CSEA political action an impressive winner at polls election day

ALBANY — Hard work by CSEA Political Action Committees and rank and file members in the weeks leading up to Election Day paid off when the votes were counted. Throughout the state, the majority of CSEA-endorsed candidates were victorious in their election races.

“We do more than just pay lip service to political action. In counties and cities and towns all over the state, CSEA is a political force to be reckoned with,” stated Political Action Committee Chairman Joseph Conway.

“When you look at the results from around the state, you’ll see that we helped vote out officials who refused to bargain fairly and that we delivered our support to those who have treated public employees with the respect we deserve.”

(continued on Page 12)

BOND ISSUE A MAJOR VICTORY

Voters did themselves a bigger favor than most probably imagined when they approved proposition one, the “Rebuild New York” bond issue in the Nov. 8th general election, according to one of the bond issue’s most ardent supporters.

CSEA President William L. McGowan said that in addition to authorizing the necessary funds to begin rebuilding the state’s deteriorating transportation systems, voters relieved pressure on state and local budgets, provided a program to create tens of thousands of new jobs in the state, and helped save the jobs of several thousands of people currently employed as well.

McGowan was a member of the influential Rebuild New York Labor Committee which actively supported passage of the bond issue, and CSEA itself was perhaps the most active of all labor unions in urging voter support of the proposition.

McGowan said that the overall state transportation system is in such bad shape that defeat of the bond issue would have meant that various programs in state and local budgets would have had to be eliminated to fund the most urgently needed repair work. But passage meant the creation of the equivalent of 36,000 new jobs, and the retention of several thousand current jobs. He noted that Gov. Mario Cuomo had said that massive layoffs of state employees might be necessary to cover repair projects if the bond issue failed.

And CSEA provided much more than just lip service to support the issue statewide. CSEA created a series of ads in support of the issue for publication in The Public Sector, and made them available to other labor union publications throughout the state. Funds and manpower were also donated to the campaign.

And in western New York, more than 30 CSEA members aided by other friends of labor manned a phone bank in CSEA’s Western Region office before the election to contact potential voters and urge their support of the issue on election day.

The volunteers and their Locals included Gerald and Marie Prince, Barbara Justinger, Marijenn Nichols and Delores Cannizzaro of Local 815; Tom Warzel, Barry Kobbren and Collette Lowke of Local 602; Wende Setlock, Margie Bourkney, Mary Baldwin, Alfreda Scott and Bob Lombard of Local 427; Barbara Reese, Local 300; Grace Stefan-Boyer, Local 315; Rose Marie Mack, Local 640; Sheila Brogan, Pat Carlisle and Joan Poisella, Local 003; Retirees June Fertner and Terry Szenna; Jim Kittner and Bill Callahan, West Seneca Unit, Local 815; Joe Polito and Linda Cote of Local 403, and union friends Mike and Rosemarie Scamacca, Carl Fantozzino, Sal and Pat Bellomo and Chuck Bartolotta. PEF members Joanne Occhino and Joe Willott joined in to help the telephone campaign.
HORNELL STATE EMPLOYEES LOCAL 007 officers were installed recently. Seated, from left, are President John Wallenbeck, Secretary Dawn Smith and Second Vice President Robert Polanowski. They were installed by CSEA Region VI President Robert L. Lattimer, standing left. CSEA Field Representative Ray Ducharme, right rear, attended the installation ceremony also. Not present for the photograph were First Vice President Tom Flaitz, Treasurer Darlene Krupp and unit representatives Dick Northrup, Linda Rinaldi and Mike Gessi.

Accepting nominations for three Board openings

ALBANY — Resignations and retirements have created three vacant Mental Hygiene seats on CSEA’s statewide Board of Directors, representing Regions III, V and VI. The statewide Election Procedures Committee has set the following timetable for the elections to fill the board seats.

Nominations are open until Nov. 28, and “Request to be a Candidate” forms are now available from region offices. The Statewide Nominating Committee will meet Nov. 29 to select candidates and the independent nominating petition period begins the following day. All petitions must be received at CSEA headquarters by 5 p.m., Dec. 19, which is also the final date for declinations and name changes. The drawing for ballot position will be held Dec. 21.

Ballots will be mailed out Jan. 4, with replacement ballots available beginning Jan. 11. Ballots will be counted and election results announced Jan. 25, making the deadline for election protests Feb. 4.

New Connetquot contract

CONNETQUOT — Members of the Connetquot Central School District bargaining unit, a part of CSEA’s Suffolk Educational Local 870, recently ratified a new four-year contract. The 400-member unit voted overwhelmingly to accept a contract featuring four new steps in the pay scale and a cost of living allowance in the third and fourth years, depending on consumer price index increases.

The new agreement also establishes a pay scale committee composed of three unit members and three management representatives to study the pay scale system for the next contract. If the committee cannot agree by the third year of the contract, arbitration would be required to begin.

Also under the new contract, part-time cafeteria employees working 19.5 hours a week or less will get three sick days a year.

Training series for supervisors starts

ALBANY — An innovative training program for CSEA members in supervisory roles got underway in October and is expected ultimately to reach more than 20,000 such employees. Sally Bouton, CSEA’s director of education and training, explains that the union, in concert with the Governor’s Office of Employee Relations, has arranged for the extension division of Cornell University to conduct a “human resources development program” for public sector supervisors. Its purpose is to teach supervisory employees new skills as well as better use of skills they already have.

Each program will include 24 hours of training with workshops having a maximum of 25 participants who will be mixed from various agencies to encourage a broad exchange of ideas and viewpoints.

Workshops will address such issues as:

• balancing organizational needs with individual creativity;
• building trust;
• conflict resolution;
• creating a climate for healthy decision making; and
• making personal needs compatible with organizational requirements.

The series of workshops that began last month will continue over several years offering training to 20,300 supervisors.

CSEA Scholarship Committee

MEMBERS OF CSEA’s Special Memorial Scholarship Committee met recently to select winners of the first Thomas H. McDonough Memorial Scholarships for Continuing Studies. Pictured here, from left, are Sandy Delia; Lamont Wade; Dorothy Goetz; Denise Futia, CSEA staff; Brian Ruff, committee chairman; Bill Fetterling; and Diane Lucchesi. The committee selected a winner in each of CSEA’s six regions. The $200 awards were presented to aid previous CSEA scholarship recipients in completing their college studies.
U.S. Labor Department certifies CSEA election; rejects complaints filed by suspended officer

The U.S. Department of Labor has upheld the results of CSEA’s mail ballot election conducted between May 15 and June 15, 1983. Suspended Local 010 President Joseph C. Johnson Jr. complained that the election of local officers, delegates and the statewide Board of Directors was influenced by the transfer of members. The Labor Department has ruled that there is no basis for the complaint. The following is the text of the Labor Department’s decision:

Statement of Reasons for Denying the Complaint of Joseph C. Johnson Jr.
Regarding the Mail Ballot Election Conducted by the Civil Service Employees Association, Inc. of Albany, New York
Between May 15 and June 15, 1983

Joseph C. Johnson Jr., member and president of the Civil Service Employees Association (CSEA), Local 010, complained to the Secretary of Labor regarding the mail-ballot election for the Board of Directors and other offices conducted by CSEA between May 15 and June 15, 1983. His complaint is denied for the following reasons:

In his internal protest and in his complaint to the Secretary, complainant alleged that the CSEA Board of Directors approved the transfer of over 850 members from Local 010 to other CSEA locals during the period that balloting was taking place for Local 010 officers, delegates and the statewide Board of Directors; he alleged that these transfers were calculated to affect the outcome of the election, and that transferes may not have been mailed ballots as a result of their transfers.

