What’s the state of the state?

GOV. MARIO M. CUOMO WAS DELIVERING HIS ANNUAL STATE OF THE STATE ADDRESS TO MEMBERS OF THE STATE LEGISLATURE AS THIS ISSUE OF THE PUBLIC SECTOR WENT TO PRESS. STATE OF THE STATE MESSAGE PROPOSALS ALWAYS IMPACT HEAVILY UPON THE PUBLIC EMPLOYEES OF NEW YORK STATE IN A VARIETY OF WAYS. IN THE NEXT ISSUE, WE’LL LOOK AT THOSE PROPOSALS AND TELL YOU HOW CSEA PRESIDENT WILLIAM L. McGO-WAN AND OTHER UNION LEADERS VIEW THEM.

CSEA filing class action grievance

Workers’ Comp Board hearings schedule change unacceptable

AUBANY — A plan which the Workers’ Compensation Board thinks will make it more convenient to attend hearings will simply make it more inconvenient for everyone, says CSEA Collective Bargaining Specialist John Conoby.

The board recently announced that beginning Feb. 4 hearings will also be held week nights. Employees assigned the extra hours will get time off the following day.

But Conoby calls the idea “unacceptable” and complains “it wasn’t well thought out.” He is skeptical clients’ attorneys would be willing to work week nights, and predicts administrative costs will rise with the added expense of keeping offices open extended hours.

CSEA is filing a class action grievance in protest, citing the change as a violation of the workday/workweek article of the Administrative Services Unit contract.

INSIDE THIS EDITION:

ELMIRA’S CITY HALL IS A THING OF BEAUTY. THE STRUCTURE, IN FACT, IS LISTED ON THE NATIONAL REGISTER OF HISTORIC PLACES. BUT ITS BEAUTY IS ON THE OUTSIDE FOR 40 CSEA-REPRESENTED CITY EMPLOYEES WHO WORK ON THE BUILDING’S TOP TWO FLOORS. A SIMILAR SITUATION EXISTS FOR EMPLOYEES WHO WORK ON THE SECOND AND THIRD FLOORS OF THE PUBLIC SAFETY BUILDING AND COURT HOUSE IN UTICA. TO FIND OUT MORE ABOUT THE SERIOUS PROBLEMS CONFRONTING THESE EMPLOYEES AND WHAT CSEA IS DOING ABOUT IT, SEE PAGE 9 OF THIS ISSUE.
McDonough Scholarship Winners

LINDA JO FIKE, second from left, accepts a Thomas McDonough Memorial Scholarship from Herkimer County CSEA Local 822 President Mary Sullivan. At left is Linda’s mother, Beverly, and at right is her father, Gordon Fike Jr., who is Local 822 treasurer and a groundskeeper at Herkimer County Community College. Linda is a dean’s list student at HCCC.

THOMAS McDONOUGH SCHOLARSHIP winner Adrienne Jo Onofri, third from right, receives her award from Rockland County CSEA Local 844 President Frank Bosco. Offering congratulations are, from left, CSEA Field Rep Chris Lindsey, Rockland County Unit President Florence Kimmel; Adrienne’s mother, Rhoda Onofri; Adrienne, Bosco, and CSEA Region III President Pat Mascioli. Adrienne is a journalism major at Northwestern University. Her mother is a clerk at the Rockland County Department of Motor Vehicles.

TIMOTHY MORGAN, second from right, accepts a $250 Thomas H. McDonough Memorial Scholarship check from CSEA Region IV President C. Allen Head. At left is scholarship committee representative William Fetterling, and at right is Pauline McDonough, widow of the long-time CSEA activist in whose memory the fund is named. The one-time grant goes to children of CSEA members who are previous union scholarship recipients to aid in completing their college studies. Morgan, of Castleton, attends Norwich University. He is the son of Judith and Charles O’Leary. Mrs. O’Leary is a clerk at the State Health Department and a member of the James E. Christian Memorial Health Department Local 664.

Secretarial jobs available at CSEA

ALBANY — CSEA has announced it has a number of openings for secretaries to work in various departments of the union’s statewide headquarters here. Typing and shorthand abilities are included in the requirements. Competitive salaries and fully-paid benefits are part of the compensation package offered.

Interested applicants should contact Portia Given at CSEA headquarters, (518) 434-0101. CSEA is an equal opportunity employer.

$13,000 back pay
won by CSEA for
underpaid member

ARCADE — A previously underpaid village of Arcade employee is entitled to more than $13,000 in back pay as a result of CSEA legal action in his behalf.

A Public Employment Relations Board arbitrator has ruled that Raymond Killian was underpaid by about $2 per hour since he began work on June 1, 1981.

The pay dispute, according to CSEA Field Representative Robert E. Young, revolved around the question of whether Killian should be paid the rate in effect on the date he was hired or on the date he actually began working.

“The hiring authorization, which was approved on May 19, 1981,” said Young, “called for Killian to be hired at ‘the working rate’ which on that date was $2 more than when he actually began.”

The village had maintained that the new rate which went into effect June 1 should have been the guide for Killian’s pay, but the arbitrator backed CSEA’s position and awarded more than $13,000 in back pay for Killian.

Markiewicz a candidate for Board of Directors

ALBANY—The name of a third candidate seeking to fill a vacancy on CSEA’s statewide Board of Directors from Environmental Conservation locals was inadvertently not included in a story concerning the Board seat election in the previous edition of The Public Sector.

Mary Ellen Markiewicz’s name was not mentioned in the previous article. Markiewicz joins Mary Luciano and Judy Salisbury as candidates seeking the vacant Environmental Conservation board seat. The names of all three do appear on official ballots mailed to eligible voters. Those ballots must be returned by noon, Jan. 22 to be considered valid.
**I have a dream...**

CSEA offices to be closed on Jan. 21

CSEA's statewide headquarters in Albany and all CSEA regional offices will be closed on Monday, Jan. 21 in observance of Martin Luther King Jr. Day, an official New York state holiday.

