ALBANY — State employees are again the brunt of bad publicity, this time the result of a Capitol press conference by the state’s chief negotiator who said state workers use sick leave at a rate higher than other state employees across the country.

In remarks that led to statewide news accounts of “widespread” sick leave abuse, Meyer Frucher, director of the Governor’s Office of Employee Relations (GOER), charged that state employees on average use 10.4 of their allotted 13 sick days per year, compared to a national average of seven days per year for all public employees.

Vowing to “crack down” on the alleged abuse, Frucher announced that a GOER task force has recommended that state managers tighten up monitoring of sick leave and begin using contractually available tools to ensure it is used properly.

“Every time we get ready to negotiate, the state holds some kind of press conference designed to cast our members in a bad light,” remarked CSEA President William L. McGowan in response to the state’s action.

“It’s really kind of sick that Frucher has to appoint a state task force to figure out what management’s job is and then has to hold a press conference to announce that managers will now be asked to do their jobs,” he said.

Even worse, at the very same time that the state is attacking its employees for alleged leave abuse, it is continuing to drag its feet on a CSEA proposal to jointly create some 20 day care centers at major employment locations which would drastically reduce absenteeism resulting from last minute child care problems.

“Management loves to get in the newspapers, that’s nothing new.” Mr. McGowan said, “but it is really rotten that at the same time they are publicly blaming state employees about sick leave, they are stalling a proposal that would greatly help to eliminate absenteeism.”

“In response to the state’s allegations, CSEA Communications Director Gary Fryer told reporters that it is unfair to try to compare sick leave use among institutional employees and federal sector workers as Frucher did during the press conference.

“Conditions in state institutions are deplorable,” the CSEA spokesman told one reporter, “and combined with inadequate wages that require many of our members to hold down second jobs to make ends meet, it’s amazing the use of sick leave isn’t higher. Comparing that use of sick leave to the federal sector, which is primarily white collar workers, is a distortion,” he said.

CSEA contracts with the state allow employees to accumulate up to 13 sick days per year. Management has the right to require abuse and it has the right to discipline employees believed to have abused sick leave, but in the current calendar year, for example, sick leave abuse accounted for less than five percent of all the arbitration actions involving state workers.

“With inadequate staff, poor working conditions and its requirements that employees injured on the job must charge the first few days of occupational injury absence to sick leave credits, it’s a wonder that abuses aren’t being used each year,” concluded President McGowan. “This state has a horrible morale problem that only aggravates the problem. It is caused by low wages, poor working conditions, and too damn many managers who will do or say anything to get their names in the newspapers, even at the expense of slandering decent, hard-working state employees.”

NEW YORK CITY — Metropolitan Region II President George Caloumeno has termed the recent murder of a registered nurse while on duty at Kingsboro Psychiatric Center “tragic and inexcusable.”

“Employees in state psychiatric and developmental centers put their lives in danger working in these institutions,” he said. “There is no excuse for allowing the situation in these facilities to reach the point where tragedies like this can occur.”

According to police, R.N. Vera Singh was attacked by a Kingsboro patient wielding a mop handle in the early morning hours of Oct. 31. Mrs. Singh lapsed into a coma and died the next day.

The patient, a 54-year-old man, was arranged on a charge of first degree manslaughter in the beating.

Sources within Kingsboro report that Mrs. Singh and three female therapy aides were on duty at the time of the attack. They were assigned to care for 27 male and female patients on the medical/surgical ward where the attack occurred.

Caloumeno charged that the Kingsboro administration “while perhaps did not violate the letter of the law, certainly violated the spirit of contracts with CSEA in not assigning any male aides to the ward where the murder happened.”

Caloumeno referred to the Institutional Services Unit contract between CSEA and the State which calls on the Department of Mental Hygiene to make “every practicable effort … to have at least one male attendant in attendance” on wards where there are male patients. The contract further notes that “Placement of male attendants will be given higher priority where conditions may be hazardous for female attendants.”

“Given that the patient charged in the murder apparently had a history of violent outbursts, it is clear that there should have been a male therapy aide on duty on the ward,” Caloumeno said.
"Stay Well" Program

ACTING WESTCHESTER COUNTY UNIT President Jerry Barboule,
left, with Program Director Joan Sullivan. The CSEA leader remarked
that he supports it, "100 percent" and noted that even though public
employers are, "service oriented, they seldom provide programs to
benefit their own employees."

SECRETARY TONY DEL BORGO, seated, is credited with playing an important
role in keeping the program running well. He is shown with Mildred Butler who
works in the county's hypertension program.

By Stanley P. Hornak
CSEA Communications Associate

WHITE PLAINS — Kansas, Canada and the 1956
Summer Olympics in Australia all have something
in common — they played a part in the "Stay Well"
program for employees of Westchester County.

Program Director Joan Sullivan explains she was
hired a year ago to set up a program that was a
priority for Health Commissioner Anita Curran. Her
goal was simple: "wellness promotion, risk reduc-
tion." Initially, the focus would be on employees.
Later, it would reach out to the community.

Kansas came into the picture, according to Ms.
Sullivan, when she started, "looking at what was
being done in other parts of the country." The
"Kansas State Model" for a wellness program was
the example she chose, noting the concept is slowly
moving east, having been more established in
the west and midwest.

Canada entered the scene when she started look-
ing for a "lifestyle questionnaire." One developed
in the 1970s by the Canadian government gave her
an idea of what she needed, although she laughs
because it included a question about, "how much
cider do you drink?" which in Canada refers to the
hard stuff, not apple juice.

Lifestyle and family history are considered the
two major factors in determining a person's health.
So the questionnaires would be step No. 1 in helping
people assess their own risk factors and then
develop their own prescription for wellness. Here's
how it works:

Presented in two sessions, the first encounter in-
cludes health screening such as taking blood
pressure, measuring height, weight and skinfold
thickness, vision testing as well as various
laboratory tests and, finally, handing out the
questionnaire. A three-minute heart/lung fitness
test results are also given.

The questionnaire is returned on the follow-up
visit. It provides data on family history in a direct
link-mother, father, grandparents — as well as the
employee's individual medical history. Lifestyle scores such
as cigarette smoking, alcohol and drugs, eating
habits, exercise/activity, stress control and safety
are also covered. Test results are discussed in the
second session and a "prescription for wellness" is
noted. Throughout, the employee's confiden-
tiality is guaranteed.

"Prescriptions" are varied. For example, some
one may "trip out" and be immediately referred to a doctor for further care. Or their risks
factors might indicate they are a future candidate
for a heart attack and better start doing something
about it now, such as getting more exercise, im-
proving their eating habits and stopping smoking.

Here, the "Stay Well" program helps by
providing special activities — particularly
at lunchtime — which include participants entering
self contracts such as, "I AM SERIOUS about
carrying out a Diet/Exercise Program. As part of
the program, I agree to walk a prescribed distance
on my lunch hour three (3) to four (4) times a week.
In addition to attending the weekly sessions."

The 1956 Summer Olympics in Australia enters
the scene in Westchester by way of Gold Medalist
Lou Jones who now works for the county executive.
He's an active volunteer in "Stay Well," and is
currently setting up a "skip rope" exercise
program geared toward people who are limited to
exercising at home because of family respons-
ibilities.

Joan Sullivan talks enthusiastically about
operations, and a random sampling of employees
attests to its success. Employees used words such
as, "great," "wonderful" and "reassuring" to
describe it. Indeed, response has been so
overwhelming that they're booked though the year
and have a waiting list for 1982.

1966 OLYMPICS GOLD MEDALIST Lou Jones (1,600
meter relay) now works for the county ex-
ecutive. He spends his spare time setting up special
exercise programs for his co-workers.

WESTCHESTER gears up for health, fitness

Local 508 pursues grievance against DOT
over forced night work on L.I. Expressway

HAUPPAUGE — A two-week period of forced night shift work
on the Long Island Expressway has ended without incident. But
CSEA says the assignment was
dangerous and a violation of their
contract, and that DOT Local 508
will pursue a grievance if it filed
against the State Department of
Transportation over the situation.