Investigation could not substantiate complainant’s allegations. Local 010 was one of seventeen locals, statewide, that had members transferred at the same time, to correct a problem experienced by these locals which had members beyond the geographical boundaries of their respective regions. These transfers did not affect the outcome of the election for any member of the Board of Directors because such members are elected along members’ (employer) agency or departmental lines and not by locals or geographic regions. Therefore the change of location did not affect members’ voting rights. Investigation further revealed that voter eligibility lists were prepared by CSEA on or about April 1, 1983 and all ballots prepared from these lists and addressed to members’ last known addresses were delivered to the post office for mailing on May 16, 1983. Mail-balloting was held during the period of May 15 and June 15, 1983. The transfers of members from one local to another was not accomplished until June 1, 1983. Therefore, members had all been sent their ballots prior to the transfers, and CSEA had complied with the requirements of the Labor-Management Reporting and Disclosure Act (LMRDA) in that regard.

Further, although complainant alleged that the transfer of members was not proper, investigation disclosed that CSEA had acted consistently with Article V of its Constitution, which divides CSEA into specific geographic units, and that it had complied with proper procedures. No violation can be found.

Complainant alleged that because of their potential transfers many members of Local 010 lost interest in that local’s candidates for local offices. Investigation revealed that members were transferred for a legitimate purpose and there was no evidence to substantiate that the transfers were accomplished to influence the outcome of the election. No violation can be found.

Complainant alleged that the CSEA Board of Directors is not properly representative because Local 010, the fourth largest local in CSEA, was not represented in the ranks of the winning candidates. Investigation revealed that nine members of Local 010 were listed as candidates and were defeated by the voters in the election. No reason other than voters’ choice can be found for the situation challenged in the complaint. Complainant suggests further that Regions within the CSEA are not proportionately represented. A reading of Article IV of the Constitution reveals that representation on the Board of Directors is on a different basis than that of Regions, and no deliberate “gerrymandering,” as alleged by complainant, can be shown.

For the above-stated reasons no litigation is warranted and we are closing our file.

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33 W. State Street
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P.O. Box 525
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716-753-5429

PLATTSBURGH SATELLITE OFFICE
Broad Street Professional Bldg.
93 Broad Street
Plattsburgh, NY 12901
518-563-0761

ROCHESTER SATELLITE OFFICE
C.M.C. Building
560 N. W. Henrietta Road
Rochester, NY 14623
716-334-7140

UTICA SATELLITE OFFICE
201 Genesee Street
Utica, NY 13501
315-736-9272

WESTCHESTER SATELLITE OFFICE
222 Main Avenue
White Plains, NY 10601
914-946-5905 or 6906

MEMORANDUM OF UNDERSTANDING SIGNED — State CSEA President William L. McGowan puts his signature on an agreement which will raise transcript fees collected by court reporters. The memorandum, subject to approval by the state legislature, governs rates paid by the Office of Court Administration (OCA). Next July, transcript fees would go up to 75 cents per page and would rise to $1.25 on Jan. 1, 1985, to $1.75 on July 1, 1985 and be $1.75 on July 1, 1986. Participating in the signing were, from left, OCA Director of Employee Relations Howard Rubenstein, Judge Richard Daronco, deputy chief administrative judge for counties outside New York City, and McGowan. Standing, left, are CSEA Local 854 President Thomas Jefferson and Collective Bargaining Specialist Bob Guild. Not shown is court reporter Alan Hanley who is credited with playing a key role in negotiations.
Institute on Women and Work schedules courses in test-taking, public service

NEW YORK CITY — The Institute for Women and Work, a division of the Cornell University New York State School of Industrial and Labor Relations, will offer two courses at the World Trade Center in the coming months.

"Enhancing Your Test-Taking Skills" is a three-hour course that will review areas to be tested on the Dec. 10 administrative aide transition examination. It will be held 5:30-6:30 p.m. on Monday, Nov. 28.

The course will cover how to prepare written materials, understanding and interpreting written materials and understanding and interpreting tabular materials.

"Public Service Women's Studies" is a one-year college credit and certificate program for state workers in grades 3-12. It will be held 4:30-7:30 p.m. on Wednesday evenings beginning Jan. 11.

For further information, call Erna Dacres at (212) 599-4550.

Village accepted advisory decision

LAKE GROVE — Highway laborer Arthur Pereira has received differential pay for the time he was out on Workers' Compensation.

Village Mayor Lillian B. Griffin recently informed The Public Sector that the village did abide by an advisory arbitration and paid Pereira the $296 which it initially deducted from his wages, claiming it would be an unconstitutional gift for services not rendered. An article in the Oct. 7 edition claimed the village refused to accept the decision, but Mayor Griffin has now set the record straight and says the village approved a resolution on Sept. 1 authorizing payment to Pereira.

Arbitrator Robert MacGregor ruled "it has been the practice in the past that an employee of the Village of Lake Grove would suffer no loss of wages due to a compensable injury," and the village accepted that finding.

The case is another win for CSEA's Legal Assistance Program.

School custodians approve new pact

RYE — A 14 percent pay increase, an improved retirement plan and an increase in longevity payments are the highlights of a new two-year contract negotiated recently in the Rye City School District.

According to Field Representative Lawrence Sparber, custodial unit employees will receive a 7 percent per year pay increase for the next two years, a maximum of 18 holidays off each year and a $50 increase in longevity payments. Each employee will also receive $50 for each unused personal day.

Members of the negotiating team included Unit President Tom Heney, John Donnelly, Joe Fox and Charles Ballentoni.
ALBANY — For many people the prospect of taking oral Civil Service examinations is not unpleasant. Oral exams, by their very nature, provoke anxiety because the process is much more personal than other methods of promotional testing. People can, however, lessen anxiety and perform well on oral examinations if they are properly prepared.

Accordingly, the New York State/CSEA Committee on the Work Environment and Productivity has just published an instructional booklet on “How to Take Oral Exams.” It is number 11 in the popular Civil Service Test Preparation Project series and was prepared by Cornell University’s School of Labor Relations.

Here is how to obtain a copy along with a description of other booklets currently available at $1.50 each.

Fill out the adjacent form and make checks payable to CSEA, Inc. Send to: CSEA Education Dept., 33 Elk St., Albany, N.Y. 12207.

**New booklet tackles oral testing**

**BASIC MATH.** A review of mathematical operations needed for performing well on promotional exams. It includes a review of fractions, decimals, percents and ratios.

**ARITHMETIC REASONING.** Provides 40 mathematical work problems similar to those used on exams. A self-study guide with full explanations of the answers is included.

**UNDERSTANDING AND INTERPRETING TABULAR MATERIAL.** Provides 10 tables and 40 math questions. Full explanations are included in the self-study guide.

**UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL.** Provides 30 reading comprehension questions with full explanations.

**PREPARING WRITTEN MATERIAL.** Provides 25 questions involving sentence re-arrangement and sentence and paragraph recognition similar to those used on exams. Full explanations are included.

**SUPERVISION.** This booklet contains 50 questions on supervision, and includes a self-study guide with full explanations.

**PURCHASING AND PAYROLL PRACTICES.** This booklet contains information on purchasing and payroll practices and principles, as well as sample exam questions and a self-study guide with full explanations.

**BASIC ALGEBRA.** This booklet describes algebraic methods and provides plenty of practice questions. It’s designed for those who have previously had a difficult time with algebra. It also includes work with elementary statistical methods and computations.

