph Conway, chairman of the statewide Political Action Committee; and chief lobbyist James Featherstonhaugh.
Don't simply let your life happen; it's easier to find the way there when you know where you're going.

SYRACUSE — When you think of the question, "What do I really want out of life?" the positive results are immediate. And dealing with that question may not be as difficult as you think, according to CSEA Education and Training Specialist Peg Wilson.

Wilson offered simple advice to help busy activists balance the pressures of work, union responsibilities, and personal lives during a seminar at the state workshop called "Are you Scattered?" The program offered advice on how to reduce stress and be more effective in various tasks by planning what you do.

He advised his audience to (1) make the decision to start and stick to it; (2) write reminders to yourself about what has to be done; (3) start unsprung, for the perfect moment to do something may never come; and (4) don't try to do everything at once.

Wilson said one of the best ways to put her advice to use is in organizing the direction of your personal life. "Don't just let your life happen, make conscious decisions. When you know where you're going, it's easier to figure out how to get there."

Workers decide safety levels at workplaces.

SYRACUSE — People have to care and be involved, and it's really up to the local how safe the workplace will be. That was one of the points stressed by CSEA Safety Health Director James L. Corcoran III to participants in a workshop called "Bringing Safety/Health into the Workplace." "One of the biggest problems with OSHA standards is that they are designed for industry and don't always apply in the places where CSEA members work, such as offices and health care facilities. That means a lot of hazards can fall through the cracks," Corcoran said. But, he noted, management may not be obligated to correct those kinds of situations unless the local pushes for action.

"You shouldn't hesitate to bring safety issues to labor-management meetings," Corcoran said, adding that it's important to offer solutions to what you find is wrong.

Corcoran told members to be as creative as possible with suggestions, since that improves the possibility they will be accepted.

Documentation is very critical where safety and health are concerned, he said. He advised keeping a written record of potentially dangerous situations and labor-management meetings, "Because the more detail you have, the better you can argue your case."
Human Rights still targets discrimination

SYRACUSE — State employees attending the affirmative action workshop session at the recent state workshop here heard reassuring words that the Division of Human Rights will continue to be a protective working force against all types of discrimination.

CSEA Director of Employees Relations and Personnel Dennis Battle moderated the session, featuring Walter A. Byrne, regional director for the Division of Human Rights.

Byrne credited Dr. Martin Luther King Jr. with being the dominant force in the fight against discrimination. “He showed us the falseness and hypocrisy of the times. He not only spearheaded the drive for laws against discrimination against minorities, but the disabled, unemployed and others,” Byrne said.

He cautioned “the Human Rights Division can take the necessary action only if it is made aware of the alleged violation. The initial step must be taken by the person or persons involved.”

Said Byrne, “Twenty years ago we were mainly concerned with racial discrimination. While that issue is still important, we are also learning how to fight the problem of sex discrimination. Based upon a level of skill, hours on the job, working conditions and other aspects, in scores of job titles women are at the short end of the salary structure. And it is up to you and your fellow employees to help correct the wrongs by bringing them to the attention of affirmative action committees or officers.”

Battle cited the important strides made by affirmative action committees within the structure of CSEA. “Affirmative action and comparable worth issues have rated top priority with CSEA for years. And we pledge to continue the fight to end discrimination in the workplace.”

CIVIL SERVICE
EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO

STATE WORKSHOP

DENISE BERKLEY, president of Brooklyn Developmental Center Local 447, speaks out on an issue during state workshop.

JOSEPH HAGEMAN, president of Gowanda Psychiatric Center CSEA Local 408, addresses delegates.

SARA AND SARAH—Sara Sievert, left, of SUNY Fredonia Local 607 and Sarah Jackson, of Letchworth Village Local 412. Both were members of CSEA’s Administrative Services Unit bargaining team during recent state contract negotiations.

MONROE DEVELOPMENTAL CENTER LOCAL 439 members Anne Lincoln, left, and Bette Lawrenz look over material distributed to delegates.
RED HOOK—How do you make a positive impression on troubled youngsters?

