Effect on drug coverage varies

Employees who receive prescription drug coverage through the CSEA Employee Benefit Fund are unaffected by the new Empire Plan which goes into effect Jan. 1, 1986.

Employees and retirees who currently receive prescription drug coverage through their GHI or Statewide Options will continue to receive prescription drug coverage under the new Empire Plan.

Employees who receive prescription drug coverage through their local Health Maintenance Organization (HMO) are unaffected by the new Empire Plan. Questions on HMO prescription drug coverage should be directed to the appropriate HMO.

NEW YORK CITY—About 1,200 elected delegates are expected to participate in the historic 75th annual meeting of the Civil Service Employees Assn. Oct. 20—25 at the Marriott Marquis here.

The union's 75th anniversary theme will be woven throughout the annual meeting activities. CSEA traces its founding to an October day in 1910 when fewer than a dozen state workers, concerned about their rights as working people and how to protect them, gathered together beneath a staircase in the State Capitol in Albany to discuss the situation.

The long and honored history of CSEA is also a common theme woven throughout the traditional annual meeting messages from CSEA's statewide and regional officers to the delegates and membership. Those messages are published on pages 10-18 of this edition of The Public Sector.

Coverage of the 75th annual meeting will be published in the next edition of The Public Sector.

CSEA Graphic Artist Ralph Distin has harpooned virtually everyone from the President and governor on down with his satirical editorial cartoons in The Public Sector over the years. A selection of some of his best art work will be on display during CSEA's 75th annual delegates meeting. For a glimpse of a few of them, see pages 8 and 9.

Federal mediator seeks to resolve contract dispute; unions hit bricks

Mediation efforts continued this week in an attempt to settle a strike by approximately 180 CSEA staff employees that began Oct. 7. Federal Mediator Jra Lobel met with CSEA management and representatives of the striking Headquarters Staff Union and Field Staff Association but failed to resolve the dispute, which primarily revolves around salary and management rights issues.

Dozens of CSEA management personnel have kept CSEA's statewide headquarters in Albany and the union's six regional headquarters open, providing services to the membership throughout the strike which was nearing the end of its second week as this edition of The Public Sector went to press. CSEA closed a half-dozen small satellite offices around the state to consolidate essential membership services through regional headquarters for the duration of the contract dispute.

The old contract expired Oct. 1 and the strike began after both staff unions had declared an impasse in negotiations and last-minute mediation efforts by Lobel failed to head off the Oct. 7 walkout.
LEAP offers state workers many tuition-free courses

LEAP, the Labor Education Action Program of the Civil Service Employees Association, offers tuition-free courses at two and four-year public and private colleges, BOCES, and various state facilities across New York state. LEAP is available to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units only. The courses are funded under Article 14 of the OSU, ASU and ISU contracts.

CSEA’s Labor Education Action Program has announced its 1986 Spring Semester of tuition-free courses for state employees in the Administrative Services, Operational Services and Institutional Services Units.

COURSE ANNOUNCEMENTS AND APPLICATIONS BLANKS—Your training office and your CSEA Local president will receive copies by Oct. 23.

COURSE SELECTION—This semester applicants will be able to specify one first choice and one second choice on the application. CSEA/LEAP will attempt to grant first choices whenever possible.

FILING DEADLINE—Mail your completed application directly to CSEA/LEAP before Nov. 25, 1985. Applications received after Nov. 25 cannot be considered.

FURTHER INFORMATION—Please consult your agency training office or your CSEA Local president if you have any questions. Or you may call the CSEA/LEAP office at (518) 434-0191.


The Civil Service Commission has voted to waive attendance rules for employees in New York City and the counties of Suffolk, Nassau and Westchester who were unable to report for work when Hurricane Gloria hit that area last month, according to CSEA Chief Counsel James W. Roemer Jr.

Attorney Roemer said employees in that area who were unable to report to work due to the hurricane will not have to charge that time to personal leave accruals, while employees in the affected area who did report for work for any portion of that day will receive appropriate compensation time off.
CIVIL RIGHTS VIOLATION—South Beach Psychiatric Center Local 446 President Peter Antico stands beside a sign that’s causing some fuss. CSEA is pursuing an improper practice charge claiming that the recently posted statement amounts to a carte blanche to search all employees and guests at management’s whim.

"They’re grabbing power to search whoever they want, whenever they want." CSEA Communications Associate

BY STEVE MADARASZ

ST. ALBAN’S ISLAND—It’s humiliating enough to be stripped of your civil rights, but it’s worse when the offender announces it to the world. Without warning last May, South Beach Psychiatric Center posted a sign at its entrance stating that anyone entering or leaving the grounds could be subject to a search without any justification. CSEA contends the policy is a violation of civil rights and constitutes an improper practice. The union has been fighting for the sign’s removal since that time.

"This is a very basic issue" insists Region II President George Boncoraglio. "South Beach says they have the right to do this for the ‘protection of the patients and employees’ but they’re really grabbing the power to search whoever they want, whenever they want."

Boncoraglio believes that unless there are grounds for suspecting a breach of security, South Beach management is violating the constitutional right against illegal search and seizure.

Adds Local 446 President Peter Antico: "This is a policy that’s being selectively enforced. There’s no consistency and certainly management isn’t being subjected to the same treatment our people are facing."

Although CSEA has filed an IP over the issue with the Public Employee Relations Board, PERB has asked at a prehearing that the charge be withdrawn. They contend that under a similar recent ruling management does have the right to search persons entering and leaving state facilities.

However, Boncoraglio points out that the PERB decision was based on circumstances at a state warehouse facility and are different in that the psych center case involved search of packages, not personal body searches. He said he is demanding a clarification and a resolution.

BIG WIN—He’s retired now, but former Town of Hempstead employee Bob Kelly still got union support in getting expense money owed to him since 1983. Pictured at check presentation are, from left: Field Representative Rigo Predonzan, Town of Hempstead Unit President John Aloisio, Kelly, and OSH Representative Kenneth Brotherton.

TOWN OF HEMPSTEAD—Bob Kelly has found out that belonging to a union pays off—even after you’ve retired.

With the help of CSEA, Kelly, who was employed by the town from 1960 until April of this year, recently won a check covering expenses he incurred while on the job.

The issue involved use of a town vehicle that Kelly received when he was promoted to park supervisor in 1974. At that time there were no conditions attached to use of the car.