**CONCEPTS AND PRINCIPLES OF NORMALIZATION FOR THE MENTALLY RETARDED I DEVELOPMENTALLY DISABLED: THERAPEUTIC APPROACHES USED.**

**PRINCIPLES AND PRACTICES IN THE TREATMENT OF THE MENTALLY ILL/EOTIONALLY DISTURBED.**

**HOW TO TAKE AN ORAL EXAM.** This booklet is designed to help prepare people for taking entry level oral examinations. Information in it may be very helpful for other situations as well, but our focus here is on entry level New York state oral exams.

Please send booklet(s) to:

Name__________
Address__________
City__________State/Zip__________
Social Security Number__________CSEA Local__________
Employer__________

Make checks payable to CSEA, Inc. Send to CSEA Education Dept., 33 Elk St., Albany, N.Y. 12207.

Non-CSEA members may obtain copies by contacting: Cornell ILR, 112 State St., Suite 1200, Albany, N.Y. 12207.

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**An ending and a beginning**

Pat Mascioli, Region III First Vice President, swears in Glenda Davis as the new president of Rockland Psychiatric Center Local 421, as the former president, Eva Katz, looks on. Katz retired recently after 13 years with CSEA, and Davis moved up from her position as first vice president.
Court rules Tier III cannot withhold contribution refunds

Offending provision once described by a CSEA official as 'highway robbery without a gun'

ALBANY — What the state took away, the courts have restored, much to the delight of CSEA officials and public employees across New York State.

A provision of the revised Tier III pension plan which was once described by CSEA Executive Vice President Joseph McDermott as “highway robbery without a gun,” has been struck down in state Supreme Court.

Justice Joseph Terraca threw out the section which provided that state and local government employees who leave public service before they are vested cannot receive refunds of their pension contributions until they reach age 62 or die.

The rule went into effect Sept. 1 but was challenged in the courts by CSEA and other unions. At the time, state CSEA President William L. McGowan was quoted as saying, “We think this is not only unfair, but illegal and unconstitutional, and we will challenge it in the courts.”

Terraca, after hearing arguments in Albany and Kingston, ruled that employees hired after July 1976 “had a contractual right” to the refunds “which could not be taken away without due process of law.”

He also noted that when employees went to work they believed “that contributions made to the retirement system would be refunded at the time of termination, if such termination were prior to completion of the 10-year vested period.”

CSEA is now moving ahead with litigation to invalidate another section of the pension plan which reduces death benefits.

Lack of nationwide uniform standards leave retirement security for millions in doubt, according to a report released by AFSCME

WASHINGTON — An independent report assessing the financial condition of $260 billion held as assets by the nation’s 6,600 state and local government pension plans concluded “the absence of uniform standards governing these plans has left the retirement income security of millions of state and local employees in doubt. Moreover, local government taxpayers will ultimately pay the price for fund mismanagement.”

The report was written by Dr. Thomas C. Woodruff, former executive director of the President’s Commission on Pension Policy, and was released by AFSCME. The report notes the $260 billion in assets currently in state and local government pension plans will increase by $30 billion a year for the next five years.

“These pension funds are an important source of capital for the states in which they reside and the nation as a whole. Yet the management of these funds is often characterized by conflict of interest, restrictive state laws, political manipulation, and unprofessional portfolio management. Attempts at reform too often are thwarted by local business or political interests,” said Woodruff, who for the past two years has been an associate professor at the School of Industrial and Labor Relations at Cornell University.

Both Dr. Woodruff and AFSCME, the nation’s largest public employee union, urged congressional action on legislation to regulate and reform state and local pension plans — the Public Employee Pension Plan Reporting and Accountability Act. Congressional hearings on the bill were scheduled to begin this week in a joint hearing of the Labor Management Subcommittee of the House Education and Labor Committee and the Oversight Subcommittee of the Ways and Means Committee.

Health local members suggest civil service system not so healthy

ALBANY — Officers of Health Department CSEA Local 664 took Civil Service Commissioner Karen Burstein at her word when she told participants at a CSEA conference in September that she would welcome any suggestions or comments regarding the civil service system. They gathered suggestions and comments from members of the local and forwarded more than a dozen ideas to Burstein.

“Dissent was voiced by every local member contacted concerning the frequent re-examination for clerical and transitional promotions,” Local President Tony Muscatiello stated in the letter to Burstein. “Because of the shortage of positions available and the general hiring ‘freeze,’ clerical eligible list canvasses result in relatively few appointments, frequently reaching only the mid- to low-90s on these lists. This results in a seriously negative impact on the morale of employees, many of whom have to re-examine just at the point when they become reachable.

“...it was felt that the morale and advancement potential of employees could be improved if some mechanism could be devised to insure a greater chance for ‘reachability’ on the lists.”

Other suggestions from members were passed along, although Muscatiello explained, “We didn’t necessarily endorse any or all of the suggestions as a local, but we felt it was important to pass our members’ ideas along.”

The proposals included: set standard list certification period for a full four years, as are many professional level lists; extend certification period of lists to cover periods of hiring freezes when no general movement of the lists occurs; increase the points allowable for seniority; do not give exams until the positions, or recruitment capabilities, exist.

Local officers who helped compile the input include Vice President Cynthia Gansele, Secretary Sandy Draper and Treasurer Robert Simoni.
In pictures above and right, custodians in Oceanside School District demonstrate with the backing of almost 200 teachers and secretaries who joined the picket line.

OCEANSIDE — Angered by the refusal of the Oceanside School District Board to accept a fact finder’s recommendation concerning health care costs, the 70-member CSEA custodial bargaining unit recently conducted a pair of demonstrations preceding school board meetings.

And the unit members, part of Nassau Education CSEA Local 865, found they had plenty of support for their position when more than 200 teachers and clerical employees joined them on the protest picket lines.

Teachers marching in support of the custodial unit said they were upset also because the district ignored the fact finder’s recommendation.

CSEA had accepted the recommendation that the district pay two-thirds of health insurance costs plus any increases, with the custodians paying one-third of the insurance costs.

CSEA Unit President Joe Sescila said demonstrations are “our last resort. We’ve gone through mediation and fact finding.”

BREAD AND ROSES

“Bread and Roses” is the name of a cultural project of District 1199, National Union of Hospital and Health Care Employees, RWDSU/AFL-CIO. It offers, at discount prices, books, records and posters to union members and friends of labor. Publications are ideally suited as training aids for educational programs, awards for union members or students, materials for distribution at conferences or workshops, gifts, office decorations or for your own personal use.

While there are many books, records and postcards available through “Bread and Roses,” you might want to start by ordering a set of 15 photographic postcards on the theme “American Labor.” Scenes were taken by Earl Dotter. A sample is shown here. The price for a set of 15 postcards is $5.50. Simply fill out the order form below, send your check or money order for $5.50 to address shown on order form.

ORDER FORM

Name ____________________________
Address __________________________
City ___________________ State ______ Zip ______

Please send _______ set(s) of American Labor postcards @ $5.50 per set. Also send additional information about your “Bread and Roses” program.

(All prices include postage and handling)

order on this form and mail in with remittance to
Bread and Roses
District 1199 Cultural Center, Inc.
310 West 63rd Street
New York, NY 10023

THE PUBLIC SECTOR, Friday, November 18, 1983
KIAMESHA LAKE — The Board of Directors held its October meeting at the Concord Hotel, Kiamesha Lake, where the union’s leadership gathered for the 73rd annual Delegates Meeting.

President William L. McGowan introduced CSEA’s new executive director, Bernard Zwinak, to the board members.

