Lt. Governor primary pick

Cuomo endorsed

ALBANY — Lt. Gov. Mario Cuomo, who is expected to formally announce next week his candidacy in the Democratic primary for New York State governor, got a major boost this week when the giant Civil Service Employees Assn. broke a 72-year tradition and announced its endorsement of Cuomo.

Cuomo stood alongside CSEA President William L. McGowan at a major press conference in Albany Thursday when McGowan announced that the union's Statewide Political Action Committee on Wednesday had voted unanimously to support Cuomo in his anticipated primary battle against New York City Mayor Edward Koch.

More than 250 CSEA Local presidents, meeting the same day in Albany, had voiced their unanimous support of the Cuomo endorsement when informed of the committee's action.

The press conference was attended by members of CSEA's statewide Board of Directors, who gave the lieutenant governor a rousing standing ovation as he entered the room.

CSEA President McGowan introduced Cuomo to the press as "our candidate" and cited the lieutenant governor's "excellent record of long service in public work" and his "compassion for working people" as among reasons CSEA had decided to endorse Cuomo.

McGowan noted this marked the first time in the union's 72-year history that it had endorsed a gubernatorial candidate in a primary race, adding "when we believe in something we go out and fight for it." McGowan said the endorsement will provide funds, volunteer services and other aid to the Cuomo primary campaign.

Cuomo told the press corps in attendance that "I'm enormously proud, enormously flattered, by this unprecedented unanimous endorsement" by CSEA, and said "No one knows the whole state better than the members of this great union, and no one more accurately reflects New York's entire struggling middle-class population."

McGowan said the union will immediately begin plans on how to assist the Cuomo campaign most effectively in the Democratic primary.

Ratification of contracts set to begin

ALBANY — Ballots for ratification of the tentative contract agreement between CSEA and the State of New York will be mailed to union members on March 15 as CSEA presses ahead with efforts to turn its "best contract ever" into money in the pockets of state employees.

CSEA President William L. McGowan directed union staff to expedite the thorough information and ratification procedures mandated by the union's Constitution and By-Laws to minimize any delays in the nine percent across-the-board salary increase provided for in the new agreement effective April 1.

Overall, the salary schedule for state employees will soar 32 percent over the course of the three-year agreement, described by President McGowan at a February 27 press conference following conclusion of months of tough negotiations as "the best contract ever negotiated with the State of New York."

But reaching a tentative agreement is only the beginning of the process. Now information on the agreement must be sent to each CSEA member affected by the agreement covering the state's Administrative, Institutional and Operational bargaining units.

The union's by-laws, for example, mandate that all members be sent copies of the newly negotiated agreement prior to ratification. Since it normally takes weeks to translate memoranda of understanding into exact contract language, even by expediting the procedure a minimum delay of more than a week is involved.

(Continued on page 9)
The ‘silent majority’ speaks out

By Stanley P. Homak
CSEA Communication’s Associate

WASHINGTONVILLE — Clare Shelton worries about the future...dreams she and her husband, Robert, have for themselves and their children seem to be fading away.

So, when Clare read a recent story in The Public Sector about the plight of Warren Seeley, a single father trying to support himself and his family on a grade 9 salary, she and her husband decided to tell their story. It would be an opportunity, she says, to escape briefly from the “silent majority.”

Clare and Robert have a combined annual income of $30,000. Her share is $19,926 — the salary of a mental hygiene therapy aide at Letchworth Village Developmental Center. They have three children, ages 16, 15 and 13.

They should be living well. They aren’t. Their bank account balance is $58.94.

“You are no longer middle class,” Robert explains, “unless you’re making $60,000 to $100,000 a year.” The Vietnam War veteran is bitter he can’t make ends meet, “and you’re talking to people who are making a decent wage.”

Finances are managed according to the Shelton hit-or-miss method. Only after $700 has been set aside by the 20th of each month to pay the mortgage, are other bills paid. Transportation costs are the other priority, averaging $225 monthly.

The Sheltons live in Orange County, where they can afford a house, but she works in Rockland County, and he in New Jersey, where they found jobs. It’s the sacrifice they make to hold on to the American dream of owning their own home. Yet Clare is afraid “government programs people depended upon to raise themselves up are getting knocked in the teeth.” She fears “none of the old cliches work anymore...they cost too much...”

It’s a mother’s anguish which speaks when Clare looks to her children and “cries inside because they can’t be what they want to be.” She is angry that cuts in student aid may end dreams of higher education for the close-knit family. Indeed, the oldest child, Teresa, recently wrote President Reagan and told him: “You have destroyed all my hopes of going to college, thanks to you and your cuts.” The president has not responded.

At the same time, Clare and Robert are survivors. It may be the artist’s instinct in them. She has won awards for her watercolors; he for his photography. They use these talents to make do. It also helps them cope with the emotional expense of having a child with a slight handicap, but Clare believes that experience has helped her do a better job as a therapy aide: “I do for them what I do for my own son.”

Coping also means never buying name brands unless they are on sale, using coupons, buying unfinished furniture, and “eating lots of macaroni.” Movies are too expensive, and going out usually means coffee and a donut.

They survive from paycheck to paycheck, and are bitter over high interest rates. They resent the power of the Federal Reserve Board and are enraged when its chairman, Paul (“Do you ever remember voting for him?”) Volcker, tells people they have to suffer to make things better.

“I’m tired of suffering,” Robert laments, and adds: “Cutting union help is not going to save the budget, ‘we’re worse off under Reagan,’” and finally because “what’s happening to us is happening to other people, too.”

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Preparations now underway for AFSCME convention

CSEA delegate ballots to be mailed April 1

ALBANY — Preparations for CSEA’s election of delegates to the 25th Biennial Convention of the American Federation of State, County and Municipal Employees (AFSCME) are moving along on schedule.

Scores of candidates were nominated to appear on the official ballot during regional nominating meetings on March 6. After administrative procedures are completed and actual official ballots are prepared, sample ballots with the names of actual candidates will be published in the March 26 edition of The Public Sector.

Ballots will be mailed to all CSEA members in good standing as of March 6, 1982, on April 1, 1982. Members must return their ballots so they are received on or before the morning of April 23, 1982, in order for their ballots to be counted.

The names of the winners of the election will be published in the May 7 edition of The Public Sector.

Members who do not receive their ballots by April 12 should call their CSEA Regional Office (the numbers appear in the official election notice on page one of this edition) for a replacement ballot.
**Overwhelming vote wraps up Syracuse pact**

**SYRACUSE** — Syracuse city white collar employees have voted overwhelmingly to accept a new one-year contract calling for a salary increase and other benefits of nearly 8 percent.

According to Margaret Dennis, president of the CSEA unit which represents nearly 400 city employees, the new agreement was ratified by a vote margin of nine to one and is retroactive to January 1, 1982.

In addition to a wage increase of 7.75 percent, the agreement also contains an increased car allowance, an improved uniform allowance and the continuation of the grade and step salary plan.

Other contract language items covering medical visits, safety and rain equipment, personal leave and new job titles were also added to the agreement.

“The overwhelming vote of acceptance by the members is also a vote of confidence for the negotiating committee which worked hard for seven months to reach an equitable agreement,” Dennis said.

Members of the negotiating team include Mary Susco, David Cusano, Virginia LaMont, Cindy Carona and Margaret Dennis and was headed by Terry Moxley, CSEA field representative, who served as chief negotiator for the unit.

Joseph Gentile, PERB representative, was also complimented for his highly professional participation during negotiations.

**Donohue: Safety duty of public worker**

**HAUPPAUGE** — Individual CSEA members will have to police OSHA laws, Region I President Danny Donohue told a recent Safety and Health workshop held at Region Headquarters.

“Job safety and health isn’t just a state, county or school district responsibility. It’s the duty of every public employee in New York State,” Donohue said to more than 40 Region I members selected to form the nucleus of a safety committee in their units and locals.

The Feb. 4 workshop, part of the region’s continuing safety and health training program, featured experts on safety and health from AFSCME. CSEA members also saw two films, “Worker to Worker,” a documentary portraying how other workers have handled safety and health problems, and “OSHA,” a film on the establishment of the cotton-dust standard in plants in the South.

“We’re giving them the basics of how to police OSHA rules and to set up health and safety committees,” said Nick Avella, regional health and safety committee chairman. “They take it from there.”