On Oct. 1, the DOT notified the
Local that CSEA members would
be required to work nights for a
two-week period from Oct. 19-30
repairing and sealing cracks and
shaving bumps on the LIE between
the Queens-Nassau border and
Glen Cove Head in Nassau County.

This was a clear-cut violation of
our contract which prohibits night
shifts and changes in work
schedules without the consent of
the employees," said Lou
Mannellino, Local 508 president.

Mannellino said that Local 508
files a grievance after he and other
CSEA leaders met in Albany with
DOT officials over a two-week
period in an unsuccessful attempt
to resolve the dispute. The CSEA
offered to send the dispute to an
impartial arbitrator but DOT
refused, he said.

In addition, Local 508 leaders
told DOT officials they were con-
cerned about the dangers of night
shift work on the accident-plagued
LIE. On Oct. 17, two days before
CSEA crews were to begin night
work, two construction workers for
a subcontractor working on the
LIE at night were injured when a
drunken driver drove onto a clo-
sed section of the Expressway and
collided with their flatbed truck.

Another construction worker had
been critically injured in another
section of the Expressway and
collided with their flatbed truck.

What they made us do was work
four days — Monday to Thursday
with three days off. That's
another violation of the contract," he
said.

Tighe added that there were
other problems with night
work. Since the contract specifies
that there is to be no night work,
many members have second jobs
or are attending school.
Demands for seasonal workers urged

Preparations are nearing completion for the start of contract negotiations between CSEA and the State on behalf of some 110,000 state workers in three major bargaining units represented by CSEA. Formal talks are expected to begin next month to replace present agreements which expire next March 31.

Most members in the bargaining units have already been polled by the union regarding their individual contract demands. Now CSEA is requesting seasonal state employees to list their individual demands for consideration by the CSEA negotiating team.

Seasonal state workers are urged to complete the adjacent demands form and mail it to CSEA President William L. McGowan at the address indicated on the form.

CSEA claims election victory

ALBANY — Although election results were still being tabulated at press time, it appears that CSEA-endorsed candidates fared very well in last Tuesday's elections.

The prison bond issue, which CSEA endorsed, has apparently won approval of the state's voters, though the results are unofficial at this writing.

According to CSEA Director of Political and Legislative Action Bernard Ryan, CSEA-endorsed candidates were "extremely successful" at winning election to local and county posts across the state.

A more detailed report on CSEA's political involvement in last Tuesday's election will be published in the next issue of the Public Sector.
EAP network growing in Region V

ROME — Statewide and regional officials of the Employee Assistance Program (EAP) were encouraged by the excellent turnout of coordinators and committee members who attended the recent Region V network meeting held at Rome Developmental Center.

According to Bob Hill, EAP coordinator at Rome DC, the meeting drew a sizable number of labor and management representatives from facilities throughout the 20-county region, as well as EAP officials from Albany.

"It was a fine meeting. We are making progress and you can sense the growing enthusiasm with each meeting and each new EAP team," Hill said.

The one-day session opened with Tom Reilly, EAP chairperson at Rome DC, introducing Keith Hoffman, director of Rome DC, and Steve Smits, deputy director, who officially welcomed the group.

Jim Moore, Region V president, was also introduced and, along with Jon Premo, president of CSEA Local 422, offered supportive statements and encouragement from the union.

Also attending were James Murphy, statewide EAP director; Robert Challenger, occupational programmer with the NYS Division on Alcoholism and Alcohol Abuse; Mary Ellen Mangino, EAP co-ordinator for the Public Employees Federation; and Stan Watson, EAP representative for CSEA Region V.

The afternoon program was devoted to a theoretical problem situation presented by Gary Holmes, EAP coordinator at Marcy Psychiatric Center.

"I was extremely pleased with the response to the problem case," Watson said. "It gave everyone an opportunity to sharpen skills and gain some valuable ways to handle actual cases they may encounter. Very productive, very useful."

Watson said the next network meeting is set for November 11 at 10 a.m.

Questions & Answers

Applying for SS benefits?

Know the time limits

CSEA members who plan to apply for Social Security benefits are reminded to do so two or three months before they want benefits to begin, or at least as soon as possible after they become eligible.

This is because payments for months before the month the application is made are limited by law. According to a Social Security representative, the rules are:

• For workers and widows and widowers 62 and over: Back payments are limited to no more than six months, but none before the month the person becomes 65 for workers, or 62 for widowed persons and parents.

• Workers under 65 and widows and widowers under 62: In general, no payments can be made for months before the month of application.

• Disabled workers, widows and widowers: Back payments can be made for up to 12 months before the month of application, but not before the sixth full month of disability.

The Social Security spokesperson stressed that people applying for reduced benefits — before 65 for workers and before 62 for survivors — should apply as soon as possible after they become eligible so they will not miss out on any benefits.

More information about back payments and other aspects of Social Security can be obtained at any Social Security office. Check your telephone directory for the address and number of the office nearest you.

Warwick ratifies 3-year pact

WARWICK — A three-year contract, retroactive to July 1, has been ratified by CSEA members of the Warwick Valley Central School District.

Unit President Naomi Kaplan and Collective Bargaining Specialist Manny Vitale led the negotiating team, whose members include Terry Sinsabaugh, Bette Lemay, Marilyn Youngman, Dina Bonanno, Virginia Carr, Regina Foley, Richard Daubert, Robert Paddock, Charles Falsisi and Joe Bonanno.

Wage hikes for salaried and hourly employees are as follows:

Salaried — $500 retroactive to July 1; $500 next Jan. 1; $750 at the start of 1982; and $1,000 on Jan. 1, 1983.

Hourly — 20 cents per hour as of July 1; 20 cents next Jan. 1, 30 cents at the start of 1983; and 40 cents on Jan. 1, 1983.

Increments will be paid when due. Other features include setting up a system to notify unit members of vacancies when they occur during July and August, providing for filing of class grievances, and increased longevity payments.
Local leader wins contracting-out battle

WINGDALE — When the Westchester Developmental Center contracted out a building rehabilitation project a few years ago, Local 432 President Gary Eldridge was "madder than hell," and resolved to do something about the practice of contracting out.

The Westchester facility had taken over a building located on the grounds it shares with Harlem Valley Developmental Center, and hired outside contractors to convert it from a dormitory into administrative offices.

A firm opponent of contracting out, Eldridge believed it made good sense for the center to use its own work force on such projects, and "not some contractors from out of nowhere."

Although the dormitory conversion went ahead as planned, Eldridge spent the next few years arguing the contracting-out issue with administration and in labor-management sessions. So when Westchester Developmental Center recently arranged to take over Building 29 and convert it from a halfway house into a "behavior unit" — an estimated $300,000 project — he was prepared.

"We broke the ice," said Gary Eldridge.

Eldridge succeeded in convincing administration to use the talents and resources of its own people to do the rehabilitation, as well as hire 18 people on a temporary basis to help complete the project. State personnel would oversee construction.

All local people have been hired so far," said Local 432 Vice President Lee Rushford. Eldridge, who is pleased with the way construction is proceeding, adds: "Right now we need jobs, especially with Reaganomics." Both union leaders believe if all goes well, some of the temporary items may be made permanent.

So for the first time at Westchester Developmental Center, work that would have gone to an outside contractor is being done "in-house." Something Eldridge believes is the wave of the future.

"We broke the ice," he muses, while freely admitting that, at times, he "didn't think it would ever come about."

Co-workers set up memorial fund

BATH — A memorial fund to benefit two teen-agers orphaned by a family tragedy has been established by the co-workers of the late Dawn Rumsey in Steuben County.

An apparent murder-suicide by her husband ended in the death of Mrs. Rumsey, a First Vice President of CSEA Steuben County Local 851 and a senior account clerk at the Bath Gas and Electric Unit.

Mrs. Rumsey was remembered as an all-around hard worker by Local President Jim Lindsay.

"She always did her share plus a lot more," said Lindsay, commenting on the active role Mrs. Rumsey took in the union. "She was quite active in union recruitment and was a long-time steward, as well as having chaired our Budget and Social committees."