Ask any employee of the Eddie Parker Division for Youth Center and the answer you’ll get is simple: “Give of yourself.”

Maureen Garry, acting director of the center, says that the employees—about 30 of whom are CSEA members—are not just ordinary workers.

“They’re involved with their jobs. They give more than you’d expect from employees because they bring their own interests to the kids,” says Garry.

The residential center for boys, with its neat white buildings, resembles a modest country estate. Touring the facility turns up plenty of proof that the approximately 50 boys get much more than custodial care.

A peek into one room shows about eight youngsters sitting around a table putting finishing touches on their ceramic projects. A colorful butterfly, a plaque with bright yellow roses, a ceramic puppy with sorrowful eyes and a white Siamese Kitten are among pieces they’re working on, maybe as gifts for Mother’s Day or a birthday.

Three instructors—Mary Robinson, Mattie Harris and Rose Zito—oversee the class. They all have years of experience in the craft and bring a ton of talent to the kids, says Garry.

Outside, Norman Roush has the attention of another young audience. Roush, an outdoor enthusiast who teaches nature studies, is dressed in hip boots and demonstrates how to fish for trout in a pond on the property.

“How good a fisherman is Roush. “He caught two yesterday,” says one boy.

Another instructor, Alan Keith, is surrounded by about 10 boys, all of whom want to pose for a picture with him. Keith, who sings with his church choir, is rehearsing the boys for an upcoming performance of the song, “We Are the World.”

Break dance music blasts from another corner of the grounds where Lucy Widget is choreographing a number with some of the children. Garry says Widget also teaches the kids skits that they occasionally perform for parents and staff.

Garry emphasizes that it is not mandatory that the children participate in the classes, “but they do and they like doing it.” Maybe, she says, it’s because the “enthusiasm of the staff is contagious.”

There are no barbed wire fences surrounding the Eddie Park Center. There are no armed guards. What a visitor sees here are a lot of employees displaying a lot of love for their jobs and the children who they care for.

For the youngsters, the stay here is short. Garry says that about six months is average. “It’s a drop in the bucket of a child’s life,“ she says.

But the brief time with a dedicated staff can make a difference in those lives, says Garry. “No one has ever come back to thank us, though,” she said. “That only happens in the movies.”
WATKINS GLEN — Schuyler County CSEA Local 849 has established what is believed to be the first totally union-run Employee Assistance Program (EAP) in New York state.

Local 849 President Mark Houck recently announced the Schuyler County program is now “open for business” with RN Barbara O’Day serving as EAP coordinator.

According to Houck, the Schuyler County program is unique because, unlike other EAP programs throughout the state, this one has no direct management input other than the support and best wishes of the Schuyler County Legislature and management officials.

“The program has been in the planning stage for nearly one year. With the help and cooperation of EAP Statewide Director Jim Murphy, and other EAP coordinators throughout Region V, we think we have put together a workable program,” Houck said. He noted the program was set up to serve more than 100 county employees and their families, and non-instructional employees of the Odessa-Montour Central School District.

Houck described EAP Coordinator O’Day as “not only a dedicated county employee, but as a registered nurse she offers that added dimension of medical knowledge and experience to a program that measures success by maintaining confidentiality and employee confidence.”

Schuyler County Legislature Chairman Phillip Smith has publicly endorsed the new program with a memorandum to other legislators and county department heads, calling upon them to “recommend the voluntary program to county employees as a means for improving their lives as well as job performance.”

Houck said Schuyler County employees and members of the Odessa-Montour Central School CSEA Unit, or family members, who may have problems related to marital stress, financial strain, alcohol or drug abuse, legal problems, or health concerns may obtain information and guidance with complete confidentiality by contacting EAP Coordinator O’Day at (607) 535-2704.
BROOKLYN—Out of tragedy at Kingsboro Psychiatric Center has come even more suffering.

According to Local 402 President Robert Nurse, the Center’s management—already under fire for allowing substandard conditions—is seeking to dismiss and discipline several MHTAs as part of a cover-up in the death of a patient.