After the film there was a discussion from the floor. Many members said they were concerned about chemical dangers such as PCB’s and physical hazards such as heat stress.

“Laws are important, but if they aren’t enforced they are useless. We need the entire force of the union to deal with workplace problems and to see that laws are enforced,” Donohue told the group at the conclusion of the meeting.

**Politically active members thanked**

**ROCHESTER** — The importance of political races in 1982 and the potential benefits of CSEA members helping union-endorsed candidates were stressed at a Region VI Political Action Committee appreciation dinner here recently.

“It’s important we gear up now for the 1982 races, because many of them — especially the governor’s race — will have a direct impact on many of our members’ jobs,” said Florence Tripi, co-chairwoman of the regional PAC.

“Our committees really worked hard last year,” she said, thanking more than 30 members from various local PACs, “and we wanted to let them know how much we appreciate their efforts.”

Tripi said she especially appreciated the encouragement fromRegion VI President Robert L. Lattimer and the assistance of CSEA Political Action Training Specialist Ramona Gallagher, who helped many locals launch PACs.

“Our Legislative and Political Action Department, from Director Bernard Ryan through the whole staff, has been very helpful in the past,” Tripi said. “I know we can count on their continued support in our efforts in 1982.”

**Overtime addressed in Local 815 memo**

**BUFFALO** — An agreement that allows members of Erie County CSEA Local 815 the option of choosing whether they want to be paid for overtime worked in funds or compensatory time has been reached in behalf of its 4,300 members.

“It’s a good agreement,” said Local President John Eiss of the memorandum that becomes part of the current three-year pact between the local and Erie County, now in its second year.

The contract called for county employees to be paid at the rate of time-and-one half as of Jan. 1, but had not spelled out the terms of utilizing “comp” time.

Employees who so choose may now utilize comp time for overtime worked at the time-and-one-half rate, after properly notifying the county in writing of their intentions.

Eiss said the county also agreed that most of the grievances filed regarding overtime pay disputes will be resolved as result of the agreement.

Eiss was joined in negotiating the agreement by George Clark, grievance chairman and CSEA Field Representative Robert Young.

**REGION V PAC SESSION** — James Moore, center, Region V president, emphasizes some primary concerns for the newly appointed regional legislative and political action committee as Kathy Collins, left, regional PAC chairperson; Dorothy Penner and Richard Greco, vice-chairpersons, listen. Fifteen committee members from throughout the 20-county Region V area attended the initial meeting held recently in Syracuse.

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**EAP signing at Downstate Facility**

**POLICY STATEMENT SIGNED** — The 1,200 employees of Downstate Correctional Facility in the Southern Region will now benefit from the Employee Assistance program (EAP) as the result of an agreement signed Feb. 12. Taking part are, from left, Alete Allen of Public Employees Federation, Superintendent Steven Balscheim, Vincent DiGiorgio of AFSCME Local 399, and CSEA Local 155 President Mike Papi. Standing, from left, are Regional EAP Coordinator Clark Brown, Facility EAP Chairperson Donna Roy, Deputy Superintendent Ray McDermott, and Bill Byrnes of AFSCME Local 399.
ALBANY — With the report of the CSEA’s Statewide Nominating Committee issued, the timetable for the union’s upcoming elections for statewide officers continues.

The terms of statewide officers expire on June 30, and the election process is timed to yield results in advance of the July 1 start of the new terms of the union’s President, Executive Vice President, Secretary and Treasurer.

On March 1, the statewide Nominating Committee announced its nominations for the four offices as:

- President — Incumbent William L. McGowan, Region VI President Robert L. Lattimer and Region V President James J. Moore.
- Executive Vice President — Incumbent Thomas H. McDonough and Region IV President Joseph E. McDermott.
- Statewide Treasurer — Incumbent F. John Gallagher and John Francisco, a member of the Statewide Board of Directors and president of Local 658.
- Statewide Secretary — Incumbent Irene Carr. The committee, citing the intent of the union’s Constitution and By-Laws that it should nominate more than one candidate for any office, has invited additional applications for nomination for this office, to be returned by no later than April 15, 1982.

With the report of the Nominating Committee, the period for petitioning for ballot placement for any of the four offices gets underway. Interested members can get their names on the official election ballots by obtaining at least 3,817 valid signatures of members in good standing on official petition forms available in any of CSEA’s Regional Offices.

Those petitions must be filed no later than April 15 to be valid. Details on the petition process are available by contacting CSEA Executive Director Joseph J. Dolan at CSEA Headquarters.

Ballot position will be determined by drawing on April 20. Candidates or their observers will be invited to attend. Ten days later, on April 30, rules and regulations for the election will be mailed to all candidates, CSEA local presidents and Board members.

The May 7 edition of The Public Sector will provide the names of all candidates, and each official candidate for statewide office will be offered the opportunity to publish his or her picture and a statement about their candidacy for the information of the membership.

On May 14, ballots are mailed to all CSEA members. Replacement ballots will be made available on May 24 for any eligible member who did not get a ballot.

All ballots must be received before 5 p.m. on June 15 to be counted. Results will be announced on June 18.

The election is conducted under the direction of the Statewide Election Procedures Committee, and the ballots are prepared, mailed, verified and counted by an independent election agency under the supervision of the Election Procedures Committee.

**Region III plans political action workshops**

FISHKILL — The Southern Region is gearing up for the November elections with a series of workshops.

Regional President Ray O’Connor recently told local and unit presidents, “Now, more than ever, you and your members must get involved in political action. The political climate must be changed. Public employees are on the firing line, and they will be the first to suffer, the first to lose their jobs. So it’s important to get involved, and the way to begin is by attending one of our upcoming Political Action/Legislative Workshops.”

Workshops are scheduled as follows:

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<td>Saturday, April 17</td>
<td>1 p.m.</td>
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<td>Members in Dutchess, Putnam, and Ulster Counties</td>
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**Women’s Conference**

SUFFOLK LOCAL President Charles Novo chats with Gwen Nolan, left, and Sue Dugan, co-chairwomen of a women’s conference held recently at Suffolk County Community College.
Otsego County highway worker risks death to save a life

By Charles McGeary
CSEA Communications Associate

MILFORD — Stephen Page made a snap decision last week that could have cost him his life and probably saved the life of a total stranger.

The incident happened while Page, an Otsego county highway employee, was driving his 10-ton truck along a county road.

According to the report of a state police officer at the scene, Page deliberately turned his truck toward a 20-foot cliff to avoid hitting an approaching car driven by 81-year-old Fritz Helbig. Helbig’s vehicle had drifted into the path of Page’s truck, but fortunately, steel guard rail cables prevented the truck from plunging over the ledge.

The trooper said the quick action by the CSEA member prevented a head-on collision, and probably saved the life of the elderly man.

“I knew exactly what I was going to do,” Page said later during an interview in his home, as he relaxed on the sofa and held his 2-year-old daughter, Michelle. “I don’t think there is any doubt there would have been a fatal accident.”

The court referred the entire matter back to Nassau Community College’s administrators for a new determination on the proper penalty.

As a truck driver, he said, he often thinks about what can happen on the road.

“I know what a truck can do to a car in an accident. Long ago I vowed to sacrifice myself in an accident if it meant saving someone else — particularly a child. But things happen so fast.”

“I really didn’t think about the accident until after it happened,” he continued. “Taking care of the man kept me busy. I only thought about it when I sat in the police car. I am sorry he was hit, but I am glad it was me hit and not a car with kids.”

The public sector

THE PUBLIC SECTOR, Friday, March 12, 1982

Page 5
WASHINGTON — The head of the nation's largest state-and-local-government-workers' union has labeled the Reagan administration's New Federalism proposals a "further federal abandonment of its responsibilities and an additional multi-billion dollar burden on state treasuries that have already been bled by Reagunomics."

Gerald W. McEntee, president of the million-member American Federation of State, County and Municipal Employees declared that "New Federalism offers the states the choice of raising taxes still more or making further cuts in services."

The AFSCME leader also offered an alternative economic plan to the administration, which he said would immediately put 2½ million unemployed Americans back to work.

McEntee's remarks came in an address before the opening session of the annual Americans for Democratic Action (ADA) Convention.

"Our proposal emphasizes training people and putting them back to work — the work of literally rebuilding America, of restoring the base for its economic growth," McEntee explained.

