WINTER HARVEST — A tug boat silhouetted against the early morning mist at Lock 7 near Oswego retrieves a channel buoy from the state barge canal. All along the waterway, crews are in the final stages of closing the canal for the winter season. But, thanks to a highly successful "Save the Canal" campaign by CSEA and passage of the Transportation Bond Issue, things look much brighter now for seasonal barge canal employees than when the canal opened earlier this year. For an update, see page 16.

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MH IS ANOTHER WILLOWBROOK JUST OVER THE HORIZON?

Too few are trying to care for too many in the state's mental hygiene system. That was the message, over and over again, that CSEA officials and others brought to the Assembly Standing Committee on Mental Health at hearings in New York City and Buffalo.

Shortstaffing leading to a return to warehousing

NEW YORK CITY — "A return to warehousing," "a giant step backwards," and "a reminder of Dickensian conditions of the 19th century," were some of the ways that witnesses characterized the effects of budget cuts on state psychiatric and developmental centers here.

The comments came at a public hearing of the State Assembly Committee on Mental Health that was called to explore staff-to-client ratios and the impact of personnel cutbacks.

Testimony from mental hygiene therapy aides, social workers, parents organizations and elected officials, all pointed to similar results including low staff morale, excessive overtime, worker "burn-out," denial of personal leave time and vacation requests, an increased rate of employee absenteeism, attrition and escalating incidence of physical injuries to both clients and staff.

"We have heard the phrase, 'Do more with less,' " said Robert Watkins, CSEA Local 412 president at Letchworth Village Developmental Center.

(Continued on Page 9)

Taking heroic efforts to prevent a disaster

BUFFALO — "The State's institutions are slipping back to where they were in the early 1970's when "Willowbrook" became a household term," Region VI Political Action Chairman Dominic Savarino told committee members here.

"Only extra effort, in some cases heroic efforts, on the part of the workers in those facilities is preventing disaster," he said.

CSEA submitted a report to the committee entitled, "A Return to Tragedy The Effect of Mental Hygiene Staff Reductions" to document the problems outlined in the testimony. The report shows that 3,739 positions have been abolished in OMH/OMRDD and currently even more jobs are being left unfilled.

"The legislature provided money to restore nearly 2,500 of the abolished jobs, but the Division of Budget is refusing to spend the money as the legislature intended," said Savarino.

(Continued on Page 9)

Don't hoard holiday leave

ALBANY — CSEA reminds state workers that there are two reasons not to hoard holiday leave: There is no cash payment for those who leave state service, and in the Administrative and Institutional bargaining units holiday leave must be used within a year or forfeited.

Employees can earn holiday leave because they have waived holiday pay for the time worked on a holiday or, in the case of fulltimers, when a holiday falls on their regular day off.

Best wishes for a happy and safe holiday season to all of you. And a sincere wish that 1984 will be a healthy and prosperous New Year.

—CSEA President William L. McGowan, Officers and Staff
CSEASONS GREETINGS FROM UTICA — Six Utica area CSEA locals responded to the Salvation Army call for volunteer help during the Army’s annual holiday drive. The CSEA team of state and county workers representing more than 10,000 members in the greater Utica area volunteered a Saturday to serve at the Salvation Army kettle. Bell ringers included, front row kneeling, left to right, Ralph Young, Region V first vice president; Tony Scalise of NYSDOT Local 505; Dick Reinhardt of DOT Barge Canal Local 502; Fran Kauth, president, Local 425 Utica Psychiatric Center. Standing, left to right, are Bud Mulchy, president, Local 414 Marcy Psychiatric Center; Dorothy Penner, president, Local 833 and activity coordinator; Janet Sloan of Utica State Employees Local 014; Frank Zammiello, president, DOT Barge Canal Local 502; and Chuck Whitney, president, NYSDOT Local 502.

Holiday schedule

ALBANY — Monday, Dec. 26, is the day New York State legally observes Christmas. State offices will be closed and most workers will have the day off.

State employees who work Dec. 26 will receive time-and-half compensation in addition to the regular day’s pay.

State employees who work Dec. 25 will not receive extra compensation since it is not the officially designated holiday.

Employees who work state holidays normally receive one day’s extra compensation. The CSEA contracts, however, provide an extra half-day compensation for people working Thanksgiving and Christmas or the day it is officially observed.

New Year’s Day will also be legally observed on Monday, Jan. 2.

SANTA’S CSEA HELPERS — Onondaga County CSEA Local 834 President Pat Callahan, right, shares the holiday spirit with Major Donald Klemanski and daughter Lyn at the giant Salvation Army Celebrity Kettle in a shopping mall near Syracuse. Other CSEA Region V officers who served during the annual Christmas campaign at other locations included: Kathy Collins of Local 615 Upstate Medical Center; Claire McGrath of Local 613 Syracuse State Employees and Mary L. McCarthy of Local 913 Syracuse Retirees.
IRA payroll deduction plan gets good response

ALBANY — CSEA has received a favorable response to its new payroll deduction plan for Individual Retirement Accounts (IRAs), which went into effect recently.

“We’re getting good response from throughout the state, and many members have already taken advantage of this opportunity to plan for their retirement through convenient payroll deduction,” said John Gully of the union’s State Executive Committee.

An IRA is an investment plan which allows individuals to build their own retirement savings in a tax-sheltered investment. CSEA negotiated with the state to set up IRA payroll deduction for those in the administrative, institutional and operational bargaining units, as well as for CSEA-represented employees in the Office of Court Administration.

Eligible members can set up an IRA through the DIME Savings Bank, Prudential-Bache insurance company or Oppenheimer Management Co., an investment firm.

