FAIR WEATHER OR FOUL,

Labor Day ’84

A SHINING SUCCESS

Members on the march in Albany and NYC, Pages 9-12

Rally for Jobs,

Pages 6 & 7

Suffolk Co. local pushes for early retirement,

Page 3

LABOR HAS ITS DAY — CSEA President William L. McGowan, above, addresses unionists, pictured at left, at Labor Day rally in Albany. In photo at top left, members march in style down Fifth Avenue in New York City at America’s biggest Labor Day parade.
Rensselaer County seeks early retirement law

TROY — Senior Rensselaer County employees may soon be able to take advantage of an early retirement incentive program similar to the program state employees participated in last year.

Following passage of the CSEA-backed local government early retirement bill, Rensselaer County Executive William Murphy and William Walsh, chairman of the county Legislature, indicated that a local law will be presented to the county legislative meeting Sept. 11 to allow for early retirements.

This legislation, if adopted, "would allow county employees the option of early retirement and would recognize their outstanding contributions to the residents of this county," said Walsh.

Murphy, who backed the early retirement concept last year, said the law "would enable the county to reward long-term employee contributions with a retirement incentive while bringing in newer employees with a lower pension cost."

If the county Legislature adopts the early retirement plan, a public hearing will be held before the plan becomes law.

"We plan to attend that hearing," CSEA Rensselaer County Local President Carol Larpenteur said. "CSEA has already informed County Executive Murphy of our support for this plan and our desire to have a union official serve on a committee to oversee the program's eventual implementation."

EARLY RETIREMENT OPTION

What's it all about? Here are Q's and A's for finding out

An early retirement bill for local government workers was signed into law recently by Gov. Mario Cuomo. Part of a package of union-backed labor bills which CSEA President William L. McGowan had described as the union's "number one priority," the measure will help prevent layoffs in localities facing financial difficulties.

Now that the bill is law, here are answers to some of the most frequently asked questions about it.

Q: Who is eligible?
A: Employees of local governments, school districts, public authorities, public corporations, libraries and cooperative extension associations. Also eligible are some state employees (such as State University of New York, SUNY construction fund, Education Department, Unified Court System, state-supported schools for the deaf and blind) who were not eligible for the 1983 early retirement program. Not eligible are state employees who had the early retirement option last year.

Q: Why is it called an early retirement option?
A: It's called an option because local governments, school districts, etc. have the right to choose whether or not they will offer their employees incentives to retire early.

Q: What are the incentives?
A: The incentives are an extra three years of pension credits as a bonus for retiring early.

Q: Are there any other eligibility requirements?

For more info

Local government CSEA members considering the early retirement option can take advantage of the free CSEA Retirement Counseling Service offered through Jardine Insurance Brokers Inc. Additional information, appointments and booklets on how to maximize your retirement income may be obtained by using the coupon provided below or by calling Jardine at 1-800-342-6272.

Send coupon to:
CSEA Retirement Counseling
Jardine Insurance Brokers, Inc.
433 State Street
Schenectady, NY 12301

SEND TO: CSEA Retirement Counseling, Jardine Insurance Brokers, Inc., 433 State Street, Schenectady, NY 12301
Please send me additional information on how to maximize my retirement income

Name
Address
Telephone (work)

Telephone (home)

Prior to going to work for any public agency, retirees must first get permission from the New York State Employees Retirement System, which will inform them of exactly how much they will be allowed to earn before a reduction in or stoppage of their pension occurs.
TIDE TURNS ON LONG BATTLE
GOER set to confirm CSEA as bargaining agent for Division of Military and Naval Affairs

ALBANY — CSEA has reached a turning point in its two-and-a-half year battle to gain recognition as the exclusive bargaining agent for more than 700 civilian employees of the New York State Division of Military and Naval Affairs. This latest development comes on the heels of CSEA's victory over DMNA in a New York State Appellate Division court.

According to CSEA Attorney Pauline Kinsella, the union has verbal assurances that it would be recognized by the Governor's Office of Employee Relations and is awaiting an official written confirmation from that office.

CSEA also has indications that GOER would sanction creation of a new bargaining unit — separate from the Administrative, Institutional and Operational units — to represent DMNA employees. Included would be those who work in armories in certain professional, clerical and administrative capacities.

In a letter to GOER Director Thomas Hartnett dated Aug. 15, Kinsella requested recognition of CSEA as the "exclusive collective bargaining representative of a bargaining unit consisting of all employees" of DMNA.

"I've asked for a formal written statement but I haven't got it yet," said Kinsella.

She noted that GOER officials cancelled an Aug. 25 meeting with CSEA attorneys, further delaying business before the union can bring its case back to PERB.

Currently, more than 50 percent of DMNA workers are already members of CSEA, having joined for insurance benefits and "out of loyalty," Kinsella said. But the union had not been recognized by DMNA as collective bargaining agent for the employees. More than two years ago, CSEA filed a certification petition with PERB and DMNA immediately moved to have it dismissed.

"We had a major fight at PERB over whether the language in the Taylor Law regarding public employees' right to union representation applies to DMNA workers," explains Kinsella.

"We argued that the workers were not part of the organized militia and therefore entitled to union representation." PERB's director of Public Employment Practices and Representation agreed. DMNA then made an appeal to the full PERB board, which affirmed the director's decision. DMNA's subsequent appeals to the New York State Supreme Court (last winter) and to the New York State Appellate Division (in June) also both met with failure.

CSEA made its recent demand for recognition as bargaining agent for the workers when DMNA did not request an appeal of the appellate court's decision within the allotted 30-day period.

Kinsella said the union expects certification within the allotted 30-day period.

She said, "The legislature has recognized the power of PERB, and it's time for PERB to recognize the power of CSEA.

Early retirement urged in plan to avert possible layoffs in Suffolk County

HOLTSVILLE — CSEA Suffolk County Local 852 Acting President Lynn Martins has urged the Suffolk County Legislature to use the early retirement option as part of an overall plan to avert possible layoffs in the county.

The Legislature is considering making the option a local law offering eligible county employees three years retirement credit.

"CSEA was the driving force behind the state legislation creating the option for local governments," said Martins. "At the state level, the option was a way to stop massive layoffs. The county can do the same.