Repairing roads, highways, bridges and sewer systems, as well as restoring our mass transit and railroad systems all are priorities under the union's $24-billion-dollar plan.

"Plugging a few corporate tax loopholes alone would finance it, and so would reducing waste, fraud and abuse in defense spending," McEntee declared. "We realize that our program won't solve all the sins of Reagunism. But it's a start — a realistic start. It recognizes, as Reagan does not, that economic growth depends on human capital, a healthy public infrastructure, and the provision of public services that people and industry must have."

McEntee described the current administration as "very possibly the most dangerous and the most irresponsible that this nation has ever suffered. It endangers our nation not because of any sinister intention, but because it is incompetent — thoroughly and heroically."

McEntee also chided the administration for its abandonment of the pursuit of civil rights, its handicapping the preservation of civil liberties, and its wholesale neglect of the health and safety of working Americans. He also called attention to record unemployment, falling industrial production, and rising bankruptcies.

"Reagan has cast out fairness and vetoed the ideal of equity," McEntee declared. "His tax program aggravates the wealthy, his budgets penalize working people and the poor, and his regulatory vandalism imperils all."

"Ronald Reagan was elected on his promise to create a new age of prosperity. Instead, within the brief space of 14 months, he has taken our economy — a economy that was recovering from a recession — and propelled it to the edge of the pit," he said.
Education specialists add new dimension, ‘sense of pride’ to union

By Betty Groner
CSEA Communications Associate

- What does a union steward — or an officer — need to know to represent fellow members fairly?
- How, or when, do you file a grievance?
- How did you get the paid vacations, holidays and workers’ compensation you now enjoy?

By Betty Groner
CSEA Communications Associate

- What does a union steward — or an officer — need to know to represent fellow members fairly?
- How, or when, do you file a grievance?
- How did you get the paid vacations, holidays and workers’ compensation you now enjoy?

ALBANY — The answers to these questions aren’t easy. Yet they’ll be easier to answer thanks to three new education specialists in CSEA’s Education and Training Department.

The specialists — Peg Wilson, Sean Turley and Sally Bouton — are now designing courses they will teach in officer training, steward training, the American labor movement, internal organizing and other topics. The four basic courses which are being developed will comprise the CSEA Labor Institute.

A byword of the program is facilitation. “We recognize that many regions have substantial programs of their own, and we want to work with them wherever possible,” said Thomas Quimby, director of the Education and Training Department.

The new training program is one arm of the department, which oversees and runs the statewide education and training programs offered by the union.

As in other parts of the department, Quimby and the three training specialists will occasionally call on outside resources such as AFSCME and several universities to increase the department’s productivity and effectiveness.

In addition to the four key areas that will make up the Labor Institute, the department is developing other courses, such as stress management, leadership skills, negotiations and comparable worth. One course they are now working on is Unit and Local constitutions.

“We are looking for problem areas in these CSEA constitutions that people find hard to understand, and which may not be followed,” says Peg Wilson. Much of this research is based on an officer response survey which noted the difficulties of their own Unit or Local constitutions.

“We’ve been adding courses as they are developed and as we’ve identified the training needs of officers, stewards and the members,” she added.

The basic aims of the new training program are to develop individuals within the union to their fullest capabilities, to give union members a sense of pride in their status as members and to develop the union itself.

“We want to know that being a union member is a good, honorable thing and that unions have done a great deal for this country,” Quimby said. For starters, unions were responsible for Workers’ Compensation, minimum wage laws, Social Security and free public education.

“Overtime pay, minimum wages, vacations and safe working conditions are not gifts of management. Early union organizers fought long and hard to get workers the rights and conditions they now enjoy,” Wilson said. “Now that they have them, today’s workers should know about them and shouldn’t be intimidated. We’d like to give them the tools to use them.”

Internal organizing is another important aspect of the planned Labor Institute. “This course is especially important,” said Sean Turley. “Where unions have been weak in the past, management has stepped in and taken advantage of workers,” he added.

Once this starts happening, unions have to fight to protect workers’ rights fought for in the past. “If you look at the historical perspective, several of the same things happening now happened 100 years ago,” Turley said.

Workers are facing a similar resistance to improve their lives, occupational safety is given a back seat and now OSHA funds are being cut back, Wilson added.

“Now the administration is going back and talking about reducing wages for teenagers,” Turley said. “Employers may start hiring kids for sub-minimum wages while their dads and moms sit back and watch the jobs go.”

Internal organizing adds more voices to a union and more strength to combat such challenges to fair working conditions. Courses on officer and steward training will show union representatives how to identify their leadership roles, to take them seriously and how to help other leaders in the organization. “If I’m an officer in a Unit or Local that’s not as strong as it could be, I’d want to take advantage of the union services,” Sally Bouton said.

Bouton last month got word she received one of the Outstanding Women of the Year awards for 1981. The Carver Community Center Talent Search project nominated her, she said, adding that she is “excited” about the award.

The new training specialists are bringing to these courses a blend of their own union backgrounds.

Wilson, who began working for CSEA in November, had worked for the Amalgamated Clothing and Textile Workers Union, in its

PEG WILSON

Humanities Project. Turley had worked for the same union, as a business agent. One of his major responsibilities was “getting out the word to union members about occupational safety and health.” He also worked with the New York State School of Industrial and Labor Relations to train union representatives about occupational safety and health.

Bouton, who is most experienced in training and education, has taught courses at Skidmore and other colleges in training and development, and has worked in adult education programs.

“IT’s fine to have the information and background in unions, but you also need the confidence in yourself and your fellow workers,” she said, adding her experience can help teach others to develop these strengths. “You’ve got to have the guts to stick up for your rights, and a steward has a lot of people to do this for.”

With the present staff, Quimby said his department can now respond to a wider variety of requests for courses, as well as develop a regular curriculum. “Our motto is: we can put on any kind of program, with our present resources, combined with those of the International and those of universities.”

SALLY BOUTON

SEAN TURLEY
BUFFALO — Taking a lunch break is a luxury some employees of the State University College at Buffalo simply do not enjoy.

For the cleaners and maintenance workers at the school's Upton Hall, having to eat lunch in the "slop room" — the utility room or broom closet — is something they can't stomach.

Besides the foul odor of used mops and brooms, there is the space itself to consider — the room is slightly larger than a phone booth, and overflowing with equipment, garbage and other tools of the cleaner's trade.

"They still haven't come up with a decent place for our members to eat their lunch," Local 640 President Lawrence Panepento said of the college administration. "They've been stalling us since last April or May.

"The cleaning staff used to be able to take a lunch break in an unused classroom," he explained, "but all the rooms are in use now and the workers have been ordered not to eat their lunches in the hallways."

According to Panepento, the problem is not confined to Upton Hall, but is prevalent in more than 37 buildings on the campus.

"Of course, those employees who work near the building that houses the cafeteria can walk there, eat their lunch and be back at the worksite within the allotted 30-minute limit, if they rush," he said.

"But those who work longer distances from the cafeteria would likely use up the time walking to and from the cafeteria."

Darnelle Dickey, a 13-year employee at the college, said the situation is compounded by the "slop room's" location — "right next door to the men's room. It's not too good for your appetite..." she said.

BOXED IN LUNCH — Tony Harper eats his lunch on a box he salvaged from outgoing trash.

Dickey and her fellow Upton Hall workers, Rosa Walker, Mary Johnson and Tony Harper, all bring their lunches from home every day.

The "table" they use to eat on is a discarded box that Harper retrieved from the outgoing trash.

Johnson, a seven-year employee of Buffalo State, had another gripe. "We don't have a locker room or a secure place for our personal belongings," she said.

But members of the cleaning crew aren't the only ones faced with these unpalatable conditions. Panepento said most of the secretaries in the building, like Phyllis Brown, who is also Local 640 president, eat their lunch at their desks because of the lack of suitable lunchroom space.

"Contractually, they (the administration) are not obligated to provide lunch space," said Panepento. "But realistically, they (the workers) need and deserve a decent place to eat."
Ratification voting begins next week by CSEA members in the three major state bargaining units on tentative 3-year contracts covering about 107,000 state workers.

In addition, the Public Sector is working with the Executive and Legislative branches of state government to expedite formal enactment of necessary legislation so that actual paychecks can be increased as soon as possible. In the event of a delay, of course, pay increases will be retroactive to April 1, 1982.