In the most shocking element of the case, CSEA is charging that MHTA Velma Mitchell, a probationary employee with 10 years of state service primarily as a typist, has been set up as a scapegoat to hide mismanagement in patient care. The actions stem from a pre-Christmas incident reflecting a number of supervisory lapses.

Nurse claims that although management’s story fits its own purposes, he has been able to piece together enough information to show a very different picture.

At about 5:30 in the evening on Dec. 20, 1984, an asthmatic patient was returned to Kingsboro following treatment for her condition at City Hospital. Within 12 hours, the patient was dead.

From what Nurse has been able to learn, in that time period, the professional staff virtually ignored their responsibilities.

"For starters, there were no papers on the treatment the patient received at City Hospital. She was dumped on the MHTAs. A doctor should have examined the patient but that didn’t happen until after she died."

However, Nurse also says there is evidence to indicate the patient received an unauthorized injection during the midnight shift. While there is no record of the injection, a missing syringe has raised suspicions. In addition, the registered nurse on duty at the time, the nursing administrator, and the overall supervisor for the area have all resigned.

But Nurse says the management didn’t stop there. They began a rash of interrogations to place blame on CSEA members who had contact with the patient. Nurse insists that much of the testimony gathered was based on opinion and often relied on the recall of the mental patients. He adds that following the initial inquiry, management went around again seeking testimony to match its own version.

For instance, Mitchell and others were asked to write their statements and then, under threats and coercion, were forced to change the facts. Management then turned around and charged them with making false statements.

In one of the cases, management is charging an ordained minister with lying and impeding the investigation. In another, a diabetic employee is being charged with drinking on duty even though that would be suicidal.

But Nurse claims the most excessive pressure and penalty has been brought against Mitchell. He indicates that shortly after the incident, the MHTA Training Council decided that her performance was inadequate even though her previous evaluations had been satisfactory. She has been demoted to a grade 5 typist, but the state is still pushing for termination.

Comments Nurse: “It’s clear that care was not assigned and that all these people are guilty of is doing their jobs.”

All the cases are now heading for arbitrations.

WATERTOWN—A new one-year agreement calling for an increase in wages and improved benefits for more than 130 employees has been overwhelmingly ratified by members of the City of Watertown Unit of Jefferson County Local 823.

Don Knight, unit president, said members approved the new package by a vote of 62 to 5.

Terms of the agreement, effective July 1, include:

• an increase in salary of six percent, plus longevity payment for employees at the 6, 12, or 18-year mark;
• improvements in the contract language regarding retirement benefits and group hospitalization;
• new language regarding the posting of job openings;
• bimonthly labor-management meetings.

GRACE STEFFEN-BOYLER of Health Research CSEA Local 29 is congratulated by Western Region President Robert Leffler after she was appointed Western New York Employee Assistance Program coordinator.

BINGHAMTON—Occupational safety and health issues and the spectrum of services CSEA offers its members will be the feature attractions when more than 200 Region V officers and guests gather for the Thomas H. McDonough Summer Conference, May 31-June 2, at the Holiday Inn-Arena, downtown Binghamton.

Registration for the weekend event will be from 3 to 8 p.m. Friday. The first general session, on Friday night, will concern asbestos.

A resource fair on Saturday will include information booths showcasing the array of CSEA services. Representatives from the following services and organizations have been invited to participate: School District Affairs, Education and Training, Communications, Research, AFSCME, CSEA Treasurer’s Office, Field Services, Retirement, as well as insurance and health care providers.

May 17, 1985
CSEA's LEGISLATIVE

CSEA has poured nearly 50 proposed bills into the State Legislature hopper this legislative session, and the vast majority of the bills are moving through various committees on their way to final consideration before the 1985 legislative session comes to an end. The legislators traditionally recess during the summer months and most bills will not receive final attention until later this year. CSEA's proposed bills cover a wide range of areas of interest and importance to the union's rank and file membership. Following is a thumbnail sketch of CSEA's 1985 legislative program.

AGENCY SHOP S.1422 A.5066
This bill would make agency shop permanent and uniform for all public employees in New York state.

LIMITED RIGHT TO STRIKE A.1866
Several states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin, allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding arbitration.