Region VI President Robert Lattimer said Mrs. Rumsey "was a viable member of the Steuben County Executive Committee."

"The CSEA Employee Assistance Program (EAP) is designed to provide counseling services that will help employees confidentially work out many types of problems," said Lindsay. "This tragedy should serve as incentive for the county and our local to rush the program into place."

Suspended MHTA reinstated with back pay

NEW YORK CITY — Citing "a lack of credible evidence" to prove client neglect charges, an arbitrator has ordered Manhattan Developmental Center (MDC) to reinstate MDC Local 443 member Cornell Yarbrough and grant him wages lost as a result of his suspension.

The arbitrator's award should end the problems Yarbrough, a mental health therapy aide, has had to face since June when a client in his care fell and cut his head.

Yarbrough was served with a Notice of Discipline charging him with client neglect and alleging that his official statement regarding the incident "was medically inconsistent with the incident facts and circumstances."

The state suspended Yarbrough without pay and sought termination of his services as penalty.

In addition to being brought up on charges by the state, Yarbrough, while at work, was arrested by the New York City Police Department and charged with assault of the client who cut his head.

According to MDC Local 443 president Jackie Battle, Yarbrough was subjected to "this harassment because the client's family is politically active."

"They pressured the administration to go after Yarbrough," Battle said. "And it was the client's brother who brought the assault charges against him."

The assault charges were quickly dropped for lack of evidence, but the state pursued its charges against Yarbrough. a nine-year state employee, through arbitration.

In arguments before the arbitrator the state relied primarily on the testimony of an investigator and the physician who treated the client.

Noting the absence of an investigative report and even investigative notes, the arbitrator found "contradictory facts" in the investigator's testimony and termed the testimony "hazy and at best speculative."

The physician testified that the injury to client's head was "probably caused by a blunt instrument," but the arbitrator found that the records made at the time of treatment made no reference to the cause of injury. The arbitrator described the physician's testimony as "stretching the imagination to the point of no return."

In spite of his ordeal, Yarbrough is not bitter.

"I'm just glad it's all behind us now," he said. "I was never brought up on charges before and I've always tried to be a model employee. I really love working with the clients here."
American Red Cross cites Wendy Buck

Honor courageous CSEA member for life-saving actions

Syracuse therapy aide is acquitted of charges

Ten earn awards in October for ideas
Change in Consumer Price Index would seriously affect union members

ALBANY — A change in the way the government's inflation yardstick, the Consumer Price Index (CPI), is calculated will directly affect an estimated 90 million Americans whose incomes and benefits are tied to the index.

The government proposes to "lower" the inflation rate by changing the way the CPI treats housing costs. Under the plan, increases in the cost of houses and home mortgage rates would not be calculated into the CPI directly.

Instead, a "rental equivalent" measure would be used to approximate the cost of maintaining shelter.

The Bureau of Labor Statistics, which calculates and announces the monthly price index, proposes to officially institute the change in 1983. Because housing costs and mortgage rates have been skyrocketing, the result is expected to be a substantial lowering of the inflation index figures released monthly.

"Although this announcement won't have any immediate effect on our current contracts, it does have serious implications for upcoming negotiations."

—CSEA President William L. McGowan

When the government announcement was made in the closing days of October, labor groups immediately criticized the plan. AFL-CIO President Lane Kirkland said the plan would artificially lower the announced inflation rate without any real economic gains.

"Since the administration's anti-inflation program is clearly not working, the administration is seeking a new solution — change the method of computing the index,"

Kirkland said.

OMRDD directors to receive overtime

ALBANY — Responding to petitions by CSEA, the state's Director of the Budget has declared that community residence directors and assistant directors in the Office of Mental Retardation and Developmental Disabilities (OMRDD) are again eligible to be paid for overtime.

The recent decision reversed the Division of Budget's ruling of last spring which denied overtime pay to the scores of grade 13 directors and grade 11 assistant directors working on a three-shift model in state-operated community residences for mentally retarded clients.

"Members in these positions are frequently called upon to work overtime hours," explained a CSEA Research Department staffer. "So we did our homework and asked the law firm to file a petition with the Division of Budget as soon as the overtime denial came down earlier this year."

He added that OMRDD had joined CSEA in requesting the overtime eligibility, indicating that the denial was not in the interest of the agency in its implementation of the community residence program.

10 at Bronx Developmental receive almost $70,000

NEW YORK CITY — The second part of a grievance filed against Bronx Developmental Center (BDC) has been settled, resulting in a payment of nearly $70,000 in previously denied overtime pay to ten BDC employees, members of CSEA Local 401.

The local filed the grievance on behalf of directors and assistant directors of state-run community agencies for mentally retarded and mental hygiene therapy aides (MHTA) who were assigned to supervise clients in community residences around-the-clock.

The first part of the grievance was settled six months ago at the first step, MHTA's received more than $73,000 as a result of the settlement.

The settlement of the second part of the grievance applies to the ten directors and assistant directors who were on the BDC payroll as of August 21, 1981.

In expressing his pleasure over the local's success in winning more than $140,000 in previously denied overtime pay, Metropolitan Region II President George Caloumeno noted, "the members of Local 401 are continuing to receive effective representation during the difficult period of trusteeship."
HAUPPAUGE — Some 300 people turned out last month for the open house marking Region I’s new, expanded headquarters, centrally located in the Hauppauge Atrium Building, 300 Vanderbilt Motor Parkway.

Attending were CSEA officers, members and staff and many local and state politicians, as well as administrators from various mental health facilities. Among the more prominent figures were state Assembly Speaker Stanley Fink

CSEA President L. McGowan installed the regional officers, and refreshments were served.

“We now have adequate facilities to serve our members, and we received a very positive response,” said one staffer.

The office has two telephone lines: (516) 273-2280 and (516) 435-0962.

LIGHTING THE WAY — Region I President Danny Donohue lights the ever-present cigar of CSEA statewide President William L. McGowan at Region I’s recent open house.

HAUPPAUGE — Visitors mill around the new regional office.

THE CROWD — Visitors mill around the new regional office.

THE OFFICE CREW — The women who keep the office running are, from left, Chris Gagne, secretary; Toni Soucie, assistant office supervisor; Lilly Gioia, office supervisor; and Liz Goulding, receptionist.
CORRECTIONS DEPARTMENTAL MEETING — CSEA President William McGowan, left, Board Representative Sue Crawford and Wallkill Local 182 President Rose Marcinkowski discussed such issues as the proposed $500 million prison bond issue, staff orientation, security for non-civilian personnel, and the need to continue lobbying for the $50,000 death benefit for civilian employees.

McGowan warns union members

KIAMESHA LAKE — CSEA President William L. McGowan has warned union representatives from state mental health facilities to prepare for more threatened closings of state hospitals and hard times in upcoming state contract negotiations.

Speaking before CSEA Delegates representing members employed by the state’s Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD), the union president said, “We have to fight together to get what we want. You can’t sit back and say, ’McGowan, I want this and I want that.’ You have to say, ’We want this and we want that and we are ready to fight to get it.’”

The warning was delivered at OMH and OMRDD departmental meetings held here as part of CSEA’s 71st annual delegates meeting.

Reaganomics and the cutbacks in federal spending it requires are a major part of the problem confronting mental health workers across the country, McGowan said. Cutbacks in federal funding create a climate for increased talk about closing facilities. Cuts also put pressure on state treasuries that lead to claims of financial restrictions on collective bargaining.

Adding to this problem is a lack of understanding among the public about the role of public workers. “They say we’re lazy, they say they don’t need us, but then they say we can’t have the right to strike,” the CSEA leader told the delegates. “If we’re so easy to replace, then why can’t we have the right to strike? It can’t be both ways,” he concluded.

With federal budget cuts impacting upon state revenues and the continuing poor image of public workers, McGowan predicted tough negotiations with the state for a new contract. Current CSEA contracts with the state expire on March 30, 1982.

MENTAL HYGIENE LOCAL PRESIDENTS met and moved that their group become an “official watchdog committee within CSEA.” They also put out a call for state labor/management meetings which included representatives from both the offices of Mental Hygiene as well as Mental Retardation and Developmental Disabilities. The group is led by, from left, Chairman Danny Donohue, Vice Chairperson Eva Katz and Secretary Wanda Lubinski.