On this and following pages are several stories which highlight various aspects of those tentative contracts.
ALBANY — When CSEA negotiates with the State of New York for contracts affecting the Administrative and Operational Services Units, real two steps are involved in the process.

Step one involves hammering out contract language for the bargaining unit. This is referred to as an "unit negotiation" and is accomplished by CSEA's "unit Negotiating Team," under the guidance of a professional CSEA negotiator, meeting with state negotiators and all state employees regardless of their actual bargaining unit.

This is called the "unit negotiation" because the premise that all bargaining units together can negotiate for the same state employees, not just the mother.

In addition, there are three days or less limit. Also, when an employee requests leave for reasons not just the mother.

The state also agreed to increased promotional opportunities. The agreement provides $1.9 million for OSU to federal CSEA units is called for under the new agreement.

OSU employees working on horticulture/potential for complete career opportunities and job advancement.

A separate category of leave accrual, "celiac disease," was included to allow employees with problems such as alcohol and drug addictions to be covered. The agreement would cover sick leave and personal leave, all of which would be used in addition to the employee's maximum accruals.

Other provisions in the OSU agreement include:

1. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.

2. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.

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28. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.

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30. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.

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49. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.

50. An expansion of current language which allows only one holiday in each quarter for the 1984-85 fiscal year.
Special compensation for holiday work gained

ALBANY — For the first time since the inception of the Taylor Law, state employees represented by CSEA will be receiving special compensation, in addition to the compensation they are already entitled to receive, if they are forced to work on either Christmas Day or Thanksgiving Day.

Under the terms of the tentative agreement between the union and the State of New York, employees assigned to work on the two most demanded holidays will be paid time and a half for all of the time they work on those holidays in addition to the full day's pay for the holiday which they are already entitled to receive.

The change becomes effective in 1982, if the new agreement is ratified, and would affect primarily institutional and operational employees who sometimes are required to work on these holidays while most state offices are closed.

To be eligible for the time and a half payment, however, the employee must have selected the "cash option" for payment when working holidays. Under the current state contract, and in the new tentative agreement, employees have a period of time at the beginning of the contract year to designate whether they prefer to receive cash compensation for holidays or whether they prefer to be given compensatory time off instead.

Workers who select the "cash" option are paid straight time for the holiday, whether or not they actually work. But if they are required to work on a holiday, they receive an additional day's pay (in straight time) for having worked.

Under the new agreement, those employees, if required to work on Christmas or Thanksgiving holidays, would receive time and a half for time worked on Christmas and/or Thanksgiving instead of straight time. In other words, for employees required to work on these holidays they would receive double time and a half.

"Most of our members prefer to be home on holidays with their families and friends," said CSEA President William L. McGowan who headed the union's negotiating teams in bargaining, "but some people have to work."

"CSEA's goal is eventually to get time and a half pay for any employees who must work on a holiday, but we thought Thanksgiving and Christmas would be the logical places to start. This agreement should encourage management to only require people to work when necessary and, in the event an employee is required to work, the employee will at least have some financial reward for the sacrifice of working on such special days," McGowan said.

For employees who select the compensatory time option for holiday reimbursement, the same procedure of being reimbursed an additional compensatory day off for working a holiday will continue.

"Our members sacrifice by working on holidays," President McGowan concluded, "and it's only fair that those that are forced to give up a holiday observance should receive some extra consideration for their trouble."

Upon ratification of the tentative agreement, the new policy would be in effect for the Thanksgiving and Christmas holidays in 1982.

Tool subsidies

Employees in the Operational Services Unit who are required to furnish their own tools will be eligible for the tool subsidies clause in the new agreement.

"We've obtained $40,000 from the State in each of the three years of the agreement," explained CBS Nels Carlson.

"We'll be investigating how extensive the problem is and then try to help these people out," he said, noting the exorbitant current costs of purchasing tool inventories and replacing tools lost or damaged on the job.

Retro pay adjustment included

ALBANY — State employees represented by CSEA are talking about a new tentative agreement which will increase the salary schedule by 32 percent over the next three years, but in addition to the substantial increases for coming years, the tentative agreement also provides a retroactive pay adjustment for the current contract as well.

Many state workers are sitting down with calculators figuring just how much new money they can look forward to under the tentative agreement in the state's Administrative, Institutional and Operational bargaining units, an agreement described by CSEA President William L. McGowan as the "best ever."

Yet in figuring what will happen, employees should remember that there is already another increase in the works as a result of the Cost of Living Adjustment (COLA) provisions of the current contract (1979-82) and the new agreement would even sweeten that payment.

Under the current CSEA-State contracts, the salary schedule will be increased effective April 1, 1982 to account for the Cost of Living Adjustment (COLA) increase provided in the third year of the current contract. That increase will amount to 2.9 percent which will be applied to the schedule before the new nine percent increase is applied. That means the salary schedule will actually increase on April 1 by about 12 percent from what it is right now.

The current state contract provided for a COLA adjustment to be made to the salary schedule on April 1, 1982 and also for the payment of a "lump sum" to eligible employees for the difference between what the employee actually received in fiscal 1981-82 as a result of a 3.5 percent increase in the salary schedule on October 1, 1981 and the final COLA due.

As the result of a decline in the national inflation rate recently, that final adjustment worked out to 6.4 percent. Subtracting what employees received since October 1, 1981 as a result of the 3.5 percent increase, applied to the schedule on that date the difference to be paid to employees in the lump sum check would be 4.65 percent of salary in fiscal 1981-82. Under the current contract that payment is due prior to June 30, 1982.

As part of the new agreement, however, employees eligible to receive the COLA payment will also receive a one-shot COLA recovery payment. A percentage of 1981-82 earnings to round out the COLA lump sum payment to the maximum amount provided for in the current contract. This 6 percent, however, is not applied to the salary schedule since it is a one-shot adjustment, but it will mean that an employee who worked through fiscal 1981-82 will receive the full seven percent increase projected for that year under the complex COLA provision of the current contract.

This COLA recovery payment is in addition to the other salary provisions contained in the tentative agreement soon to be sent out for membership ratification.
The earnings gap is increasing. Laws prohibiting sex-based wage discrimination, growing number of working women and despite the average man in the workforce. And despite the fact that jobs equal in worth or value to the employer ought to be equally compensated. The concept focuses on jobs that traditionally have been dominated by one sex.

For example, women dominate in such jobs as secretary, clerk, nurse and elementary school teacher, while men dominate in jobs such as maintenance worker, laborer and all the trades such as plumber, carpenter or electrician.

Proponents of comparable worth contend that sex-based wage discrimination has resulted in lower wage scales for female-dominated jobs despite the fact that many of those jobs, if evaluated objectively, are worth the wages earned in male-dominated jobs.

The new CSEA/State agreement sets aside $500,000 for an in-depth study of such discrimination in state job classifications. The study is targeted for completion by March 31, 1983.

"This study is a very necessary first step toward remedying this type of sex-based discrimination," explained CSEA President William L. McGowan. "We know and the State knows that the problem exists in general. We know, for example, that secretaries and clerical workers are traditionally under-compensated in relation to the true value of their work."

"But only when we have the numbers, when we have a comprehensive job analysis will we be able to get together with the State and get down to the real business of correcting this pay discrimination."

Nationally, the average woman in the workforce earns about 60 cents for each dollar earned by the average man in the workforce. And despite the growing number of working women and despite laws prohibiting sex-based wage discrimination, the earnings gap is increasing.

A series of informational meetings to explain in detail the provisions of the tentative agreements, and to answer any questions by members, has been scheduled for each CSEA region. Teams of CSEA staff members actually involved in the recent contract negotiations will conduct each session.

The meeting schedule by regions is as follows:

**REGION 1**
March 22 and 23, 7 p.m., SUNY Farmingdale.

**REGION 2**
March 15, noon, World Trade Center, 44th Floor
March 16, 7:30 p.m., Holiday Inn, Fishkill.

**REGION 3**
March 16, 7:30 p.m., Holiday Inn, Suffern.
March 18, 7:30 p.m., Holiday Inn, Fishkill.

**REGION 4**
March 23, noon, Chancellor’s Hall, Albany.
March 24, 4 p.m., Campus Cafeteria, Albany.
March 24, 7 p.m., Elks, Saratoga Springs.
March 25, 7 p.m., SUNY Plattsburgh.