"Layoffs have been threatened in Suffolk as a possible solution to the county's projected $25 million budget shortfall. Martins met with Deputy County Executive Howard McMartini earlier this week seeking alternatives to the layoffs.

"The county executive says Suffolk County is facing a budget gap," Martins said. "The early retirement option is a tool to help reduce that gap."

RECOMMENDING to the Suffolk County Legislature early retirement as part of a comprehensive plan to reduce the county's budget gap and avoid layoffs is CSEA Suffolk County Local 852 Acting President Lynn Martins.

Carbon monoxide fumes force evacuation of Babylon Center

DEER PARK — The recent evacuation of the Department of Social Services Babylon Center due to carbon monoxide fumes has led to CSEA's lobbying of legislators for safeguards at the hazard-plagued facility.

Casework supervisor Fred Jackman was overcome by the fumes from machines being used in the building, which clients and employees evacuated on the morning of Aug. 24.

The five-story building which houses the center has been criticized by CSEA for health and safety violations since July 17, when Shop Steward Beverly Delaney filed a grievance about the building's inoperable elevator. The unusually heavy rainfall in late May and early June caused the water table in the area to rise, flooding the basement of Babylon Center.

The flood knocked out the elevator and heating system. The state Department of Labor, acting on a CSEA complaint, cited Suffolk County for four violations of the Public Employee Health and Safety Act on Aug. 10.

Local 852 also requested a third-party hearing to end flood-related problems at Babylon Center.

"Local 852 filed a grievance with the county and a complaint with the Department of Labor about the deplorable conditions in the center," said grievance representative Sue Carbone. "In addition, we have brought the center's problems to management's attention many times, but nothing seems to get done."

CSEA Suffolk County Local 852 Acting President Lynn Martins urged County Executive Peter F. Cohalan to relocate the center or close it until all safety and health violations have been corrected.
CSEA wins case against former local president

NEW YORK CITY — CSEA won its case in U.S. District Court when Judge I. Leo Glasser ruled last month the union had not violated the Labor-Management Reporting and Disclosure Act of 1959, as had been charged by Joe Johnson, former president of CSEA Local 010.

Johnson had alleged that CSEA officials violated their fiduciary duty by failing to rebate the appropriate amount of agency shop fees owing to the New York City area local. He claimed that CSEA procedures followed from 1978 to 1980 caused harm to Local 010 because of its unusually high percentage of agency shop fee payers.

However, in granting summary judgment in favor of CSEA, the judge noted: "...the procedure adopted clearly constituted a reasonable interpretation of their obligations under the union bylaws."

The court also noted that Johnson had not alleged any bad faith on the part of the statewide union or a specific intent to deprive Local 010 of monies owing to it.

The judge cited a policy applied by federal courts in adjudicating challenges to the conduct of union affairs, stating: "The policy is based in part on the presumption that most unions are honestly and efficiently administered and are much more likely to continue to be so if they are free from officious meddling by the courts."

CSEA was represented by William Wallens of Roemer and Featherstonhaugh.

Nominees named to Region II MH seat

ALBANY — Nominees have been announced for the election to fill the Region II Mental Hygiene vacancy on the statewide Board of Directors. Those members nominated are: Frederick J. Daniels, Robert Gripper, Roy Johnson, Adrian R. Mitchell, Henry Reese, Harold L. Robertson Jr. and Richard J. Moccia.

Deadline for receipt of independent nominating petitions is close of business Sept. 10, and the drawing for ballot position is scheduled for Sept. 15 at CSEA Headquarters.

The Statewide Election Procedures Committee has scheduled ballots to be mailed Sept. 20 to members eligible to vote in the election. Ballots will be counted Oct. 11.

WMHT-TV to rerun exam series

SCHENECTADY — Public television station WMHT-Ch. 17 will rerun "How to Prepare for a Civil Service Test" beginning Sept. 15 at 11 a.m. The four half-hour programs will run Saturday mornings through Oct. 6.

The videotape series, produced jointly by CSEA, Cornell University and the Governor's Office of Employee Relations, covers in general terms how to prepare for a civil service promotional exam. Booklets which accompany the series are available through the CSEA Education Department for $1.50 per copy.
CSEA's 1984 Annual Delegates Meeting will be held Oct. 21-26 at the Olympic Center in Lake Placid.

While details are still being worked out, a tentative agenda calls for Board of Directors registration and luncheon meeting, and delegates certification and registration Oct. 21.

Oct. 22 has been set aside for opening ceremonies and orientation, certification and registration of delegates, and information tables and exhibits, as well as standing committee forums, education seminars, bargaining unit meetings and state departmental meetings.

The schedule for Oct. 23 includes educational seminars and divisional meetings. On Oct. 24, there will be certification and registration of delegates, information tables and exhibits, and a general business session. A PEOPLEthon is also scheduled. (See story below.)

A general business session has also been scheduled for Oct. 25 and 26.

As convention plans are finalized, they will be updated in future editions of The Public Sector.

PERFECT FIT — Region III President Pat Mascioli tries on a PEOPLE hat beside the CSEA exhibit at the Dutchess County Fair recently. Giving him a hand are Dutchess County Local 814 Political Action Chairman Carl Mathison and Region III Director Thomas Luposello. The union's exhibit, which was sponsored by the Dutchess local, included the sale of hats for the benefit of the AFSCME PEOPLE fund. Another activity, the PEOPLEthon, which will take place at the annual Delegates Meeting in October, will also raise money for the fund.

Delegates should plan now to participate in the PEOPLEthon scheduled for Oct. 24 at Lake Placid. The 2.8-mile race around picturesque Mirror Lake will begin at 5 p.m., and runners can turn in their entry forms (below left) and pledge sheets at the PEOPLE table at the Olympic Center up until noon.

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

In addition to the important political action goals of the race, the event will also be a fun event for participants and spectators. Awards will be presented to the top three male and female finishers, and the entrant receiving the most money in pledges will receive a special award. All entrants will receive either a PEOPLE T-shirt or tote bag, and refreshments will be served to participants following the race.