Members who haven’t looked into the new plan yet can receive information by filling out the accompanying coupon.
CSEA Staff Openings

Safety Director

ALBANY — CSEA is seeking a director for its Occupational Safety and Health Maintenance department in Albany. Duties will include administration of the union’s safety and health program in accordance with the New York State public sector Occupational Safety and Health Law, the Hazardous Substance Act and national fire and electrical codes. The director will also train and supervise staff.

Qualifications include a bachelor’s degree with specialization in labor relations, public administration, occupational safety and health, or personnel; or four years of relevant work experience; or a combination.

CSEA provides a fully paid health and benefits package in addition to a competitive salary. In keeping with the union’s equal employment opportunity policy, applications from women, minorities and the handicapped are encouraged.

Submit a resume and salary history no later than Jan. 3 to CSEA Personnel Director, Box 125 Capitol Station, Albany, NY 12224.

Information Processing Trainers

ALBANY — The statewide Clerical and Secretarial Employee Advancement Program (CSEAP) is seeking candidates to fill two long-term, temporary grade 14 positions as information processing trainers. Successful candidates will staff an information/word processing center which CSEAP plans to open here in mid-February.

Duties of the position will include designing and conducting information processing training courses for both entry and advanced operator levels; helping develop supervisory and managerial information processing seminars; assisting agency staff in designing internal information processing training courses; demonstrating equipment capabilities to potential user groups; and researching and reviewing peripheral technologies (telecommunication, media conversion, etc.) for purpose of incorporating them into the center’s training program.

Applicants must have permanent status at grade 9 or above and have at least three years full-time experience operating an IBM Displaywriter, a Xerox 860 IPS or a CPT 8525. Experience is required in training others to operate such equipment as well as in operating advanced equipment such as records processing, forms design, and OCR.

Resumes and cover letters should be sent by Jan. 4 to one of the following:

John Cosby, Collective Bargaining Specialist, CSEA, 33 Elk St., Albany, N.Y. 12224; or Robert Eckart, Associate Personnel Administrator, Dept. of Civil Service, Building 1, Status Campus, Albany, N.Y. 12239.

The temporary positions will be in place until March 1985.

Oh, you beautiful dolls

In what has become a holiday tradition, members of Taxation and Finance Department CSEA Local 690 again have presented hundreds of dolls to the Salvation Army for distribution to needy children at Christmas. This is the 18th consecutive season that the local’s members have collected and outfitted dolls for the project. Among those participating in effort were: front, from left, Clare Ferracane, Beverly Ford and Ida Willette (co-chairwoman); rear, Stephen Wieland and Kit Barbour (chairwoman).
A PERSONALITY PROFILE

CSEA is blessed with many activists who contribute to the success of the union and the well-being of the membership at a level well beyond the ordinary. Often their efforts go unnoticed and sometimes unappreciated by those who benefit most. This periodic feature about union activists is designed to give recognition for their contributions.

CHARLIE JACOBSEN, Local 010 shop steward, is a plumber and steamfitter at the Arthur Kill Correction facility on Staten Island who pursues each of his goals — personal, occupational and union — with a passion. He is pictured here fixing a faucet and inspecting a fire hydrant.

No pipe dreams for plumber Charlie Jacobson; this union man is living every day to the fullest

By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — What do plumbing, photography and being a shop steward have in common? They all demand patience, commitment and a sense of pride and they are all passions of Local 010 Shop Steward Charlie Jacobson.

A plumber and steamfitter at the Arthur Kill Correction facility on Staten Island, Jacobson has worked there for the past 14 years and readily embraces his status as “the old one.”

“And that’s not just chronologically,” he explains. “I watched this place being built. I would come out here on weekends to see it go up. I’ve been here since the first day the facility opened in 1969 as the Office of Drug Abuse Services under the Rockefeller Plan.”

Until 1976, when the facility became Arthur Kill, Jacobson served as the unofficial photographer covering social and promotional events in addition to his full-time maintenance responsibilities.

“Photography is basically forbidden here at Arthur Kill,” says Jacobson, adding that the need for it is limited to “mug” shots.

A graduate of the well-known Germaine School of Photography here, Jacobson opened his own studio a number of years ago but quickly realized what many photographers eventually learn: it’s a tough way to make a living “if you want to eat on a regular basis.”

But he is passionate and tenacious about photography and continues to maintain an active free-lance business, shooting weddings, children and animals. “I like a job where you can see results,” he says.

Jacobson feels strongly about getting results whether he’s processing and printing images, handling a grievance, preparing the facility for a major inspection of plumbing systems, or teaching inmates soldering and switchfitting skills.

“If you want to be respected, you’ve got to give respect,” said Jacobson, extending that philosophy to his duties as a shop steward. “It’s the same with the union. We have very few grievances here, and when we do they rarely go beyond the first step because a respectful working relationship has been established.”

Commendations from the facility citing his “staunch perseverance and outstanding achievement” in boosting the morale of employees underscore the sincerity and commitment that motivate his constant activism.

Among other undertakings, Jacobson was instrumental in establishing an on-site Employee Assistance Program, and was responsible for founding a “sunshine club” which maintains a kitty for co-workers and their families in the event of illness. The funds are generally used to purchase flowers or candy, which Jacobson often delivers.

“My co-workers and I look out for each other and we see this club as at least one way to bring a little cheer when it’s needed,” he said.

He also single-handedly organized a number of retirees’ parties and holiday celebrations.