**REGION 5**
March 16, 7 p.m., Elmira Psy. Center Auditorium
March 18, 7 p.m., Mayfair Motel, Utica.
March 22, 7 p.m., Hotel Syracuse, Syracuse.

**REGION 6**
March 15, 7:45 p.m., Monroe Community Hospital, Rochester.
March 16, 7:45 p.m., SUNY College, Buffalo.
March 22, 7:45 p.m., American Legion Post, Hornell.
March 23, 7:45 p.m., Holiday Inn, Dunkirk-Fredonia.

### Additional info about new contracts

**Continuation of current health benefits guaranteed**

- **ALBANY** — State employees represented by CSEA will be guaranteed continuation of their current health benefits for the foreseeable future under provisions of a tentative contract agreement affecting the state’s Administrative, Institutional and Operational bargaining units.

  Language in the tentative agreement would increase the employer’s payments to the CSEA Employee Benefit Fund and provide for the state to pick up any increases in health insurance premiums — while maintaining present benefits — through July 1, 1982. After that date a joint committee would determine what to do about any future premium increases.

  “CSEA has negotiated one of the finest health plans in the nation,” said CSEA President William L. McGowan. “The major changes were made in the 1979 contracts, and in these negotiations our primary goal was to preserve these benefits. We achieved that goal for the time being, but after July 1, 1982, it will be back to the table to work out how to deal with any future premium increases.”

  State workers represented by CSEA have three options for health care. Of the three, the Statewide Health Plan is the most popular and it is there that the premium squeeze is the hardest. General inflation in the health care industry is far higher than the national inflation rate and the state claimed in negotiations it can’t bear all future increases alone, at least not during the term of this agreement.

  CSEA’s tentative agreement with the state provides that the present health benefits continue, at no cost for individual coverage, and the normal 25 percent/75 percent split for family coverage. After July 1, a joint committee will examine the options available to deal with future rate increases and make recommendations subject to the approval of the union and the state. Benefit structure, co-payment, adjustments in benefit levels and other options would be examined by the committee.

  The present statewide health plan provides for full hospitalization under Blue Cross, plus an 80-20 co-payment (after deductibles) on medical expenses up to an out-of-pocket maximum cost of $400 plus deductibles per year. After an employee hits that limit, regardless of whether the employee has individual or family coverage, there are no additional out-of-pocket costs. All legitimate expenses are paid in full. It is that feature along with other benefits which makes the statewide health plan’s coverage so unique and expensive.

  State workers represented by CSEA are also covered by the benefits of the CSEA Employee Benefit Fund. Dental and prescription drug coverage and a new optical program are available for employees eligible to enroll in the State Health Insurance Program.

  Under the tentative agreement, the state’s contribution for these benefits will be increased from the current $250 per employee per year to $300.

  Fund Administrator Thomas P. Collins said that the increased payment would guarantee at least continuation of the present benefits through the contract period.

  “We are certain of providing at least the benefits that we now provide,” Collins said, “and the trustees of the Benefit Fund will be examining income, accumulated reserves and cost projections to decide if improvements to current benefits are possible. One area they are very interested in is improving the dental schedule to reduce any out-of-pocket costs for our members.”

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**Fund ‘comparable worth’ study**

ALBANY — “Comparable worth” — the concept that CSEA and the State have agreed to study during the first year of the new agreement — has been described as the sex discrimination issue of the 1980s.

Comparable worth is the concept that jobs equal in worth or value to the employer ought to be equally compensated. The concept focuses on jobs that traditionally have been dominated by one sex.

For example, women dominate in such jobs as secretary, clerk, nurse and elementary school teacher, while men dominate in jobs such as maintenance worker, laborer and all the trades such as plumber, carpenter or electrician.

Proponents of comparable worth contend that sex-based wage discrimination has resulted in lower wage scales for female-dominated jobs despite the fact that many of those jobs, if evaluated objectively, are worth the wages earned in male-dominated jobs.

The new CSEA/State agreement sets aside $500,000 for an in-depth study of such discrimination in state job classifications. The study is targeted for completion by March 31, 1983.

“This study is a very necessary first step toward remedying this type of sex-based discrimination,” explained CSEA President William L. McGowan. “We know and the State knows that the problem exists in general. We know, for example, that secretaries and clerical workers are traditionally under-compensated in relation to the true value of their work.

“But only when we have the numbers, when we have a comprehensive job analysis will we be able to get together with the State and get down to the real business of correcting this pay discrimination.”

Nationally, the average woman in the workforce earns about 60 cents for each dollar earned by the average man in the workforce. And despite the growing number of working women and despite laws prohibiting sex-based wage discrimination, the earnings gap is increasing.

Civil Rights laws, the Equal Pay Act, Title VII, and a number of other statutes have established the principal of “equal pay for equal work.” But the next step — “equal pay for comparable work” — is still in the early stages of legal evolution.

Many of the recent advances in comparable worth have been made in The Public Sector.

The United States Supreme Court recently ruled in a case involving female jail matrons and male jail guards in the state of Washington that part of the pay differential was due to intentional sex discrimination. The matrons alleged that they should be paid approximately 95 percent of what male guards earned, but that the state paid them only 70 percent of that.

Perhaps the most publicized victory for comparable worth followed a strike last summer by the AFSCME local representing city workers in San Jose, California. The union began its push for equity between the pay of men and women in 1978, and the city agreed to pay for an outside consultant’s analysis of its salary plan. The study’s findings included the fact that female-dominated jobs tended to be paid below the average pay rate for all city employees, while male-dominated jobs tended to be paid above that average.

Contract negotiations broke down over methods and timing for elimination of this pay discrimination, but after a brief and highly-publicized strike, an agreement was reached. The 1981 settlement provided some $1.4 million to upgrade wages for jobs traditionally undervalued and held by women.

Other public employers, including the states of Washington and Nebraska, have conducted recent comparable worth studies to identify male/female pay disparities. The Washington study found that for jobs rated equally by a point system, those held mainly by men were paid 38 percent more than those held mainly by women. Nebraska’s study determined that 83 percent of its job classifications were predominantly occupied by one sex.

THE PUBLIC SECTOR, Friday, March 12, 1982
ALBANY — Uniform maintenance allowances were addressed in all three unit contracts.

“We got a significant gain in the new tentative agreements with the State,” explained CSEA Statewide Relations  Committee established late last year. Recently that committee released seed money which is now being used to set up day care centers at state facility worksites is spelled out in the new agreement. 

Funds will be channeled through the Statewide Labor/Management Day Care Advisory Committee established late last year. Recently that committee released seed money which is now being used to set up day care centers at state facility worksites is spelled out in the new agreement. Under current procedures, the State provides the space for each facility, but all day care centers must be self-supporting, with operating costs and staff salaries paid from fees charged to parents.

Travel allowances improved

ALBANY — Travel allowances were improved under all three tentative agreements with the State.

“We went to bat for our members who have to use their own cars to transport clients or residents of State facilities and our people who are called upon to transport building or construction materials in their personal vehicles,” CSEA Statewide President William L. McGowan said. “They’ll be reimbursed at 30 cents a mile under the new contract.”

In addition, the Governor’s Office of Employee Relations will recommend that mileage reimbursement in these instances be speeded up through use of local petty cash funds. Negotiators also agreed that claims for property damage to personal vehicles payable pursuant to the State Financial Law will be processed as quickly as possible, and that employees can include claims to recover their insurance deductible expenses. Mileage reimbursement for use of personal vehicles on official State business continues at the rate of 23 cents a mile. The rate will be subject to reopened negotiations once during the life of the 1982-85 contract.

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Additional info about new contracts

Commitment to quality day care detailed

ALBANY — The commitment of both CSEA and the State to safe, high quality day care centers at state facility worksites is spelled out in the new agreements. And to support the continued development of on-site day care, the agreements call for state funding of $50,000 each year under the new agreement.

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Standby on-call provisions

ALBANY — “We made some real improvements in the new agreement articles on Standby On-Call Rosters,” said CSEA President William L. McGowan. “The idea under the 1979-82 contract that an employee does not have freedom of movement during off-duty hours was one we could not tolerate.”