PROVIDING INFORMATION about how EAP can help resolve a personal crisis, JoAnne DeLong, left, comforts Ruth Pelletier.

MENTAL HEALTH PLAYERS perform a work situation to illustrate how personal problems can overflow into the job. Bob Heilig, in this scene, is reprimanding his stenographer, played by Ruth Pelletier.

EAP program stirs audience

There were numerous informational and educational programs conducted for delegates throughout the recent 71st Annual Delegates Meeting, most of them very well attended and received. Probably none, however, generated as much audience participation and involvement as the one dealing with the CSEA Employee Assistance Program (EAP).

A vignette on how personal problems can affect work performance, leading to more difficulties, captured the audience’s imagination and led to active involvement in the presentation by many in the audience.

Credit for firing up this particular audience must go to the members of the Utica/Marcy Psychiatric Centers Mental Health Players, who performed the vignette as part of the overall presentation on EAP by EAP Director James Murphy and EAP Program Assistant Katrinka Broadway.

The Players are all employees of the Utica and Marcy Psychiatric Centers who volunteer their services to perform before a wide variety of public audiences.

The group performs without charge, and information may be obtained by contacting Wayne Robinson, Education and Training Unit, Utica Psychiatric Center, 1213 Court Street, Utica, New York 13502.

The Public Sector Friday, November 6, 1981


Delegates Meeting highly successful

Alarming accident rate is cause for committee concern

Kiamiesha Lake - An increasing accident rate among state employees was one of the issues highlighted by a CSEA statewide Safety Committee during a workshop and open forum at the Delegates Convention here.

The committee expressed concern over a recent report from the State Comptroller's Office about the rise in accidents, noting that "despite a decrease in the size of the state workforce, the accident rate for state employees has risen during this period."

The comptroller's report indicates that since 1970 the number of work-related accidents among state employees has nearly doubled, from 17,000 to about 32,000 for the fiscal year of 1979. The death rate for workers employed at the private workplace in the 1970s, the report indicates, is "among the highest in the country." The report noted that the state's pension fund has increased six-fold, to $36 million, "despite a six-fold increase in the number of accidents, noting that "despite a decrease in the size of the state workforce, the accident rate for state employees has risen during this period."

SAFETY COMMITTEE MEETING was conducted under the leadership of, from left, CSEA Safety Coordinator Netsr Carlson, committee chairman Frank Fajeryuk, and Arthur Laving of Local 102.

Tarmey attends 33rd convention

They honored him with a "Salute Richard A. Tarmey Night" program during CSEA's 33rd Annual convention meeting at Kiamiesha Lake, and it certainly was an appropriate gesture.

Dick Tarmey has been coming to CSEA conventions since 1949 - and more than many of the 1,400 delegates attending this one have lived - and at this year's meeting marked his 32nd consecutive CSEA convention as delegate or in an official capacity.

The Amsterdam, New York native a long-time union activist, having served seven terms as president of the Montgomery County CSEA local, and as local representative for 14 years. He has held statewide vice president positions and served on numerous statewide union committees as member and chairperson. Dick has served as a member or chairperson of the standing convention committee for the past decade.

He and his wife, the former Edith Hartnell, are the parents of two daughters.

Regional Trial boards replaced by statewide judicial board concept

Kiamiesha Lake - After much debate, the 1,400 members attending the annual delegate meeting here, on the present regional trial board structure, adopted their own trial board.

This was, in fact, an extension of the overall board, commonly referred to as the "judicial package," was sponsored by the influential and by-laws committee with the hopes of merging a more important and less costly hearing for accrued members and for those placed in the statewide jurisdiction.

The Judicial Board will consist of eight members - one appointed by each of the six CSEA regional presidents and two appointed by the statewide president. Under the new structure, the regional president appointed his own trial board.

This often results in a costly duplication of effort, the committee reported, since a CSEA Board of Directors committee was appointed to hear the case as well.

According to the report, the new board is embedded with the power to hear, investigate and determine, all charges against members, misconduct and election questions concerning conduct certification.

Upon substantiation of the charges, the board "may rule on incapacity, membership, and unbecoming conduct of members," among other actions.

Delegates Meeting highly successful

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The Judicial Board will consist of eight members - one appointed by each of the six CSEA regional presidents and two appointed by the statewide president. Under the new structure, the regional president appointed his own trial board.

This often results in a costly duplication of effort, the committee reported, since a CSEA Board of Directors committee was appointed to hear the case as well.

According to the report, the new board is embedded with the power to hear, investigate and determine, all charges against members, misconduct and election questions concerning conduct certification.

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Upon substantiation of the charges, the board "may rule on incapacity, membership, and unbecoming conduct of members," among other actions.
KIAMESHA LAKE — What started as a small-scale jogger run blossomed into a high-spirited, competitive fundraiser with Region V’s Roger Kane leading the pack with a time of 21.24 minutes.

A record-breaking $1,919.60 was raised in pledges for PEOPLE, the political action arm of AFSCME, coordinator Ramona Gallagher noted. This was the first time a jogger run was held to raise money for political action.

Kane, a collective bargaining specialist who doubles as a marathon runner, smiled as he walked away from the 3.2 mile run. “It was like a warm up,” he said, wryly.

CSEA Administrative Director of Member Services Thomas Whitney and CSEA attorney James Roemer were neck-in-neck, vying for second place in the run. Whitney scraped by with a time of 23.41 minutes as Roemer placed third at 23.42 minutes.

In the women’s division; Penny Bush of Wyoming County came in first with a time of 31.18 minutes. All of the 26 participants crossed the finish line in less than an hour.

Statewide PEOPLE Coordinator Ramona Gallagher was overjoyed at the response. “It far exceeded anything I anticipated,” she exclaimed, noting she was “apprehensive at first.”

Gallagher foresees jogger runs as a major money-maker of the future. The PEOPLE Fun Run is proof, she said, that fundraising can be exciting, as well as beneficial to all involved.

ROGER KANE bolts across the finish line to place first in the 3.2 mile PEOPLE Fun Run. His time was 21.24 minutes.

**PATCO’s Furman blasts Reagan for broken promises**

“We asked for a survivable occupation. We got lip service and broken promises.”

KIAMESHA LAKE — CSEA delegates passed the hat for contributions following an address by an official of the Professional Air Traffic Controllers Organization (PATCO).

PATCO Regional Vice President Michael Furman read to the delegates a copy of a letter written to PATCO President Robert Poli by then–presidential candidate Ronald Reagan, in which Reagan pleaded to “work closely to bring about a spirit of cooperation” between the presidency and the air traffic controllers, adding that “such harmony can and must exist” if we’re to restore people’s confidence.

“He has the Reagan administration honored its pledge?” Furman asked rhetorically. “Firing 11,500 men and women, jailing the leadership, fining the union millions of dollars and refusing to negotiate does little to restore confidence and bring about harmony.”

The PATCO official cited a history of problems faced by the air traffic controllers, saying “for almost 14 years our pleas for relief have fallen on deaf ears. We asked for a survivable occupation. We got lip service and broken promises.”

Furman pointed out that “PATCO’s very survival now comes down to one thing: dollars. Will we lose this strike because we have no money? Will labor sit back and watch us be disemboweled?”

“No meaningful labor improvement has ever been won without an historic battle;” he declared. “I prevail upon you, come to our aid in our hour of need. If you allow it to happen to us, it can happen to everyone.”

**AFSCME director urges delegates to unite, ‘think hard’ about Reagonomics**

KIAMESHA LAKE — Warnings of the consequences of Reagonomics and rallying cries for unity were delivered to CSEA delegates by AFSCME’s District Council 37 Executive Director Victor Gotbaum.

He framed his remarks during CSEA’s 71st Annual Delegate Meeting against a background of public disdain for public servants.

“The growth in the public sector has been incredible despite Reagan and despite Proposition 13 and Proposition 2½. We’re now 16 percent of the entire manpower of the United States, the largest single group of workers in the manpower picture.” Gotbaum pointed out. Why? Because the American people demanded it, because they insisted on those services.