Acting on the recommendation of the Charter Committee, the board approved the membership clause of Local 154 to include employees of Clinton, Altona and Lyon Mountain Correctional Facilities; issued new charters for locals at the Groveland and Collins Correctional Facilities; and revoked the charter of the Alcoholic Beverage Control Local 268, placing former members in the “city locals” in their respective regions. The board also amended the membership clause of Executive Department Local 659 to add “all other individuals in Region IV not specifically assigned to a State Department chartered local.”

Acting on the recommendation of the Appeals Committee, the board upheld the Judicial Board’s decisions in the case of George Caloumeno and in the town of North Hempstead trusteeship.

The board also approved special elections to fill Mental Hygiene representative vacancies in Regions III, V and VI.

The board also met in Albany on Sat., Nov. 5, to act on a one-item agenda. During that special meeting, the board approved a $1.7 million deficit budget for CSEA for the fiscal year ending Sept. 30, 1984.

Questions by CSEA members concerning the union’s Board of Directors should be directed to that member’s board representative, local president, or to the office of the statewide secretary. Copies of the secretary’s board minutes are mailed to all board representatives and local presidents.

Convention candids

DELEGATE CHARLES PERRY is also second vice president of Manhattan Psychiatric Center CSEA Local 413.

CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott, right, and Capital Region IV President C. Allen Mead, left, observe a discussion during a seminar for delegates.

CSEA PRESIDENT William L. McGowan, second from right, used a convention break to discuss important matters with representatives of armory employees. From left are Metropolitan Local 254 Vice President Joel Berman, Local 254 President Roy L. Seabrook, past Local 254 President Cassell Brockett, Western Local 257 Secretary Rose C. Schofield, and Capital Local 250 President Neil Kennedy.

BOB SPECHT, a delegate representing Retirees Local 920, speaks out on an issue of importance to retired public employees.

DORIS WILLIAMS, chairwoman of Special Human Rights and Minorities Committee, issues a report to the delegates by her committee.
PEOPLE drive off and running

Convention generates $5,500

KIAMESHA LAKE — "It was a record week for CSEA's PEOPLE participation and a tremendous head start on our drive to raise funds for next year's federal elections," an enthusiastic Sheila Brogan, chairwoman of CSEA's PEOPLE Committee, concluded following the CSEA Annual Delegates Meeting held here last month.

Brogan's newly organized committee has vowed to raise $50,000 from CSEA members and their families for PEOPLE (Public Employees Organized for Legislative and Political Equality), the political action arm of AFSCME. "Our various efforts during the delegates convention generated more than $5,500 which can be used in 1984 federal elections," Brogan said. "That's already a tenth of our goal, as well as evidence of growing interest in PEOPLE and growing awareness among our members of the importance of public employees having a say in Washington."

The largest share of the proceeds was raised through the PEOPLEthon race, a 3.5 mile event in which more than 40 CSEA members and staff participated. Runners, who had to gather pledges of at least $30 in order to enter, collected contributions totaling $2,360.

"This was a record for us," proclaimed CSEA Political Action Training Specialist Ramona Gallagher. A runner herself, Gallagher coordinated the first CSEA-sponsored PEOPLE run two years ago. "We don't hold a Fun Run or PEOPLEthon at every meeting, but we've had them at quite a few State and County workshops now, as well as the annual conventions."

The events have gained in popularity, both in terms of participation and money raised. The latest event attracted 35 runners plus a handful of walkers, including a 75-year-old retiree delegate.

The PEOPLE booth at the convention, staffed by members of the CSEA PEOPLE Committee and members of the Legislative and Political Action staff, also sold PEOPLE merchandise and "Mondale for President" T-shirts, conducted daily 50/50 raffles, and signed up 38 members of the President's Club.

Created two years ago by AFSCME, the President's Club is open to any member of the union who contributes at least $35 a year to PEOPLE.

"It's something extra we try to do for members who contribute more than the average few dollars," Gallagher said. "Members get a special newsletter and are invited to President's Club receptions and events, such as the one at the Concord with AFSCME International President Gerald McEntee. It gives these contributors a bit of prestige and recognition, an incentive to keep the political contributions coming."

Sheila Brogan thanked the members of her PEOPLE Committee and the other volunteers who worked at the convention booth and proclaimed it "an exciting week for all of us. We're very encouraged and optimistic that we'll meet the goals we've set for ourselves for the '84 elections."

ON THE FRITZ BLITZ — Robert Nurse, president of Brooklyn Psychiatric Center Local 402, hand letters signs welcoming presidential candidate Walter "Fritz" Mondale at the recent CSEA Annual Delegates Convention.

If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to $50 for a person filing singly or $100 for a joint return.

YES! I want to contribute $1 $3 $5 $10 $ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME

ADDRESS

In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.
PRESIDENT'S MESSAGE
William L. McGowan
CSEA President

On Election Day '83 CSEA's political muscle made the difference in many local elections around the state and helped provide the margin of victory for the Rebuild New York Bond Issue. The effectiveness of CSEA's political action is clear to everyone.

As we move into 1984 we face our greatest challenge, getting Ronald out of the White House. I have asked CSEA's Political Action Committee to consider an endorsement of Walter F. Mondale for President. As you know, Mondale has been endorsed by the AFL-CIO and AFSCME. But I believe it is important for CSEA to make an independent endorsement and then work hard for Mondale in the New York primary and the general election.

Why Mondale? A comparison, on page 11 of this issue, of the records of the active democratic candidates shows that Mondale is clearly the best for public employees. At first, like many of you, I thought John Glenn might be more electable. Research done by Lou Harris for the AFL-CIO indicates that is not true. While the International Executive Board considered the endorsement this summer I let it be known that I was undecided. Neither John Glenn nor anyone on his staff made any attempt to win my support. In the media, Glenn was saying that labor's endorsement could hurt a candidate as much as it would help.

Walter Mondale, on the other hand, did speak with me. He convinced me that he is sincere and his position on the issues is in tune with CSEA's political agenda. His regard for public employees is summed up by this statement, "Our future demands many things. One of them is that public employees must be respected again." Mondale made that statement to the delegates at the last AFSCME Convention. He made a similar pledge to CSEA's convention last month.

After months of consideration I joined with every other AFSCME International vice-president to give Mondale AFSCME's unanimous support at the AFL-CIO convention. But my vote and the votes of the other International vice-presidents means little unless CSEA's activists and rank-and-file agree. That is why an endorsement by CSEA is so important. I believe that as you look carefully at the candidates you will agree that Walter Mondale is the best for public employees.

Why must we defeat Reagan? Ronald Reagan has failed in every promise he made to the American people in 1980. He promised that his "supply-side" tax cut would create an economic boom. Instead we experienced the worst recession since the Great Depression. The only thing his tax break for the rich did was to create the biggest federal budget deficits in history. These huge budget deficits come from a President who promised to balance the federal budget. As a result of the budget deficit, interest rates remain too high and threaten to throw us back into recession. Although the President continues on his wild military spending spree, he insists on cutting back the federal aid states need to provide public services.

Ronald Reagan is the worst President in memory of women and minorities. He has thrown every roadblock in his power in the way of pay equity for women. He has the worst civil rights record of any recent President. Even when signing the bill marking Dr. Martin Luther King's birthday as a national holiday, a bill Ronald Reagan opposed, this President could not find the decency to acknowledge what a great man Dr. King was.

Ronald Reagan is the worst President for labor in recent times. Reagan has appointed anti-unionists to head the National Labor Relations Board. The NLRB is supposed to be neutral referee in labor disputes. But under Ronald Reagan the NLRB has become a tool to bust unions and stop those trying to organize non-union workers.