Pledge sheets are available by contacting the CSEA Legislative Office in Albany at 518-436-8622. Or stop by the PEOPLE table at the convention.
HUNDREDS OF STATE WORKERS from around New York turned out in Albany last week to demonstrate against planned layoffs in the Department of Labor. State officials say the layoffs are needed because of federal budget cuts but union leaders blamed them for not finding more ways to keep employees working, and say a ripple effect will be created by the cutbacks. The rally was held at the W. Averell Harriman State Office Building Campus.

Government's main concern should be jobs — jobs for the unemployed and jobs for the people who help the unemployed find work.

— Capital Region President C. Allen Mead
Cuts will hurt ‘everyone,’ CSEA leaders warn

ALBANY — “We have a president who wants everybody to lift themselves up by the boot straps,” said CSEA President William L. McGowan, addressing participants at a Rally for Jobs last week. “But now he’s cutting the loops out of the boot straps. And that’s not fair.”

The noontime rally was held to protest the proposed layoffs of 252 state Department of Labor employees who work in job training and placement service offices across the state.

More than 200 workers from Albany, Syracuse, Buffalo, New York City and the Mid-Hudson area showed up at the department’s Albany headquarters on the newly-renamed W. Averell Harriman State Office Building Campus. Joining McGowan at the podium were CSEA Capital Region President C. Allen Mead and CSEA Labor Local 670 President Jeanne Lyons.

“We’re ready to save the jobs of workers,” McGowan told the crowd. “But before we start the battle, we want a commitment from the Department of Labor that any money we get from the federal level or that we find in their budget will be used for jobs for public employees and not perks for management.”

Labor Department officials have said the layoffs and the loss of another 118 jobs through attrition were forced on the state because of an $8 million federal budget cut. While attacking Reagan for the cuts, McGowan also blasted state officials for not doing more to keep employees on the payroll.

He said the effects of the planned job cuts will ripple throughout the state.

“Because of these cutbacks, more than 150,000 unemployed people will not be able to find jobs in this state,” he said. “These cutbacks will hurt everyone, not just the public employees.”

The Rally for Jobs was held at the same time as a ceremony to rename the state office building complex in honor of former New York governor and U.S. ambassador W. Averell Harriman.

Region President Mead said, “There are more important things for our top national and state elected officials to be doing than deciding whose name is going to be chiseled on the side of this building.

“Government’s main concern should be jobs,” he continued. “Jobs for the unemployed and jobs for the people who help the unemployed find work.”

Local President Lyons said labor and its allies must deliver the message to save jobs to top state and national officials.

“We, the workers and the people we help — the unemployed, the minorities, the veterans, the working mothers, the returning workers and all the supposedly economically recovering businesses, industries and employers — have got to flood Washington, D.C. with the message: Help people find jobs. Keep us working.”
We, the workers and the people we help — the unemployed, the minorities, the veterans, the working mothers, the returning workers and all the supposedly economically recovering businesses, industries and employers — have got to flood Washington, D.C. with our message: Help people find jobs. Keep us working.

—Jeanne Lyons, President, Department of Labor Local 670
NEW YORK CITY — CSEA's largest contingent ever marched, cheered and danced its way up Fifth Avenue in one of the longest, most enthusiastic labor day parades this city has seen.

The parade, which followed a course from 26th Street to 54th Street a few blocks from Central Park, lasted as long as a workday for most marchers. The first of them stepped out bright and early at 9 a.m., having got a hearty send-off from Central Labor Council President Harry Van Arsdale and AFL-CIO President Lane Kirkland. It was past 5 p.m. before anyone saw the end of the long line of union marchers wind up in Manhattan's downtown.

Police estimated that by afternoon more than half a million people had gathered for the event, the number about equally divided between participants and spectators. But most of the crowd missed the stars of the parade, Walter Mondale and Geraldine Ferraro. They helped Kirkland kick off the nation's largest labor day rally and then they exited, leaving behind a swarm of marchers who brandished placards and shouted slogans that made it obvious the parade was a party for the Democratic running mates.

Nearly 200 marchers representing CSEA joined the procession off 26th Street at around 11:30 a.m. Set back an hour past their scheduled time to fall into line, members and officers alike exploded into a burst of energy when they finally hit the road. A six-piece brass marching band called the "9th Street Stompers" blasted out "When the Saints Come Marching In" and CSEA members moved out. Before the song was over, they were dancing in the street.

"I don't get tired marching," said State Insurance Fund Local 351 member Regina Maxwell, " 'cause I dance all the way. Besides, I'm fighting for my union by being here — and showing that we've got to get Mondale in there for the working people."

(Continued on page 10)
TOOTING THEIR HORNS FOR LABOR — A six-piece brass band called the "9th Street Stompers" kept CSEA members moving to music during the almost 30-block march up the avenue. Trailing the CSEA crowd was a float, at right, the union's first ever to appear in New York's Labor Day parade.

DANCIN' IN THE STREETS — Region II Director Ron Mazzola falls into a fancy step with State Insurance Fund Local 351 member Regina Maxwell. At far right is Darlene Hess, parade coordinator and president of Division of Housing and Community Renewal Local 258.

NEW YORK CITY
Continued from page 9
That kind of sentiment was epidemic among the CSEA group. Before long, Region II President George Boncoraglio and Region III President Pat Mascioli, who began the march sedately flanking the CSEA banner, were dancing with other marchers to the delight of onlookers. When marchers reached the reviewing stand in front of the public library near 42nd Street, the band played "In the Mood" and, clearly, everyone was.

Some spectators even joined in the fun, sticking with the CSEA group for the entire length of the parade.

"Every year we get a few strays," said Boncoraglio, laughing at the antics of one dancing man and another on roller skates.

But he indicated he was most impressed with the turnout of the union's members who marched sporting CSEA caps and T-shirts.

"This is the most we've ever had," said Boncoraglio, calling CSEA's involvement in this year's Labor Day parade a "great success."

Participating in the parade were members from New York's Metropolitan Region II as well as adjoining Regions I and III. And pulled by a jeep that followed CSEA marchers was a float decorated in red, white and blue with the union emblem and names of the three regions. This was the first time for a CSEA float to appear in the parade, which had more than 150 this year.

"I've never seen such a long parade," said one CSEA member, as he finished up. The parade was still to come up the avenue for another four hours before it ended.