In announcing the closings, CSEA President William L. McGowan noted that creation of an official state holiday honoring the memory of Dr. King was among the bills presented by the union to members of the state Legislature for their consideration. The bill passed both houses and was signed by Gov. Mario Cuomo, designating the third Monday of January each year as the official holiday.

**Region II to show documentary**

The film "I Am a Man," a documentary on the life of Dr. Martin Luther King Jr., will be shown at CSEA Metropolitan Region II headquarters at 5:30 p.m., Wednesday, Jan. 23. All members are invited to view the film as part of CSEA's observance of Dr. King's birthday.

The film will be shown in the Frances Dubose Batiste conference room of the CSEA Metropolitan Region office, 11 Broadway, Suite 1500, New York, New York.

**Schenectady County honors employees for choosing career that shaped civilization**

SCHENECTADY — "The career that you have chosen in public works is regarded as a key factor in the early evolution of civilization, as important as writing." With those words, Schenectady County Manager Robert McEvoy thanked 17 county highway department employees recently for giving 25 years or more of service to the county.

McEvoy, himself a former CSEA member who said he recalls how it feels to be plowing streets in the middle of a howling snow storm, told the highway employees at a luncheon in their honor that their efforts are noble and respected.

"Our great nation would not have progressed to its current state of technological excellence and leadership without your skilled efforts in building and maintaining the infrastructure which is the foundation of all our country's momentum," he said.

Among those honored for a quarter of a century of service or more were Schenectady County CSEA Local President Frank Tomecko, for his 27 years of service, and CSEA Highway Unit President Lou Altieri for 26 years of service.

CSEA Capital Region President C. Allen Mead presented certificates of appreciation to each of the 17 honored employees, who have a combined total of 464 years of service and membership in CSEA.

SCHENECTADY COUNTY CSEA LOCAL President Frank Tomecko, left, is congratulated by County Manager Robert McEvoy for completing 27 years of service to the county. Public Works Commissioner Harry Mason, right, looks on.

SCHENECTADY COUNTY HIGHWAY UNIT PRESIDENT Lou Altieri, left, who was honored for his 26 years of service, congratulates CSEA Schenectady County Local President Frank Tomecko, who was also recognized for his long service record.
IRA payroll deduction available

CSEA members in the three state bargaining units (Administrative, Operational and Institutional), as well as CSEA-represented employees in the Office of Court Administration (OCA) are reminded that they may take advantage of automatic payroll deduction to set up an Individual Retirement Account (IRA).

An IRA is a tax-deferred investment plan which allows individuals to save a portion of their income for retirement while legally sheltering income from taxes.

CSEA negotiated IRA payroll deduction with the state in 1983. Three vendors, who represent the three major types of IRAs — a bank, insurance company and investment firm that manages mutual funds — are offering the retirement plans.

For more information, State Division and OCA employees should fill out and mail the coupon below to: CSEA-IRA, P.O. Box 7125, Albany, N.Y. 12224.

CSEA members in the Dutchess County Pay Equity Committee following a planning meeting held recently in the CSEA Region III Office in Fishkill. Dutchess County was chosen as one of four jurisdictions in the state to participate in an AFSCME-funded study on pay equity. Shown from left are Dutchess County Unit President Mary Rich, Region III President Pat Mascioli, McGowan, Statewide Secretary Irene Carr and Region III Women's Committee Chairperson Helen Zocco.
Leave time must be restored to Orange County employees sent home during snowstorm

GOSHEN — Three hours of leave time have been restored to eight Orange County employees by an arbitrator, who ruled they should not have been docked for three hours when forced to leave work early during a severe snowstorm last March.

The situation developed, according to CSEA Region III Field Representative Flip Amadio, when the Orange County executive decided to permit employees to leave work early due to the snowstorm, but directed workers to charge any time off to vacation or personal leave credits.

The county commissioner of Social Services left the building early, placing a supervisor in charge of closing the building at 5 p.m., unless any staff members chose to remain at work and close the building themselves at 5 p.m.

The workers under his order, so far as remaining or not remaining in the building, had no choice but to defer to his authority, handed down through the executive or his designated representative.

CSEA argued before the arbitrator that the eight workers ordered to leave had no choice but to do so at 2 p.m., while the county said the employees had the option to stay.

"However well motivated," ruled Arbitrator Arthur T. Jacobs, "in forcing the remaining workers to leave the building at 2 p.m., he (the supervisor) took upon himself the mantle of the county executive or his designated representative.

"Whether the supervisor violated the commissioner's and/or the county executive's order or made an honest, well-intentioned mistake under the stress of unique conditions is immaterial. The workers under his orders, so far as remaining or not remaining in the building, had no choice but to defer to his authority, handed down through the line, they had every right to believe, from the county executive."

Two new prep books available for political subdivision tests for welfare examiner and caseworker job titles: stress management tapes now available for all members

ALBANY — CSEA is now making available two new exam preparation booklets in the political subdivisions. The new booklets, one for caseworkers and the other for social welfare examiners, add to two already existing instructional series on secretarial and custodial skills.

The new "Social Welfare Examiner Series" contains review work in the areas of supervision and administration, interviewing, and understanding social and human relations problems.

Principles and practices of social casework, interviewing and supervision are included as part of the preparation in the "Caseworker Promotional Exam Series."

Still available through the CSEA Education and Training Department are the "Secretarial and Typing Series" and the "Custodial Series."

The former booklet is for secretaries in the counties and municipalities and for non-teaching school district personnel. Designed for employees holding typist, steno, and secretarial titles, it contains review work in areas of supervision, secretarial and typing practices, spelling, punctuation, and capitalization and usage.

The series for custodians contains review work in supervision, cleaning, building operations and maintenance as well as in ability to read and follow written instructions.

Each booklet is available for the price of $1.50 from the union's Education and Training Department. Use adjacent coupon for ordering.