I urge every member of CSEA to consider what this Presidential election means. I am confident that as you look at the record of Ronald Reagan and the various democratic candidates you will agree that Walter Mondale must win in 1984.
A comparison of the records of the two leading candidates for the Democratic presidential nomination clearly indicates that Walter F. Mondale is the best candidate for public employees. While in the U.S. Senate in 1973, 1975 and 1976 Mondale had a 100 percent voting record on the AFSCME legislative program.

Some of the specific issues he supported as a Senator were:
- counter-cyclical aid bill to provide more money for state and local services.
- the extension of general revenue sharing aid.
- supported employee protection against deinstitutionalization.
- opposed conservative schemes to contract out public services.
- supports pay equity for women and minorities.

John Glenn's AFSCME voting record is 76 percent. He has cast several votes which portray him as a fiscal conservative with less commitment to providing adequate money for public services.

Among the wrong votes are:
- opposed counter-cyclical aid for state and local governments (1980).
- opposed state share of general revenue sharing program.

Glenn did support counter-cyclical aid to states and local governments in 1979. Adjacent is a chart showing how several national organizations rank the senate votes of the Democratic candidates. Neither Reuben Askew nor Jesse Jackson have served in the Senate so they are not included. It should be noted, however, that as governor of Florida, Askew supported Right to Work laws. A comparison of George McGovern's record was not available at press time.

### A Comparison of Key Senate Votes by National Organizations

<table>
<thead>
<tr>
<th>Organization</th>
<th>Mondale</th>
<th>Glenn</th>
<th>Cranston</th>
<th>Hart</th>
<th>Hollings</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFSCME (since '74)</td>
<td>100%</td>
<td>76%</td>
<td>92%</td>
<td>78%</td>
<td>51%</td>
</tr>
<tr>
<td>AFSCME (since '68)</td>
<td>93.2%</td>
<td>77.3%</td>
<td>81.9%</td>
<td>78.8%</td>
<td>50%</td>
</tr>
<tr>
<td>CIVIL RIGHTS (since '69)</td>
<td>100%</td>
<td>74%</td>
<td>91%</td>
<td>92%</td>
<td>44%</td>
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<tr>
<td>SENIOR CITIZENS (since '73)</td>
<td>100%</td>
<td>83%</td>
<td>93%</td>
<td>86%</td>
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<td>CONSUMER (since '71)</td>
<td>91%</td>
<td>60%</td>
<td>74%</td>
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<td>CONSERVATION (since '69)</td>
<td>82%</td>
<td>57%</td>
<td>84%</td>
<td>78%</td>
<td>45%</td>
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<tr>
<td>ADA (since '68)</td>
<td>92%</td>
<td>63%</td>
<td>85%</td>
<td>79%</td>
<td>35%</td>
</tr>
<tr>
<td>FARMERS' UNION (since '68)</td>
<td>94%</td>
<td>65%</td>
<td>77%</td>
<td>84%</td>
<td>65%</td>
</tr>
<tr>
<td>LEAGUE OF WOMEN VOTERS (since '71)</td>
<td>100%</td>
<td>86.6%</td>
<td>94.5%</td>
<td>85.2%</td>
<td>49.3%</td>
</tr>
</tbody>
</table>

*Missed vote counted as wrong vote.

Sources — The above percentages represent the cumulative Senate voting records on key issues as judged to be in the public interest by the following organizations: American Federation of State, County and Municipal Employees (AFSCME), Committee on Political Education (COPE), AFL-CIO, Leadership Conference on Civil Rights, National Council of Senior Citizens, Consumer Federation of America, League of Conservation Voters, Americans for Democratic Action, National Farmers' Union and League of Women Voters. Reubin Askew served as Florida's governor from 1970 to 1978, but has no Senate voting record.
The biggest upset was the defeat of Republican candidates backed by CSEA, 17 won their elections. More than 60 percent of the vote to win a second incumbent County Executive Lucille Pattison took Peter Cohalan retained his seat as Suffolk County another district of the county.

Assemblyman Patrick Halpin, accusing Cohalan of endorsement of Cohalan had been an early focal Executive by less than 30,000 votes. CSEA's Fred Knapp, who formerly held a legislative seat in Majority Leader Arnold Baratta of Poughkeepsie by less than 30,000 votes. CSEA's endorsement of Cohalan had been an early focal.

control in Suffolk County, with 10 or 13 CSEA-races, 10 of 20 local races, and all eight judicial County races. CSEA-endorsed candidates won their Nassau County races.

In Orange County, County Clerk Marion Murphy was reelected with the help of her CSEA endorsement. In local races, Mayor Richard Hutchings and three aldermen endorsed by CSEA won their elections in Middletown, along with 12 other candidates elected with CSEA support in other Orange County municipalities.

In Westchester County, CSEA endorsed candidates were victorious in 14 or 17 legislative races, 10 of 20 local races, and all eight judicial races. In addition, CSEA backed the win of incumbent county Executive Andrew O'Rourke.

Political action attention focused on Rockland County, where members of the CSEA unit recently accepted a contract after more than a year of negotiations and threat of legislative imposition. Strong action by the local Political Action Committee was credited with satisfactory settlement of that contract, as well as with helping to win the election of seven legislators. One legislator who voted against the contract and was opposed by the union was voted out of office.

Fourteen out of 15 CSEA-endorsed candidates won their elections in Kingston; while 18 out of 22 endorsed candidates won in Ulster County legislative races.

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No endorsements were made.

In Dutchess County, CSEA-endorsed incumbent County Executive Lucille Pattison took more than 60 percent of the vote to win a second term, making her the first county executive to win reelection in the county's history. Of 22 legislative candidates backed by CSEA, 17 won their elections. The biggest upset was the defeat of Republican Majority Leader Arnold Baratta of Poughkeepsie by Fred Knapp, who formerly held a legislative seat in another district of the county.

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Final election results from the 20-county Central Region indicate that of the 75 candidates endorsed by the union, 63 were winners. Region V PAC Chairwoman Dorothy Penner explained, "We crossed party lines to endorse 43 Republicans, 30 Democrats, and several from other parties, and our candidates came out on top in about 85 percent of the races,"

She and the pleaded members of her committee cited these victories:

Two successful county executive races: John Mulroy in Onondaga and John Plumley in Oneida County. Mayoral race victories by CSEA-backed Ellenberg of Rome and Fesh of Elmira. Region-wide, 29 of 37 CSEA-endorsed county legislators were elected.

Other union-backed winners included: Sheriff Dillon of Oneida County; Sheriff Hasenauer of Oneida County; Comptroller Eileen in Onondaga County; Comptroller Townsend in Oneida County; Comptroller Nelson in Utica; Supreme Court Justices Shaheen and Donovan in the Fifth Judicial District; and Common Council Presidents Nicoletti in Syracuse, Gigliotti in Utica, and Mazzarro in Rome.

CSEA-endorsed candidates fared exceptionally well in Region VI races, according to political action committee members.

In the western portion of the Region, including Erie and Niagara counties, PAC co-chairman Dominic Savarino reported, "We had almost a clean sweep with almost all of our candidates winning seats."

In Niagara County, where CSEA Local B32 has had continuing contract problems, voters passed a measure that would substantially reduce the number of County Legislators.

In the eastern portion of Region VI, PAC co-chairwoman Florence Tripi said her members are very happy over results that saw 14 of 19 CSEA endorses win in Monroe County races. Wins included that of Republican Lucian Morin in the first contest for elected County Executive.

"Our presence is definitely being felt as we continue to grow with our political action efforts," Tripi said.

Also cause for joy were election results in Wayne County, in which four out of five CSEA-endorsed candidates unseated incumbents. "We can hope that Local '85's contract problems may be improved in the future," Tripi said.