Jacobson, 60, says he plans to continue to be as active as possible in the union, and to relentlessly pursue his personal and occupational interests. “You have a choice in life,” he says. “You can take the initiative or you can lie around and waste it. I live every day to the fullest.”
HOPE, AND MAYBE A NEW JOB, FOR LAID OFF WORKERS AT LETCHWORTH

By Anita Manley
CSEA Communications Associate

THIELLS — Losing a job is, at best, unpleasant. But it is not an entirely hopeless situation for employees laid off or about to be laid off from Letchworth Developmental Center in this Rockland County community.

The Letchworth facility was one of the heaviest hit in a recent wave of layoffs in the Office of Mental Retardation and Developmental Disabilities and the Office of Mental Health.

But a comprehensive training and reemployment program, complete with support services, is giving Letchworth employees more hope than most in getting another job.

For instance, nearly 200 laid off or about to be laid off employees came to a unique job fair recently at the facility, sponsored by the Reemployment and Training Program jointly chaired by representatives of CSEA, PEF and AFSCME Council 82. The program is funded by a $5 million federal grant to assist laid off workers throughout the state.

The Letchworth project is overseen by Rosa Bennett, director; Kathy Demarest, assistant director and a member of PEF at Letchworth; and Micki Avery, a CSEA member who is a reemployment and training counselor and who also serves as recording secretary for the Reemployment and Training Program.

Ready to talk with the nearly 200 workers attending the recent job fair were invited guests from local industry and training programs and representatives from the Rockland County Community Action Council, Department of Social Services, Job Service and Unemployment Services, and the administration of Letchworth.

Most heartening, said Avery, is the fact that, already, some of the employees have found jobs in other industries. Those who have not been placed will be screened for possible re-training programs. An "English as a Second Language" course will be offered to those who need to learn English to help them get jobs. Other workshops will be held in interviewing skills and resume writing. Thanks to a special fund established by Letchworth CSEA Local 412, parents who need day care funds will have the money to pay babysitters and day care centers while they are taking any courses offered by the program.

Asked how long the program will continue, Avery noted that it will not end "until every Letchworth employee is working again."

In addition to the many training opportunities, Avery explained that a resource library is being established for employees. It will include publications on job training sources, resume writing, how to look for a job, and public relations material from various firms in the state. Typewriters will also be available for those who want to practice for tests.

Credited with helping to encourage the program were Edward Jennings, director of Letchworth, and John Anginoli, director of personnel. Both arranged the donation of supplies and typewriters.

Bob Watkins, president of Letchworth CSEA Local 412, said the program is a result of "a lot of effort on the part of the administration, PEF, Council 82 and CSEA. There has to be an alternative to the layoffs." He added that CSEA’s Research Department prepared material for the project and provided maps of the state with state prisons and facilities marked to be used for consideration of job locations.
Against odds, Greene County Memorial Hospital saved

CSEA adopts its vast resources to needs of community it serves

The legitimate areas of activities by CSEA are no longer limited solely to the worker and or the workplace. Today the union is found on the leading edge of issues and events that impact on the community, the county, the state and the nation. The following is a case history of a recent, successful, political action effort by CSEA in a small rural community. It illustrates the union’s expertise in areas outside normal union activities while reminding us, from a union point of view, that constant vigilance must be maintained, win or lose.

CATSKILL — When the Greene County Legislature first began talking about the possible merger of the Greene County Memorial Hospital and Nursing Home here with facilities in adjacent Columbia County, a loosely organized coalition of business, industry, labor and senior citizen groups opposed the plan.

But by last Sept. 1, when the legislature surprised the county community by authorizing a November referendum to “sell, lease or convey” the Greene County Memorial Hospital and Nursing Home, the coalition had welded itself into a countywide “Save OUR Hospital Committee” and CSEA had moved to a leadership role. In a very short span of time, against nearly impossible odds, the committee mounted a successful campaign that resulted in the referendum being defeated 8,172 to 4,717 on Election Day.

“CSEA did help lead the Greene County community in overturning the proposal of the county’s politicians,” says Greene County CSEA Local 820 President Richard Canniff, a key member of the Save Our Hospital Committee. And that fact, says Canniff, probably spells some difficult times ahead for CSEA. In fact, he says, he predicts the legislature will attempt to “even the score” because of the union’s major role in defeating the referendum.

Since the referendum, the legislature has been addressing problems at the 50-year-old debt-ridden facility. Scheduled salary increases for management personnel have been frozen and the legislature and the hospital trustees have been meeting to terminate the management’s contract with the Hospital Corporation of America, a move that would save $340,000.

But, warns Canniff, “once the legislature and hospital board of trustees run out of cost-cutting ideas, they’ll most likely try to take out their disappointment on the staff in some way. But CSEA will be ready, we always are.”

CSEA represents the employees at the Greene County Memorial Hospital and Nursing Home, but as Canniff points out, protecting those employees was only one of the reasons the union battled against the referendum. “CSEA was involved because everybody who lived and worked in the county and used the Greene County Hospital, or had a relative in the nursing home, would be hurt by any closing, sale or change,” Canniff said.

The union chief said the legislators campaign was based on the premise that dumping the health facility would save taxpayers money, so the committee pushed the fact that taxpayers would actually pay a lot of money to obtain health care at out-of-county facilities if the closing took place.

As a key member of the Save Our Hospital Committee, Canniff said he really had his work cut out for him as he had to help educate the community on the issue almost overnight. Between Labor Day and Election Day, he addressed half a dozen town meetings and several concerned citizens groups.

The referendum occurred in the middle of the CSEA Capital Region’s biggest political action effort to date, with the union involved in a total of 84 election campaigns. Regional President C. Allen Mead and county Field Representative Greg Davis coordinated regional support for the local effort on a day-to-day basis.

The region used both paid advertising and a direct mailing to send their message to the Local 820 members.