ALBANY — CSEA is offering members a cassette tape that individuals can use to teach themselves how to combat the effects of stress through relaxation. The audio tape can be ordered for just $2.50 by completing the coupon below.

The relaxation tape was developed for CSEA by Cornell's School of Industrial and Labor Relations, and is an extension of stress management workshops CSEA has been conducting at meetings around the state.

One side of the cassette tape is especially tailored to assist people in controlling stress related to taking exams. The other side of the tape consists of a 30-minute program of breathing exercises and other relaxation techniques. Both sides should be useful in helping overcome the effects of stress in a variety of conditions.

ORDER FORM

ATTN: CSEA Education Department
33 Elk Street
Albany, N.Y. 12207
Please send me the booklet(s) indicated. I understand the price is $1.50 (includes postage) for EACH booklet ordered.

- Secretarial and Typing Series
- Social Welfare Examiner Series
- Custodial Series
- Caseworker Promotional Exam Series

Please send me _____ relaxation program(s) on cassette tape at the price of $2.50 each. I have enclosed a check or money order in the amount of $________ to cover the cost of this order.

Please send booklet(s) to:
Name __________________________
Address _________________________
City __________________ State/Zip
Social Security Number: ________ CSEA Local

EMPLOYER ______________________

PLEASE NOTE: The relaxation tape is available only through CSEA's Education Department. Non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, New York 12207.
THE PUBLIC SECTOR, Friday, January 11, 1985

THIS MONTH IN LABOR HISTORY
By the New York State Labor History Association News Service

Labor and civil rights in the late '60s

"We shall overcome someday" sang the pickets. With clasped hands and spirited demonstrations they marched in early 1968. They carried signs that read, "I am a man." Day after day, week after week, the Memphis sanitation workers and their supporters rallied to the union cause and the cause of civil rights. In the face of harassment and sometimes brutal opposition, these members of the American Federation of State, County and Municipal Employees (AFSCME) demanded recognition of their union, an end to racial discrimination, a wage increase, and a union dues check-off.

Their demands joined the causes of workers' rights and civil rights, and the trade union movement and civil rights movement achieved a high degree of unity on behalf of these public employees. Letters of support, money, and food supplies came from unions across the country.

The United Auto Workers, other AFSCME locals, District 65, many unions with large black memberships, assisted in the demonstrations. They joined with the Southern Christian Leadership Conference, the NAACP, and other civil rights groups in a coalition that helped to change the face of American politics and race relations.

The 1968 Memphis sanitation strike epitomized the close links between the labor and civil rights movements. Dr. Martin Luther King viewed the struggle of the Memphis sanitation workers as the centerpiece of the civil rights movement in the South. His cause was their cause. And he paid the ultimate price for Dr. King was assassinated while in Memphis rallying support for the strikers.

William Lucy was the chief negotiator for the sanitation workers and he would later become Secretary Treasurer of AFSCME and the leader of the Coalition of Black Trade Unionists. The strike was brought to a successful conclusion in April, 1968 when the sanitation men won union recognition from the city of Memphis, a pay increase, an end to racial discrimination, and a working grievance procedure to insure justice on the job. That victory has been seen as a turning point for public employee unions.

Numerous unions such as District 1199 Hospital and Health Care Workers Union, locals of the United Auto Workers, and the Brotherhood of Sleeping Car Porters, all had a close relationship with the Southern Christian Leadership Conference and Dr. King. Leaders such as Cleveland Robinson, Addie Wyatt, Doris Turner, Lillian Roberts, Ben McLaurin and many others contributed support through their unions to assist the civil rights movement. Unions helped to build the grass roots support for civil rights. That relationship has persisted and flourished.

INFORMAL GATHERING includes Ulster County Local President Sean Egan, second from left, and Rondout Valley School District Unit members, from left, Dominick Nigro, John Llanes and Unit President Don Gilmour.

In order to document the rich history of black labor in America, an Afro-American labor archives has been established at Rutgers University. All types of documents are being collected including letters, films, photos, leaflets, manuscripts, pamphlets, and tape recordings pertaining to labor and civil rights, black-white labor relations, etc. A team of specialists is processing these records to enable unionists and future generations to understand more clearly the role of the black worker in America.

These records include documents from the Brotherhood of Sleeping Car Porters, the Negro American Labor Council, the NAACP, and individual trade union leaders. The archives is actively searching for documentary material to be donated from unions and individuals. Interested parties should contact Professor Joseph Wilson at the African Studies Department, Room 104, Beck Hall, Livingston College, Rutgers University New Brunswick, NJ 08903, 201-932-3334.

Much still needs to be done.

In order to document the rich history of black labor in America, an Afro-American labor archives has been established at Rutgers University. All types of documents are being collected including letters, films, photos, leaflets, manuscripts, pamphlets, and tape recordings pertaining to labor and civil rights, black-white labor relations, etc. A team of specialists is processing these records to enable unionists and future generations to understand more clearly the role of the black worker in America.

In 1983 labor mobilized 200,000 strong to celebrate the 20th anniversary of the March on Washington. An army of trade unionists of all races from many unions descended on Washington to rekindle the spirit lit by Dr. King, Bayard Rustin, and A. Philip Randolph 20 years earlier. That was the march which Randolph saw as the beginning of a "moral revolution for jobs and freedom" and which led to the passage of the civil rights legislation in the following years. It was also the moment which few will ever forget when Dr. King spoke about his dream of equality for all Americans.

The civil rights movement of the 1960s made a significant contribution towards social justice in the United States. The rights of all people, especially minorities, were enhanced in the fields of education, voting rights, and affirmative action in hiring and promotion. Much still needs to be done.

This month's Labor History Session dealt with such items as seniority rights, contract language, negotiations, out-of-title work and shop steward training was conducted recently for members of the Rondout Valley School District CSEA Unit. In above photo, Ulster County Local 656 President Seann Egan, standing, addresses members. Listening are unit members Henry Ritter Jr. and Chester Freer. Seated lower right is CSEA Organizer Richard Blair, who planned the session.