“Yet at the same time, they demean the hell out of us; they make us the whipping boys. They throw out rhetoric, verbal garbage and cheap shots — but they need us.”

During his strong exhortations about the Reagan administration’s policies, Gotbaum urged the delegates to “think hard. In the modern history of democracy, no head of state has ever fired 12,000 people, destroyed a union and killed collective bargaining as Reagan has. This isn’t a soap opera; it’s real,” he declared, referring to the government’s reaction to the air traffic controllers strike.

While saying that he didn’t quarrel with “honest conservatism and honest Republicans or with those wishing for diminishment of excesses,” he warned that Reagan is “trying to destroy the very fabric, the very reason for government. He’s doing the very opposite of what government is all about and what we’re all about.”

Gotbaum ended his remarks to the delegates with a plea for unity and cooperation, saying he was speaking as a “brother unionist under the AFSCME banner.

“All of us together make up 363,000 members,” he told the group. That number is meaningful, important. Together, we would make up the 15th largest union in the nation.”

But he pointed out that power “isn’t just numbers. Power is our working together, our meeting of minds. Your contract and ours are interwoven. Our bread and butter is dependent on our working together.”

Gotbaum urged that CSEA and DC 37 members work together to “make the profession we’re in have meaning.”

“Government must be for all people. Representative government cannot be selective. A democracy that turns its back on some people turns its back on all people. Our purpose is monumental, and the job ahead of us is incredible,” he concluded.
Veteran and rookie combine to provide quality leadership

By Daniel X. Campbell
CSEA Communications Associate

SCHENECTADY — They are, in many respects, the extremes of the leadership of the Schenectady County CSEA Local.

Frank Tomecko, a highway worker, an 11-year veteran of county labor battles, used to hard manual labor; accustomed, until recently, to serving as second-in-command of the Schenectady County Local under the guidance of Alfred Farone, and now local president. The new mantle of leadership rests with the young, but solidly experienced, former CSEA Field Representative Charles Scott, who was recently propelled into a leadership position in the county library unit. Scott, 34, a six-year member of CSEA, propelled himself into the leadership position in the county library unit. He is a professional employee, skilled in scholarly research, but not used to the roughness of the public sector bargaining table. His first six months of leadership have not all been smooth.

The highway worker and the librarian — both are solidly behind their union for an array of reasons.

"The highway joined CSEA in 1970," Tomecko explained. "We needed something to stand between the highway workers, highway management and the politicians. CSEA wasn't the union it is today. We couldn't bargain. We had to meet and confer, lobby and play politics just to get the work week changed from 48 to 40 hours per week. And it was tough."

The labor veteran went through a litany of problems which existed in the County Highway Department when CSEA first came on the scene. "We worked for $1.75 per hour for 40, 46, even 60 hours per week and no overtime. The bosses would take care of their friends, but if you came from the wrong street, forget it. When they needed you, in the rain, the snow, the freezing cold, they worked you. When you needed them in the good weather, they didn't need you! So we joined CSEA to help us fight management."

Mæland was quick to draw a parallel between the needs of the laborers and the skilled employees in the library unit. "The professional employees are realizing, slowly but surely, that they need a union for fairness. They need something to protect them and to insure fairness."

Both praised CSEA participation in the recent Solidarity Day demonstration and hoped that it would have some impact on the economic scene. "Oh, we'll still have battles to fight, we'll still have to stand together," Tomecko growled, "The new highway employees are the same. They don't know or care about the sacrifices the old employees had to make to win a better salary; a good grievance procedure. They don't realize until they get into trouble how important the union is."

Both leaders were impressed with the CSEA superstructure of units, locals, regions and headquarters, each helping the needs of the other. "I've had five different field representatives in ten years. Each one was good, but now if I can't get my field representative, I can call the region and get the information I need," Tomecko said.

Mæland noted that she was still getting used to the complex interrelationships but she stressed, "It's great being able to call on an experienced leader or a field representative and get the information you need plus some personal advice and even a little pep talk.

BENEFIT OF HIS EXPERIENCE in union battles with management is shared by Frank Tomecko with Inger Mæland, a relative newcomer to the complex world of union leadership, and even some of the members, were still under the impression that somehow the contract was management's gift to them, that the union had very little to do or say about the employees' salary, working conditions and benefits.

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**Plattsburgh EAP program operational**

Union, management view program as a positive aid for employee problems

**PLATTSBURGH —** CSEA members at Plattsburgh State University College now have an Employee Assistance Program to help them with personal problems that otherwise could cost them their jobs.

The CSEA-EAP has gone into effect following the signing of an agreement by Acting College President Dr. Jerome Supple and Elizabeth Lennon, president of the Plattsburgh SUNY-CSEA Local.

Employees at the college can receive counseling to help them with personal problems which are also affecting their public sector job performance.

Dr. David Bedworth, Assistant Professor of Health Education at the college, has been named coordinator of the program. "The time is right for any kind of health promotion package," Bedworth said in a recent interview with the "Plattsburgh Press" concerning the establishment of the CSEA-EAP program concept in the north country educational center. "Health costs have been skyrocketing for too long. Given the state of the national economy, the professor of Health Education noted that the push is on by business and other organizations involved with costs to catch problems of their workers or members early before they turn into far more costly problems.

"EAP programs have "a snowballing positive effect," according to the new EAP coordinator, through reducing health costs to both the employee and employer and by helping the employee to maintain productivity. "We tend to think of health as the absence of disease rather than as the degree of someone's effectiveness," the professor said. "The healthier people are, the better performance they'll have, the more effective they'll be."

Betty Lennon, president of Local 812, says she has tremendous faith in the EAP concept and is proud to have aided in having this program established at the SUNY Plattsburgh facility.

Lennon explained that some college employees may be experiencing personal problems that are affecting their job performance and threatening their personal lives as well as their public employment situation. This voluntary program can help the employee and the employer solve a problem which is hurting both. "This program can help my members and help management," Lennon said.

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**SUNY PLATTSBURGH EAP SIGNED** — It's smiles all around at the signing of an Employee Assistance Program covering employees at SUNY Plattsburgh. From left are CSEA Field Representative Charles Scott, EAP Coordinator Dr. David Bedworth, Director of Personnel C. Victor Ovalle, Vice President for Finance and Management Bernard J. Seawell, and, seated, Acting SUNY Plattsburgh President Dr. Jerome Supple and CSEA Local President Betty Lennon.

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**THE PUBLIC SECTOR, Friday, November 6, 1981**
Employee Assistance Program

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. “Staff Profiles” is an informational series designed to acquaint members with staff departments and personnel.

ALBANY — Jim Murphy answered the phone in his office. On the other end, a woman was crying.

“IT wasn’t clear what her crisis was, but it was clear she was under a lot of emotional stress,” said Murphy about the woman, a CSEA member who works in the Empire State Plaza.

No matter what her crisis — personal, family, medical, psychological, legal, financial, or related to alcohol or drugs — the woman would be on her way to getting help in a matter of minutes.

That’s because she had called the Crisis Hotline of one of CSEA’s most innovative programs — the Employee Assistance Program. EAP is set up to help troubled state workers find guidance and counseling in their own communities for problems that may hurt their health, family life, and ultimately their job performance.

We want to help improve the quality of life for workers in the public sector,” says Murphy, statewide EAP Project Director. “The bottom line is to save lives and to save jobs. We have resources available for just about any problem. That’s the key — hooking the worker into a service in his or her community.

EAP is geared toward helping employees of any age, job title or salary. “All of us, as people and as workers, are susceptible to illness or other problems in our daily lives,” says Murphy. “EAP deals with those individuals who find they can’t cope with these problems, with the stresses of the fast-paced, complex world we live in. And our program extends not only to CSEA members, but to their families as well.”

According to Murphy, the stresses and strains many workers face show no signs of ebbing:

“A support system that’s confidential, that’s voluntary and with no strings attached — like EAP — is really essential at the workplace,” he says. “This is by no means a passing phenomenon. The concept of health maintenance and awareness on the job is one that’s opening up. In support of and endorsing EAP, President McGowan is really on the cutting edge of a new frontier.”