Said Canniff: “The ‘Save Our Hospital’ Committee had a game plan and CSEA was quickly capable of adapting its resources to the committee’s needs.”

On Election Day, the impossible became reality with defeat of the referendum. “We won in 43 election districts, while the legislature carried only one,” Canniff said.

“The Save Our Hospital Committee and CSEA are ready to work with the hospital and the legislature to address the various problems. We don’t have any magic formulas, but we do know that the Greene County community wants to keep the hospital and the nursing home serving their needs. And so do we,” Canniff concluded.
CSEA to keep tabs on testing

Bad pipe welds worry workers at World Trade Center

NEW YORK CITY—The recent disclosure here concerning the existence of defective pipe welds in the World Trade Center’s (WTC) steam system that heats the structure has prompted Region II President Frances Dubose Batiste to demand a meeting with top WTC officials.

The pipes, which are located behind the walls of office buildings and both twin towers, could release high-pressure steam into work areas if a rupture occurs, according to comments made to the New York Times by Port Authority Executive Director Peter C. Goldmark, Jr.

“The defective welds pose a direct, serious threat to thousands of our members,” said Dubose Batiste. “CSEA will be closely watching the testing and corrective measures taken by WTC management to assure the safety of our membership.”

Dubose Batiste will be assisted by the CSEA occupational safety and health specialist in monitoring efforts, and also will examine reports of testing conducted thus far.

FISKILL — The New York State School of Industrial and Labor Relations, Cornell University is offering CSEA members in Region III the opportunity to earn a certificate which could lead to an associate’s degree in labor relations. The program is designed for working adults involved in or interested in labor education.

Classes, which begin in January, are offered at six community colleges in the region, including Dutchess, Orange, Rockland, Westchester, Ulster and Sullivan.

Those who complete the 12 courses earn 18 college credits from Cornell University and will be awarded a certificate in labor studies.

Who’s eligible for new supervisor training program?

ALBANY — An innovative training program for CSEA members in supervisory roles got underway in October and is expected ultimately to reach more than 20,000 such employees.

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

Are you eligible to take part?

You are, according to the CSEA Director of Education and Training Sally Bouton, if you fit the definition for supervisor put together by the Human Resources Development Program.

The definition states that a supervisor is “anyone who directs, assigns, schedules and evaluates the work of others regardless of title.

“Employees who now have such responsibilities and who are themselves in the bargaining unit represented by the Civil Service Employees Association, will be given first preference in the acceptance process. Second preference will be given employees of a CSEA-represented bargaining unit who meet one or more of the following criteria:

1. presently in a supervisory job title but not performing supervisory responsibilities (that is, a senior account clerk who has no subordinates, but if transferred to another assignment may have subordinates),

2. sign time cards, or

3. prepare performance evaluation of others.”

The series of workshops will continue over several years, eventually offering training to 20,300 supervisors. It was designed by the extension division of Cornell University in cooperation with CSEA and the Governor’s Office of Employee Relations.

512 YEARS OF STATE SERVICE — A dinner honoring 44 recent retirees with more than 512 years of state service was held in Utica by CSEA Department of Transportation District II Local 505. Those receiving service award certificates and gifts included: Front, left to right: Roger Stockbridge, 20 years; Raymond Johnson, 37 years; Vernon Thompson, 21 years; Joseph Warner, 29 years; Helen Pakenas, 15 years; Frederick Niedzielski, 18 years; Carlo Tiaelli, 31 years; and Clifford Morris, 24 years. Back, left to right: Howard Simson, 30 years; Sanford Morrison, 41 years; Charles Blowers, 36 years; William Burns, 32 years; Harold Montanye, 36 years; Robert Diefendorf, 27 years; Earl Jewett, 22 years; Arthur Baker, 28 years; Franklin Suits, 35 years; Edward Rowlands, 30 years; Lyle Evans, First Vice President Local 505; Charles Whitney, president, Local 505.
Ronald Reagan's record a terrible tragedy for millions of Americans

As we celebrate another holiday season, the fact that too many Americans are hungry remains a national tragedy. Everyone seems to understand this except the Reagan administration. While soup kitchens around the country struggle to meet the needs of the hungry, one of Reagan's closest advisors Edwin Meese said there is no "credible evidence" that hunger is a problem in America.

To add insult to injury Meese went on to say that the soup kitchens are full because "the food there is free and that's easier than paying for it." These statements, coming during the holiday season, show just how little the Reagan administration understands or cares about the needs of the unemployed and working poor who are struggling for the very basic needs of survival.

In this issue of The Public Sector on page 14, the Reagan record is outlined. It shows a total disregard for the needs of the poor, working Americans, women and minorities. These statements by Meese just underscore the damage that this administration is doing to millions of Americans every day. The worst thing about these statements is that they accurately reflect Ronald Reagan's thinking.

In 1984 we will have a chance to put a stop to this. The presidential election in November will give Americans who have been hurt by this administration a chance to vote it out of office.

I urge you to register and vote this year. This will be a very important election.

I also hope that each of you and your families will have a safe and happy holiday season.

Officials testify MH conditions worsening due to cutbacks in personnel and programs

(Continued from Page 1)

"That is known at our facility as 'mission impossible.' Even though we push our staff to the maximum, there is only so much that can be done with current levels. And while we as staff suffer, the clients suffer more."

Watkins said that "urine-soaked bedding" must often remain unchanged because of understaffing and called the conditions "inhumane and morally wrong." He also said that personal hygiene suffers. Haircuts have been cancelled and toothbrushing goes unsupervised, said Watkins. He also pointed out that employees "on loan" to wards can create risks and problems, although unintentionally, because they don't have the knowledge or experience to work with clients.