"It was some parade this year," admitted Boncoraglio, "and I'm glad CSEA could be a big part of it."

By Daniel X. Campbell
CSEA Communications Associate

ALBANY — Several hundred members of public and private sector unions endured the drizzle and grumpily paraded down Central Avenue here on Labor Day, as labor leaders made pleas for workers to rout the Reagan administration.

Rain-drenched public employees, mail carriers, ironworkers, carpenters, plumbers, electricians and other trade union members marched in a cold, steady rain from Partridge Street east to Capitol Park for a noontime Labor Day rally. Billed as "Solidarity IV," the rally reflected the sentiments of unionism in an intransigent era.

Speaking before a crowd of almost 500 gathered in front of the Alfred E. Smith Building, a string of union leaders, including CSEA President William L. McGowan, called for the election of the Mondale-Ferraro ticket as an answer to union woes.

"I'm confident we can beat Berry and his friends before he outlaws our next Labor Day," said Rashid, calling for the election of the Mondale-Ferraro ticket as an answer to union woes.

"I'm confident we can beat Berry and his friends before he outlaws our next Labor Day," admitted Boncoraglio, "and I'm glad CSEA could be a big part of it."

SOLIDARITY IV — Members from several labor unions in the Albany area rally in Capitol Park. But despite drizzling rain, nearly 500 people were on hand.

CAR HOPPER — Brian Campbell, son of CSEA Communications Associate Dan Campbell, hitches a ride in an antique car driven by Warren Moloney, a member of SUNY Albany Local 691.
AN UMBRELLA DAY — Members of one of CSEA's locals carried a rain-drenched banner down Central Ave.

ROUT REAGAN RALLY — Paul Cole, secretary-treasurer of the state AFL-CIO, was keynote speaker for the Solidarity IV rally at Capitol Park. His barbs against the Reagan administration set the mood for the noontime forum.

ALBANY... Continued from page 11


Said McGowan: "This is great, great because unions are coming together and acting like a family."

Then he took the chance to get a few things off his chest about abuses suffered by laborers in America.

"We've been had by management," he said.

"When management told us that the auto workers caused the recession we believed them. When management told us that the workers were borrowing too much from banks and causing the banks to go bankrupt — we believed them.

"But now," McGowan said poking his finger into the cold sky, "with cars selling like hot cakes, now after the workers have cut their wages, cut their benefits, increased their productivity — now management is taking all the credit. Now management is giving themselves millions of dollars worth of bonuses.

"And the workers are getting nothing but the blame," he complained.

POUNDING PAVEMENT FOR UNIONS — Parade marchers included Region IV President C. Allen Mead and CSEA statewide Secretary Irene Carr.

SPEAKING FOR CSEA — Susan Waltz, first vice president of Motor Vehicles Local 674, took the podium at one point. In background are local state Assemblymen Richard Conners and Paul Tonko.
Major AFL-CIO communications campaign kicks off September 10

"Campaign for America's Future," a major national advertising campaign prepared by the AFL-CIO, will be launched Sept. 10.

The campaign is a unique communications effort by the AFL-CIO and its 96 affiliated unions to use television, radio and newspapers to tell members and the public about labor's commitment to issues important to all working Americans, and labor's historic dedication to democracy and building better lives for all people.

The core of the coordinated communications effort is a series of television commercials produced and distributed by the AFL-CIO's Labor Institute of Public Affairs.

Based on the slogan, "Let's fight for the issues. Let's care for the future," the campaign asserts labor's commitment to important public goals such as education for children, affordable health care, a good job for everyone, fair trade and taxes.

It will run for three weeks on TV stations and networks.

In addition to the campaign, the AFL-CIO has prepared its own TV series, "America Works," which premiered on more than 155 public television stations over Labor Day weekend, including six stations in New York state.

There are six new episodes of "America Works," which profiles union workers in a variety of different jobs. Interested persons should check stations or local listings for exact times and dates.

Meet the people who make America work. Tune in to AMERICA WORKS.

"A rare chance to hear authentic working people speak their minds." TV GUIDE

"AMERICA WORKS works." WASHINGTON POST

"Splendidly moderated." NEW YORK DAILY NEWS

Check your local listings for time and station.

America's workers are calling for action on the issues.

Issues that insure better opportunities for ourselves and our children.

We believe all Americans deserve: good public education, affordable health care, fair taxes, justice and dignity in the workplace, fair trade policies, equal opportunities, a good job.

For over 100 years, working people and their unions have stood up for America. And we still do. From the workplace to city hall, from the bargaining table to the halls of Congress, Labor fights for a better America. For everyone. This message is the true story of labor's role in building a better America.

We're fighting for the issues because we care. Join the 1984 Campaign for America's Future. On radio and TV this fall.

Presented by the AFL-CIO. Produced by the Labor Institute of Public Affairs.

Let's Fight for the Issues.
Let's Care for the Future.
WASHINGTON (PAl) — The nation's poverty rate rose to 15.2 percent and the number of poor Americans increased by nearly 900,000 last year despite the economic recovery, the U.S. Census Bureau reported.

The increase from 15 percent in 1982 was the fifth consecutive annual rise in the poverty rate. The number of persons living in poverty in America is the highest since 1983, when the rate was 17.3 percent and the "war on poverty" programs began under President Johnson.

The number of poor people has increased by about 6 million since 1980, the Bureau reported. In 1983, some 35.3 million people were living below the official poverty line.

The Bureau said the increase in poverty was "unexpectedly high," especially in view of its report that median family income, adjusted for inflation, increased 1.6 percent last year to $24,580, the first such increase in four years. In the past, the number of poor declined when there were increases in income.

At a Congressional hearing last November, White House Budget Director David A. Stockman said, "I am absolutely confident that the poverty rate is going to decline dramatically for 1983."

House Speaker Thomas P. O'Neill Jr. (D-Mass.) called a news conference where he blamed the poverty increase on the Reagan-led cuts in programs for the poor. "Today we have the smoking gun of Reagan unfairness," declared O'Neill.

Robert Greenstein, director of the Center on Budget and Policy Priorities, traced some of the rise in poverty to cuts in such programs as Aid to Families with Dependent Children, unemployment insurance, public service employment, and Social Security.