MITIGATING CIRCUMSTANCES S.3722 A.5023
Under this bill, penalties against individual employees would be mitigated where a public employee's strike was caused by an employer improper practice or other employer provocation.

LOGA FOR POLITICAL SUBDIVISIONS S.2782 A.3648A
The final resolution of an impasse in negotiations would be resolved with a system of last offer binding arbitration. This bill is primarily designed for political subdivisions and would be utilized as an optional method to finally resolve an impasse.

U-GRADES S.2940 A.3831
This bill would prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

SECTION 75 REVISION—INDEPENDENT HEARING OFFICER S.248 A.265
This bill would require the selection of an independent hearing officer as part of the procedure by which an employee of the state or political subdivision with permanent status may be terminated for incompetence or misconduct.

SECTION 75 REVISION—PROTECTION FOR NON-COMPETITIVE POSITIONS IN POLITICAL SUBDIVISIONS S.3817 A.5291
This bill would extend tenure protection to employees of political subdivisions with at least five years of continuous service in the non-competitive class.

LAYOFF UNITS S.3964 A.5684
The bill would provide that the layoff unit in a political subdivision with a population of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could 'elect out' by filing an appropriate resolution.

COMMUNITY SERVICE BOARDS S.810 A.3695
Would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

VETS MEDICAL LEAVE S.2799 A.3645
Would provide veterans of World War II, Korea and Vietnam to attend appointments for treatment and care related to service-connected disabilities at VA hospitals or other similar medical facilities without charge to leave credits.

VDT SAFETY S.3241 A.6707
Provides minimum safeguards and protections for operators of video display terminals, including alternative work schedules, protection for pregnant employees, and also establishes general specifications for terminals and furniture.

EQUAL PAY FOR EQUAL WORK S.3980 A.5680
This bill would amend Civil Service Law, Section 115, to make New York state's public policy of equal pay for equal work applicable to the political subdivisions as well.

ABOLISH MINI PERBS S.1300 A.1943
This bill would abolish mini-PERBs other than the New York City Office of Collective Bargaining.

OMH, OMROD, SUNY FILL LEVELS S.1732 A.2411
Would require the agencies to maintain established fill levels or ratios or to provide explanation for failure to do so.

ELIMINATION OF 2 FOR 1 PENALTY A.1885
Would eliminate the penalty of two days for every one day on strike.

PUNITIVE DAMAGES (Nassau County) S.4893
Would allow Nassau County to indemnify employees in punitive damage claims.

PUNITIVE DAMAGES (general) S.4893
Would allow political subdivisions of the state of New York to indemnify employees in punitive damage claims.

EQUAL RIGHTS AMENDMENT S.4893
This proposed constitutional amendment would guarantee equal rights for women in the New York State Constitution.

SALARY IMPLEMENTATION BILL S.4893
Would implement proposed salary agreements between CSEA and the State of New York (Executive Branch) in the Operational, Institutional and Administrative Services Units.

SALARY BILL S.4893
Would implement proposed agreements between CSEA and OCA for employees represented by CSEA.

MUNICIPAL HOUSING AUTHORITIES S.1188
Would delete the requirement that salaries negotiated for employees of municipal housing authorities be approved by the local legislative body.

SECTIONS 75 AND 76 REVISIONS FOR NYU, CUNY, SUNY S.3887 A.5437
This bill would make the Civil Service Law Sections 75 and 76 consistent in dealing with restoration and compensation of employees who have been suspended and later acquitted and restored to his or her position.

MHIS S.6460
Would cover in attorneys in the Mental Health Information Services who were working in New York City when the Laws of 1980 grandfathered in Unified Court System employees.

NO LIABILITY FOR THE ACTS OF OTHERS S.4814 A.5570
Would prohibit the imputation of damages against a labor organization, officer or member of a labor organization for any activity unless it is clearly shown that the individual organization, officer, or member actually participated in the illegal activity.