Local 413 Grievance Representative Fred Daniels, Manhattan Psychiatric Center, said that the escape early this month of two violent inmates from the facility's forensic unit graphically illustrates the impact of budget cuts.

"We saw the seriousness of the cuts in that incident," said Daniels, pointing out that only two employees were covering the unit that evening.

Daniels also cited statistics to support "the direct and obvious link between short staffing and incidents of physical injury among staff. One employee, said Daniels, ended up in the hospital with a broken leg when she could not restrain a violent client. The increase in injuries, he added, leads to employees losing time needed for recovery which further reduces staff power.

Daniels also said that incidents among clients themselves have increased and are difficult to control.

In a related development, shortly after the hearings closed in New York City, State Sen. Frank Padavan announced that he would conduct a hearing at the Manhattan Psychiatric Center on Dec. 29 to look into conditions at that facility.

Regarding how to determine patient-to-staff ratios, witnesses concurred that individualized need, not statistical dictates, would be a realistic way to achieve guidelines.

"I am not prepared to say that there is a single appropriate staff-to-patient ratio," said Dr. Steven Katz, newly appointed commissioner of the Office of Mental Health (OMH). "But my experience tells me that current staffing levels are not adequate over the long term. More staff is needed, but how many and what kinds need to be resolved on a case by case basis."

"Ratios and statistics sound great on paper," said CSEA Local 429 President Tyrone Daniels, Staten Island Developmental Center. "But what is missing from that is the human factor." Many clients need one-on-one care, he added, and that is not included in the calculations.

"SIDC is facing 300 possible layoffs early this year," said Daniels, "And those are layoffs we absolutely cannot endure."

Ernest Punter, president of Bronx Psychiatric Center Local 401 implored the hearing panel to "closely monitor the loss of accreditation" of the center, where beds are in such short supply that clients have been sleeping on cots and on mattresses placed in hallways.

Only heroic efforts preventing a disaster

(Continued from Page 1)

"This holiday season, it is the Division of Budget that is playing Scrooge by withholding the money appropriated by the legislature to meet fiscal targets, without regard to the quality of care," said CSEA President William L. McGowan. The CSEA report shows that workers in the institutions are working enormous amounts of overtime to make up for the lack of staff.

The danger of attacks and injury for both patients and workers has increased because of the staff reductions.

Therapy programs have been eliminated because there just is not enough staff to carry them out. As a result patients who could be helped are being warehoused and their condition is getting worse.

Community based programs run by the institutions and those that depend on the institutions for support have been hurt badly by the cutbacks. As result more patients are being institutionalized for longer periods of time. This leads to overcrowding in the facility and worsens all the other problems.

"The progress that has been made in caring for the mentally ill and retarded over the last decade is being lost as a result of the staff cuts," said McGowan.

The union president added that fighting for the restoration of these badly needed jobs is a top CSEA priority.
JUDY MORRISON, REGION III
"I like the diversity, the sense of responsibility and the feeling of accom-
mplishment I get working with a staff that is doing a lot of things."

MICHELE AGNEW, REGION IV
"Now I have a responsible title and the headaches to go along with it. The work hasn't changed that much, but the responsi-
bility has increased."

CAROLYN ANTONUCCI, REGION VI
"We get all kinds of calls from people who are frustrated and want help but don’t know where to turn. "

"If they're upset, we try to calm them down. If we can't help them, we refer them to other agencies."

"We had a call from a man recently who complained that a defensive driving course that he was required to take was being cancelled. We get all kinds of calls from people who want help but don't know where to turn," said Carranti.

"Our first contact with the man during his illness was when he came to us with another complaint. Contracting out is being promoted as a quids or 'everybody wins' arrangement. The public endures the consequences and the public sector pays for the kickbacks and collusive bidding that are characteristic of contracting out over the past 20 years."

"The key to improving public services is good management and efficient public service. The focus of our educational campaign has been to take the 是《新时代的工会》。新西兰公共雇员工会历史上不_MAP_月, 1983 页 11
First McDonough scholarships awarded

"He would have been proud," said Pauline McDonough, widow of the late Thomas H. McDonough, as she recently presented one of the first Thomas H. McDonough Memorial Scholarships for Continuing Studies. The $200 awards to aid previous CSEA scholarship recipients in completing their college studies are named in honor of McDonough, a long-time CSEA activist who was CSEA statewide executive vice president at the time of his death last January.

"He was unique, totally dedicated to the members, to resolving their problems and building CSEA," said Mrs. McDonough at a presentation to Capital Region award winner Kevin Costello, a senior at Siena College who plans to go to medical school.

Brian Ruff, chairman of the Special Memorial Scholarship Committee, said the six winners showed signs of the same personal dedication and selflessness that were McDonough's trademarks. "They are hard-working, determined individuals seeking to attain their goals by persistence and dedication," he said.

Kevin Costello and the other scholarship winners are pictured here receiving their awards.

REGION IV — Kevin Costello, center, the son of Earl Costello, an Eastern Barge Canal Local 500 member, receives scholarship from Pauline McDonough, widow of the late CSEA executive vice president. Also pictured are, from left, Thomas Doin, Local 500 president; William Feiterling, SUNY Local 691 president; C. Allen Mead, Capital Region president; Dann Woods, Motor Vehicles Local 674 president; and Brian Ruff, CSEA Special Scholarship Committee chairman.

REGION V — Suzanne Smith, right, of LaFayette, receives scholarship check from Sandra Delia, Region V scholarship committee member, and James Moore, regional president. Smith, a Syracuse University senior majoring in accounting, is the daughter of Karin Stathatos, a Judicial Local 334 member.