AN INFORMATIONAL SESSION dealing with such items as seniority rights, contract language, negotiations, out-of-title work and shop steward training was conducted recently for members of the Rondout Valley School District CSEA Unit. In above photo, Ulster County Local 656 President Seann Egan, standing, addresses members. Listening are unit members Henry Ritter Jr. and Chester Freer. Seated lower right is CSEA Organizer Richard Blair, who planned the session.

Rondout Valley School District unit holds info meet
McGowan gets assurances on safety at Downstate

FISHKILL — Assurances that work hazards will be corrected and that workshops on AIDS will be made available to all employees were the results of a recent meeting between CSEA Statewide President William McGowan, Downstate Correctional Facility Superintendent Stephen Dalshiem and Charles DeVane of the Department of Corrections. The meeting followed a tour of the facility by McGowan and officers of Downstate Local 155.

A number of employee concerns were addressed. McGowan examined a transformer room which is located in a 22-foot deep underground pit which occasionally floods and seeps sewage.

The president also toured the facility hospital ward where some inmates have been hospitalized with AIDS.

Employees had a chance to meet with McGowan later in the day to discuss their concerns. Most were concerned with local problems that can be solved through local shop stewards and officers, said McGowan.

Many employees asked about the status of state negotiations and McGowan explained that union demands will be published in The Public Sector in the near future.

INSPECTING AN UNDERGROUND TRANSFORMER, at right, on the grounds of Downstate, McGowan expressed concern for the safety of electricians who must work in the 22-foot pits and asked for reassurances that safety hazards would be corrected.

AT A RECENT MEETING TO DISCUSS SAFETY problems at Downstate were, below from left, Local 155 President Bob Anderson, Region III Director Diane Campion and Region III President Mascioli.

STATEWIDE CSEA PRESIDENT William McGowan greets officials of Local 155 during a recent visit to the Downstate Correctional Facility. From left are Local President Bob Anderson, Labor-Management Representative John Steffanci, McGowan, and Local Vice President Bill Feldman.
Oswego County unit members says 'yes' to a new contract

OSWEGO — For more than 150 Oswego County blue collar unit members, the New Year will begin with a new two-year contract calling for pay increases each year, as well as other important benefits.

The unit, part of CSEA Oswego County Local 838, recently ratified the agreement by an overwhelming margin.

Roger Kane, CSEA collective bargaining specialist and chief negotiator for the unit, released terms of the pact effective Jan. 1, 1985.

They include an increase of 50 cents per hour, plus an increment step where due, each year of contract; a new pay year longevity step; full uniform payment for mechanics; tool allowance of $75 per year; an employee dental plan; improved vacation benefits; and a seven-day notice prior to any permanent work schedule changes.

Commenting on the new contract, Kane said, "The fact that unit members voted overwhelmingly to ratify speaks for their general satisfaction with the agreement. We think it offers some good improvements and new benefits the employees can certainly use and enjoy."

Kane also expressed his appreciation for the help and support of Fred Potter, unit president, and the other members of his negotiating committee. They include Larry Archibee, Brett Galvin, Steve Wilber, Hank Mattot and Mark Bailey.

Disgraceful manipulation of unemployment figures is a mockery of fairness, justice

On the first Friday of each month, the Labor Department's Bureau of Labor Statistics releases the national employment and unemployment data for the previous month.

The one figure that is headlined by the nation's newspapers and highlighted on the evening television news is the jobless rate. It's the magic number, so to speak, which buries the rest of the unemployment statistics.

But how much does the magic number reveal about the extent of unemployment in the nation? That question was raised at a recent Capitol Hill press conference by a coalition of labor, religious and civil rights leaders.

Actual unemployment and underemployment, said the group, stands at over 13 percent of the labor force, far above the Labor Department's 7.4 percent rate for October, for instance. The higher figure, which represents more than 15 million men and women, takes into account not only the "officially" unemployed, but also the 5.5 million people working part-time because they couldn't find fulltime jobs, and the 1.2 million "discouraged" workers who have despaired of finding any job at all.

Despite the past two years of so-called "recovery," the group noted there are almost a half-million more officially jobless now than in 1980, 1.2 million more discouraged workers and another 1.5 million involuntary part-time workers.

In an effort to move the nation toward full employment, the coalition urged the new 99th Congress to enact emergency jobs legislation, including the Community Renewal Employment Act, the Youth Incentive Employment Act, the American Conservation Corps, plant closing legislation, and the Industrial Competitiveness Act.

The real unemployment situation in the United States was described as "a profound economic and moral crisis" by religious leaders in the coalition. One church leader called the unemployment rate "a crime, an assault and battery on the bodies, the dignity and lives of all those who continue to be deprived of the opportunity to provide for themselves and their families."

Rabbi David Saperstein of the Union of American Hebrew Congregations' Religious Action Center noted the Reagan administration "promised that, through stimulation of the economy, it would provide a job for all those who wished to work. Yet in the aching abyss between the promise and reality lie the shattered lives of millions of Americans: the lost legion of minority youth, out of jobs, out of school, out of hope, filled with anger and despair; the stigmied victims of racism and sexism; the million whose job skills have been left behind by technological change. All of these are in danger of being recycled into a permanent underclass; they make a mockery of our pretensions of fairness and justice."
Medicare Deductible Increases for 1985

The Medicare hospital insurance inpatient deductible, the amount an inpatient is responsible for, will increase to $400 for benefit periods starting in 1985, a Social Security manager said recently. The 1984 deductible was $350.

Also increasing are the per-day amounts that the patient is responsible for, the manager said. The inpatient deductible is the only cost to the patient for covered services for the first 60 days of care in a benefit period. For the 61st through 90th day, hospital insurance will pay for all covered services except $100 a day in 1985. The 1984 figure was $89.