“We went to bat for our members who have to use their own cars to transport clients or residents of State facilities and our people who are called upon to transport building or construction materials in their personal vehicles,” CSEA Statewide Relations  Committee established late last year. Recently that committee released seed money which is now being used to set up day care centers at state facility worksites is spelled out in the new agreement. Under current procedures, the State provides the space for each facility, but all day care centers must be self-supporting, with operating costs and staff salaries paid from fees charged to parents.

Correction

Our proofreader goofed in the rush to get the full text of the new tentative agreements into the hands of members as soon as possible.

One error may be noticed by 3,500 members of the Administrative Services Unit. The type at the very bottom of pages 12, 14 and 16 erroneously reads “Institutional Services” instead of “Administrative Services.” The articles on those pages are correct, however, and are indeed the full language of the Administrative Services agreement.

KNOW YOUR CONTRACT . . .

- Read contract thoroughly
- Attend regional meetings
- And cast ratification vote in time to count
Working Women's History Shows 'We Have Always Been There'

March 7-13 has been named by Congress as Women's History Week. In honor of this special week of recognition, the following article was prepared as a joint project of the International Labor Press Association (ILPA) and the Coalition of Labor Union Women (CLUW).

CSEA has long been active in the women's movement. Over half the union's membership is comprised of women. The union has successfully campaigned for such major institutions as day care centers, flex-time and comparable worth.

While the struggle is far from over, union women have made huge breakthroughs. The following article by Ruth Jordan marks this progress.

"You are on strike against God and nature, whose firm law it is that man shall earn his bread in the sweat of his brow. You are on strike against God."

With those words New York magistrate Olmstead sentenced a young shirtwaist maker to the workhouse for her part in the great General Strike of 1836, or even the first women's strike in Massachusetts in 1825 by the United Tailoresses of New York. These were isolated acts of courage along the way to organization, but as Samuel Gompers reported to the AFL convention: "The strike (showed) the extent to which women are taking up with industrial life; their consequent tendency to stand together in the struggle to protect their common interests as wage earners, the readiness of people in all classes to approve trade union methods in behalf of working women, and the capacity of women as strikers to suffer, to do and to dare in support of their rights."

From the beginning of colonial history, women's labor was required to build the nation. For working women today, now more than 40 million strong, or more than 52 percent of the female population, those who made up the working class were not only the first wave of industrial laborers. Thousands of women worked before the growth of opportunities for today's women. Even in the 1970s, women began to work their way into the skilled trades. The International Typographical Union admitted women and elected one of them -- Augustus Lewis -- as their national corresponding secretary. The Joan of Arc branch of the Knights of Labor helped lead a strike of 8,000 laundry and shirt makers in New York. Their leader Kate Mullaney organized the collar starchers and helped them build a cooperative laundry at the same time.

World War I brought significant numbers of women into the labor force: "Mailwomen" who were recruited to work in big city post offices, women were employed packing parachutes and loading shells. Retailing offered more opportunities and the invention of the typewriter and telephone brought thousands of women into the commercial world in jobs they still dominate.

Most striking about the post World War I gains in female employment was the fact that they came increasingly among married women. According to historian David Brody, three million married women were working in 1920, four times the number in 1900. It was clearly their incomes that made the difference for less than a hundred thousand of these employer class families.

It was these women already employed in the growing public sector, telephone industry and electrical and communications industry that answered the call of world War II. They moved into jobs which had been previously "men's work" and showed they could produce and learn new skills. They dutifully returned to their homes in the post-war years when the number of working women showed a slight decline. But during the war years they had also their most intense experience with labor unions, many becoming union presidents, shop stewards and negotiators.

There was no coincidence that these women who had developed their skills in the forties and fifties saw the seventies as a golden time to speak out.

CSEA and WOMEN

- Over half of the 100 elected CSEA Board of Directors are women.
- The 314 CSEA Local Presidents are women.
- Five of the 12 standing Board of Directors committee members are women.

In 1934, the membership elected its first statewide woman president: Beulah Bailey Thull.

More than half of CSEA's membership are women.

Hundred of women are elected delegates to CSEA's annual conventions.

CSEA has a highly active statewide and regional women's committee.

When the Coalition of Labor Union Women was formed in 1974, women were making the most dramatic inroads on the century's labor market. More women entered or reentered the work force during the 1970s than in any other decade of the century. The gains of 1.9 million women during 1978 set a record and by the first half of 1979: 43 million or 51 percent of all women were working.

Within their unions, organized women were raising questions about the need for female leadership and strategies to bargain over child care, flex-time and pregnancy-related questions. The resolution of a major issue which had divided women in unions from the feminist movement was resolved when the AFL-CIO endorsed the Equal Rights Amendment. Affirmative action programs originally aimed at improving opportunities for minorities were especially effective in encouraging women to enter previously male bastions such as the crafts.

Since CLUW's formation, the gains for working women have been exciting. Two women now sit on the AFL-CIO Executive Council: Joyce Miller, the president of CLUW and vice president of the Amalgamated Clothing and Textile Workers Union, and American Federation of Government Employees Women's Director Barbara Hutchinson, who is also black. Union departments and individual union executive boards increasingly elect women to the ranks of leadership. The fastest growing sectors of the economy are filled with women and minority workers. There is clear understanding that today's labor movement will not wait for a sequel to the history of the century to thrust a woman into leadership.

Historian Barbara Wertheimer has noted that "no roll call of working women can be complete, there are hundreds of thousands of names unrecorded."

It that was true of labor's history, it will not be true in the future. The new generation of working women is clearly not content to remain silent and unorganized. Their names will be recorded.

Ruth Jordan has written many articles on America's labor movement, on working women and on issues of concern to all workers. She has been a union organizer, labor educator and independent consultant and is now president of Columbia Associates, Inc.
ALBANY — CSEA and AFSCME are joining hands once again to co-sponsor a statewide television advertising campaign to tell New Yorkers of the valuable public services provided by public employees.

"The sad fact of the matter is that there are too many people inside and outside of public office who are using our membership as a scapegoat for all of the problems of our society," said CSEA President William L. McGowan in announcing the start of the statewide campaign to improve the public image of public employees.

"The real danger in this, of course, is the nature of public employment," McGowan said. "While some private sector unions can afford to ignore public opinion, our members’ jobs, incomes and careers are dependent upon continued public services. It is vital that we take an active role in reminding the people of this state our members are doing thousands of different jobs that make life better for New Yorkers."

CSEA’s Statewide Board of Directors approved the plan, clearing the way for commercials to begin airing late this month or early in April.

"This is a critical time for most of our members," said CSEA Communications Director Gary Fryer, who put the program together. "A lot of government budgets are being put together now, school budgets are being prepared and we have just concluded very successful negotiations with the state. The time is right for reminding the public that contrary to what they are being told by political opportunities, there is value received or value paid in public services."

Fryer said a 60-second and a 30-second commercial have been prepared for airing in major media markets around the state. "We calculate that before this campaign is over, more than 90 percent of the people who live and vote in this state will have seen our message and hopefully learned something new about public employees," he said.

The commercial is based on the very popular theme, "Public Employees: Where Would You Be Without Them," a jingle used extensively in radio advertising three years ago. This time the jingle is set to film clips of CSEA members doing the kinds of work that the public most readily will recognize as valuable.

"We have called upon dozens of CSEA members to spend their time and effort to help us produce this commercial and their response was fantastic," Fryer said. Among the types of services depicted in the commercials are: environmental protection, road maintenance, medical care, institutional services for the handicapped, non-instructional school services, clerical services, recreational facilities, law enforcement, planning, mechanical maintenance, laundry services, waste treatment operations, and motor vehicle services.

The problem wasn’t in finding the services to show to the public, the CSEA communications staffer said, the problem was in limiting the number of services that could be reasonably portrayed in a brief television commercial.

In an effort to economize, all of the commercial was filmed in and around Albany with the cooperation of regional officials, local leaders and rank and file members. The Albany advertising firm of Van De Car, DePorte and Johnson handled the production.

"Public employees are tied to public opinion in a direct way that was first demonstrated dramatically with the enactment of Proposition 13 in California, and since then in many other places across the country," President McGowan said. "The days when we could afford to allow the myths and lies to go unanswered have ended. We have to do something about the public’s poor opinion of public employees or ultimately it will have a dramatic, and adverse, effect on all of us."
REGION IV PRESIDENT Joseph E. McDermott speaks to union leaders of his concern about continued involvement in the SEFA campaign.