WASHINGTON — President Reagan apparently has not given up on his goal of making Social Security voluntary and is "pounding away and pounding away" to undermine public confidence in the program.

That's how top spokespersons for the elderly interpret-Reagan's latest attack on Social Security.

In a recent television interview in Texas, Reagan said he would never "pull the rug out" from under current Social Security beneficiaries and added: "There is a possibility — well, probability — that many people, young people now paying in, will never be able to receive as much as they're paying."

Wilbur J. Cohen, co-chairman of the Save Our Security coalition (SOS) and former secretary of Health, Education and Welfare, said the "restructuring" alluded to by Reagan and his appointees "is bad news for the American people."

Cohen said Reagan's attacks and remarks by Treasury Secretary Donald Regan about "revising" Social Security later in the '80s lead him to believe that the Treasury is working on changes in Social Security.

"I think there is a strategy behind it to constantly keep on pounding away and pounding away," Cohen said. He said the effect, if not the aim, is "to destroy public confidence in Social Security."

Cohen noted that Reagan's opposition to Social Security dates back to his campaign rivalry with Senator Barry Goldwater in 1964. Reagan favors a voluntary approach, arguing that people would earn more by investing what they now pay into the federal system.

That may be true, Cohen said, "if you don't get disabled, if you don't get sick, if you don't get unemployed."

Hill exhorted APRI leaders to go back to their communities and work as never before to motivate black voters to get out and vote on Election Day. "We must make sure that the enthusiasm with which blacks have thus far participated in the primaries is maintained through Nov. 6," he said. "The black community has been heard. But only if we vote in numbers greater than ever before will we get rid of Reaganism and replace it with a humane, pro-worker administration."

AFL-CIO political education director John Perkins praised the institute for its work of "advancing the well-being of millions of Americans through the political process." Perkins sharply criticized the record of the administration, asserting that Ronald Reagan "has been to the history of the presidency what 'Wrong Way' Corrigan was to the history of flight."
NEW CONTRACTS

SIGNED AND SEALED — Liberty Mayor Ida Frankel signs a recently ratified three-year contract for village employees who are members of CSEA Local 853. Seated with Frankel are Charles Tyler, a member of the negotiating team for the union; Unit Treasurer and team member Marvin Cox and Village Manager Jeffrey Carmen. Standing are Donald Watson of the village negotiating team; CSEA Local 853 President Jim McNutt and Region III Field Representative Steve Chanowsky.

Village of Liberty signs 3-year pact

LIBERTY — Public works employees in this Sullivan county village will reap 19.5 percent in pay increases over the next three years as a result of a recently ratified contract.

According to CSEA Field Representative Steve Chanowsky, the workers, members of Local 853, will receive 6.5 percent in pay increases each year for the duration of the contract, a new family vision plan and a paid holiday for Martin Luther King Day.

In addition, new contract language clarifies distribution of overtime assignments and posting of job openings and promotions.

Serving on the CSEA negotiating team were Unit President Arthur Jersey, Charles Tyler, Leonard Mott, Bob McKay and Richard Davis.

7 percent wage hike for Huntington

HUNTINGTON — The town of Huntington Unit, CSEA Suffolk County Local 852, recently ratified a three-year contract retroactive to Jan. 1, 1984. The pact offers a 7 percent increase each year and two new features.

Unit President Dorothy Goetz won additional increments for a number of clerks, clerk/typists and stenographers. The new agreement compresses the salary schedule, upgrading the low end. CSEA and AFSCME's comparable worth studies were a valuable tool in negotiations, according to Chief Negotiator George Peak and Field Representative Jim Walters.

The unit also entered the Suffolk County Benefit Fund under the new agreement.

The unit also won the day after Thanksgiving as a holiday, a night differential, an increase in the amount of accumulated sick leave allowed, payment of 50 or more days of accumulated sick leave on death and the addition of accumulated sick leave to retirement service.

Sachem Library reaches agreement

HOLBROOK — The Sachem Library Unit of CSEA Suffolk County Local 852 recently settled negotiations for a new three-year agreement based on the PERB fact finder's recommendation.

The settlement included an additional paid holiday, three additional vacation days, and an improved longevity award. Salaries will be increased 6 percent, plus step, retroactive to July 1, 1984, 7 percent plus step, effective July 1, 1985, and a cost of living increase, plus step, effective July 1, 1986.

The negotiating team was headed by Unit President Barbara Harrington along with Sharon Montalbano, and was assisted by Irwin M. Scharfeld, field representative.

ALL'S FAIR — Thousands of those who attended the New York State Fair in Syracuse recently stopped by the exhibit sponsored by AFSCME. Staffing the booth at the pre-Labor Day event were volunteers from AFSCME's New York affiliates, including CSEA, Statewide Treasurer Barbara Fauser, right, and Onondaga County Local 834 President Pat Callahan put in a stint at the union exhibit and put smiles on the faces of youngsters who received CSEA/AFSCME balloons.
These Sullivan County workers recently lost an awful lot — but they’re happy about it

Sheriffs’ loss is Heart Association’s gain in weight control program promoting health

SLIM AND TRIM — Sullivan County Sheriffs Department Unit President Fred Rock, left, shows a chart that recorded the 143 pounds of weight lost by 14 employees who participated in a recent weight control program. With Rock are three participants: Sheriff Joseph Wasser, Lt. Julio Cabrera and Deputy Jordan Marlin.

By Anita Manley
CSEA Communications Associate

LIBERTY — Fourteen Sullivan County Sheriffs Department employees are 143 pounds lighter and the American Heart Association is $100 richer thanks to a program conceived by a CSEA member and the county sheriff.

The project began in February when Lt. Julio Cabrera, a member of CSEA Local 853, received information from his boss concerning ideal body weight in relation to stress and risk factors. His boss, Sheriff Joseph Wasser, had just returned from an FBI law enforcement seminar where “they kept emphasizing stress and risk factors in people working in the law enforcement field.”