RIGHT TO APPEAL PRE-HEARING DISCIPLINARY SUSPENSION S.3953
Would give officer or employee who believes he or she is aggrieved by a pre-hearing official reprimand the right to appeal reprimand if, in addition, the individual is further required to forfeit wages which were suspended pending the outcome of the Section 75 hearing.

CIVIL SERVICE STATUS—NY-NJ WATERFRONT COMMISSION S.1732 A.2411
Would give Civil Service status to employees of the New York-New Jersey Waterfront Commission.

TOXIC TORTS STATUTE OF LIMITATIONS A.1676
Would increase the statute of limitations for toxic substance exposure to two years from the date of discovery or death or cause thereof, whichever is later.
CSEA drew budget battle line at Camp Cass and won the war

It was a rather unlikely place, perhaps to some people, for a battle to be waged over the state budget. Indeed, few lawmakers had ever heard of it before, and it was, after all, a mere small, single line change in the governor’s massive budget proposal. But by early April, Camp Cass had become a familiar name and when the new state budget was passed with that single line change restored, Camp Cass and the fight CSEA put up to retain it came to symbolize a victory of right over might in the state’s political process.

The state Division for Youth’s Camp Cass is located in the rural area of Albany County, in the town of Rensselaerville. The camp operated as a non-community based facility and was a model of fiscal and programmatic efficiency. Camp Cass always ran at or above capacity yet always showed a budget surplus annually. It has an uncommonly excellent youth/staff relationship and grievances among the 53-member staff are virtually non-existent.

But to the budget butchers at DOB and DFY, however, Camp Cass was simply a low profile, expendable budget item.

CSEA opened a broad-based campaign to halt the closing of the camp, armed with well-researched reasoning and facts. The union’s political action team worked with Assemblyman Paul Tonko, who represents the area the camp is located in, and launched a letter writing campaign to the governor and legislative leaders.

In the end, the Camp Cass budget item was restored under the intense pressure generated by CSEA’s campaign of political action. Saving Camp Cass from the casualty list was among the most rewarding of victories because of what it came to symbolize.
Prep booklets can help you achieve career advancement through promotions

Career advancement and civil service promotional exams are never far from the minds of public employees. And for public workers in either the state or local government arena, CSEA is offering self-study booklets that should help individuals improve their test scores in a wide range of civil service exam areas.

A dozen booklets are available to help individuals prepare for state exams. And CSEA has available four exam preparation booklets for employees in local political subdivisions.

And the union is also offering something that should prove beneficial to everyone—cassette tapes designed to help people combat the effects of stress through relaxation.

All of the items are available from CSEA's Education Department for CSEA members. As indicated, non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price. Each booklet costs $1.50, while the cassette relaxation tape, available only through CSEA's Education Department, costs $2.50 each.

Interested individuals should use the proper order form below and mail the completed form to CSEA, Education Department, 33 Elk Street, Albany, N.Y. 12207.

<table>
<thead>
<tr>
<th>State Examinations prep booklets</th>
</tr>
</thead>
<tbody>
<tr>
<td>CIVIL SERVICE EMPLOYEES ASSN.</td>
</tr>
<tr>
<td>ATTN: EDUCATION DEPARTMENT</td>
</tr>
<tr>
<td>33 ELK STREET</td>
</tr>
<tr>
<td>ALBANY, N.Y. 12207</td>
</tr>
<tr>
<td>Please send me the booklet(s) indicated. I understand the price is $1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for $__________ to cover the cost of this order.</td>
</tr>
<tr>
<td>NAME</td>
</tr>
<tr>
<td>ADDRESS</td>
</tr>
<tr>
<td>CITY</td>
</tr>
<tr>
<td>SOCIAL SECURITY #</td>
</tr>
<tr>
<td>CSEA LOCAL</td>
</tr>
<tr>
<td>EMPLOYER</td>
</tr>
<tr>
<td>Please send booklet(s) to:</td>
</tr>
<tr>
<td>NAME</td>
</tr>
<tr>
<td>ADDRESS</td>
</tr>
<tr>
<td>CITY</td>
</tr>
<tr>
<td>SOCIAL SECURITY #</td>
</tr>
<tr>
<td>CSEA LOCAL</td>
</tr>
<tr>
<td>EMPLOYER</td>
</tr>
</tbody>
</table>