Then, in December 1983, Kelly moved from Nassau County to Suffolk County. Four days after notifying the town of his change of address, the car was removed from Kelly’s use. The town claimed that the use of the car was conditional on Kelly’s residing in Nassau County and/or being on-call.

The Public Employment Relations Board (PERB) found this to be untrue, citing other employees who live outside of Nassau County who have been assigned vehicles. PERB further found no evidence from the town that could support the on-call conditions.

Kelly had retired when the decision came down. He was awarded a check which covered all the expenses—plus interest—he had incurred for transportation to and from work and on town business since 1983.

"This fight began a long time ago when I contacted the union and we started out by filing an improper practice charge," explains Kelly. "As it turned out, I won a substantial amount of money. I’m very pleased I let the union work for me and can only suggest that other members do the same."

Kelly singled out for credit a number of union representatives including Town of Hempstead Unit President John Aloisio, OSH Rep. Ken Brotherton, Field Rep. Rigo Predonzan, and CSEA attorneys.
"The Public Sector" periodically publishes photographs and information about missing children registered with Child Find, Inc. of New Paltz. Child Find is a non-profit organization which works with a national network of teachers, social service groups and law enforcement agencies to help locate missing children.

Child Find maintains a toll-free number, 1-800-I AM LOST, which persons with any information about missing youngsters can call with complete confidence. According to Child Find, the organization becomes involved with mostly parental abduction cases, and that about 95 per cent of the children the organization is looking for were abducted by one of their parents.

If you believe you have information relative to the children below or any other missing child, immediately contact Child Find on the toll free number, 1-800-I AM LOST.

Huan David Marvel
Birthdate: 7/16/78
Abducted: 3/27/85
From: Fallsburg, NY
CF 3461 p

Damien Joseph Carter
Birthdate: 4/20/80
Abducted: 5/1/83
From: Portland, OR
CF 3461 p
CSEA services top menu at local clambake

By Chuck McGeary
CSEA Communications Associate

SYRACUSE—When Onondaga County Local 834 mixed business with pleasure at its annual clambake, the result provided plenty of food for thought.

At the recent event, an estimated crowd of 1,500 county employees and guests toured 16 booths featuring an array of CSEA services. While the resource fair format was hardly new, the idea of combining it with a summer outing was the brainchild of Local 834 President Pat Callahan.

"We were exploring ways to strengthen union solidarity and, at the same time, offer rank-and-file members and other county employees an opportunity to ask questions and pick up a wide variety of CSEA literature and information," said Callahan. "Staging a resource fair at the annual clambake just seemed the ideal way to reach the maximum number of people."

The set-up of booths provided a department store approach to displaying union services. Staffing the information tables were CSEA representatives in a variety of office positions: local and unit officers; the Membership Committee; Board of Directors; Region V officers; Education and Training Department; Research Department; School District Affairs; Occupational Safety and Health; and Political Action, among others.

"It was a great day for some fun and fellowship, and for Onondaga County workers who got tips about how their union operates. It took loads of planning and hard work, but I think everyone will agree the end result was well worth the effort," Callahan said.

Local members who helped make the event a success were: Sue Wheeler and Dave Kennedy, committee co-chairpersons; Marcia Hatherill, Veronica Ruzekowicz, Glenn Steele, Joe Moran, Jerry Smith, Ike Williams, Marvin Jones and Ray Wentworth, committee members; and Dale King and Bruce Dickenson, local officers. Signe Nelson and Gail Pederson served as booth captains.
ALBANY—By the time election day rolls around Nov. 5, more than 125,000 CSEA members will have received letters in the mail about union-endorsed candidates in their voting districts.

If you haven’t already received a letter from the Political Action Committee in your region, chances are you still may. Correspondence is scheduled to be mailed by the Legislative and Political Action office in Albany over a period of a couple weeks.

If and when you do get a letter, you might notice a personal touch that makes this one a little different from mailings you may have received in the past. Instead of being addressed generically to “Dear CSEA member,” your letter will include your name and address and a personal salutation.

While making the letters appear more polished, the switch has a very practical reason behind it. The endorsement mailings for this political season represent the Legislative and Political Action office’s first trial at what is called “direct targeted mailing.”

“This is the first time we’ve applied direct targeted mailing to a campaign,” said Tom Haley, Legislative and Political Action director. “We’ve been able to do it through acquisition of voter registration tapes in various counties that have them, and then identifying our members by district and party affiliation.”

The new system is not only more professional, but will be more effective since letters will be targeted to members who have a track record of voting. It will also save money, in part by eliminating duplicate mailings to people in the same household.

The letters are being printed—at a rate of 750 an hour—on a laser printer at CSEA headquarters. Haley called the new technique “state-of-the-art stuff” that expands the union’s arsenal on the campaign front.

“This is just another option CSEA has prepared to offer to endorsed candidates,” he said, noting it will supplement the union’s current assistance through phone banks, volunteerism, and direct contributions.

MOUNTAIN OF MAIL — Looking over mounds of mailings to members in Long Island are, from left: Sandra Picarazzi, secretary, and Cheryl Sheller, research associate, CSEA Legislative and Political Action; CSEA President William L. McGowan. This is just part of the union’s new direct mailing effort endorsing candidates in counties and municipalities throughout the state.

DUTCHESS COUNTY LEGISLATIVE candidates—seven of 20 endorsed by the Region III Political Action Committee—were on hand for a recent press conference held at the regional office. Pictured here are, from left: Stanley LaVoie-D, Carolyn Wilson-R, Lois Gray-R, Peg Hansen-R, Roger Higgins-D, Rose Wells-D, and John Ballo-D. At right is Region III PAC Coordinator Doris Mason.

A FORMER CSEA UNIT PRESIDENT in the Dover Plains School District, Clara Boscardin, above, is running for office on the Town Council with the endorsement of Region III PAC. Recently retired, Boscardin came to work as a cook in the school district in 1968 and joined CSEA in 1971 when the union organized the members. She became treasurer of the unit then, and in 1977 she was elected president. Approached by the town’s Democratic chairman to run, Boscardin agreed, citing her longtime experience as a union activist as a valuable asset for political office.