Murphy, a former EAP representative in Region IV who holds degrees in health education and nursing, is employed by CSEA through a three-year grant from CSEA, the Governor’s Office of Employee Relations, and the state Division of Alcoholism and Alcohol Abuse.

EAP began as a pilot project in Region III in 1976. Since then, EAP programs have been established in more than 100 of CSEA’s 315 state locals, and have enjoyed support from the regional presidents.

“Every week we introduce EAP to two or three more locals,” says Murphy. “Eventually, I’d like to see all of the state locals have access to our program, and I’d like to see it expanded to counties, municipalities and school districts.”

So far, both workers and their bosses have been receptive to EAP.

“Where local programs have been implemented, there is a definite tendency on the part of the employer to use the program,” said Murphy. “Rather than take disciplinary action against an employee who is consistently late or whose output has decreased suddenly, the employer is now asking if the employee has problems, and if so, recommending the EAP route.”

But employees are strongly encouraged to use EAP on their own before a problem begins to affect their work and before their jobs are on the line.

Says Murphy: “Early identification of problems and self-referral — these are the keys. The earlier we intervene in any problem, the greater the chances of recovery. Problems never get better if left unattended.”

Murphy stresses the voluntary nature of EAP. “No member can be coerced into participating against his will,” he says.

Through the EAP network, an employee can receive help almost immediately by going through one of several channels. Local EAP programs consist of a joint committee of labor and management representatives. Both decide on an Employee Assistance Coordinator — a neutral employee who will serve as an advisor to troubled co-workers and as a link to helpful community resources. The coordinator is a key person in making EAP work.

“The coordinator must be a strong and a caring person,” said Murphy, “and must maintain confidentiality at all times.”

In addition to the EAP coordinators, who are based in each local, there is one Employee Assistance Representative based in each CSEA region. These representatives assist the local presidents in setting up EAP programs in accordance with regional guidelines, and also help choose and train the EAP coordinators.

An employee can arrange an interview with the coordinator at any time, or may ask a shop steward or supervisor to arrange an appointment with the coordinator. Employees may also call the toll-free EAP Hotline at 1-800-342-3565.

According to Murphy, there have been approximately 12,000 referrals since EAP got off the ground. Of these 29 percent concerned family illness; 28 percent were related to emotional problems; 26 percent were alcohol- or drug-related; 18 percent were financial in nature; and four percent covered other problems (legal, career, etc.).

In addition, 56 percent were self-referrals; 25 percent were referred by supervisors; 12 percent were referred by personnel; and seven percent were referred through the union (shop stewards or Hotline).

The recovery rate for employees who use EAP is 70 to 80 percent. Murphy estimates, “EAP has the capacity to reduce absenteeism, overtime, lateness and any accidents that may be due to personal suffering,” he says.
POUGHKEEPSIE — Next to dollars and cents, perhaps the foremost issue facing today's worker is health care. Staggering hospital costs — and rising insurance rates — are hitting pocketbooks like never before. More and more, emphasis is turning to preventive care, and Health Maintenance Organizations (HMO) are springing up.

Take the example of Dutchess County, for instance. In 1979, the chairman of the county legislature appointed a special task force to study the issue of health care. It was made up of people from different community groups, and included union representatives. Jim Lennon, late president of Region III, designated Local 814 President Ellis Adams to represent CSEA.

The task force did its homework, and in December 1980 received a $75,000 federal grant to study the feasibility of setting up a HMO in Dutchess County. It also elected from its ranks a governing Board of Directors which included Adams. The target population would be approximately 95,000 people who are employed in non-agricultural industries. Public employees make up 23,000 of this number and are its largest group, followed closely by 20,000 workers at IBM, the mid-Hudson Valley's largest private employer.

HMO Plan Administrator Philip Price recently sat down with Adams and Region III Director Tom Luposello to give them a progress report. He expects the feasibility study to be finished by June, and anticipates the program will be ready to begin in the early part of 1983.

Price explained that a health maintenance organization is meant to be "an option ... an alternative ... an added dimension of services not otherwise provided by current plans," and cites as examples similar operations in Albany and White Plains.

Basically, the HMO combines insurance coverage with health care delivery, with an emphasis on both primary care and preventive medicine. The group will hire its own doctors and contract with specialists, and expects to be centrally located.

"All elements come under management," says Price, "and we're not going to skimp on care." Such emphasis results in a 20-percent cut in the hospitalization rate because potential health problems are usually uncovered earlier.

Although a benefits package has not yet been assembled, Price sees it as "a more cost-effective approach, providing more services per money spent." Individual employees would have the opportunity of paying the extra difference (if any) in insurance premiums for getting extra medical services. Families would be covered, too.

CSEA's Adams says he is committed to making "my members aware the option is available" and thinks it will be "attractive" to them. And County Executive Lucille Patterson says, "Should our successor contract with our CSEA employees contain the HMO option, the county will happily implement that option."

AUBURN — Cayuga County leadership came under fire recently when representatives of the Cayuga County Unit of CSEA accused the county management of poor judgment when it rejected a union proposal that could, by county-estimated figures, save taxpayers a substantial amount each year in health insurance payments.

In a press conference, representatives of the union outlined the most recent proposal to county officials. According to available figures, the union says Cayuga County could save more than $100,000 and also bring the majority of county employees — those hired before June 21, 1977 — under a new health insurance plan already in effect for non-bargaining unit employees.

Mike Pisciotti, spokesman for the county employees in the bargaining unit, contends Cayuga County will lose more than $9,000 a month by not taking advantage of the lower rates being offered by the proposed health insurance plan.

"Our figures are probably conservative, yet show the county is throwing away nine dollars a month for singles and $26 per month for married employees. Multiply by the number of employees that could be properly covered and it comes to something in excess of $9,000 per month and more than $100,000 per year," said Pisciotti. "That is a lot of money that could be put back in taxpayer pockets. Either the county legislators have not been given all the facts and figures, or know what the plan can mean in terms of savings and choose not to make the right decision."

ELLIS ADAMS, Local 814 President

LOCAL 435 INSTALLATION — Region V President Jim Moore, right, discusses union responsibilities with newly installed officers at Hutchings Psychiatric Center. From left, seated, are Pat Herbert, treasurer, and Ann Frank, recording secretary. From left, standing, are Steve Lee, president; Mary Hrab, delegate; Sharon Conner, vice president; Betty Knickerbocker, past president; and Tom Webb, delegate. Also installed, but not present for photo session, were Mary Dixon, institutional representative; Tom Connor, operational representative; and Linda Brooks, alternate delegate.
Southern leaders confer

'1981... a new era, we must set priorities, look at every program.'

GOSHEN — A congressman, two assemblymen, a county executive and members of the county legislature sat down at a legislative breakfast with CSEA members here recently.

The newly-revitalized Orange County political action committee was host to Rep. Ben Gilman—26th district, County Executive Louis Heimbach, Assemblyman Bill Larkin—97th district, and Assemblyman Ray Kisor—98th district.

Region III President Ray O'Connor sounded the keynote in opening remarks when he said, "Everyone has a right to protect their interests." He explained that by sitting down together, "We want to know how we can help you, and by the same measure we want to protect the jobs of our people."

Congressman Gilman offered the union his "congratulations on Solidarity Day" and noted that he welcomed "more opportunities to get together with local civil service employees."

"You're not that removed from the Washington scene." He made a special point of emphasizing that "no one presently receiving (social security) benefits will be hurt."

Emphasizing "both of us need each other," County Executive Heimbach expressed the hope that "time to time, management and labor can get together like this."

Assemblyman Larkin remarked, "1981 started a new era ... we must set priorities ... look at every program ..." Ray Kisor emphasized a close working relationship with CSEA and admitted to feeling "a special kinship here." He also discussed a wide range of issues from pension supplementation to the prison bond issue.

Region III PAC Chairman Carmine DiBattiste summed up the event simply. "This is the forum that can change opinions."

CALL US toll-free 1-800-342-342-

CSEA INFOLINE 1-800-342-2027

A referral service when you need CSEA's help but don't know how to put your union to work for you.