**Task force to study organization’s activities**

**ALBANY** — The problem of CSEA Capital Region’s continued official involvement in the State Employees Federated Appeal/United Way Campaign (SEFA) was one of the major issues debated at a recent meeting of the leadership of Region IV.

“The United Way is under attack from labor unions for numerous reasons,” Joseph E. McDermott, Capital Region president, explained as he announced the appointment of a regional study task force. The United Way organization has failed to block anti-union activities of its fund recipients. And its support of President Reagan’s cuts in social programs has caused the AFT-CIO and AFSCME to call union members to deny their support of the United Way if it continues these policies.

The task force to study the organization’s activities will be chaired by Shirley Brown, Region Secretary and Labor Department board representative. Local presidents Betty C. Collins, Insurance Department; Alicia Fisher-Yarter, Parole; Robert Smith, Department of State, and Charles Staats, Social Services, were appointed to the study group.

Region Director John D. Corcoran Jr., the union designee to the SEFA Committee, will serve as task force program coordinator. Special guest Robert Lattimer, Western Region president who is an announced candidate for the office of statewide CSEA president, updated the union leaders on the devastating effect Reaganomics is having on all aspects of public employment and the need for a strong political arm in Washington.

Betty Lennon, region Education Committee chair, announced a two-year cycle of education programs that will be sponsored by Region IV. The schedule includes programs on negotiations and contract ratification, labor laws, the quality of work life, leadership and officer training and governmental organization.

Greg Szurnicki, chairman of the Statewide Elections Procedures Committee, explained the election process and schedule to the audience. Ramona Gallagher, CSEA political action training specialist, spoke on the PEOPLE program which raises political action funds for federal elections.

**Hempstead pact boasts 21 to 44% raises over 2 years**

Hempstead—Town of Hempstead CSEA members ratified a contract last month giving them raises of between 21 and 44 percent over a two-year period, according to Gus Nielsen, Hempstead CSEA president.

Under the contract, which is retroactive to Jan. 1, all employees will receive raises of 9.5 percent for the first year, 8.5 percent and a cost of living adjustment of up to 1 percent in the second year.

In addition, the contract restores the increment plan that was abolished for employees hired after 1975 and creates a new 10-year longevity step worth $100.

The salary increases, increments and steps will give employees a minimum of 21 percent to a maximum of 44 percent over the two-year period, said Nielsen.

“It was a tough negotiation, but we feel that this is one of the best contracts ever negotiated in the Town of Hempstead,” said Nielsen, who with Field Representative Rigo Predonzan negotiated the pact. The agreement was ratified by the 2,000-member unit on Feb. 26.

“The contract brings new employees into the old increment plan, eliminating the two classes that existed under the previous contract. Eliminating that two-tier system will protect the union from attempts by management to split the union in future negotiations,” Nielsen said.

Other details of the contract include a new mileage allowance of 25 cents and a uniform allowance of $300. Also, additional personal leave time for new employees, and employees who receive differential pay more than 50% of their working hours will receive the adjusted differential rate for personal leave, vacation, sick and bereavement leave.

**Wrongfully terminated Erie woman awarded $18,000 in back pay**

BUFFALO — A former Erie County employee has been awarded back pay and benefits amounting to about $18,000 following an arbitrator’s ruling that the CSEA member was wrongfully denied the sick leave that she sought.

The ruling also found that the county wrongfully terminated Hilda Rosenfeld, a family planning program administrator, according to CSEA Attorney Ron Jaros.

“This employee legitimately sought a leave of absence for three months for medical reasons,” said Jaros. “And the county decided she would only need one month. So when she failed to return to work after a month-absence, they terminated her.”

WASHINGTON — The Social Security Administration makes up to $1.2 billion in overpayments annually. Much of the error is blamed on the agency’s computer backlog in keeping track of how much beneficiaries earn.

Warning that the agency’s computer system, which processes 36 million checks monthly, is on the verge of “a disaster of epic proportions,” Social Security Commissioner John A. Swahn announced a five-year, half-billion dollar modernization plan to remedy the problem.

New York State employees can attest to the Social Security computer problems. It recently took several months recently to track down and remedy a problem caused when a computer tape reporting the state workers’ Social Security earnings was inadvertently erased.

**Social Security launches plan to remedy backlog errors**
THE FEDERAL BUDGET:
What it means, how it affects us

The newspapers say that President Reagan is trying to cut the Federal Budget again. What does this mean?

President Reagan is only cutting part of the Federal Budget. He's cutting the part of the budget that helps pay for CSEA members' jobs and the public services we provide. Reagan wants to cut federal aid to state and local governments by $16.4 billion for Fiscal 1983. On the other hand, Reagan wants to increase defense spending by $53 billion. And the Reagan tax cut will cost the federal government $92 billion next year.

What will the cut in federal aid to state and local governments mean to New York?

If Reagan's budget cuts go through, state and local governments here in New York will lose $1.8 billion in federal aid. That's on top of the almost $2 billion in federal aid that New York is losing the year. If Reagan succeeds in pushing these cuts through Congress, state and local governments will eliminate thousands of public employees' jobs. There will be terribly difficult bargaining conditions and working conditions for the public employees who are lucky enough to keep their jobs.

How important is federal aid to New York?

This year, the State of New York and its local governments are receiving about $10 billion in federal aid. That about 20% of the all revenues available to New York's state and local governments. In other words, about 20 cents out of every dollar in your paycheck comes from the federal government. Without federal aid, state and local governments would have to lay off employees, freeze their wages — or do both.

What will happen to our jobs if Reagan's 1983 budget cuts are approved?

Let's take a look at Reagan's proposed cuts in Medicaid. Reagan wants to slash federal Medicaid funding for New York by $38.7 million. Here's what the cuts would mean:

- State mental retardation centers would lose $10.1 million. This means eliminating 900 mental health therapy aides' jobs!
- State psychiatric centers would lose $7.5 million. This means eliminating 675 mental health therapy aides' jobs.

These are in addition to the layoffs which the state has announced this year.

Hasn't President Reagan cut people's taxes?

The Reagan Administration has cut some people's taxes — the rich and big businesses. The average working family earning less than $30,000 will actually be paying more taxes! That's because of the "bracket creep" caused by inflation moving people up to higher tax rates, as well as the increase in Social Security taxes. Families earning between $20,000 and $30,000 will get tax cuts of only $44 when the Reagan plan is fully operational in 1984. (We're talking about families of four.) Meanwhile, the wealthiest 5 percent of all taxpayers — those earning more than $50,000 a year — will get an average tax cut of more than $1,900 in 1984. On top of that, the nation's corporations will save $163 billion in taxes.

Don't we need to increase defense spending?

President Reagan wants a $33 billion increase in defense spending next year. That would be the largest increase in history. If Reagan has his way, next year's defense budget will be $263 billion. Defense experts and economists agree that there's no way that the Pentagon can spend more than a quarter trillion dollars efficiently and effectively. The United States needs a better-trained military, with functioning equipment — not tens of billions of dollars more for military hardware that is obsolete or which military personnel have not been properly trained to use.

Didn't we need the business tax cuts to get the economy moving again?

When he took office, President Reagan said that just the announcement of budget cuts and tax cuts would restore business confidence and get the economy moving. But look what's happened:

- Unemployment was 8.5% in January 1982, compared to 7.4% in January 1981.
- There were 9,258,000 unemployed in January 1982, compared to 8,022,000 in January 1981.

A year of Reagan economics has left the economy in worse shape than when he took office.

Shouldn't we give the Reagan policies more time to see if they work?

The nation's unemployment rate rose to 8.8% in February — an increase of .3% over the jobless rate for January. It's clear that the Reagan economic policies are plunging the nation deeper into a recession.

President Reagan is talking about a "New Federalism." What does this mean?

It's no accident that President Reagan announced his New Federalism plan at the same time that Americans were becoming more and more concerned about rising unemployment. The New Federalism is a tactic for Reagan to take the heat off his administration for its economic failures. Reagan wants to reshuffle federal and state responsibilities for almost four dozen social programs. Under the New Federalism, there would be a "swap" of a federal take-over of Medicaid in return for the states paying the full costs for Aid to Families with Dependent Children (AFDC) and Food Stamps. In addition the federal government would "turn back" to the states 43 other federal programs, including health, highways and social services.