CITY OF BEACON candidates endorsed by Region III PAC met recently with CSEA officials at a press conference. Pictured, from left, are: Dutchess County Local 814 President Scott Daniels; Region III President Pat Mascioli; Jim Fredericks, Democratic candidate for mayor; Sands Frost, who serves on PAC; Ralph Flynn, Democratic candidate for Commissioner of Public Works; and Carl Mathison, Dutchess County Political Action Committee chairman.
More endorsements

The Political Action Committee of Capital Region IV has made the following endorsements:

WARREN COUNTY
Legislature
Robert M. Garrow—D
Board of Supervisors, Johnstown
Joseph Freese—D

Board of Supervisors, Luzerne
Keith Lawrence—D
City Treasurer, Glenn Falls
Arlene De-Temple, Scheid—D
Mayor, Glenn Falls
Francis X. O’Keefe—D

COLUMBIA COUNTY
Town Supervisor, Kinderhook
John “Bud” Schenck—D
Town Supervisor, Stuyvesant
James P. Baker—D
Town Supervisor, Chatham
Francis J. Baker Jr. —D
Town Supervisor, Greenport
John Rutkey—R
Town Supervisor, Stockport
William Kosnick—D
Treasurer, City of Hudson
Rev. John Kullish—R

The Political Action Committee in Central Region V has made the following endorsements:

ONEIDA COUNTY
Aldermen, Common Council, City of Rome
1st Ward—Richard Fiorini—R (CSEA member)
2nd Ward—Keith Townsend—R
3rd Ward—Timothy Merchant—R (CSEA member)
4th Ward—Rosemary Mosley—R
5th Ward—Jeanette Denton—R
6th Ward—Donald Burkhardt—R
7th Ward—Anthony Spada—R
City of Utica
Mayor—Louis D. LaPolla—R
Common Council President—Edward A. Rewkowski—D
Comptroller—Tom Nelson—R

County Legislature
8th District—Thomas Pianello—D
13th District—Jeff Rowlands—R
19th District—James Kiernan—D
22nd District—Harry Herlihy—D
24th District—George Pennie—III—D
25th District—William Hendricks—D

FRANKLIN COUNTY
Councilman, Town of Malone Gary Peryea—R (former CSEA local president)
ONONDAGA COUNTY
City Council, Syracuse
Councilor at Large—Theresa McCarthy—D
4th District—Charles L. Anderson—D
Board of Education, Syracuse
Joseph E. Fahey—D
Mary M. Sallbrini—D
County Legislature

28th District—Angelo Amadio—R
29th District—Frank Andreollo—R
35th District—Raymond Meier—R
36th District—Jeanne Mattis—D
37th District—Gerald Fiorini—R (CSEA member)

THE PUBLIC SECTOR
Ralph Distin. Chances are you don’t recognize the name. But if you’ve been a regular reader of The Public Sector for the past decade, you know his work. Especially if you’re the type who goes to the funnies first.

Distin is graphic artist for CSEA’s Communications Department. His satirical labor cartoons are a staple on page four of this paper. And they’ve become notorious for poking fun at public officials and policies that pit themselves against the best interests of public employees.

While the issues Distin focuses on are not always laughing matters to unionists, his cartoons can make them cough up a chuckle, or at least crack a grin. Maybe that’s why Distin keeps on his desk a coffee cup with the constant reminder, “Damn, I’m good.”

Distin is, in fact, good enough to have been recognized for his efforts by the International Labor Communications Association (ILCA) from which he’s won awards. As part of CSEA’s 75th Anniversary celebration, a collection of his cartoons will be on exhibit at this year’s delegates meeting in New York City.

For those who won’t make the convention but care a whit about wit, here’s a small sampling of some wry work.

**SELF PORTRAIT**—CSEA resident artist at work.

**ACTING OUT** against a textile company cloaked in scandal.

**COMING UP** with a clean word to rhyme with “Fritz” in ‘84 campaign.

**PIE ARE ROUND**—even when they hit you squarely in the face.

**GIVING EVERY EMPLOYEE A “FAIR SHAKE”**

A REAL GOOD REASON for getting dis-grunt-led.
GETTING FAIR PAY for women has not been child's play.

PACKED WITH SUSPENSE. A thrill a minute.

TWO BIRDS—one old, one getting plucked.

A GOOD YEAR for good deals.

"POP!" WENT JIMMY'S wage/price controls in the '70s.

PUBLIC EMPLOYEES get a different pitch on health issues.
CSEA will formally mark the 75th anniversary of the union during the 75th Annual Delegates Meeting Oct. 20-26 at the Marriott Marquis in New York City. Traditionally the union's National Leadership and regional officers report to the delegates during the annual meeting. Those reports are reproduced in this issue of The Public Sector along with other proposed resolutions, were printed in previous editions of The Public Sector.

On that October day in 1910 when less than a dozen people huddled beneath a tarpaulin in the State Capitol in Albany to discuss their rights as working people and how to protect them, they could not have imagined how their idea would flourish and grow. Today, 75 years later, their dreams and courage live on as the labor union they informally founded that day — The Civil Service Employees Association.

In the history of unions, 75 years is a long time. It is far too short for a labor movement to have actively participated in the process today, and all those union activists who have gone before us, have guided this organization in the right direction these seven and one-half decades. We have never abandoned the original objective of gaining and preserving the rights of public employees. But we have greatly expanded our program, and added new dimensions on our way to becoming the largest, most powerful public employees union in New York State.

In the history of our union, the last 75 years have seen a growth in both size and responsibility, and has been characterized by some 1,300,000 public employees in New York State who speak on behalf of millions of state, county, city, town, and village workers. Our efforts on behalf of working men and women have contributed to the decent living standards we enjoy today. We have advanced the cause of public sector unionism in New York State. The time for pay equity is now. The time for more public employees union is now.

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Since last year's report, many projects mentioned have come to fruition. Chief among these is the completion of the move to our new headquarters building on September 6, 1985. After many months of renovations and expenditures for new windows, furniture and a phone system, we now occupy a union headquarters of which we can all be proud.

Another large project has been the installation of a new computer system for our in-house processing, word processing and communication to our service bureau. This system is providing adequate support as we computerize more aspects of our daily operations.

On the financial front, the past fiscal year ended indicates, our experience has been sufficient to fund current operations. The most recent revision to resolve this funding gap. The most likely course of events will be a revision in the dues structure now that the AFSCME grants no longer provide sufficient income to offset operating deficits. At the latest, this revision will be presented at the 1986 Delegate Meeting.