Armed with his statistics, Wasser distributed information and weight charts to his employees. Cabrera, who was slightly overweight, decided he and his fellow workers needed an incentive to lose the extra pounds and proposed a voluntary weight control program. Participants would pledge to lose a certain number of pounds within a set time frame. Those who did not reach their goal would be fined $1 for each pound they did not lose. The monies collected would be donated to the American Heart Association.

Of 15 employees who participated, five met or went beyond their goal, five came very close, and one gained a pound. Cabrera lost the most weight — 27 pounds. Sheriff Wasser, who’s goal was 6 1/2 pounds, lost 10.

Cabrera credits the program for giving the participants the motivation to lose the weight. Although no special diet was prescribed, each participant took it upon himself to cut down on fats and sweets and to start some sort of exercise program. Cabrera, who jogs daily, said he increased his daily run to 6 1/2 miles. He also cut down his meal portions, eating mostly salads, fish and fowl — and no dessert.

“You need willpower,” Cabrera noted.

All participants benefited from the program, he added. More than $100 was raised for the American Heart Association (even those who lost all their weight donated to the fund) and 14 formerly overweight CSEA members have developed new and better eating habits. Cabrera says he is so pleased that he plans on repeating the program next year for those who did not sign up this year.

“That’s just think,” said one very happy loser, “if we get all the overweight employees who sign up, we’ll have the trimmest looking sheriff department in New York state.”

Carr testifies before House on day care

WASHINGTON, D.C. — The on-worksite day care program sponsored by CSEA and New York state was the topic of testimony presented this week by statewide Secretary Irene Carr to the U.S. House of Representatives Select Committee on Children, Youth and Families.

Comming the committee for conducting hearings on child care, Carr explained that CSEA and AFSCME believe child care is a critical concern of all working families and described the New York program as a model which other public employers and unions could follow.

The system, which originated from contract negotiations in 1979, now operates 18 day care centers at state worksites and serves more than 1000 children of employees. Two more centers are pending, and after-school care for older children is in the planning stage.

“Start-up costs and equipment are paid for from a fund to which CSEA and the state contribute,” Carr explained. “The state provides space and maintenance for the sites, but all operating costs are paid from fees, which range from $39 to $55 a week, based on a sliding income scale. Each of 18 existing centers is in the black.”

The CSEA officer cited a recent survey that underscores parents’ enthusiasm about the care provided at the centers, telling the representatives:

• 88 percent of parents observed positive effect in their children since they began attending the center;
• 83 percent of parents worry less about their children;
• 92 percent said their children were eager to go to the center each day;
• and 45 percent of women said the center either enabled them to become employed, remain employed or return to work sooner than otherwise would have been possible.

“CSEA and AFSCME believe the New York State Day Care program is a fine example of labor-management and government cooperation which has produced sustaining benefits for all,” Carr concluded.
Pay equity legislation for government employees on the books in 15 states

WASHINGTON — Fifteen states have enacted comparable worth legislation for government employees and another five states have passed resolutions seeking enactment of such legislation, according to a recent report by the Bureau of National Affairs (BNA).

In New York state, the Center for Women in Government will launch a comparable worth study this fall under the CSEA/New York state collective bargaining agreements. The study, which is expected to be completed early next year, will detail whether New York state job titles filled primarily by women and minorities are undervalued.

Women in Virginia, Minnesota, North Dakota, Oklahoma, Oregon, South Dakota, Tennessee and West Virginia are paid only about 60 percent of what the average full-time working male is paid in a comparable job. The concept of paying equal wages for jobs that are not identical but that are determined to be comparable in terms of worth, strikes “fear in the heart of many employers.”

Despite some recent landmark cases on the matter — most notably in the states of Washington and Minnesota — women who work full-time, year-round are paid only about 60 percent of what the average full-time working male is paid.

According to the BNA, a private, bi-partisan research group, “despite all the media attention devoted to the issue, the Supreme Court has not issued a single substantive ruling on comparable worth and Congress has not passed one piece of comparable worth legislation.”

The organization says prospects for enactment of federal legislation this year are dim, as the Reagan administration continued to review its policy on the matter.

REMINDER: Register now for women's studies program in NYC

NEW YORK CITY — Applications for the fall semester are now being accepted for the Public Service Women's Studies program of the Institute for Women and Work, sponsored by the New York State School of Labor and Industrial Relations at Cornell University.

Courses are being offered in effective writing and interpersonal relations, and are open to women in salary grades 3-12. Classes begin Sept. 19 and will be held on Thursday evenings from 5 to 8 p.m. at the Cornell facility at 15 E. 26th St. Both the date and time were incorrectly listed in a previous edition of The Public Sector.

Payroll problems in check at county infirmary

KINGSTON — A number of problems in the payroll department at the Ulster County Infirmary have been cleared up, thanks to the efforts of Region III field staff and CSEA Ulster County Local 856 President Sean Egan.

Payroll discrepancies — including workers not getting paid properly or in a timely manner — had been escalating, due to the usual stresses of short-staffing and overtime work.

Employees said they were met with patronizing attitudes, evasive answers and endless red tape by administrators when they attempted to correct payroll mistakes. Payroll office workers complained they were never properly trained.

Section President Shirley Blum said she met with frustration when she tried to speak to infirmary administrators, who said they felt the problem was “minimal.”

Egan and Field Representative Steve Chanowsky met with county officials numerous times but promises to straighten out the situation were never met. Blum warned CSEA staff that morale was low.

In an effort to bring about a resolution, Region III field staff and Egan called 14 county legislators, and Ulster County Legislative Chairman Bill West consented to meet with Egan and Personnel Commissioner Tom Costello to try to solve the problems.

West agreed to confront the problems in several ways. Short term solutions include the addition of a part-time staff person from the county personnel office to oversee operations in the payroll department; improved documentation of personal and vacation leave and shift changes; and an in-house training program for payroll staff. He added that policies and procedures would be reviewed by the personnel commissioner at a later meeting.

As a result of that meeting, Costello proposed that employees be given a printout of their payroll record three days before payday so that they could review the printout and make any corrections before paychecks were actually issued.

As for long-term solutions, West told Egan and employees of the infirmary that a new payroll system was being considered by the county and would be on line by next year.

State fails in attempt to dismiss employee

ALBANY — New York state's attempt to terminate an employee who was brought up on disciplinary charges was denied in a recent Supreme Court decision.