CSEA SAFETY HOTLINE 1-800-342-4824

The number to call when you encounter a safety or health problem on the job.

CSEA EMPLOYEE ASSISTANCE PROGRAM 1-800-342-3565

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Join your neighbors and take an active part in protecting the block you live on. And if your community doesn't have a block-watch program—start one! Call your local police and find out how. And help me, McGruff!... 

TAKE A BITE OUT OF CRIME™

Covering employees at the Central Islip Psychiatric Center and Pilgrim Psychiatric Center. Seated from left are Central Islip Local President Anne Reissig and Celia Hastings, president of the library board of trustees. Standing are Unit Secretary/Treasurer Marjorie Bigotti, Vice President Barbara Downs, and Suffolk CSEA Local President Charles Novo.

EMPLOYEE ASSISTANCE PROGRAM policy statements have been signed covering employees at the Central Islip Psychiatric Center and Pilgrim Psychiatric Center. Seated from left are Central Islip Local President George Donovan and Pilgrim Local President Joe Noya. Standing are EAP Project Director Jim Murphy and EAP Representative Maureen Duggan.

CONTRACT SIGNING at the Patchogue-Medford Library brings smiles all around. Seated from left are CSEA Unit President Anne Reissig and Celia Hastings, president of the library board of trustees. Standing are Unit Secretary/Treasurer Marjorie Bigotti, Vice President Barbara Downs, and Suffolk CSEA Local President Charles Novo.

STATE JOB CALENDAR

THE PUBLIC SECTOR, Friday, November 6, 1981
The following list of optometrists are authorized to provide services under the new CSEA Vision Care Benefit plan. Effective Nov. 1, free eye exams and eyeglasses will be available to eligible state employees (and their dependents) in the Administrative, Institutional and Operational units.

CSEA has carefully screened the following optometrists, whose training includes college plus four years of graduate study. A doctor selected from this panel guarantees the Vision Care voucher will be accepted as payment in full for the exam as well as the eyeglass prescription.

### Members are required to enroll in the program first, and then obtain a voucher which is good for up to 45 days.

### REGION I

| NASSAU (PRIVATE PRACTITIONERS) | HEMPSTEAD (11550) | Dr. Neil Falasca |
|                                |                  | (516) 405-7473 |
|                                |                  | VALLEY STREAM (11580) |
|                                |                  | Dr. Martin Kalmanson |
|                                |                  | (516) 825-7455 |
|                                |                  | SEAFORD (11783) |
|                                |                  | Dr. Stanley Eisenberg |
|                                |                  | (914) 297-4444 |
|                                |                  | (OPTICAL ESTABLISHMENTS—APPOINTMENTS OPTIONAL) |
|                                |                  | MINEOLA (11501) |
|                                |                  | Davis Optical |
|                                |                  | (516) 741-2020 |

| SUFFOLK (PRIVATE PRACTITIONERS) | BABYLON (11702) | Dr. Arnold Kaden 66 Deer Park Avenue (516) 669-3757 |
|                                |                  | COHAN (11721) |
|                                |                  | Dr. Bruce Brodsky 336 Middle Country Road (516) 732-0822 |
|                                |                  | LAKE RONKONKOMA (11779) |
|                                |                  | Dr. Allen Cohen 18051 Main St. (516) 588-5100 |
|                                |                  | NORTH BABYLON (11703) |
|                                |                  | Dr. Ivan Rayman 1400 Deer Park Avenue (516) 586-5655 |
|                                |                  | COMMACK (11725) |
|                                |                  | Dr. Stuart Podell |
|                                |                  | Dr. Stuart Rieger 6551 Jericho Turnpike (516) 699-8611 |

| HUNTINGTON (11746) | Dr. Marc Silverman 46 Green Street (516) 421-9050 |
| LINDENHurst (11757) | Dr. Sheldon Zekowski |
|                    | Dr. Harvey Estren |
|                    | 164 No. Wellwood Avenue (516) 238-2313 |
|                    | PATCHOGUE (11772) |
|                    | Dr. Albert Tyroler |
|                    | Dr. Catherine Oehrlin |
|                    | 332 East Main Street (516) 475-2025 |
|                    | Dr. Mark Vogel 31 Oak Street (516) 645-2020 |
| MIDDLE ISLAND (11933) | Dr. Marc Silverman |
|                    | Middle Island Professional Center Rte. 25 (516) 924-6660 |

| RIVERHEAD (11901) | Dr. Jeffrey Williams 314 East Main Street (516) 727-2854 |
| SMITHTOWN (11787) | Dr. Martin Roberts 359 Route 151 (516) 979-6913 |
| SAYVILLE (11782) | Dr. Joseph Kurzt 15 Gleeley Avenue (516) 549-1880 |
| STONYBROOK (11790) | Dr. Albert Tyroler |
|                    | Dr. Catherine Oehrlin |
|                    | 71 Barker Drive (516) 751-3781 |

### REGION III

| (PRIVATE PRACTITIONERS) | DUTCHESS |
| Dr. Rudolph Croce 137 New Hackensack Road | Wappingers Falls 12590 |
| (914) 297-4444 |
| Dr. Robert Krall Washington Plaza | Millbrook 12545 |
| (914) 677-5777 |
| Dr. Bruce Shenker 156 Albany Post Rd. | Hyde Park 12538 |
| (914) 229-5201 |
| Dr. Robert Krall | 8 Raymond Avenue |
| Poquoguekepsie 12603 |
| (914) 452-4066 |
| Dr. Saul Polenberg | 389 Main Mall |
| Dr. Henry Marshall |
| Dr. James Cyna | Davis Optical (516) 741-2020 |

| Dr. Gary Weiner 90 Main St. | Fishkill 12524 |
| (914) 806-6700 |
| Dr. Aaron Zinney 369 Windsor Highway | New Windsor 12550 |
| (914) 561-7333 |
| Dr. Jerome Lipovsky 369 Rochester Ave. | 
| Dr. Jack Niewitz 320 Rte. 211 East |
| PO Box 226 | Middletown 12052 |
| (914) 343-8919 |
| Dr. Jerome Lipovsky 369 Rochester Ave. | New Windsor 12550 |
| (914) 561-7333 |
| ROCKLAND |
| Dr. Paul Gallant 2 Pearl Drive | Monsey 10902 |
| Gary Weiner |
| Aaron Zinney |
| Jerome Lipovsky |
| Jack Niewitz |
| Jerome Lipovsky |
| Rockland |
| Paul Gallant |
| Pearl Drive |
| Monsey |

### REGION V

| (PRIVATE PRACTITIONERS) | AUBURN (13021) |
| Dr. John Maurillo 130 Genesee Street | (315) 253-9725 |
| Dr. George Roberts 117 Hawley Street | (607) 722-2020 |
| Dr. Richard Banford | 38 Front Street |
| (607) 722-9222 |
| Dr. Martin Snider | 142 Schuyler Street |
| (315) 942-2122 |
| CAMDEN (13316) | Dr. Donald Poulin |
| 112 Main Street | (315) 265-2443 |
| CORTLAND (13045) | Dr. Donald Bailey |
| Dr. Gerald Ball |

| Dr. Warren Mezger 7070 | (607) 756-7912 |
| DEPOSIT (13754) | Dr. William Roberts 131 Front Street |
| (607) 467-2951 |
| Dr. George Roberts | 716 Osweigo Street |
| (315) 467-2701 |
| LOWVILLE (13098) | Dr. Donald Bohn |
| (315) 467-2701 |
| MALONE (12953) | Dr. Sheldon Shatz 10 East Main Street |
| (315) 468-3735 |
| OGDENSBOURG (13669) | Dr. Richard Ward, Jr. 601 Ford Street |
| (315) 993-2700 |

| ONEIDA (13421) | Dr. John Costello 338 Main Street |
| (315) 383-9492 |
| Dr. Ronald Poulin 239 Broad Street | (315) 363-6210 |
| OSWEGO (13126) | Dr. Richard Peters 57 East 4th Street |
| (315) 343-3141 |
| ROME (13440) | Dr. Harold Lloyd 301 No. Washington Street |
| (315) 336-3180 |
| SYRACUSE (13202) | Dr. Jerome Weiss |
| 60 Presidential Plaza | (315) 472-4594 |

| UTICA (13501) | Dr. Jack Goldstone 209 Onondaga Street |
| (315) 808-2525 |
| WATKINS GLEN (14891) | Dr. David Farr 60 North Franklin Street |
| (607) 535-4842 |
| Watertown Vision Center (13060) | Empire Vision Center |
| 105 S. Franklin Street | 2500 Erie Blvd. East |
| (315) 466-1831 |
| WATKINS GLEN | (315) 988-1575 |
| WATKINS GLEN (13060) | Empire Vision Center |
| 209 Onondaga Street | (315) 808-2525 |
| SYRACUSE (13224) | Empire Vision Center |
| 2500 Erie Blvd. East | (315) 466-1831 |
REGION II