In conclusion, I want to thank those of you who supported me in the two elections that have been run this past year. It is refreshing to have been run this past year. It is refreshing to hold the January 1, 1986 increase to the annual dues will increase from the current minimum imposed on AFSCME locals and to resolve this funding gap. The most likely course of events will be a revision in the dues structure now that the AFSCME grants no longer provide sufficient income to offset operating deficits. At the latest, this revision will be presented at the 1986 Delegate Meeting.

The administrative functions of your union are running smoothly. I am sure you can appreciate the following statistics from this past year's operation: 23,000 checks were issued totaling $40,000,000 — included in that amount were rebates issued to locals totaling $4,000,000; 23 local audits were completed; 200 members attended training seminars sponsored by my office for local and unit treasurers.

In conclusion, I want to thank those of you who supported me in the two elections that have been run this past year. It is refreshing to know that I can devote my full energies to administration this year.

Barbara M. Fauser
Statewide Treasurer

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**GENERAL FUND STATEMENT OF INCOME AND EXPENSES**

**FOR THE MONTH ENDING**

**AUGUST 31, 1985**

**INCOME**

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<th>Description</th>
<th>ACTUAL</th>
<th>BUDGET</th>
<th>YEAR-TO-DATE ACTUAL</th>
<th>BUDGET</th>
<th>BALANCE</th>
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<td><strong>$311,031,000</strong></td>
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**EXPENSES**

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<td>Region &amp; Satellite Offices</td>
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<td>Building Maintenance</td>
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<td>Officers, Directors, Comm.</td>
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**CONTRIBUTION**

(Credit) TO SURPLUS  ($85,798) ($219,267) ($1,592,560) ($2,631,200) ($1,038,640)
Brighter future promised by advances in past year

CSEA has been alive and well for 75 years in New York state. The union has been invincible in Long Island for 50 years now. We should all be proud. There is a future and with our members' support, it is certain to be a bright one.

With the assistance of AFSCME International President Gerald W. McEntee, CSEA has pioneered the struggle to rectify the inequities which have existed for so many years.

In Nassau County we have brought the pay equity issue into the forefront by going to court to protect our members' rights. The results of this fight will have an impact which will be felt across the state, in every county, town, village and school district.

1985 has been a tough year at the bargaining table. We are proud to say that we have won substantial contract increases in most areas while maintaining benefits and agreeing to no givebacks.

With the help of AFSCME we have improved our ability to track federal funding from Washington to the towns and villages. This has allowed for more concise budget analysis.

On the political front, we have experienced a 97 percent success rate in getting our endorsed candidates into state Assembly and Senate positions.

The lobbying days we now have in Albany have added to flex our political muscle.

Having a Political Action Coordinator in each region has brought political action to the grassroots level where it can be more effective. This became most evident when we met with great success in the school board elections. Oftentimes we unseated the incumbents, replacing them with individuals who more closely understand the needs of our members.

At Kings Park Psychiatric Center, our members have been given the opportunity to stretch their food budgets by buying through the first CSEA food co-op on Long Island. We hope to expand this program throughout the region and the state.

Another development at Kings Park P.C. was the day-care center for our members' children. This is another excellent idea that we would like to see implemented throughout the region.

We've expanded our Employee Assistance Program so that it now encompasses almost all of the political subdivisions.

The region has trained approximately 500 activists this year. We have run programs at the job sites as well as the region office. With the help and dedication of the Training, Information & Education Committee, and the rank-and-file members, we have succeeded in offering the programs the membership has requested.

We also have an apprenticeship program which has been active throughout the region.

This program offers members, who feel they are in dead-end jobs, a chance for advancement.

Through the federal government, we are supporting a child-find program. We have recruited the help of our members in posting literature, volunteering time, support and services.

Last year saw the tragic accident at the Smithtown landfill. Although we can't turn the clock back, the accident did result in the correction of unsafe conditions at other landfills.

We recently lost a member in an accident at a water pollution control plant. Another tragedy that acted as reminder that we must all become safety conscious. Safety is everyone's responsibility and CSEA is leading the fight to deter any other accidents from occurring. Our Occupational Safety and Health representative is working to ensure that all of the facilities operate in strict compliance with the law.

This year we have won many improper practice cases, back-pay cases, promotions and reinstatements. We have organized more working men and women into the union and we are slowly growing in membership.

The actions taken by the federal and local government have resulted in changes in the needs of our members. We have worked hard to satisfy these needs.

When the Governor closed the Long Island Correctional Facility, we saw to it that no permanent employee lost their job.

Long Island is one of the highest taxed areas in the country and we have to be innovative to help our members make ends meet. There are no quick-fix solutions to the problems our members face. We need the involvement of each of them to make the difference.

Today we are 50,000 strong. We will join hands with our brothers and sisters and we will continue to grow. We are one union, CSEA.

Information and fun mark Region I membership fairs

HAUPPAUGE—Members got more than they bargained for when they signed up recently at two membership fairs in Region I.

Barbara Feit, the 75th CSEA member to sign in at one fair, walked away with a new color TV as part of a celebration of CSEA's 75th anniversary. She was one of six members who won television sets at the events in Nassau and Suffolk counties in September.

The fairs included more than 30 information tables staffed by union representatives and CSEA-endorsed vendors, and provided opportunities for members to ask questions about services and pick up literature.

But the events were also lots of fun for the more than 1,000 members who took part and were treated to free prizes and gifts ranging from a trip to Acapulco to give-aways like balloons and golf tees.

I'm pleased with the number of members who turned out to learn about their union," said Region I President Danny Donohue. "It's extremely important for the members to be aware of the many services CSEA provides for them. I really believe we answered that familiar question 'What does CSEA do for me?'

Many staff professionals came from Albany Headquarters for the fairs. Education and Training Specialist Peg Wilson, who helped organize the fairs, said: "The idea really worked out great. Members seemed excited about being there."

Besides the TVs, among the other prizes were gift certificates, dinners for two, and clock radios.

Donors included: Davis Optical, N.Y., Diagnostic, Jardine Insurance, Kotler and Vitale, Multiphasic, G. Fried Carpets, Center Tours, Dime Savings, and Caplin and Osher.
President's Report
Metropolitan Region
George Boncoraglio

Member involvement chalks up gains across the board

At a time when organized labor continues to come under attack from forces that seek to destroy it, it is particularly satisfying to report that CSEA has made important gains in stature and organization in New York City.