In the case, a senior motor vehicles license clerk pleaded guilty to theft charges, and the state proposed a penalty of termination.

An arbitrator found the employee guilty of the charges, but determined, based upon the employee's record of employment and evidence at the hearing, that termination was not an appropriate penalty.

The employee was suspended for 10 months and then reinstated without back pay.

The state moved to vacate the award, arguing it was a breach of public policy to retain an employee who has been found guilty for violating the Penal Law relating to the performance of his duties.

Justice Con G. Cholakis upheld the arbitrator's decision, calling it "entirely reasonable and justified." CSEA Attorney William M. Wallens of the law firm of Koerner and Featherstonhaugh handled the case.

Payroll problems in check at county infirmary

TALKS PAY OFF — Ulster County Legislative Chairman Bill West, left, talks with Local 856 President Sean Egan about methods of dealing with numerous payroll problems at the Ulster County Infirmary.

Region III staff members went a step further. On the following payday, four field representatives were assigned to the infirmary to meet with any employees who were improperly paid. Not only were there fewer discrepancies this time, but the problems that did exist were easily resolved.

While Region III staff members are pleased with the progress made, they are still disturbed that it took county officials more than five months to take the situation in hand and resolve it. And, they ask, why have the infirmary comptroller and the administrator not been held accountable for not training their staff and for their lack of action when the problems began?

Until the answers come, Region III will not consider the case closed.

Political action rebate on dues

ALBANY — CSEA members and agency fee payers who object to the appropriation of a portion of their dues or agency shop fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to $3.92.

The union's procedures call for rebate applications to be submitted by certified or registered mail addressed to the statewide treasurer. Applications will be accepted during the month of October.

Individual applications should be submitted; lists of members and fee payers are not acceptable. Each application for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion of per capita payment or service fee equivalent that has been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals applying to CSEA for political action rebate are not required to file separate applications to the International. CSEA will forward requests it receives to the AFSCME secretary-treasurer.
Unfair list

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

- American Buildings Co., metal structures — United Steelworkers of America;
- Capital Cities Communications, Inc., owner of the Kansas City Star — International Typographical Union;
- Foss Launch and Tug Co., Seattle, Wash. — International Organization of Masters, Mates and Pilots;
- Liberty Glass Co., Sapulpa, Oklahoma, soft drink bottles — Glass, Pottery, Plastics & Allied Workers International Union;
- Mapco Petroleum Inc. (Delta Refinery) gasoline, diesel and other petroleum products — Oil, Chemical and Atomic Workers International Union;
- Michelin Tire Corp., automobile tires — United Rubber, Cork, Linoleum & Plastic Workers of America;
- Nevada Resort Association, 26 Las Vegas hotel-casinos — Hotel Employees and Restaurant Employees International Union, American Federation of Musicians, International Alliance of Theatrical Stage Employees, Associated Actors and Artists of America;
- New York Air, scheduled airline — Air Line Pilots Association;
- Perdue Farms, dressed chicken and chicken parts — United Food & Commercial Workers International Union;
- R-Way Furniture, Sheboygan, Wisconsin, furniture — United Furniture Workers of America;
- Sanderson Farms, Miss Goldy chickens, Southern Beauty chickens — International Chemical Workers Union;
- Sinclair Oil of Wyoming, oil and gasoline, hotels and resorts — Oil, Chemical and Atomic Workers Union;
- United Artists & Syufy Enterprises, motion picture theaters — Service Employees International Union;
- U.S. Marine Corp., Force marine engines and Bayliner boats — Allied Industrial Workers;

CSEA Research Department gathering info on abuses in Civil Service appointments

TO: CSEA Research Department
FROM: (Name) (Address)

Describe any incident(s) which you believe demonstrates an abuse engaged in by your local civil service commission or personnel office, either affecting you or your co-workers.

Name of Civil Service Commission/Personnel Officer: _______________________

Send to: CSEA Research Department, 33 Elk St., Albany, N.Y. 12207
RECEIVING AWARDS — It is a happy day for Martha Ann Falk and David Argen, third and fourth from left, two of the five 1984 winners of scholarships from CSEA Local 833 Oneida County. On hand for the presentation at a recent local outing were, left to right, Marge Maxon, chairwoman for the scholarship committee; William Falk, Martha Ann's father; winners Falk and Argen; Victoria Argen, David's mother; Dorothy Penner, president, CSEA Local 833 Oneida County; and CSEA Region V President Jim Moore. Other 1984 winners were Terry Stein, David Knox and James Benedetto.

Oneida Local 833 awards scholarships

UTICA — CSEA Local 833 Oneida County has announced the names of five students to receive a total of $1,000 in scholarship awards for 1984. Dorothy Penner, president of Local 833, along with scholarship committee members Marge Maxon and Joanne Melisko, announced the winners at a recent local outing near Utica.

The awards are presented annually to sons or daughters of parents or guardians who are members of CSEA Local 833.

The 1984 winners:

David Argen, son of Victoria Argen, an Oneida County Social Services employee, is a 1984 graduate of New York Mills Senior High School. He has also enrolled for the fall term at Mohawk Valley Community College.

The fifth 1984 winner is James Benedetto, a 1983 graduate of Notre Dame High School, in Utica. He is currently studying at Wagner College, Staten Island. His mother, Mary Benedetto, works for the Department of Social Services.

Local 833 President Dorothy Penner said the 1984 scholarships mark the 10th year the local has made the awards to deserving children of Oneida County Local 833 members.

"As president of the local, I want to express my gratitude to the members of the scholarship committee for their time and effort in reviewing the candidates," Penner said.

"I can think of no better way to utilize a portion of our union treasury than to help defray educational expenses for deserving students and their parents who are dedicated county employees and members of CSEA."

Agreement wraps up year of bargaining for Oneonta city employees

ONEONTA — After nearly 12 months of negotiations that included delays for mediation, fact-finding and charges of improper practice by both sides, 66 city of Oneonta employees finally have a new contract.

Gerald Phelan, CSEA field representative and chief negotiator for the Oneonta City Unit of Otsego County Local 839, said the main dispute was resolved by a compromise regarding "on call" language.