REGION II — Deborah Barfield accepts her scholarship from Region II President Frances DuBose Batiste as Lamont Wade, left, scholarship committee member, and Downstate Medical Center Local 646 President James Woods look on. Deborah, a third year journalism major at the University of Maryland, is the daughter of Carrie Barfield, a nursing station clerk at the medical center.

REGION VI — Matthew Farrell accepts scholarship check from Region VI Education Scholarship Representative Art Howell as his parents and sisters, Jennifer and Elizabeth, beam their approval. Matthew is a senior in computer engineering at Case Western Reserve in Cleveland. His father, Ken, is a sanitarian with Erie County Local 815.

REGION III — Marcella Mercatili of Warwick Center, a junior at the Cornell School of Industrial and Labor Relations, is presented with award from Field Representative Felice Amodio while her mother, Julia, looks on. Julia and husband Peter are both employees at Mid Orange Correctional Facility.

REGION I — Diane S. Burke receives her scholarship from Long Island Region President Danny Donohue as her parents, Beverly and Frank, watch with pride. Frank is an auto parts storekeeper at the Nassau County Police Department.
More workshops to come

Two hundred turn out for Region V steward sessions

SYRACUSE — CSEA Region V officers report that more than 200 members recently took part in three basic steward training workshops conducted simultaneously in Utica, Potsdam and Ithaca by staff members from the CSEA Labor Institute.

The sessions, conducted to geographically accommodate members in the central, northern and southern areas of the large region, also will be conducted in Syracuse, Watertown and Binghamton.

Mary Lauzon, Region V Education Committee chairwoman, said arrangements for the six workshops were coordinated by the committee and the Labor Institute, with reservations made through the CSEA regional office in Syracuse.

The daylong sessions were conducted by CSEA Education and Training Specialists Peg Wilson and Sean Turley in Potsdam and Utica, with John Carter, an AFSCME education specialist, handling the activity in Ithaca.

“Our goal was to explore the role of the steward as organizer, leader, educator and contract enforcer,” said Wilson. “After a brief description of CSEA structure, complete with an audio-visual slide presentation, we discussed labor terms, the responsibility and duty of fair representation, and the grievance process.

“We were very pleased by the attendance at all three sessions, and anticipate good turnouts at the second series,” she said.

Wilson also expressed thanks to three field representatives who assisted in the programs: Ted Modrzejewski in Utica, Jim Hennessy in Ithaca and Steve Ragan in Potsdam.

Region V members who are interested in future steward training workshops are urged to contact their local or unit officers. The regional education committee will be closely monitoring interest in the sessions.
Ronald Reagan's presidency has been a disaster for working Americans, especially public employees. As we move into 1984 we must look at the record.

**TAX POLICY**

The Reagan tax plan has provided a boost for the rich while placing a greater tax burden on working Americans. Most of those who benefit from the so-called "tax cuts" earn more than $50,000. Even Reagan's Budget Director David Stockman has admitted that the Reagan tax policy is the old Republican "trickle-down" theory, where big tax breaks for the rich are supposed to eventually help everyone.

Reagan's tax changes have also shifted the burden away from profitable corporations and onto workers. For example, in 1981 General Electric received a tax refund of more than $90 million dollars even though it made a profit of $2.66 billion.

**BUDGET CUTS**

Reagan’s "slash and burn" budget cuts have badly damaged government's ability to provide public services at all levels. The federal cutbacks have put a pinch on state and local budgets, forcing public employee layoffs or increases in sales and property taxes which hit workers' pocketbooks the hardest. Federal aid to states and localities has been cut by nearly $30 billion.

Programs benefiting average Americans who earn less than $20,000 absorbed three-quarters of the Reagan cuts.

**FOREIGN POLICY**

Reagan's saber-rattling has created the greatest threat to peace in many years. The Reagan foreign policy has consisted of one wild adventure after another with no clear goal. Even conservative Senator Barry Goldwater (R-Arizona) urged the president to "bring everybody that's in an American uniform back (from Lebanon) and do it now because we're heading for war." (Emphasis added.)

**MINORITY RIGHTS**

The Reagan administration has the worst civil rights record of any in recent history. The extension of the voting rights act was passed only after efforts by Reagan to block it had failed. The New York Times noted in January 1983, "Mr. Reagan's voting rights stance is late and equivocal, bordering on obstructionist."

**RETIRES**

Upon taking office Reagan launched a frontal assault on Social Security and Medicare. Although many of Reagan's proposed cuts were blocked by Democrats in the House of Representatives, he succeeded in cutting $18 billion in Social Security benefits over a five year period.

Many of the Reagan cuts in social service programs and state aid damaged programs that benefit the elderly.

**EDUCATION**

Children also bore the brunt of the Reagan cuts. Aid to public schools is down by 30 percent, forcing layoffs and program cuts.

Reagan also supports tuition tax credits for parents who send their children to private school. This plan would create a segregated education system with poor and working class children in public school and the rich in private schools. Congress has blocked this plan so far, but it is clear Reagan would continue to push for it in a second term.

School lunches also came under attack from Reagan's Department of Agriculture. Although this program provides the best meal of the day for millions of poor and working class schoolchildren, Reagan sought desperately to cut it. The Department went so far as to rewrite the school lunch rules so that catsup could be counted as a vegetable.

**LABOR**

Reagan's labor secretary has boasted that the Department of Labor has taken much deeper budget cuts than most other government programs. Those cuts have damaged the government's ability to protect the health and safety of American workers and enforce the labor laws.

Reagan has also appointed anti-unionists to head the National Labor Relations Board, making the board a tool of union-busters instead of an impartial referee in labor-management relations as it was intended to be.