Member involvement is the heart of every union. In Region II, doors have been opened, bridges have been built, and the response has been overwhelmingly positive over the past year. The message to members has been clear: “You are the union — your participation is everything.” As a result we are seeing a groundswell of involvement everywhere.

Our progress has certainly not been easy. But together we win and so we are learning to win. The results are not perfect but we have the determination to keep to it until we get it right.

One of the areas where our progress has been most noticeable is our political action efforts. For years, CSEA has played a prominent role in statewide politics. With the institution of Regional Political Action Coordinators and more resources targeted for local races and issues, we have begun to emerge as a significant force in New York City.

This is important for several reasons:
- New York City government is larger and more influential than many state governments and as such requires our attention
- New York City dominates activities at the State legislature — CSEA’s growing visibility and lobbying ability for the organization at the statewide level
- Better political organization is a necessity in Region II. Since there are over 80 State legislators and 35 City Council members to keep in contact
- While our people don’t work for the City, they do live and work here and should have a strong voice in its government

Region II is gearing up to meet these challenges. With nearly 25,000 members in the City, we are among the larger labor unions in the region. Unfortunately, for too long we were a “sleeping giant.” That has now changed.

Our efforts leading up to the recent September 10th Primary election in the City prove that CSEA is no longer to be taken for granted down here. Hundreds of volunteers participated in wide-ranging campaign activities throughout the five boroughs:
- Phone banks operated nightly from our headquarters during the month prior to the election
- The first edition of our “CSEA New York City Primer” brought our endorsed candidates and their positions directly to our members
- Provided an army of volunteers on election day to help “get out the vote”
- The results were impressive:
  - 11 of 16 CSEA endorsed candidates won
  - Of the five non-winning campaigns, four were challengers to popular incumbents. The fifth was in a tough five-way race — 2 of our challengers came extremely close to victory — with one race still being contested

Regardless of who won and lost, our members were the big winners because this year was a learning experience that will lead to more effective political action in the years ahead.

There are other areas of progress to report:
- CSEA successfully led the fight against the ill-advised institution of evening hearing hours at the Workers’ Compensation Board. While efforts eliminated hardship on members, work continues in the legislature to end the evening hours altogether
- Focused attention on layoffs in the Department of Labor leading to restoration of some funds to keep members working helping others find jobs
- Joined with other unions in education and political activity to express solidarity with the struggle against racism in South Africa
- Maintained keen interest and participated in programs to promote the concept of comparable worth for women and minorities at a time when the issue is under increasing attack

While this growing activity in Region II is encouraging, we are not without clouds on the horizon. There are human tragedies all around us. State policies in the field of Mental Health are distressing and show signs of getting worse.

One of the first casualties is the Staten Island Developmental Center, where hundreds of our members have been displaced over the past year as the facility moves toward a politically expedient shutdown. But the SIDC situation is only the tip of the iceberg. It is only a matter of time before New York turns its same ax on the region’s other mental health facility.

If the existing system doesn’t work as it should, then let’s change it instead of abolishing it. CSEA has outlined a reasonable approach for reform in its report, Compassion and Care. It is up to all of us to continue to push for its implementation by the state. We cannot give up the fight now.

Region II, like CSEA as a whole, stands at a point of great opportunity. We have the membership and the 75 years of proud history as a labor organization behind us to make the right choices.

It is time for us to become more active and work together for changes that will ensure a better New York as a place to live and work. Our effort should be made not only for our members and their children but for all New Yorkers and their children. Let’s begin.

STATEWIDE SECRETARY’S REPORT
(Continued from Page 11)

the process under which your Local elects delegates to be certain that process conforms to requirements. CSEA will be responsible for the conduct of the Local and Unit elections, which in turn will be subject to review by the U.S. Labor Department. Preparation is the key to making certain those election are conducted in a proper and timely manner.

In closing, I would like to quote from “What Unions Do,” which has received excellent reviews and is written by Richard B. Freeman and James T. Medoff, both Harvard Professors. “We favor legal changes that will make it easier to unionize because we believe continued decline in unionization is bad not only for unions and their members but the entire society. Because our research shows that unions do much social good, we believe the ‘union free economy’ desired by some business groups would be a disaster for the country.”

“The Public Sector” notes on a regular basis events about programs contributing to the member as a whole person and in turn notes ongoing projects where our members contribute to their communities. Thus we understand what is meant by “social good.” We basically are a human rights organization. Membership drives and organizing activities, therefore, are more than just drives for numbers — they are the effort to collectively improve society. And when we engage in such membership drives and organizing activities, we should stress the benefits that can be won not just at the bargaining table, but for society as a whole.

CSEA’s membership voter registration program has adopted “CSEA Pride” as its theme. It’s an appropriate theme, for we can all view with a great sense of pride all that CSEA has achieved over the past 75 years. Three-quarters of a century of serving the people who serve the people of New York State is worth celebrating.

I am extremely grateful to the membership of CSEA for their support in my reelection. I shall strive to live up to my obligations to the Union and assist in any way that I can.
Stopping cutback of the public workforce is key

Public Employment. It is one of the fastest growing employment sectors in the country. It is one of the poorest paid fields in which men and women can be employed. It is the one employee group that the general public holds in the lowest esteem. It encumbers one of the largest segments of government expenditures nationwide, as well as down to the smallest municipality. And yet, it is the one segment of our economy that is so severely understaffed that the effects are devastating.

Some of New York State’s most pressing problems are directly impacted by the level of employment in related State departments. The plight of the homeless, mentally unfit and retarded; the sorry state of our State’s infrastructure; and the problems of the incarcerated — especially the imprisoned juveniles — are in the newspapers and on our televisions daily. Where can one place the blame?

I believe that direct client care in our developmental and psychiatric centers has suffered the most. The last five years have seen nearly an 8 percent staff reduction in this area. Certainly, there are less clients in our institutions but, I ask you, where are the severely handicapped and mentally ill. Has the problem disappeared with the reduction of staff? No. The problem has moved from the institutions to the streets.

Although there appears to have been an overall decline in the crime rate, youthful crime remains one of society’s most critical concerns. However, the past five years have seen nearly a 25 percent decrease in juvenile offender direct care staff.