Although there was no cause for celebration when election results were announced in Ontario County and only two out of nine endorses won office, Local President Jim Lindner said the groundwork has been laid "for a more determined effort to unseat those politicians who fail to respond to public employees' needs," and pledged the local's PAC will work even harder next election year.
AFSCME blasts OSHA on EtO standards

WASHINGTON, D.C. — The nation’s largest public employee union termed as “tragic” the mounting evidence that a senior Occupational Safety and Health Administration (OSHA) official has refused to consider critically important evidence in his agency’s issuance of safety standards for the hospital sterilizing gas ethylene oxide (EtO).

In testimony before the House Subcommittee on Labor Standards, AFSCME research director Linda Lampkin blasted the refusal of Leonard Vance, OSHA’s Director of Health Standards, to further study the need for a ceiling level of EtO by performing a risk analysis on evidence showing the gas to be of significant danger to workers.

In arguing against the administration’s recommendation for a permissible exposure limit of 1 part per million (ppm), Lampkin declared that “it is tragic that high officials at OSHA, an agency whose sole purpose is to protect the safety and health of working people, would squander an opportunity to obtain more information on what may be the most important part of this health standard.”

The union, which represents 200,000 health care workers, two years ago petitioned OSHA to issue an emergency temporary standard to protect workers from exposure to a “major health hazard.” OSHA denied AFSCME’s request despite evidence supporting the union and then set into motion its slowest possible rulemaking procedure.

The union then took OSHA to court and the U.S. Court of Appeals ordered the agency to expedite its rulemaking. The agency then proposed the 1 ppm standard Lampkin described as “deficient.”

“There is no doubt that the Reagan administration has taken seriously its commitment to remove the regulatory burden of governments from the backs of business, even if it means deliberately ignoring the expressed intent of Congress in passing the Occupational Safety and Health Act. But, the price of premature death, unborn children and ruined health is far too great for the working people of this country,” Lampkin said.
Survey explores ‘phased retirement’

ALBANY — Phased retirement — which would allow an employee to gradually decrease working time while approaching retirement — is being explored in a new survey of current and retired state employees.

Conducted by the State Office for the Aging (SOFA), the “Mature Worker Study” is being supported by CSEA and PEF, whose current collective bargaining agreements called for the project.

Questionnaires are being mailed this month to random samples of current state employees and retirees, asking them to evaluate employment and retirement options. Responses will be confidential.

CSEA Executive Vice President Joseph McDermott has been involved in preparations for the project as a member of the state’s Advisory Board for Phased Retirement.

“Retirement means a radical change in lifestyle, and most people don’t give it the forethought it deserves,” McDermott explained. “People are living longer but retiring earlier, so that our retirement years are becoming an increasingly important portion of our lives.

“We hope that as a result of this project, state workers will have some attractive options available to them, instead of just leaving their jobs ‘cold-turkey’ one day.”

With a phased retirement approach, an employee might reduce the workday or workweek, or perhaps take a month or two off a year, as a kind of sabbatical. SOFA officials add that phased retirement would tap the expertise of the outgoing employee to train newcomers, ensuring continuity of operations.

McDermott, who noted that the nation’s workforce is getting older as members of the “baby boom” generation now enter middle age, urged CSEA members receiving the questionnaire to fill it out and return it. “CSEA was concerned enough about this issue to negotiate this kind of program into our state contracts,” he said. “But now it’s up to individual members to help follow through by giving researchers the input they need to develop some options.”

If you’re thinkin’ it’s Lincoln—

it’s not, honest!

No, it’s not Honest Abe. Actually, this imposing-looking gentleman is Jack Moseley, a member of CSEA SUNY New Paltz Local 610. Moseley, who bears an uncanny resemblance to the late president, leads the Pledge of Allegiance to the flag at local meetings.

EEOC disregarding wage discrimination laws, groups charge

WASHINGTON, D.C. — In a recent statement submitted to a House subcommittee, a coalition of major women’s, civil rights and labor groups charged the Reagan Administration’s Equal Employment Opportunity Commission with showing “conscientious disregard” for its statutory obligation to enforce Title VII of the Civil rights Act of 1964.

Title VII prohibits employment discrimination based on sex, race, color, national origin and religion.

“The EEOC under President Reagan has made no effort to eliminate wage discrimination against women and minorities. Rather, they have shown a conscientious disregard for the laws which prohibit discrimination in employment and for the workers who are penalized by the enforcement agency’s inaction on their behalf,” said Nancy Reder, chair of the National Committee on Pay Equity, which has some 150 organizational and individual members. AFSCME is represented on the National Committee’s Board of Directors.

“Furthermore, the EEOC has steadfastly refused to disclose information requested by the National Committee on what cases it has filed or authorized for filing that include wage discrimination based on sex, race or national origin,” said Reder. She said the group has been forced to seek the information through a Freedom of Information Act request.

In a statement submitted to the House subcommittee on Employment Opportunities for its hearings on the EEOC, the coalition said it has five “serious concerns” about what the EEOC is doing to implement its own directives on the investigation of wage discrimination claims. The group said:

• The EEOC has filed a single case which covers wage discrimination involving jobs which are not the same.

• The EEOC has failed to take any action on wage discrimination charges filed with the agency and pending in Philadelphia, Los Angeles, Nassau County, New York, Chicago, Wisconsin, and Connecticut (partial list). (The agency is responsible for investigating these charges.)

• The EEOC has refused to provide the National Committee with information on what cases the agency has filed or authorized for filing that include wage discrimination based on sex, race or national origin.

• A draft legal strategy developed by the EEOC does not include Title VII wage discrimination cases. EEOC Chair Clarence Thomas had indicated at a May 1983 meeting with representatives of the National Committee that the agency would be developing a legal strategy for such cases.

• The EEOC has refused to adopt any of the recommendations put forward by the National Committee on Pay Equity and presented to Chair Thomas at the May meeting. The recommendations, if implemented, would demonstrate the EEOC’s commitment to ending discrimination against women and minorities.

The directive referred to by the coalition is a recommendation from the EEOC’s Office of Policy Implementation which was adopted by the agency following the landmark Supreme Court decision which ruled that Title VII can be used to reach sex-based wage discrimination involving jobs that are not the same.

More recently, last September a federal district court judge ruled in AFSCME v. the State of Washington that the state had discriminated against employees in predominantly female jobs by paying low wages for those jobs than for predominantly male jobs determined to be of equal value to the state.

The principle of pay equity requires that wage discrimination against women and minorities be eliminated by correcting the practice of paying women less than men and minorities less than whites for work that requires comparable skill, effort, responsibility and working conditions.
Management stonewalling
on issue of work location, officials say

GOWANDA — Labor-management relations at Gowanda Psychiatric Center are at an "all-time low" these days because management has been "stonewalling, stalling and refusing to give proper consideration to union problem-solving proposals," local officials have charged.

"We think they're afraid that implementing our proposals would make them look incompetent to their superiors," Gowanda Local 408 President Joe Hageman said.

These and other comments were made following two labor-management meetings attended by members of the local's labor-management committee, CSEA Region VI President Robert L. Lattimer, Collective Bargaining Specialist James Cooney and Field Representative Michael Painter.

One issue that has angered union officials involves a proposed change in work location.

Hageman has accused management of violating past practice by attempting to change the definition of a work location.

"If we went along with this," he said, "they would be shuffling people around at will in violation of the contract and to the detriment of our clients, whose care we are very much committed to."

Said Wayne Jones, Local 408 vice president: "We have more than 300 signatures that represent over 2,000 years of seniority, all attesting that the ward has been the posted work location for years, but they still refuse to acknowledge it.