CIVIL SERVICE EMPLOYEES ASSN. |
ATTN: EDUCATION DEPARTMENT |
33 ELK STREET |
ALBANY, N.Y. 12207 |
Please send me relaxation program(s) on cassette tape at the price of $2.50 EACH. I have enclosed a check or money order, payable to CSEA, for $__________ to cover the cost of this order. |
Please send tape(s) to: |
NAME |
ADDRESS |
CITY |
SOCIAL SECURITY # |
CSEA LOCAL |
EMPLOYER |
Please send booklet(s) to: |
NAME |
ADDRESS |
CITY |
SOCIAL SECURITY # |
CSEA LOCAL |
EMPLOYER |
Please send tape(s) to: |
NAME |
ADDRESS |
CITY |
SOCIAL SECURITY # |
CSEA LOCAL |
EMPLOYER |

PLEASE NOTE: Non-CSEA members can obtain the exam preparation booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N. Y. 12207. The relaxation tapes are available ONLY through CSEA's Education Department.
Closing of office at Port Jervis is cause for concern

PORT JERVIS — It's not just the employees, it's the claimants we're worried about,” say workers at the Unemployment Insurance office here.

Employees were informed recently that at the end of the April 26 workday, the office would be closed and employees transferred to offices in Middletown and Port Jervis. Claimants, all 500 or so of them, were to be assigned to the Port Jervis Unemployment office 20 miles away.

CSEA Region III Field Representative Felice “Flip” Amodio says it is frustrating that local elected officials can do nothing to reverse the situation. “They all say their hands are tied,” he remarked.

A serious concern is the claimants. Employees say that many of their clients have complained that they have no way to get to Middletown.

“Unfortunately,” Amodio says, “public transportation from Port Jervis to Middletown is not even worth talking about.”

Meanwhile, the employees are being moved to area offices until June 1, but Amodio worries that some will not have jobs after that date if they lack seniority.

Senior Employment Service Clerk Doris Richards says the claimants have been transferred to Middletown, but there are no provisions to increase the staffing there. “The staff has been overworked all winter,” she commented. “And it’s not going to get any better.”

Student protests against Apartheid supported by union

NEW YORK — The demonstration’s over for now at Columbia University, but it won’t soon be forgotten. And CSEA has expressed its support for the efforts of Columbia University students in focusing the world’s attention on the struggle for social justice in South Africa.

In a letter to the students who occupied the school’s administration building for three weeks, Region II President George Boncoraglio voiced the Region’s endorsement of the actions. “We stand with you in voicing strenuous objection to the practice of Apartheid in South Africa and all of its dehumanizing effects.”

The students were seeking Columbia’s divestment of business holdings in companies doing business with the racist regime. Boncoraglio added: “You have demonstrated that the conscience of America will always be aroused by injustice and oppression.”

The letter was delivered to the students at a rally marking the end of their sit-in. Region II’s African task force is preparing a series of programs about problems on the African continent to be presented later this spring.

Wappingers Falls School District guilty of IP charge

WAPPINGERS FALLS — The Public Employment Relations Board has upheld CSEA in an Improper Practice charge filed on behalf of the Wappingers Falls School District Unit.

According to Region III Field Director Diane Campion, the School District was charged with failing to continue the terms of an expired agreement when officials refused to pay employees their yearly increments. In addition, the school district changed their policy on granting religious holidays, which according to CSEA is a mandatory subject of negotiation.

In his decision, Administrative Law Judge David P. Quinn pointed out that although the employees were working without a contract and were in the midst of negotiations, the school district was still obligated to continue to pay increments and longevity payments after the expiration of the contract. “A failure to provide unit members increments and longevity payments in accordance with an expired contract constitutes a violation,” he stated.

Citing testimony by Unit President Mary Jane McNair that the school district had, as a past practice, granted leave for religious holidays, Quinn said he found that the district “unilaterally altered its practice of approving requests for personal leave for religious observances.”