For the 60 reserve days of care, hospital insurance will pay for all covered services except $200 a day in 1985. The 1984 figure was $178.

Also increasing are deductible amounts for care in a skilled nursing facility, hospital insurance pays for all covered services for the first 20 days and all but $50 a day for up to 80 more days in 1985. The 1984 figure was $445.

The deductible is also increased for 1985. The 1983 basic deductible will be $15.50 a month, compared to the 1984 basic deductible of $14.60. Some people pay a higher rate because there were periods of time they could have had medical insurance but did not.

The basic hospital insurance monthly premium will be $174 in 1985, compared to the 1984 rate of $155 a month. The premium applies only to persons who are not otherwise entitled to hospital insurance. The $75 medical insurance annual deductible will not change, the manager said because it is set in law.

More information about Medicare costs for covered services can be obtained at any Social Security office. The address and telephone number of the nearest Social Security office can be found in the telephone directory.

Excess Tax May Have Been Withheld

A person who works for more than one employer during the course of a year may have more Social Security taxes withheld than are required by law, a Social Security manager said recently.

If this occurs, the person may claim a refund for the excess amount he or she files an income tax return for that year, however, if the excess withholding occurs because an employer deducts too much in taxes, the person should ask the employer for a refund. Earnings in excess of the maximum amount that counts for Social Security cannot be used in figuring the benefit rate. Additional information about taxes and refunds may be obtained from the Internal Revenue Service. Information about Social Security benefits can be obtained at any Social Security office. The address and telephone number of the nearest Social Security office can be found in the telephone directory.

Social Security Earnings Base Increases

The 1985 Social Security earnings base, the maximum amount of earnings that counts for Social Security, will increase to $39,600, up from the 1984 maximum of $37,800. A Social Security manager said recently.

In addition, Social Security tax rates will also increase, the manager said. The tax rate for employees and their employers will be 7.05 percent each, up from the 1984 effective rate of 6.7 percent for employees and 7.0 percent for employers.

Other amounts will also increase in 1985, the manager said. The amount of annual earnings required to earn one quarter of coverage, the measure of Social Security protection, will increase to $410, up from the 1984 figure of $390. People will earn a maximum of four quarters if their annual earnings are $1,640 or more.

The annual exempt amounts for the annual earnings test, the measure used to decide if a person is eligible for benefits, will increase to $7,320 for people 65 or older in 1985 and to $5,400 for people under 65 all of 1985. The 1984 amounts were $6,960 for people 65 or older in 1985 and to $5,400 for people under 65 all of 1985.
Employees help adorn inpatient unit at Capital District Psychiatric Center

ALBANY — Holidays are usually a time for being with family. But for some CSEA members — like Bruce Viele, Arlan Gray and Cheryl Logue, all mental hygiene therapy aides (MHTAs) at the Capital District Psychiatric Center (CDPC) — this past holiday season was spent making their second family feel as loved and wanted as their own.

The three, plus R.N. Sarah O’Neil, were the employees staffing Unit K on Christmas Day, from 7 a.m. to 3:30 p.m. Because of their energy and effort, the day turned out to be bright and festive for everyone.

"Without them it would have been just another day in Unit K," said one client in the acute inpatient care unit. "They made it Christmas and they did it for us," said another young client. "It was almost like home," said one elderly client.

Like most psychiatric care units in state institutions, Unit K is big, open and antiseptic-looking. But on Christmas Day, the unit was a splash of Christmas color and design. For two weeks, MHTA Viele had helped the 26 clients who would spend the holiday there to decorate the unit. They made decorations to celebrate their days brighter, "explained Bessie LoBalbo, a director of Pilgrim Psychiatric Center Local 692, who led her staff in decorating the dining room and hallways, stairwells and windows of the unit with an array of holiday decorations, including wreaths, palmellias and a painted silhouette of a snow-covered city.

A SPECIAL DAY IN UNIT K — MHTA Arlan Gray is pictured beside a Christmas tree at CDPC, where he was one of four people assigned to work in Unit K with 20 acute care inpatients on Christmas Day. The four helped the clients fill the walls, hallways, stairwells and windows of the unit with an array of holiday decorations, including wreaths, palmellias and a painted silhouette of a snow-covered city.

These clients are in some ways our second family."

At Pilgrim PC, handcrafts add warmth, color & homey feeling

WEST BRENTWOOD — Patients at Pilgrim Psychiatric Center helped make the holidays a little brighter for the patients by making their own decorations from assorted materials. Pictured are, from left to right, seated, Jean Lynch, Vetsel Williams, Sarah Allen. Standing from left are Bessie LoBalbo, Nelson Garcia, Chris Nacir, Joe Karpf, Shawn Quillan.

The facility was adorned with Christmas trees and decorations made of everything from scraps of balsam and styrofoam cups to coffee-can lids.

"We do it with an open heart," said Charles Lewis, a licensed practical nurse. "We use stuff left over from last year and stuff we buy with our own money.""The patients appreciate something to make their days brighter," explained Bessie LoBalbo, a director of Pilgrim Psychiatric Center Local 692, who led her staff in decorating the dining room and hallways, stairwells and windows of the unit with an array of holiday decorations, including wreaths, palmellias and a painted silhouette of a snow-covered city.

There was a small, well-used Christmas tree saved from the past, but it looked a bit forlorn until the staff brought paper-mache ribbon to festoon the walls. On doorways, they hung decorations made from scraps of balsam and styrofoam coffee cups diagnosed with pasted-on glitter and hung upside down to look like bells.

Windows were spruced up with plastic coffee-can lids made colorful with glitter on the edges and Santa faces cut from wrapping paper and pasted on the centers, giving the effect of a stained-glass window hanging.

Staffers also brought in phonograph records with seasonal music to add to the gaiety.

"Patients who never spoke came up to staff members to say, 'Thank you for doing it,'" she said. 