"They claim they need flexibility for treatment programs, but our plan gives them all the flexibility they say they need," Jones added.

Both Lattimer and Hageman said the Gowanda administrator's "intransigence" will mean seeking a resolution of their problems "at a higher level, even if it means taking it to the governor's office."

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"This foot-dragging by management at mental hygiene facilities has got to stop," Lattimer declared. "They don't seem to realize that if the employees are unhappy, patient care will decline. This we hope to prevent before it's too late."

A general meeting of the Local 408 membership will be held in the near future to address the problem and plan the union's next move, according to Hageman.

Gowanda local president:

‘Prisoners won’t work on our grounds’

GOWANDA — A proposal that would allow inmates of the Collins Correctional Facility to work on the grounds of the neighboring Gowanda Psychiatric Center has been met with a firm "no way, not now or ever" response from the Gowanda CSEA local president.

After many spirited protests by employees, the Gowanda facility was substantially reduced in size to accommodate the conversion to the adjacent prison facility last year as part of a state plan to relieve prison overcrowding. The latest flap developed when Department of Correctional Services Commissioner Thomas A. Coughlin proposed that Collins prisoners be allowed to work on Gowanda grounds. And while no one in Gowanda management has said the idea will be considered, CSEA was quick to respond with its own position on the proposal.

Recalling the fight against the prison, Gowanda Local 408 President Joe Hageman wrote to the Gowanda executive director:

"We have fought a hard battle against the Department of Corrections taking over the center's buildings and destroying the beautiful grounds we once had. My membership's job security is still uncertain. Our patients are still scared of all the fences and construction. It is clear that prisoners are sent to prison to keep them away from society. Now Commissioner Coughlin wants them to work on our grounds.

"My answer is NO WAY, NOT NOW OR EVER. As long as I am president of the local, this will never happen. It will destroy the morale of our employees even further. It will take away the pride our employees once had to make these grounds beautiful. It would be unsafe and not at all practical to have inmates work outside of the fences. It would be of no benefit for our patients or employees to be subject to such an agreement. Where is the reality of our system? Must we have someone killed, raped or hurt so seriously before that reality is finally realized? Rehabilitate the prison inmates behind the fences, that is what they are there for.

"Gowanda Psychiatric Center has given more than its fair share. Please leave us alone so we can return to the job we were hired to do, that is, the concerns, the welfare and the care of the mentally ill of our state."
Symposium raises safety issues

GLENS FALLS — A three-day symposium on safety held recently here recently highlighted a variety of topics from accident costs to prevention measures and underscored the necessity for labor and management to work together for improved conditions. The symposium was a first-time event sponsored by the New York State/CSEA Safety and Health Maintenance Committee which received funding from last year's contract negotiations. Representatives of both CSEA and the state participated in the forum, offering views on the importance of safety and how better to attain it in the workplace.

CSEA President William L. McGowan emphasized the need for “safe working conditions for our members” and affirmed that the union would watch that the state does not “violate rules and regulations.” He added, however, that CSEA and the state “need each other... we have to work together” towards safety for government employees.

Tom Hartnett, director of the Governor's Office of Employee Relations, conveyed the state's interest in providing safe working environments, noting that they result in a “clear payoff for the state” through reduced loss time and accident costs.

Hartnett also expressed the state's interest in what he called "the full range of safety issues." A number of such issues received attention at the meeting which included a broad overview of occupational safety and health legislation in New York state and across the nation. Among other topics discussed were: changes in technology in the workplace; developing effective lab safety programs; toxic chemicals, employers’ responsibilities and employees’ rights; and the new Uniform Fire Prevention and Building Code which takes effect Jan. 1, 1984. Additional issues included: recent attempts to decrease accidents in the Department of Transportation; analyzing near mishaps to prevent future accidents; and setting up effective labor/management committees.

Other issues which generated special interest at the symposium were a pilot project to curtail accidents and loss time at Rome Developmental Center, lessons from a fire which shut down Binghamton State Office Building, and the exorbitant hidden cost of accidents.

In the Rome pilot project, the average number of employees who missed work due to accidents each month was cut almost in half from 24.5 to 13.2.

Steve Smits, project director, attributed the improvement to such factors as increased support by labor and management, equitable administration of Workers' Compensation, better prevention programs, and increased awareness of safety.

David Kings, of the Office of General Services, spoke of the devastating fire at the state office building in Binghamton. The cost of the accident will run as high as $23 million and clean up will take more than a year, he said.

Allan Craw of the State Insurance Fund noted that there are also many costs due to accidents that are hidden, such as loss of productivity, retraining replacements and investigation of incidents.

CSEA President William L. McGowan addresses delegates at the safety symposium held recently in Glens Falls. He is flanked by CSEA collective bargaining specialist John Naughter (left) and John Pardee, chairman of the joint labor/management committee which sponsored the event.

STUART SCHRANK of the state Dept. of Labor speaks with union representatives Martha Matos (Manhattan Developmental Center), statewide Secretary Irene Carr, Hal Robertson (Manhattan Psychiatric Center) and Mitchell Brathwaite, a CSEA occupational health and safety specialist.

REGION II PRESIDENT
Frances Dubose Batiste, left, emphasized the importance of union involvement in developing safe working conditions. Lavnaire Perry, right, of the Downstate Medical Center, was among participants in the session.

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Frances Dubose Batiste, left, emphasized the importance of union involvement in developing safe working conditions. Lavnaire Perry, right, of the Downstate Medical Center, was among participants in the session.
OSSINING — A two-day educational conference sponsored by Westchester County CSEA Local 860 at the Hudson River Conference Center here recently drew participants from all over the county, according to Pat Mascioli, president of the local.

Members were represented from school districts, towns, villages, cities, municipal authorities and Westchester County units.

CSEA and AFSCME staff members conducted workshops on subjects such as political action, internal organizing, officer training, contracts, contracting out and bumping, retrieval and layoffs. Representatives from Jardine Ter Bush & Powell also presented a session on insurance programs.

AMONG CONFERENCE participants were White Plains School Unit members Lee Gregg and Raiford Orr.

Croton-Harmon workers negotiate pay hikes

In addition to a revised salary schedule which increases all steps by $250, clerical unit employees will receive 7 percent pay hikes each of the next three years. The longevity schedule has also been revised, reducing the amount of time needed for payment of increments.

Employees will receive two additional days for family illness and/or special emergency.

A major victory in the contract for custodial and clerical employees is a 100 percent paid health insurance plan, despite earlier demands by the school district for the workers to contribute. In addition, an optical plan has been added and the dental plan has been greatly improved. The school district also has increased life insurance for both groups.

Custodial employees will receive pay increases of 7 ½ percent for each of the next three years. A clothing allowance for custodians has also been boosted.

The negotiating committee for the clerical unit consisted of Unit President Virginia Calcutti, Loretta Brundage, Kathy Infante, Penny Black and Joanne Dymes.

Field Representative Lawrence Sparber said that he was pleased with the two new contracts and credited efforts of both teams.

"Both committees maintained their posture throughout negotiations, which helped to get fair and equitable contracts," he said.

Laborer wins back job in arbitration

TOWN OF GREENBURGH — Is a labor class employee entitled to bump a less senior employee if his job is eliminated by his employer? The answer is yes, according to a recent decision in the town of Greenburgh, Westchester County.

The arbitrator of the case ruled that management is obliged to use seniority in determining which employees are to be eliminated where jobs are abolished and must extend those persons bumping rights.

The grievant, Salvatore Denardo, lost his job in January when the town eliminated his position of maintenance mechanic repairer. Previously, he had been employed as a caretaker.