**DEFICIT**

Despite all of these cuts in services, Reagan's wild military spending spree has created the largest federal budget deficits in history. While candidate Reagan promised to balance the federal budget, President Reagan has delivered a deficit of more than $200 billion, more than three times as large as the worst deficit during the Carter Administration. These unprecedented deficits are one reason interest rates remain too high.

Many of Reagan's most extreme proposals have been blocked in Congress by Democrats and Republicans alike. But it is clear that in a second term without having to worry about re-election Reagan would push hard for more giveaways for the rich and cuts in public services.

**DISASTER!**

Ronald Reagan's presidency has been a disaster for working Americans, especially public employees. As we move into 1984 we must look at the record.
ALBANY—Beginning Feb. 6, Capital Region members in the downtown and uptown areas of Albany will be able to spend their Monday or Thursday lunch hours learning about various occupational health and safety issues.

Region IV OSHA Representative Angela DeVito is developing an “Occupational Health and Safety Lunchtime Forum” program which will be sponsored by the region’s new Occupational Health and Safety Committee. For now, the experimental program will be limited to the uptown and downtown CSEA locals, but if successful, may spread into other locations.

“Our leaders and members want to know more about health and safety issues,” DeVito explained. “However, a strict regimen of programs on weekends or evening training sessions simply fails to provide information to all interested parties.”

The forum’s current offering lists 18 occupational health and safety issues. The interested CSEA local or a group of locals in one common area can select a topic for either a Monday (downtown) or Thursday (uptown) date. DeVito will coordinate the scheduling of a speaker on the selected topic. The local will have to coordinate the use of lecture room facilities and the advertising of the hour-long presentations.

“We want to see locals working together on this concept,” DeVito reports. “I wish to see several downtown or uptown locals cooperating in developing a forum series to avoid conflict or having to deny a request because all of the available dates have already been taken. The cooperative effort will not only maximize our ability to reach a larger audience of members, but will also provide for an opportunity for locals to meet and share experiences.”

The program will run from February through May. Topics range from “The Public Employees Safety and Health Act,” “Filing a Hazard Complaint,” and “Job Stress” to “Medical Screening: A New Form of Discrimination” and “Pregnancy and Work.”

DMNA appeals representation ruling

ALBANY — “The Division of Military and Naval Affairs is waging a battle of endurance with us, but CSEA is not going to give up,” vowed CSEA President William L. McGowan in response to DMNA’s latest appeal in the union representation case.

In late October, a state Supreme Court decision moved 650 civilian employees of DMNA closer to union representation. The court upheld CSEA’s position that DMNA employees were classified as public employees within the scope of the Taylor Law, subject to PERB jurisdiction, and thus entitled to union representation.

DMNA has now appealed the ruling to the Appellate Division.

“We’ve been struggling with DMNA for years, and we’re going to keep struggling as long as it takes to win,” McGowan pledged. “We’ll keep going to court as long as necessary in order to give these workers their right to union representation.”

Mohawk Valley library workers vote for CSEA

SCHENECTADY — The Mohawk Valley Library Association employees have voted overwhelmingly to join CSEA.

In two separate elections supervised by the State Labor Board, the workers selected CSEA as their bargaining representative by votes of 13-1 in the librarian and support staff unit and 7-0 in the technical staff unit.

The MVLA employees, who work in the Schenectady County Library, were working side by side with Schenectady County public employees who are represented by CSEA in the public sector. When the issue of joining a union to better their economic and working conditions came up, the MVLA employees quickly sought out CSEA.

“We are very happy to welcome these library employees into the house of labor and we’ll certainly seek to serve their contractual needs as professionally as possible,” John D. Corcoran Jr., Capital Region director, said.

The organizational campaign was handled by CSEA Organizer Michael Sheldon.
Buttoning up the Barge Canal

The State Barge Canal system is closed for the season, buttoned up tight against the winter weather. But, thanks to a season-long “Save The Canal” campaign by CSEA and passage of the Transportation Bond Issue in November, many of the seasonal employees of the canal system will be working this winter season instead of facing layoffs as originally threatened. The Barge Canal winds 524 miles through CSEA Regions IV, V and VI. Here are three stories about life on the Barge Canal today.

‘It wouldn’t make sense to let good men go’

By Charles McGeary
CSEA Communications Associate
SYRACUSE — Sixteen seasonal barge canal employees in an area stretching across CSEA’s entire Central Region V have begun the transition from regular canal system duties to winter employment as laborers with the New York State DOT highway crews.

According to CSEA Presidents Frank Zammiello and Ed Canavan of Locals 502 and 503, the employees have already made the switch to “on call” laborer duty with state highway crews and garages until recalled for canal duty next April.

Zammiello reports that of the 96 barge canal employees represented by Local 502, 11 seasonal employees are now working where needed from Utica and Herkimer DOT garages.

“The channel buoys have been brought in, but we still have some boats and a dredge out in the system,” Zammiello said. “We hope state management is wise enough to keep those seasonal busy through the winter. There is no substitute for experience, and it wouldn’t make sense to let good men go,” he added.

Ed Canavan’s Local 503 represents 191 canal employees. “At last count,” Canavan said, “five of the 25 or 30 seasonal canal employees have been transferred to winter duties with the D.O.T. highway crews. It is my understanding they will also be used for highway and garage duty during the winter months where needed. The important thing, of course, is they are still on board and taking paychecks home. Hopefully they will rejoin regular canal employees when the system opens in the spring. For the rest of us it will be the usual winter maintenance routine of breaking down equipment, making repairs, cleaning and reassembly before opening day,” Canavan said.