LoBalbo proudly showed what her dining room staff had been able to do with scraps, cutouts and what they could afford to buy.

The patients appreciate something to make their days brighter.

HOMEMADE — Sarah Allen, left, and Bessie LoBalbo hold up one of their decorations — styrofoam cups up-ended and tied in threes to look like Christmas bells.

"These clients are in some ways our second family."
REGION IV
JOHN J. KELLY JR. MEMORIAL SCHOLARSHIP WINNER

J. TODD BURDICK, a student at Oneonta State University, is winner of the Kelly Memorial Scholarship in Region IV this year. Pictured above, from left, at the scholarship presentation are: Region President C. Allen Mead; Todd; his father, John D. Burdick, a member of Saratoga County Local 846; and Scholarship Chairman Brian Ruff. The Kelly Scholarship was established in memory of John J. Kelly Jr., a popular attorney with CSEA's law firm who died at an early age.

REGION VI
THOMAS MCDONOUGH MEMORIAL SCHOLARSHIP WINNER

SHARON MARIE WAGNER, seated right, proudly displays a check and certificate she received as Region VI's Thomas McDonough Scholarship winner. On hand for the presentation were: her mother, Jean Rasmus of Erie County Educational Employees Local 868; Region VI President Robert Lattimer; and Art Howell, Region VI Education Committee. The McDonough Scholarship Program provides a $250 one-time grant to undergraduate students in each of CSEA's six regions.

A BOOK REVIEW


One of Bill Mauldin's best remembered cartoons from World War II shows an officer and his aide looking at a panoramic scene from a mountain top in France. "Beautiful view," said the officer. "Is there one for the enlisted men?"

Labor leader Joseph D. Keenan served as a brigadier general during the postwar reconstruction of Germany, but there was never any doubt that he had been fighting from the enlisted men's point of view.

Keenan, an electrician by trade, served the Brotherhood of Electrical Workers as a local officer and international secretary for 53 years. He died last July at the age of 88, but the story of his influential life has been recorded in a new book.

Joseph D. Keenan, Labor's Ambassador in War and Peace, by Francis X. Gannon, is not just about Keenan but about working people. Many of the tens of millions of men and women swept up in the historic events of 1940-45 and the postwar years would have their memories refreshed in reading this book.

While many Americans have the idea that World War II started with Pearl Harbor on Dec. 7, 1941, the war actually began with Hitler's invasion of Poland in September 1939.

With the war clouds lowering over America, President Roosevelt created a commission on defense mobilization in mid-1940. Sidney Hillman represented the CIO on the panel and Joe Keenan was called in from Chicago to represent the AFL building trades.

Keenan traveled the country as a troubleshooter, putting out labor-management fires and ensuring that contractors worked through unions. In the war years, the Army Corps of Engineers operated through civilian contractors and mostly union workers built 3,000 military installations, 300 major industrial projects, 500 camps, 765 airfields and numerous ports, hospitals and storage depots.

Keenan served, along with Clinton Golden of the Steelworkers, as a vice chairman of the War Production Board. With FDR's backing, Keenan had the authority to get things done. One result of the union role in the all-out war effort was that membership doubled from eight million to about 16 million.

Keenan also played an important role in the race for the atomic bomb. At a secret Pentagon meeting, Keenan and others were told that the Germans had the formula, and "whoever gets this weapon first wins the war.

Looking directly at Keenan, the undersecretary of war said the decision was to skip the pilot plants and go right into plutonium production, adding: "Joe, that's your job. Directly or indirectly we may need up to 200,000 mechanics, electricians, plumbers and pipelayers and immediately. . . ." Joe kept the secret and recruited everywhere.

As the war came to a close, Keenan was made a brigadier general and worked in reconstructing the trade union movement in a devastated Germany.

After the Republican 80th Congress passed the Taft-Hartley Act over President Truman's veto in 1947, then AFL Secretary-Treasurer George Meany determined that labor needed a political arm. Keenan was drafted to start up Labor's League for Political Education.

Keenan loved his country and the labor movement and served both well.
EDITOR'S NOTE: Following is a list of pamphlets, leaflets and other publications put out by the AFL-CIO that will prove useful to every union member. Single copies of all publications, except No. 19, are available free. Use the coupon below to place your order. Mail to: Pamphlet Division, AFL-CIO Dept. of Information, 815 16th St., N.W., Washington, D.C. 20006.

1. AFL-CIO Constitution
   Published: November 1983.
   Price: 50¢ per copy; $4.00 for 100.

2. 1983 AFL-CIO Convention Policy Resolutions
   Published: December 1983.
   Price: $1 per copy; $8.00 for 100.

3. Rules Governing State Central Bodies
   Price: 10¢ per copy; $0.75 for 100.

4. Rules Governing Local Central Bodies
   Price: 10¢ per copy; $0.75 for 100.

5. Rules Governing Directly Affiliated Local Unions
   19 pp. Published: May 1984.
   Price: 10¢ per copy; $0.75 for 100.

   Price: $10.00

*20. This is the AFL-CIO
   24 pp. Published: May 1984.
   Price: 25¢ per copy; $2.00 for 100.
   A popular short pamphlet describing the functions, structure and policies of the AFL-CIO.

22. Fair Labor
   46 pp. Published: April 1979.
   Price: 60¢ per copy; $4.50 for 100.
   A catalog of films for use at union meetings, available through the AFL-CIO Department of Education.

36. Workers' Compensation and Unemployment Insurance
   Price: 3¢ per copy; $0.25 for 100.
   A 4-page chart of insurance and compensation standards on a state-by-state basis as of January 1, 1984.

*41. Why Unions?
   14 pp. Published: July 1982.
   Price: 25¢ per copy; $2.00 for 100.
   A current, lively pamphlet primarily designed for use in schools and by community organizations for young persons who will soon be joining the labor force.