One need not be an engineer to determine that our State and municipal highways and bridges are in sad need of repair and replacement, yet the numbers of public sector employees responsible for the highways continue to dwindle. This workforce has shrunk considerably and many of the crews you see at work on the roads are independent contractors. (Figures indicate that the State workforce has been reduced by 15% since 1978.)

It is important to note that not only has the State and many municipalities simply done away with the jobs of many of our former members, but allow literally thousands of positions to sit vacant while the remaining staff picks up the pieces.

What is the impact in these areas of the decline in the workforces beyond the obvious programmatic deficiencies noted above? Some agencies are spending thousands per month on overtime to provide adequate man power and employees are being pushed to the limit with these excessive amounts of mandatory overtime. Job stresses and tensions are at an all time high. Increased on-the-job injuries are a result of overwork and minimum staff coverage in dangerous situations. Safety and health concerns have taken a back seat to simply “getting the job done.” The services provided by the remaining overworked employees are by necessity declining in quality as well as quantity. Some employees find it impossible to get approved leave thereby creating a potential discipline problems for themselves when they utilize unapproved leave.

Public employment in some of its most important areas is on the decline in New York State. Society at large has pinpointed its priorities, yet the thrust of governmental priorities seems to be failing to coincide. The consequences . . . abuse of the public employee on the job and a further decline in society’s views of the effectiveness of the civil servant.

A major thrust of CSEA must be the filling of vacancies and the restoration of these positions. Overtime costs in our State and local agencies are cheating the taxpayers. Valuable employees are “burning out.”

It is time that officials recognize that increasing the workforce is a worthwhile investment.

Celebrating anniversary on the radio

CSEA’S 75TH ANNIVERSARY and the future of unions were among the topics of discussion on a radio talk show on WLNA in Peekskill on Labor Day. Among the guest speakers was Westchester County Local 860 President Janice McGuiness, left, who is shown here with talk show hostess Annetta Wilson.
Protecting worker rights rests on member solidarity

We have, in practice, used this vehicle to highlight the matters of some significance that have occurred in the Capital Region through the past year. We have attempted to further analyze these matters in respect to any future application and, hopefully, potential benefit. In that perspective, we feel that the challenges we have faced were not unanticipated and that we have successfully addressed these concerns on an immediate basis. Even though there is a belief that we are continuing to move forward to a level of preparedness for dealing with the issues that remain, we cannot feel too comfortable.

The level of our members' involvement in this union has been a paramount concern. Credit must be accorded to our leaders throughout the Capital Region for their achievements in bringing our membership into a role of active participants. There is no more direct or obvious measure of our members' interest and involvement in the business of CSEA than their desire to participate in the selection of the individuals we identify as officers. The Region demonstrated a commitment to bringing our members into this process by generating the highest percentage and largest number of voting members in 1985 Statewide elections. In this respect, we are moving in the right direction and we fully expect to continue this progress.

We have continued to promote the "Information Day" concept as another measure to demonstrate our members' desire to participate in this union. It should not be surprising to find that this concept has generated a higher level of acceptance for CSEA than has ever been witnessed in certain areas. We succeeded in bringing Information Day, for the first time, inside the walls of a maximum security correction facility. The expression from members in recognizing that "CSEA" has an interest in them and some appreciation for their daily frustrations has been returned through their renewed willingness to participate in their union.

Another measure, we believe, of the effort being put forth to "bring our members into the union" is to review the membership reports.

Over this past year, the Region has witnessed an increase in membership that exceeds the net increase in new employees. We think this activity translates into two factors. First, we must be successful in recruiting agency fee payers and non-members into membership. Secondly, these reports suggest an extremely high success rate in bringing new employees into our membership. A factor in this apparent success may be the Employee Orientation Program that we have piloted. While we are continuing to bring agency shop provisions into our contracts at an increasing rate, our thrust must remain to be bringing employees into our membership. Once we have their interest and support only we can lose it. The Region is, therefore, bringing members into the union, and making them active participants.

We are not looking, however, at only that which is currently before us. We were extremely fortunate in bringing our efforts with the administration of the City of Troy School District to bring the American Labor Movement, its history, its achievements, its purpose and, most importantly, to a segment of our youth. Our Region, Local 871, and the School Administration sponsored a labor history contest for Grades 7 and 11, the potential beneficiaries of this program, and we are proud to announce that the first entry, which is currently before us. We were extremely fortunate in bringing our efforts with the administration of the City of Troy School District to bring the American Labor Movement, its history, its achievements, its purpose and, most importantly, to a segment of our youth. Our Region, Local 871, and the School Administration sponsored a labor history contest for Grades 7 and 11, the potential beneficiaries of this program, and we are proud to announce that the first entry, which will be on the slow and steady demise being caused by contracting out of our jobs. We are extremely fortunate in bringing the American Labor Movement, its history, its achievements, its purpose and, most importantly, to a segment of our youth. Our Region, Local 871, and the School Administration sponsored a labor history contest for Grades 7 and 11, the potential beneficiaries of this program, and we are proud to announce that the first entry, which will be presented to the Cap region is in order. While the major strength of organized labor is labor's ability to literally reach into the future and attempt to fashion an impact on America may well provide the most unique opportunity and challenge ever presented to this union. We can fully seize this challenge and succeed by implanting an image of respect and acceptance into the workforce of the 21st century. A failure to capitalize on this program, however, may result in an entire generation being comfortable in a lifestyle that does not recognize organized labor. The assaults against labor in the past few years have been well orchestrated, successful and fashionable. The choice is left to us. We are pleased that President McGowan is supporting this initiative through our international, and, President McEntee, in turn, is equally supportive and assisting this concept as it is currently being reviewed by the AFL-CIO.

The message is clear, we want a strong membership. We can have a strong membership. Our membership is telling us they want to participate. All we have to do is make the effort. "They" won't always come to "us" — we must bring the union to "them." Regardless of the initiatives and improvements that occur at the higher levels of this organization, any potential benefit is likely to be supplanted by a lack of identity and negative opinions unless the union is brought to our membership at the immediate level. There is no acceptable reason to justify a member's lack of knowledge about the union.

Not all is well however. We feel some caution is in order. While the major strength of organized labor must be adamantly protected, i.e., the compensation increases, the health and death benefits and the grievance procedures, we must question whether labor can survive on these grounds. There are activities affecting our collective bargaining responsibilities which we must take active roles in.