Won't the states be the losers? It sounds like Reagan wants to have the federal government pay for just one program and make the states pay for 43 programs.

That's right — the states will lose out. In fact, the states stand to lose a total of at least $17 billion by the first year of the program — 1984. By the time the program is fully implemented in 1991, the states will lose a total of $66 billion.

What about New York?

New York stands to lose a total of $1,786 billion in 1984 if the New Federalism goes into effect. That's more than any other state would lose.

Is New York State ready to have more federal programs dumped on it?

In his "State of the State" message, Gov. Carey said the state government can't afford the responsibilities it already has. Carey said he's cutting aid to local governments and cutting jobs in state government. There are layoffs planned in mental health and mental retardation. Imagine what will happen if New York loses another $1,786 billion because of Reagan's New Federalism.

President Reagan has told his critics to "put up or shut up." Does AFSCME have an alternative to the Reagan economic policies?

AFSCME has proposed an alternative economic program to invest in America's work force and rebuilding the nation's public facilities.

The program includes:

- Repairing streets, bridges, highways, water and sewer systems.
- Training unemployed workers for new jobs.
- Building new sewage treatment plants.
- An Economic Development Bank to provide low-interest loans to small businesses and emerging industries in hard-pressed areas such as New York.
- Assistance to bus and subway systems and commuter railroads.
- Expanded vocational and secondary education.
- Expanded health care services for mothers and children.

Funds for this program would come from eliminating some of the Reagan administration's tax give-aways to the rich and big business. At its recent meeting, the AFL-CIO Executive Council endorsed most of this economic recovery program. This program has also been backed by the U.S. Conference of Mayors and the American Federation of Teachers.

These questions and answers were prepared for The Public Sector by AFSCME
Ronald Reagan's proposed federal budget for the nation's 1983-84 fiscal year is a brutal threat to the economic well-being of New York and the entire nation. For the first time since Reagan took over Washington, his grip seems to be tightening. Who knows what finally did it? Perhaps it's the highest unemployment level among adult breadwinners since the end of World War II. Perhaps it's a federal defense budget that clears one quarter of a trillion dollars. Perhaps it's a projected budget deficit that for the first time in the history of this country exceeds $100 billion dollars in a single year.

It seems to me that Reagan's polished speeches are beginning to be more closely examined by an increasingly suspicious America. The same people who heard candidate Reagan say that budget deficits are killing our country are now hearing President Reagan say triple digit budget deficits will be the rule that will define the future and that's okay.

Maybe the people who heard candidate Reagan blame inflation and unemployment on “past administrations” are beginning to wonder why President Reagan's track record on inflation and unemployment is getting worse. The current administration keeps promising good news, but keeps producing bad news.

So why should you care? After all Ronald Reagan is in Washington and we're in New York, right? Wrong. Ronald Reagan and his high stakes economics are not only in your state, they are in your pocket.

The CSEA recently fought like hell to get the best contract that any public employee union ever negotiated with the State of New York. That's how it should be because while everybody else was getting good raises we were starving. Finally it's our turn and we deserve what we fought to get. This is a good contract, but there is one thing keeping it from being perfect contract, and that is the "lag" of payroll to accommodate a state budget problem later this year without wholesale layoffs.

Ronald Reagan and his budget are as responsible for that lag payroll as anyone. We examined the financial condition of the state and there is indeed a big problem coming. A lot of that problem has been caused by reductions in federal aid to this state in the middle of continued inflation and a deepening recession, when demands for services are higher than normal and tax revenues are lower than normal.

A few months ago 1,500 employment service workers in the state Department of Labor were saved from being laid off at the 11th hour because even Ronald Reagan couldn't defend cutting employment services in the face of the highest unemployment rate in 30 years, but those 1,500 people were only one very visible example of Ronald Reagan in action. There are thousands of others who just quietly disappeared — a few here, a few there, as local government planners cut back in expectation of dwindling federal assistance.

What happens in Washington does have a very real impact on what happens to us here in New York, particularly as public employees. But we can have an impact on what happens there, as well. A coalition of labor and business reversed the layoffs in employment services this year, and I would hope that same coalition will vigorously resist any future cuts. We made a difference then and we can make a difference again.

This November, congressional elections will determine whether Ronald Reagan continues to control the Senate or if Democrats will continue to rule the House of Representatives. You will have a voice in that process. It would be a sin not to let your voice be heard. By being registered to vote in November, and then voting, you can make a difference.

You can make yourself heard now as well. It sounds like an old cliché, but you should write your congressman and let him or her know where you stand on critical issues. If you want Congress to show a little backbone against the Administration, you need to tell them some support. That, in the final analysis, could determine our future.

In the weeks ahead, as the federal budget battle shapes up, you will be hearing more from CSEA on this subject. We will ask you to act, not just agree. We proved on Solidarity Day that when the chips are down, we are willing to pitch in to make a difference.

We are planning, for example, to open our regional offices at some time in the future to make our phones available to you to call the White House and let them know what you think about the current president and his policies.

What is needed now is informed action. I urge you to read the questions and answers on the federal budget prepared by AFSCME at our request. Formulate your own opinions and then make your voice heard.

There are a lot of people clamoring for the heads of public employees and an end to public services. It's about time that we let them know there are a hell of a lot more people who think four decades of social progress and an end to public services. It's about time that we let them know there are a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress and an end to public services. It's about time that we let them know there are a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress is a hell of a lot more people who think four decades of social progress.
Furloughs? NEVER!

Following a recent story in The Public Sector concerning a threat by the state to furlough state employees, more than 38,000 CSEA members responded to a survey seeking their feelings about the situation. Overwhelmingly, the members pledged their strongest opposition to the state's furlough proposal.

SHARON MACKEN: Will her dream be furloughed?

NEWBURGH — Five years ago, when Sharon Macken started to work for the state Department of Labor here, she never realized she was boarding a roller coaster.

The CSEA member went to a state job directly from high school on the advice of her parents, who assured her it was the smart thing to do. Her father, after all, knew from experience. He himself was a public employee.

Today, the 23-year-old stenographer looks back on five years of ups and downs. At the moment, she feels more secure than she did in January, when massive federal cutbacks threatened her job and those of 1,500 co-workers.

Sharon's personal goal is to put in 10 years of state service, but she is afraid, she says, "my dream will be furloughed."

In a recent letter to CSEA statewide President William L. McGowan, Sharon registered her firm opposition to furloughing.

She wrote: "...there is a section within the Prayer of St. Francis that states, 'It is in giving that we receive.'

"I hope and pray that the employees of New York State will receive something in return for that which they have already given. Not necessarily (something) of monetary value, but to reestablish our faith and security in state employment and to let us gain peace of mind we once had."

Taking away pride

To the editor:

With all this talk of furloughs, such as working five days and getting paid for four, what's going to happen to that unsung heroine — the single working mother?

I am a state worker grade 3, earning $9,997 this past year. That salary automatically makes me ineligible for assistance by state and federal government. The budget standards are always figured on the gross pay and not by what money you actually get in your hands. Which for me is grossly unjust. My paycheck about this month was $207.20; the last one this month was $207.35. I am always behind. Utilities for January jumped from $111 to $140. That's much more than my net pay and NiMo sent me a final shut-off notice. Well, you just can't get blood from a stone.

I have to keep my baby in day care, so $34 twice a month has made me consider quitting my job and taking public assistance and fuel assistance. But I happen to be one of those proud people who enjoy working and taking care of my own family. I've been working since I was 14, helping my family out after school. We were poor then and we still are.

What do you think will happen to me and that "small minority group of single working parents" when you take a day's pay away from us? We'll be back in the welfare lines. All we've strived for, all the pride and dignity of a single mother's will have been stripped from us. It's degrading to those people who have never had to beg before.

If the state and federal governments want to furlough people, do it to those who have two incomes in a household and making $31,000 or more each. I'm sure they won't miss it.

MARILYN BARKER-HAMMOND

Albany

Marilyn Barker-Hammond is a clerk at the Bureau of Hospital Services, Albany, and a member of CSEA Health Department Local 664. Her above letter to the editor appeared in a recent edition of the Albany Knickerbocker News.