Zammiello and Canavan indicated they, along with Collective Bargaining Specialist John Naughton, will monitor the activities of those transferred seasonal employees.

Threat to jobs is stillled for awhile

By Daniel X. Campbell
CSEA Communications Associate
WATERFORD — When the 1983 operating season of the State Barge Canal system came to a quiet, cold close on Dec. 5, the system itself had come a long way from its opening in May when the future looked as dark as the canal’s murky waters.

Then, the locks and canals were steadily deteriorating, cutbacks in the Department of Transportation’s Waterways Division personnel threatened to cut the operating hours of the canal and its internal winter maintenance schedule, and the state’s proposed Executive Budget called for abolishing 104 fulltime maintenance jobs and converting those positions to “seasonal” employment.

CSEA was already involved in a massive statewide campaign to stop the unnecessary layoff of 8,000 state employees when it launched a “Save the Barge Canal” campaign.

As the canal season entered the summer months, CSEA already had the number of cutbacks reduced from 104 to less than half that number, and was forging ahead to save the remaining jobs.

As the November winds changed to December snows, $50 million had been earmarked to improve the canal system. The money is coming in part from the $1.25 billion “Rebuild New York” bond issue the voters approved Nov. 8.

“The threat to our members’ jobs has been stillled for now. Not exactly in the way we want it. But our members are working, they are being transitioned back to permanent positions and will be back on the canal in early spring for maintenance and opening work,” Joan Tobin, DOT Board representative and coordinator of the union’s tri-region campaign, says.
No matter what the weather, you'll get there because public employees are working.

How many times have you set out to visit the relatives for the holidays with snow in the forecast? Did you ever worry about the roads being plowed? Probably not. Because you know public employees are on the job no matter what.

It's gotten tougher. With staff cutbacks at both the state and local levels, sometimes it's a real stretch of personnel and work hours.

The roads will be plowed...but it will take longer. The state, county and municipal employees who take care of the highways and byways of this state take a lot of pride in doing their job well.

It's something that most of us take for granted. Because it's always been like that. Public employees are always there.

Highway maintenance people aren't the only public employees who work weekends and holidays, either. There are thousands of other workers keeping us safe, caring for the sick and handicapped, and doing the work that must be done no matter what.

We're the Civil Service Employees Association, and we're very proud of the work our people do, especially at times when they could be with their own families.

When you're enjoying the holidays with your family, remember that public employees are out there working for you.

CSEA
The Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
William L. McGowan, President

PUBLIC EMPLOYEES. WHERE WOULD YOU BE WITHOUT THEM?

This holiday tribute to public employees, sponsored by CSEA, appears in the current issue of Empire State Report magazine.
POUGHKEEPSIE — "Raindrops Keep Falling On My Head" is the not-so-amusing theme of Dutchess County Department of Social Services employees since a recent rainstorm.

To add insult to injury, the workers, who were promised in August by the Dutchess County Legislature that they would be moved from their present location in an old department store in the downtown area, have now been informed that the relocation plans have been further delayed.

Legislators voted to move the department to another building ending what DSS employees said was a six-year battle with an unresponsive landlord who would not rectify unsatisfactory working conditions. Meanwhile, employees have withstood such problems as no heat in the winter, no ventilation in the summer, frozen pipes, floods, overcrowded hallways and offices, and now, leaky and crumbling ceilings.

But lawmakers now claim that they are dissatisfied with the "legal language of the lease" and have asked the county attorney to rework some of the wording of the document, further delaying the plans.

Mary Rich, president of the county unit, said she hopes that legislators will approve the lease during their meeting at the end of the month and will urge CSEA members to contact their legislators to ask them to approve the lease.

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HARD HAT AREA — That's what CSEA officers are calling this room in the Dutchess County DSS building. Mary Rich, president of the unit, has asked that no one be allowed to work in this area until the ceiling is repaired properly. Because damage has worsened since the recent rainstorm, she fears that more of the plaster will fall and injure workers.

A SORE SIGHT FOR EYES — Water leaks in the building have caused plaster to crumble from the walls as well as the ceilings.
Health care is the fastest growing industry in the country — 10 percent of the Gross National Product.

But coupled with the growth is a rising concern among health care workers themselves about the quality of the care they deliver as well as the quality of their working lives. Polls reveal that more and more, health care workers believe organizing is the answer.

CSEA, which represents approximately 60,000 people involved in direct patient care, is a leader in the field. In fact, way back in 1931 the union drafted the first legislative measure to abolish the then 72-hour work week for institutional employees.

Through the years issues have changed but CSEA has been constant. Recently, for example, the union put together a report on "A Return to Tragedy — The Effects of Mental Hygiene Staff Reductions." (see page 1 story)

CSEA was also a key part of a "Save Our Hospital Committee" which this fall successfully prevented the merger of the Greene County Hospital and Nursing Home, thus saving 418 jobs and guaranteeing continued quality medical care for county residents there.

The union, then, has a unique record of service to people in health related work. And, it is no surprise that many private sector workers are looking to CSEA as a way to gain respect and dignity as well as a better working environment.

Perhaps it is best summed up by a nurse who recently said, "It's good to have a union to back you up and to fight your battles."

There is a rapidly expanding trend toward organizing among employees of health care facilities in both the public and private sectors. The Ferncliff Nursing Home in Rhinebeck, shown above, is typical of a facility where workers are joining together to improve their lives and their workplaces. CSEA offers the employees the services of a professional staff, legal assistance, and a successful political action program to lobby for their specific needs. CSEA offers a wide variety of other services such as education and training programs, health and safety protection in the workplace, Employee Assistance Programs, research services and budget analysis, low-cost insurance programs, communication services.