We must be cognizant that our obligation to provide fair representation is in far excess of grievance handling alone. We, as trade unionists, have not made a measurable impact on the conditions and structures being caused by contracting out of our jobs. We are witnessing constant efforts to dilute the responsibility and accountability of government. The social conscience of this nation is being turned to the control of profit motivated interests.

CSEA has, as the expression is, come a long way. Let us not rest on our achievements. We must fully recognize that our past success is being undermined and will slip away from us quicker than in the amount of time we expanded gaining the position we hold. We are in a position where we can still successfully react and survive solely from our instincts. Let us not wait until our abilities are obsolete.

Schenectady County workers win 20% in 3-year pact

SCHENECTADY—After 57 bargaining sessions and 10 months without a contract, Schenectady County employees recently ratified a new three-year contract. The agreement will provide a 20 percent compounded salary increase for the 850 CSEA-represented workers of Local 847.

The pact calls for 6 percent salary hikes in the first and second years, and a 6.5 percent pay increase in the final year. The first year's increase will be retroactive to October 1, 1985.

As part of a concerted effort to contain health care insurance costs, the union has agreed to present out-patient treatment services with pre-admission testing. Newly hired employees starting in January will be involved in a three-year insurance buy-in program in which they will make annual decreasing payments into the county's insurance program: 30 percent the first year, 20 percent the second, and 10 percent the third, with the county picking up the full cost in the fourth year.

Employees who work on Thanksgiving Day, Christmas or New Year's Day will be able to receive either holiday pay at the rate of double time with a substitute day off; or triple time pay with no day off.
Successful local unionism dependent on strong leaders

Writing a report for the convention issue usually is a time to reflect back on what the past 12 months have been like. This year, however, I would prefer to ask you to consider looking toward the future and with your cooperation and participation have you think about the unit and local elections that will be occurring in the near future.

Since being elected President of our region, I have seen first-hand what members can accomplish when there is an effective team in place to provide leadership and to give guidance to an involved rank and file. I have never seen a “one-man show” type of local last more than one term, or if it does survive, it is not successful.

Three elements must be present to establish a good local union:

1. a strong local president;
2. an informed, involved group of officers;
3. a participating rank and file membership.

Starting soon after the new year, members will announce their intentions to seek the office of president of their local or unit. I would ask each of these individuals to ask themselves: Am I prepared to give up the time it will take to establish a good local union?

A president must make the time to attend training workshops conducted by the region and the state union. (We are tentatively planning a workshop for new officers during the week of July 28, 1986.) They must schedule meetings on a regular basis with their fellow officers as well as with the local members to allow for an exchange of information and to vote on issues that affect their working conditions.

A president must be prepared to work with the appropriate CSEA staff to establish an effective team to handle grievances and disciplinary actions. They also become, by virtue of election, the official spokesperson for our statewide union at their local level. They must learn the proper mechanics of implementing productive labor/management meetings to deal with daily problems that arise from their respective contracts.

Just reading the huge amount of mail they receive will take a great deal of their time. The important aspect dealing with this form of communication is to identify what is important to their members and then to distribute this information to fellow officers and members.

As you can readily see, one person cannot possibly do all of the tasks that must be done. This is why it is so important to have a team of people to assist the president. The fellow officers must assume part of the never-ending job of dealing on a one-to-one basis with members’ concerns and ongoing dialogue. They must remember at times that they are an extension of their president and therefore a spokesperson also for CSEA. Both the president and the other officers must set aside personal feelings and regardless of whether they supported each other in the election, they are now on the same team and must work together for the benefit of the members. Unless there is this “coming together,” the union will not be an effective one.

There are so many jobs to be done. The treasurer will need help establishing a budget and also in conducting the day-to-day financial actions of the local. A strict new financial code established by the Board of Directors does provide guidance concerning spending limits and has been helpful to locals. (Training for those elected to the position of treasurer will also be offered in July of 1986.)

The local Executive Board must assist the president in establishing a local safety committee that will distribute information and assist the members in achieving a safe working environment.

An active legislative and political action committee can assist with local government negotiations and help the statewide union to put pressure on state and county legislators to pass legislation that is positive for public employees.

There are social events to plan, as well as a committee of members needed to work on membership recruitment.

As you can well see, there are many, many jobs to do, each with its own type of activity and appeal. No one individual, regardless of their desires or abilities, is capable of accomplishing all of the tasks that must be done.

Our region is prepared to assist in working with the local election committees to see that the process is done correctly.

I encourage members to seek office and participate in the process by taking the time to vote.

I pledge support to your new officers once they have been selected and look forward to working with them in establishing an effective local union.

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Printing delays state contracts for ASU members

Copies of new CSEA—state contracts have been mailed to state employees in the CSEA-represented Institutional Services and Operational Services Units, but a printing problem has delayed the mailing of contracts to members of the Administrative Services Unit. Union officials say they hope to complete printing of ASU contracts as quickly as possible and that copies will be mailed to ASU employees as soon as they are available.

Copies of NEW STATE CONTRACT are inspected as they come off the press by Harry McDonough of Boyd Printing Company in Albany.
Past decade brings union new respect, some losses

Ten years ago I assumed the office of Region VI President. Reflecting back on those years, I see accomplishments as well as disappointments. The disappointments are primarily philosophical. Most of us tend to forget that positive things have happened as we become embroiled in the frustrations of daily happenings.

The following is a brief review of the past decade and touches on the major events that occurred and things that need to be addressed in the eyes of this writer.

The first positive move was making the position of Region President full time. This enabled me and my colleagues to get more involved in the everyday business of the union.

Two major complaints ten years ago were the organization's newspaper and the performance of the law firm representing CSEA at the state level. The newspaper did not reflect the interests or problems of the majority of CSEA members, and overall, was a lack-luster publication. The law firm was accused of using CSEA as a training ground for young attorneys who would then move on to other ventures within the firm. We acquired a new law firm and a new publication. Neither of these changes occurred overnight. In fact, they involved long, bitter fights, but the results have been beneficial to CSEA.

Another important step was the move led by Bill McGowan to affiliate with AFSCME, thereby joining the AFL-CIO and the mainstream of the labor movement. Now we should get serious about a similar move within New York State.

During those ten years CSEA has become a real force in the political arena, both in the state and local government. This is so critical because everything that happens to public employees is in some way politically connected.