The district is ordered to restore its practice of approving unit members’ requests for paid personal leave for religious observances, to revoke its memo of September 5, 1984, to the extent it deprives unit members of the benefit of that practice, and to negotiate in good faith with the union,” said Quinn.

McNair remarked that in December, the school board president wrote in a local weekly newspaper column that she was very much aware of the “Triborough Decision” which confirmed that a local government body must continue to carry out the terms of an expired contract.
ORDA gets order to hike workers' salaries

CSEA wins two-year battle in arbitrator's ruling

ALBANY—Because of CSEA's determination, 47 Olympic Regional Development Authority employees will be receiving a 5 percent salary increase retroactive to April 1, 1983.

The raise hike comes after two years of litigation for fulltime, seasonal and former state employees now in a bargaining unit in the Olympic Authority. "This arbitration is a classic illustration of both parties involved in long and difficult negotiations, reaching an agreement with all good faith and intent and then suddenly discovering that what they believed they had agreed to was not what they had written," Arbitrator Joel Douglas stated in his decision.

In 1983, ORDA was created by transitioning under one new management entity a variety of state and municipal employees who were involved in running the Olympic sports facilities in the Lake Placid area.

In its negotiations for these workers, CSEA attempted to merge several previous agreements into a new interim agreement with uniform provisions. One main point of this new agreement was a reference to a salary increase in the contract for the 1982-85 CSEA Operational Services Unit. CSEA believed that all of the ORDA employees should receive a 5 percent increase because of the inclusion of this clause.

However, neither ORDA nor the state agreed with the union's interpretation, causing CSEA to file a grievance.

CSEA Capital Region Director John D. Corcoran Jr. noted that the testimony of ORDA Local Vice President Bruce Hare was critical to the positive determination by the arbitrator. In order to see that his award is properly administered and that employees eligible for the raise increase are identified, Douglas has retained jurisdiction in the award process.

CSEA was represented by Field Representative Charles Scott and Attorney Richard Burstein of CSEA's law firm, Roemer and Featherstonhaugh.

Calls for investigation incited by assaults, fights in DFY facilities

JOHNSTOWN—"It's not a question of treating kids anymore—it's can you control them before they hurt you?"

That's how Dominic Ruggeri, president of Local 599, expresses a deep personal frustration over the increasing violence at the Division for Youth's Tryon School. Because of numerous complaints from union members there, three Capital Region legislators have called for an independent investigation of the administration of the Fulton County-based operation.

Public concern over a high number of staff assaults, injuries, fights and escapes have included five facilities run by Tryon: Tryon Girls Secure Center, Tryon Boys Secure Center, Tryon School for Boys, Camp Nueva Vista, and Higher Horizons. The issue surfaced when The Leader Herald, a local newspaper, published information and statistics, compiled by Ruggeri, on violent incidents which have taken place.

The information, which describes problems only at the Boys Secure Center and Camp Nueva Vista, paints a dismal picture of daily violence in the schools.

For instance, since November 1983, there have been 526 job-related injuries to CSEA-represented staff, according to Ruggeri who obtained the information in a piecemeal basis from the Tryon facility's medical log.

In three of four cottages there have been 104 assaults on staff in the last nine months alone. In one year, there were 539 restraints of youths by staff and 316 fights between youths. In addition, during the past year, 26 aides were hurt as a result of these incidents.

The Boys Secure Center, which opened last fall and houses 30 juvenile offenders, has a rough record. There have been more than 60 fights, 10 assaults on staff, more than 30 restraints and 10 job-related injuries to staff since the center opened.

But the statistics for Camp Nueva Vista are even more shocking. The camp has 86 residents. According to incomplete figures, there have been 157 restraints, 77 fights and 36 assaults on staff in just over a three-month period. In addition, 13 staff members have been hurt.

"It used to be a joke when a person said, 'It's a shame that somebody has to get killed before we get more staffing.' Now people are just waiting for it to happen and are hoping it doesn't happen to them," he said.

Ruggeri said that because of the violence there is also concern about the lack of employee morale at the Tryon facilities.

"It's not a question of treating kids anymore—it's can you control them before they hurt you?"