42. Working Together... The key to jobs for the handicapped
   11 pp. Published: June 1978.
   Price: 10¢ per copy; $0.75 for 100.
   Labor's program for effective cooperation to aid the mentally and physically handicapped and to insure them equal opportunity in employment.

46. The Truth About 'Right-to-Work' Laws—Facts vs. Propaganda
   20 pp. Published: March 1984.
   Price: 3¢ per copy; $0.25 for 100.
   A popular discussion of what's wrong with state right-to-work laws.

52. What Every Worker Should Know About Alcoholism
   Title: Published: February 1984.
   Price: 3¢ per copy; $0.25 for 100.
   A discussion of the disease of alcoholism and the means and facilities available to help those afflicted.

56. Songs for Labor
   Published: December 1983.
   Price: 35¢ per copy.
   A book of union songs that can be sung at union meetings, summer schools, conventions, and on the picket line. The music for each song is included.

60. How to Run a Union Meeting
   Price: 3¢ per copy; $0.25 for 100.
   A discussion of how to run interesting, lively, democratic union meetings with a complete set of rules on parliamentarian procedure.

65. Services for the Unemployed
   Leaflet—Published: December 1980.
   Price: 5¢ per copy; $0.40 for 100.
   The union's role in helping organize community assistance for the unemployed outlining the various avenues open to help meet the crisis of joblessness.

87. The Future of Work
   36 pp. Published: August 1983.
   Price: 75¢ per copy; $6.00 for 100.
   An initial report of the Committee on the Evolution of Work created by the AFL-CIO Executive Council to review and evaluate changes taking place in the labor force, occupations, industries, and technology.

87A. A Guide to Establishing Senior Clubs
   8 pp. Published: November 1983.
   Price: 25¢ per copy; $2.00 for 100.
   A pamphlet designed to help unions interested in forming senior clubs as a means of maintaining links with retired members.

73. AFL-CIO Manual for Shop Stewards
   70 pp. Published: March 1984.
   Price: 50¢ per copy; $4.00 for 100.
   A handbook designed to aid shop stewards in carrying out their vital role in the trade union structure covering their day-to-day duties.

109. Consumer Counseling
   Leaflet—Published: July 1981.
   Price: 5¢ per copy; $0.40 for 100.
   Advice to local unions on establishing a consumer information and counseling program to help members safeguard their hard-earned dollars.

116. When You Write Your Legislator
   Leaflet—Published: September 1980.
   Price: 15¢ per copy; $1.20 for 100.
   Tips on framing letters to your legislators to let them know how you feel on issues.

121. Labor Champion of Public Education
   14 pp. Published: August 1981.
   Price: 10¢ per copy; $0.75 for 100.
   A pamphlet tracing the history of the American labor movement's support for public education in the United States from the early 1800's to the present.

136. Collective Bargaining: Democracy on the Job
   30 pp. Published: June 1982.
   Price: 25¢ per copy; $2.00 for 100.
   A basic primer on how collective bargaining works, arbitration, union security, the growth of modern unions and how they protect democracy and freedom.

156. A Foreign Policy with a Purpose
   9 pp. Published: March 1984.
   Price: 50¢ per copy; $4.00 for 100.
   A discussion of how to run interesting, lively, democratic union meetings with a complete set of rules on parliamentarian procedure.

157. One Hundred Years of American Labor
   40 pp. Published: November 1981.
   Price: 1.00 per copy; $7.50 for 100.

158. The Constructive Use of Government
   8 pp. Published: October 1982.
   Price: 50¢ per copy; $4.00 for 100.
   An address by Lane Kirkland at a Dartmouth College program in which the AFL-CIO president discusses the role of the democratic state as "the indispensable instrument of human progress."

159. The Public School and the Common Good
   8 pp. Published: December 1982.
   Price: 25¢ per copy; $2.00 for 100.
   Organized labor's support over the years for the nation's free public school system is detailed in this pamphlet.

161. Together in Solidarity
   12 pp. Published: October 1983.
   Price: 15¢ per copy; $1.20 for 100.
   AFL-CIO President Lane Kirkland's keynote address to the federation's 1983 convention in which he outlines the tasks and issues confronting American labor.

470. Union Counseling
   Leaflet—Published: September 1981.
   Price: 3¢ per copy; $0.25 for 100.
   An outline of how union locals can develop programs to help members use community human services in resolving personal and family health and welfare problems.

AFL-CIO offers free publications
An important CSEAP training program for ASU members

Transition training courses scheduled

The catalog for spring 1985 transition training courses for members of the CSEA-represented State Administrative Services Unit is now available.

Transition training courses will be offered at 13 sites around the state this spring. The unique training program is offered as part of the Clerical & Secretarial Employees Advancement Program (CSEAP) as negotiated in the ASU contract.

Detailed information concerning the spring catalog or about specific courses may be obtained by contacting:
Employee Advancement Section, State Department of Civil Service, (518) 457-6396 OR CSEAP, Civil Service Employees Association, (518) 434-0191.

The CSEAP transition courses are free to eligible employees. The courses are intended to improve job performance rather than to prepare employees for Civil Service examinations.

Eligible employees include members of the CSEA-represented ASU Unit on a first-come, first-served basis; employees in transition titles as established under CSEAP; and employees in clerical and secretarial titles designated as management/confidential.

Transition situations include, but are not limited to, appointment or transfer to program aide, administrative aide, training aide, program traineeships, and the Public Administration Traineeship Transition (PATT).

The courses are from one to three days in length, and are held at the specified location during the workday from approximately 8:30 a.m. to 4:15 p.m.

Interested employees may register by filling out a separation application for each course they are interested in applying for. Employees are urged to check the listed course dates against their individual schedules, and should not apply for a course they will not be able to complete entirely.

Each course and location has a registration deadline date. Approximately two weeks before the start of a course, all applicants will receive a letter indicating whether or not they have been accepted. Any employee who applied for a course but did not receive notification should call the Employee Advancement Section at (518) 457-6396. Employees are not eligible to attend any course without prior notification of acceptance.