Two accomplishments which can be linked directly to the CSEA Political Action efforts were the passage of a bill which established a safety law for public employees and revisions of the Taylor Law. These were gained in a combined effort with other public employee unions, of course, but CSEA was a prime force in effecting such legislation.

Another area of progress has been the innovative measures negotiated, into both state and local government contracts.

And long overdue was the formation of a full-time education department within CSEA to better prepare our members and leaders to cope with labor-management problems.

But there has also been disappointments. We lost the 40,000+ PS&T unit of the state employees, and just last year we lost the majority of Suffolk County employees.

Even though we have made some improvements in the Taylor Law, we still cannot withhold services. This is a fundamental right of unions and someday we must acquire that right.

We continue to have internal fiscal problems because we cannot get a consensus on a plan that will ensure adequate revenues to run the union on a long-term basis.

We also seem unable to get the message of our accomplishments to our members. Many of us continue to search for ways to communicate more effectively with the membership, but so far we have not hit on a solution.

CSEA and labor as a whole must eventually come to a point where they plan their future instead of reacting to the latest crisis. The sooner we arrive at that juncture, the better off our membership will be, and ultimately, so will CSEA.

The AFL-CIO recently published a report: "The Changing Situation of Workers and Their Unions." If there is meaningful response to that report, all of labor will benefit. There must be more than a "committee" appointed. Lip service will accomplish nothing — some tough and painful decisions will have to be made to effect needed changes.

Reflecting back, when all else is said, CSEA gained respect on all levels. Such respect must be earned, and CSEA has done just that. I have been privileged to play a role in our evolving union. However, there is so much more to be done. We cannot afford to become complacent and self-satisfied.

Worker harassment in town of Greece

GREECE—The town of Greece has been charged with harassing employees because of grievances they have filed against their supervisors. In addition, the town's commissioner of public workers has been accused of threatening employees with "difficulties" if they did not withdraw their grievances.

According to Debbie Lee, field representative for the town's highway unit of Monroe County Local 828, the commissioner and a supervisor "even took two employees aside, separately and without union representative, and promised that life would be very difficult for them if they did not withdraw their complaints."

Lee has filed an improper practice charge with PERB, and is awaiting a hearing date on the complaint.

Evidently, some supervisors are not aware of the contract or the state's Taylor Law regarding these practices," said Lee. "But we're going to defend the right of public employees to file legitimate grievances whenever and wherever they occur."
BUFFALO—The Olympic flame that burned during the Empire State Games has been extinguished until next year. But the afterglow of the successful event still lingers on for the many volunteers and workers, including CSEA members, who pitched in.

While the 6,000 amateur athletes of New York state were jumping hurdles, diving into pools, spiking volleyball, and in general showing off their skills, an army of volunteers was making sure the scores were kept, that the fields of play were prepared, and that the athletes were properly cared for.

Barbara Christy, Local 602 president at SUNY Buffalo where many of the events were held, volunteered on two fronts. Christy was an usher for the opening ceremonies when 10,000 spectators watched the athletes from across the state file into the SUNY stadium to hear Gov. Mario Cuomo's welcoming remarks.

During hours after work, Christy helped at information booths, passing out maps and giving directions to the many events that were spread about western New York.

Jean Grela, a local 602 member, felt "very good" about being able to be part of the games. She volunteered her time as a ticket taker at the track and field events on Saturday morning, and also at several soccer matches. Grela is a senior stenographer in the anthropology department.

Mary Austin, an employee of the Campus Services Department, also served as a ticket taker, putting in a full day one Saturday.

Preparation for the portion of the games that took place on the SUNY campus were made by members of the SUNY Buffalo maintenance staff, including Larry Aughtry, who helped spruce up the campus to look its best for fans. Staff members also painted and prepared dorms where athletes stayed.

The games were held in Buffalo for the first time after several years of having taken place in Syracuse.

Region VI President Robert L. Lattimer issued a congratulations to CSEA members for their part in making the games a success.

"We thank all CSEA members who so unselfishly gave of their time to make the games happen and prove that public employees are so civic-minded and proud of their community," said Lattimer.

‘Members unselfishly gave of their time to make games happen.’
CELESTE ROSENKRANZ
75 years old, and after
40 years of union activism:
Fire of enthusiasm burning brightly

By Ron Wofford
CSEA Communications Associate

BUFFALO—She's 75-years-old this year, and still going strong. Just like the union she's belonged to for 40 years.

Union activist Celeste Rosenkranz, an honorary lifetime member of Buffalo State Employees Local 003, is proud to share her birthdate with CSEA and is a bit amused that she and her union have reached 75 years together. Both she and CSEA have long lists of credits to their names in behalf of public employees.

"I've never worked without belonging to CSEA," recalls Rosenkranz, who began working for the state Labor Department in September, 1945. "One of my most cherished possessions is the gold honorary lifetime membership card given to me by my local upon my retirement. I carry it with me all the time."

Though retired from state employment, Rosenkranz remains active as parliamentarian for Region VI and statewide CSEA functions. "My services are also available for steward training to locals and units that desire it," she says.

Many people are familiar with Rosenkranz's parliamentary expertise, but in addition she has served as Local 003 president, western conference president and statewide education committee chairwoman. She says her own 40-year membership parallels "a tremendous period of growth and sophistication in CSEA to meet the needs of the membership, which makes me very proud."

Included in her legacy are Writing the first CSEA local officer manual, the first CSEA steward manual, and conducting the first steward training session for Region VI. And she recalls writing a "miniature treatise on Parliamentary Procedure in Action."

Rosenkranz is a familiar figure at board meetings, conferences and conventions, seeing that parliamentary law is followed under Roberts Rules of Order.

"General Counsel Jim Roemer, who I've enjoyed working with, interprets questions involving the CSEA constitution and by-laws, and I guide the chairman on procedural matters at the union's annual delegates meetings. "I'm really looking forward to this year's convention in New York City," she says.

Rosenkranz has plenty of praise for the manner in which CSEA President William L. McCowan has guided CSEA through the past decade. "Bill has always been very concerned with increasing the educational opportunities for the membership," observed the former statewide education committee chairwoman. "And now most members take it for granted. But it was a long, hard fight to get most of the benefits that our members now enjoy."

I've never worked without belonging to CSEA. One of my most cherished possessions is the gold honorary lifetime membership card given to me by my local upon my retirement. I carry it with me all the time.