During the hearing, CSEA argued that the contract agreement provides for the use of seniority when there is a reduction in the workforce, giving the labor class bumping rights.

In addition to being rehired as a caretaker recently, Denardo will also receive back pay and benefits.

Unit President Ken Kakos said that he was pleased with the decision and was glad that Denardo "got what he sought." He added that one employee unfortunately had to be sacrificed for another, "but with bumping rules the way they are, you have to live with that."
Organized labor gives its support to renewed efforts in Congress to gain ERA ratification

WASHINGTON — The AFL-CIO joined with women’s groups to offer strong support for the Equal Rights Amendment before a House panel recently.

After the ERA failed last year with ratification by only 35 of the 38 states needed, it was reintroduced into Congress again this year. However the issue became moot this week when the House of Representatives rejected reviving the ERA issue when the resolution failed to gain a two-thirds majority vote.

At hearings before the House Civil and Constitutional Rights Sub-committee, AFL-CIO President Lane Kirkland said the AFL-CIO supports the ERA because sex discrimination is “morally repugnant” and “continues to be a pervasive fact of life in this country.”

Kirkland said both “objective and subjective” evidence shows this to be true. Full-time women workers still earn only 60 percent of what full-time male workers earn, he said. Also, “women in all walks of life are telling us, with remarkable unanimity, that they do not believe that this society accords them the fair and equal treatment to which they are entitled,” he said.

The federation also supports the ERA because the U.S. Constitution is “the means by which we express, in the most solemn terms, our most profound social commitments,” Kirkland said.

Kirkland acknowledged that, apart from “spurious” issues like unisex toilets raised by ERA opponents, some substantial issues, like the role of women in the military, will be raised under the ERA.

However, “Congress may, and should, provide authoritative guidance to the courts in these areas,” Kirkland said. He said the “risks of untoward and unanticipated results in interpreting and enforcing the ERA are relatively small,” especially compared with the “risks taken by the founders” with the Bill of Rights. That was “an untried experiment of great magnitude,” he said.

Judy Goldsmith, president of the National Organization for Women, said that “sex discrimination in our nation is deep, traditional, systemic and pervasive — not only in insurance, Social Security and pensions, but throughout our political and legal system.” The ERA is needed to “provide a clear standard and comprehensive mandate to eliminate sex discrimination in our nation,” she said.

Village wrong to deny employee’s vacation

HERKIMER — An arbitrator has sustained a CSEA grievance involving a Herkimer Village employee who had been denied a vacation time request because his department superintendent had scheduled the same vacation period.

In June, Richard Tangorra, an employee of the Herkimer Village Street Department, submitted a written request for two weeks vacation. Tangorra’s request was denied by his superintendent, who cited an interpretation of the contract as allowing only three employees from the department to be on vacation at the same time. According to seniority, which governs vacations, Tangorra was fourth and the superintendent third in terms of seniority.

In his argument for the grievant during arbitration, Regional Attorney John Scholl declared the superintendent is not a member of the CSEA bargaining unit and therefore none of the terms of the contract applies to him. The arbitrator agreed and ordered the village not to include the street superintendent, a non-bargaining unit employee, in future vacation scheduling under provisions of the contract.

Contacted at his home Tangorra said, “Naturally I’m pleased by the way CSEA went to bat for me, and at the arbitrator’s decision, but it’s unfortunate that the case went to arbitration in the first place. The village board should have known the superintendent was not covered in the CSEA agreement.”
Will Letchworth Center see the light?

Union workers march against staff cuts and wonder

The flames of hundreds of candles dotted the dusk when members of CSEA and PEF joined ranks recently to protest layoffs at Letchworth Village Developmental Center in Rockland County.

Nearly 200 members from both unions took part in a three-mile candlelight march organized to show disapproval of heavy layoffs at the center. This month alone, 140 employees lost their jobs in a new wave of staff cuts.

Added to layoffs last May and several early retirements, the newest loss of workers at Letchworth has caused a serious understaffing problem, marchers said.

ALBANY — A recent state Supreme Court decision moves 650 civilian employees of the Division of Military and Naval Affairs closer to union representation, which would bring to a close years of frustration in dealing with DMNA management.

In late October a Supreme Court justice upheld CSEA's position and affirmed an earlier determination by the state Public Employment Relations Board that DMNA employees were classified as public employees within the scope of the Taylor Law, subject to PERB's jurisdiction, and entitled to union representation.

It was not known at press time whether the court's ruling would be appealed by the state to the Appellate division. However, in the decision, the court clearly illustrated that the PERB decision was based on Military Law which makes a clear distinction between military personnel in the organized militia and civilian personnel who are in the service of DMNA.

"It's a great decision and a major step forward," Neil Kennedy, president of CSEA Capital District Armories Local 250, said.

Kennedy, who has been involved in several controversies with DMNA top brass over the years, describes DMNA's basic employee philosophy as being totally management oriented. "Management is never wrong. When it comes to determining which is more important — the right of the individual employee to a fair hearing, a fair shake, a justified promotion or DMNA's managerial rights — somehow DMNA always wins."

"CSEA will be successful eventually," John D. Corcoran Jr., region director, said. "We may have to go a few more rounds in the courts, and possibly through an election procedure, but the people will be heard. They will be represented, and together CSEA and the DMNA civilian workers will overcome all of the obstacles the top brass is placing in our way."
New OMR program prepares retarded for life in a community residence

By Lorraine Calvacea
CSEA Communications Associate

NEW YORK CITY — Only two months ago, Judy would have been lying on her back, unable to feed herself or perform any other simple tasks.

Today, she sits in front of a vanity table smiling at herself as she firmly grasps a hairbrush and begins to brush her straight, dark hair. She has just come from a lunch where she gathered at a table with others in her "family" and handled her own utensils.

Judy and the 11 others in this family are severely retarded adults residing in the recently-opened Living Unit for the Non-Ambulatory — LUNA — at the Staten Island Developmental Center. Simple tasks like self-grooming and eating together represent a big accomplishment for them. They have come a long way in a short time.

"No one envisioned the progress that has been made in this short amount of time," remarked Dr. Paula Lambert, a CSEA policy specialist and co-author of the LUNA proposal.

But with the skillful, consistent care and attention of newly-trained mental hygiene therapy aides, members of CSEA Local 429, Judy and the other clients are beginning to master a range of daily living activities.

The result of a labor-management agreement between CSEA, the Office of Mental Retardation and Developmental Disabilities and the Governor’s Office of Employee Relations, LUNA is a simulated group-home environment that acts as a transitional, preparatory phase for both clients and staff while they await approval of a community facility.

When a facility is available, the entire staff and clients will move there, and another group of staff and clients will take up residence at LUNA.

According to Lambert, the LUNA project has nationwide significance "because it identifies a need for this type of facility, and also establishes recognition on the part of top officials and OMRDD of the importance of comprehensive habilitation training."

As part of the agreement, MHTAs are able to take a nine-month training course consisting of weekly classes and hands-on work/study. Such intensive training has met with praise from the staff.

"I like the idea of nine-month training rather than the usual two- or three-week course. I figured if it lasted that long, it had to have substance, and it did," said Thelma Edwards, LUNA’s unit coordinator and a MHTA II.

"The goal of the unit is to maximize the skills of the clients, and because we now have the right foundation and the right environment, we are able to do just that," she added.

LUNA Project Coordinator Rochelle Fleischner says the spirit in the new unit is very high. “This is a new time and a new consciousness,” she said. “While MHTAs have often been perceived as custodians, it is evident that, given the proper training, they provide an extremely sophisticated level of care to clients.”

Says Edwards: “To work with a client and see the fruits of your labor — that is everything.”