Here’s where courses will be offered to employees

The following course titles will be offered under the spring transition training program. Not all courses will be offered at every location. Also, courses have different start dates and enrollment deadlines at each location. Applicants should check their acceptance letter for the actual location and dates.

Course titles available include:
- Minimizing stress
- Where did the time go?

Here’s list of courses available under program

- Fundamentals of writing
- Management principles for the non-manager
- Effective problem solving
- Overview of New York state government
- Beginning accounting
- Basic math: A skills refresher
- Using tables and graphs
- Public speaking
- Introduction to computers

CSEA DOT LOCAL 676 officers William Petal, left, and Milo Barlow, right, president of the Local, discuss the department’s new mandatory shift schedule for snow and ice removal workers with State Assemblyman Richard Conners, center. CSEA has strongly criticized the new schedule, charging the plan will result in millions of dollars being wasted. Barlow told the 104th District assemblyman the plan lacks common sense and Petal expressed union concerns about its impact on employee morale.
The slogan "Bread and Roses" comes from the historic strike of 20,000 textile workers in Lawrence, Massachusetts in 1912. The strikers — most of them women and children and all of them immigrants — struck against intolerable wages and working conditions. They sought more than just a few additional pennies in their pay envelopes. They wanted to be treated as complete human beings with hearts and souls, not just as factory "hands." Their banners proclaimed, "We Want Bread and Roses, Too." They fought and they won.

"Bread and Roses" is also 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 or students, materials for distribution at conferences or workshops, gifts, office decorations or for your own personal use.

Mary Frank, Red Grooms, Robert Morris, Claes Oldenburg, Robert Rauschenberg, Nancy Spero, and 39 other major contemporary American artists invite you to share their interpretations of the threat of nuclear war—

**DISARMING IMAGES**

Art for Nuclear Disarmament

**THE BOOK:** Forty-four works of art in various media that show how artists think about nuclear holocaust, an event that has never taken place, whose only reality exists as a threat that permeates all phases of contemporary life. 73 pages, 45 illustrations, including 17 in full color. List price: $14.95. YOUR PRICE ONLY $12.50.

**THE THEME POSTER:** A powerful image in full color by Francesc Torres. Torres' drawing (War Head and/or Trans-Historical Helmet, 1983) makes a connection between male power and nuclear weapons through the conjunction of text and image. 24" x 36" List price: $20.00. YOUR PRICE ONLY $15.00. Also available in a numbered edition of 200 copies autographed by the artist, $35.00.

**THE POSTCARDS:** Ten works selected from the Disarming Images exhibition reproduced as full-color post cards. $5.50.

**BREAD AND ROSES**

625 Broadway
New York, NY 10012

I want to show my support for nuclear disarmament. Please send me:

____ copies of DISARMING IMAGES @ $12.50
____ copies of the THEME POSTER @ $15.00
____ copies of the numbered, autographed THEME POSTER @ $35.00
____ sets of DISARMING IMAGES post cards @ $5.50

Name __________________________
Address ________________________
City ____________________________
State __________________________
Zip ____________________________

Prices include postage and handling. All orders must be prepaid in U.S. funds.

Supported by funds from the National Endowment for the Humanities, a federal agency.
AT ANY GIVEN MOMENT SOMEONE MIGHT NEED YOUR HELP IN A LIFE THREATENING SITUATION. WOULD YOU KNOW WHAT TO DO? THE HEIMLICH MANEUVER COULD HELP YOU SAVE A LIFE.

A hug, and out popped the candy

VALATIE — “It’s one of those things you don’t think about—you just react,” says Patricia Pri-bis, a CSEA member and secretary to the primary school principal at Ichabod Crane School here. Pribis reacted properly when a little first grader at the school was brought from the school cafeteria to the principal’s office. “She was gagging very badly and almost unable to breathe,” recalls Pribis, who noted the child was choking on a lollipop. Pribis administered the Heimlich maneuver, hugging the little girl from behind with her arms around the child’s midsection. She gave a quick, firm bear hug and out popped the candy, she said.

Pribis said while she has been trained in CPR, this was her first attempt at the Heimlich maneuver. She said she was familiar with the procedure through seeing posters and informational brochures.

“I was just touched when the child’s mother came in afterwards and gave me flowers.”

IT’S THE LAW

Since 1980, every restaurant and cafeteria in New York state has been required, by law, to display a poster showing first aid procedures to assist a victim of food choking. The legislation applies to any public eating establishment, including cafeterias and lunchrooms located in schools and educational institutions. The law does not impose any duty on anyone to perform choking first aid and also includes a “Good Samaritan” clause releasing from liability any person who utilizes the poster instructions to assist a choking victim, except in cases of gross negligence.

The recommended abdominal thrust method to aid a choking victim is often called “the Heimlich Maneuver” because the method was originated by Dr. Henry J. Heimlich, a Cincinnati surgeon.

The recommended first aid procedure for aiding a choking person is as follows:

1. Deliver four hard blows to the victim’s back, between the shoulder blades, with the heel of the hand. If four blows produce no results, proceed to abdominal thrusts.
2. Stand behind the victim, with arms around the victim’s waist. Make a fist with one hand. With the other hand, press the fist against the victim’s abdomen, below the ribcage and above the navel.
3. After four thrusts, return to back blows, alternating the two actions until results are produced.


FIRST AID FOR CHOKING

IMPORTANT: if victim can speak, breathe, cough, stand by but DO NOT INTERFERE

CALL AMBULANCE if victim cannot breathe, speak, cough.

Telephone

IF VICTIM IS CONSCIOUS:

4 quick hard blows THEN 4 abdominal thrusts
Repeat until food is forced out.

IF VICTIM IS UNCONSCIOUS:

4 back blows THEN 4 abdominal thrusts THEN clear mouth
Repeat steps until food is forced out.
Do mouth-to-mouth or CPR as necessary.