Explaining terms of the new two-year agreement, Phelan pointed out that both sides had reached a tentative agreement twice after mediation in December and again in June. However, when CSEA noticed several important omissions in the city of Oneonta's version of the pact, an improper practice charge was filed which forced negotiations to continue for an additional eight months.

"In my opinion," Phelan said, "the filing of the IP charge was important in terms of obtaining retroactive pay and hammering out the final agreement. It took a lot of patience and determination."

The two-year package includes:

• An increase of 5 percent for all employees, retroactive to Jan. 1, 1984.
• An increase of 3 percent for all employees effective Jan. 1, 1985.
• All promoted employees shall receive a minimum increase of 3 percent.
• Both sides agree to submit the dress code question to a labor/management committee chaired by a PERB mediator.
• Improvements in the "on call" procedure that include employee input into "on call" hours scheduled and hours off while "on call."
• Use of a city vehicle will also be provided for "on call" employees.

In thanking his negotiating team, Phelan said, "I want to express my sincere appreciation to Unit President and Committee Chairman Mike Naples, George Smith, Charles Scarzafava, Claudia Naragon and Otto Butz."

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Van Dyke added that although precautions have always been taken not to burn the wood because of the danger of toxic gases, no recommendations ever have been made for handling it. Van Dyke said he was concerned about possible long-term ill effects.

Siccardi has requested a lab analysis of the wood to determine the exact quantities of the chemicals used to treat it.

Meanwhile, the issue is currently being addressed by the Federal Register. In a proposal drafted by the Environmental Protection Agency, the following excerpted precautions have been recommended:

- "Dispose of treated wood by ordinary trash collection or burial. Treated wood should not be burned in open fires or in stoves or fireplaces because toxic chemicals may be produced as part of the smoke and ashes. Large quantities of treated wood from commercial or industrial use may be burned in commercial or industrial incinerators in accordance with federal regulations.
- "Avoid frequent or prolonged inhalation of sawdust from treated wood. When sawing and machining treated wood, wear a dust mask. Whenever possible, these operations should be performed outdoors to avoid indoor accumulations of airborne sawdust from treated wood.
- "Avoid frequent or prolonged skin contact with pentachlorophenol-treated wood. When handling treated wood, wear tightly-woven coveralls and use gloves impervious to the chemicals (for example, gloves that are vinyl-covered).
- "When power sawing and machining, wear goggles to protect eyes from flying particles.
- "Wash exposed areas thoroughly after skin contact, and before eating, drinking or use of tobacco products.
- "If oily preservatives or sawdust accumulate on clothes, launder before reuse. Wash work clothes separately from other household clothing.
- "Urethane, shellac, latex epoxy enamel and varnish are acceptable sealers for pentachlorophenol-treated wood."

This proposal will become law on Feb. 1, 1985 if it is not challenged. Siccardi suggested that anyone working with treated wood should ask their supervisor or employer for information on how the wood is treated so that proper precautions can be taken.

Members should contact their safety committee chairman or regional OSHA specialist for more information.

**ULSTER HIGHWAY DEPARTMENT HALTS USE OF TREATED WOOD PENDING REPORT**

By Anita Manley

CSEA Communications Associate

KINGSTON — Ulster County officials and members of CSEA have recently agreed that county highway department employees should discontinue the use of wood treated with pentachlorophenol and creosote pending recommendations from the New York State Department of Health and the Department of Labor.

According to Region III OSHA Specialist Linda Siccardi, the workers were concerned about the safety of chemicals used to treat the wood. CSEA Local 664 Shop Steward Joseph Van Dyke said the wood, used for the last three years for bridge work and other construction, has caused skin irritation by contact and a burning sensation of the throat from fumes. In a survey taken by Siccardi, the men noted that the symptoms disappear when they stop working with the wood.

Horror Story — Ulster County Highway Department worker Joseph Van Dyke looks over an EPA draft on treated wood. "It reads like a horror story," says Van Dyke.

**SAFETY SHORTS**

LINDENHURST—The Highway Department Garage in this Long Island village has been made safer thanks to cooperation between labor and management.

In response to a CSEA recommendation that an emergency exit be provided at the rear of the garage, the village has installed a door. Unit President Tony Polidoro was responsible for convincing management of the importance of the safety precaution.

FISHKILL — The Region III Safety and Health Committee will sponsor an asbestos seminar Sept. 20 at 7 p.m. in the Region III Office, Old Route 9.

Guest speaker will be Samuel Stryornsky, chief of the Indoor Air Quality Section of the New York State Bureau of Toxic Substances. Topics will include asbestos-related diseases, unnecessary exposure, personal protective equipment and managing asbestos in buildings. Questions and answers will follow the presentation.

The meeting is limited to 50 participants, so early enrollment is urged. For further information, contact Linda Siccardi, Region III OSHA specialist, at (914) 696-8180.

**'D BY PSOCIDS**

Health office fights bugs on homefront

By Daniel X. Campbell

CSEA Communications Associate

ALBANY — State Health Department employees, who are normally involved in battling bugs in other public and private sector worksites, have a little pest problem of their own.

Paper fleas — "psocids" as they are more commonly known among bug experts — have invaded a health department keypunch room and a paper storage area as well as other heavy paper work areas in the 34-story building.

The tiny bugs, approximately 1/3 of a millimeter long, are "non-parasitic" and don't normally bite humans as do mosquitoes, for example. But they do crawl and when hit on the skin release an irritant which causes a rash when scratched or rubbed.

"The Health Department is on top of the situation," CSEA Local 664 President Anthony Muscatiello said. "It's acting very professionally, even in a relatively minor case such as this and we are getting to see how the department functions when it responds to a bug problem."

The health department has overseen the spraying of the problem areas and is attempting to correct the situation. But the elimination of the problem will take time.

"Unfortunately, due to a lingering ceiling water problem, the recent spate of humid weather and an abundance of paper supply, the data entry room seems to have offered a perfect haven and breeding ground for these tiny creatures," a department memo reads.

"To say the department is bugging OGS about correcting the various problems would be an understatement," Muscatiello quipped. "But the department has put its chief entomologist, Dr. Thomas Best, in charge of resolving the problem and he is known for getting the job done and done right."