(PRIVATE PRACTITIONERS)

BRONX
Dr. Henry Blum
940 Southern Boulevard (10459)
(718) 328-7137
Dr. Burton Kleiman
555 W. 233rd Street (10036)
(212) 943-1771
Dr. David Horn
Dr. Ned Steinfeld
120 Alcott Place, Co-op City (10475)
(212) 379-8029
Dr. Bernard Lipsky
Dr. Leslie Friedman
801 E. 233rd Street (10466)
(212) 325-7808

BUFFALO
Dr. Charles Hombergi
406 Amherst Street
Buffalo 14207
(716) 684-3124
Dr. Thomas Kaminska
(716) 941-5585
Dr. Edward Mehl
(716) 652-0870
Dr. George Janofsky
(716) 632-7944

MANHATTAN
Dr. Maurice Bernstein
318 W. 56th Street (10019)
(212) 262-4669
Dr. Harold Friedman
7 Park Avenue (10016)
(212) 680-8319
Dr. Jeffrey Cooper
339 Park Avenue (10021)
(212) 758-0772

QUEENS
Dr. Robert Capparelli
115-16 Jamaica Ave. (11418)
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OTHER COUNTIES

PRIVATE PRACTITIONERS

ALBANY
Dr. Mortimer Arenstein
120 Mohawk Street
(518) 489-2227
Dr. James Cogan
11 No. Pearl Street
Albany 12203
(518) 438-6699
Dr. Mortimer Arenstein
2301 Western Avenue
(518) 495-2116
Dr. William Leahy
91 Mohawk Street
Cohoes 12047
(518) 237-0342

BROOKLYN
Dr. Jacob Dein
89 Buffalo Street
(718) 836-3250
Dr. Norman Weiss
158 Niagara Falls Blvd.
(716) 836-3250

OTHER COUNTIES

PRIVATE PRACTITIONERS

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Dr. Stephen Gladysz
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Dr. Charles Hornberger
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Dr. George Janofsky
Dr. Edward Mehl
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East Aurora 14052
(716) 652-6870
Dr. Thomas Kaminska
Dr. Elias Shaneson
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Buffalo 14211
(716) 894-5071
Dr. Lou Krop
5467 Main Street
Williamsburg 14221
(716) 632-7944

BATH (14810)
Dr. Donald Bonadonna
Dr. Frederick Fouquet
Dr. David Jordan
102 Liberty Street
(607) 776-3561

BROCKPORT (14420)
Dr. Lawrence Bielefeld
64 Main Street
(716) 677-6410

FAIRPORT (14450)
Dr. Lawrence Bielefeld
32 West Avenue
(716) 223-9777

GOWANDA (14070)
Dr. Eugene McDonough
Dr. Sidney Zucker
84 West Main Street
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HERO (14482)
Dr. Marvin Budgar
663 E. Main Road
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NEWARK (14621)
Dr. James Westfall
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Dr. Marvin Shulman
Dr. Frederick Rahn
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SCHENECTADY (12305)
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Dr. Stuart Yorkshire
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Dr. Jacob Schechter
720 Union Street
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SARANAC LAKE (12983)
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TROY (12180)
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Dr. Ralph Tannenbaum
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Dr. Gerald Wexler
Dr. H. Kudon
Dr. D. Cogan
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PLATTSBURGH (12901)
Dr. Terry Walton
Dr. Roy Kline
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SARATOGA SPRINGS (12866)
Dr. Lewis Taub
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THE PUBLIC SECTOR, Friday, November 6, 1981
HAUPPAUGE — The first battle over Reagonomics in New York State ended Nov. 5 when the Suffolk County Legislature, goaded by strong CSEA lobbying, restored most of the 600 jobs targeted for elimination by County Executive Peter Cohalan who had claimed that cuts in services and jobs were “the will of the nation.”

But the fight was not without casualties: the estimates of the number of employees scheduled to lose their jobs by the end of the year vary from a low of 50 to a high of 180.

“The filled position count changes every payroll and it is my opinion that by the end of year approximately 100 people will lose their job,” said Donald Gruen, Legislative Budget Director.

The layoffs will not be centered in any area of government but will be spread out through county departments: “one from here, two from there” is how one county official described them. The officials speculated that the number of layoffs could shrink to 50 by year’s end because of the high Suffolk attrition rate.

“We have a lot to be proud of. We were threatened with massive layoffs and we didn’t panic. We drew together and acted as a union and we saved 473 jobs,” said Charles Novo, president of Local 852.

Novo said the local is considering legal action to stop the layoffs which he claims are illegal because they were undertaken on a department-by-department basis without regard to county-wide seniority. He also said that CSEA may be able to eliminate positions through attrition and is already meeting with the Department of Labor Relations in an effort to save as many permanent jobs as possible.

The final shot in the three-month budget fight was fired when the 18-member Legislature overrode most of Cohalan’s vetoes of their budget which restored all of the jobs cut earlier by Cohalan’s original budget proposal released in September.

In his budget, Cohalan had proposed the elimination of 1,200 jobs, 736 of them filled, and deep cuts in health and social service programs.

CSEA, under the leadership of Novo, waged a vigorous information and lobbying campaign against the Cohalan budget.

On Oct. 26 the Legislature restored all of the jobs and virtually rewrote the Cohalan budget. Stunned by the overwhelming rejections of his proposals, Cohalan admitted at a press conference that “CSEA had lobbied hard against his budget” and promised to veto many of the Legislative changes. But Cohalan’s staff was unable to return line-by-line vetoes of the budget to the Legislature before election day, a goal they stated publicly they wanted. Finally, on Nov. 5, the Legislature overrode about half of Cohalan’s 60 line-item vetoes, restoring many of the jobs and programs Cohalan had cut.

A separate victory won by the union could have wide-ranging implications, Novo said. Working with CSEA members in the Department of Public Works, CSEA threw its support behind a bill that deleted $2 million scheduled to be paid to a subcontractor to do sewer hookup inspections for the Southwest Sewer District and replaced it with $500,000 to hire public employees to do the hookups. Under the terms of a contract with Suffolk, the subcontractor would have received compensation of two-and-a-half times the salaries paid their employees. By using permanent employees to make the hookups, CSEA was able to argue, the county saved $1.5 million. The bill, sponsored by Legislator Wayne Prospect, saved the jobs of more than 50 permanent employees scheduled by the County Executive for layoffs.

The Legislature also rejected the County Executive’s proposals to consolidate the real estate department, to eliminate the mosquito control program, cut 35 jobs in the home-health aide program, and to eliminate the migrant health program.

SOLIDARITY is demonstrated by these union leaders at a mass protest rally outside a Suffolk County office building in Hauppauge. Showing unity are, from left, Mike Hawryluk of Suffolk County Community College; Suffolk County PBA President Eugene Greaves; Superior Officers Assn. President Ed Maher, and Joel Freedman of the Faculty Union at Suffolk Community College.

CSEA Local President Charles Novo; Suffolk County PBA President Eugene Greaves; Superior Officers Assn. President Ed Maher, and Joel Freedman of the Faculty Union at Suffolk Community College.

PROTESTERS at the solidarity rally in Hauppauge hold placards and balloons.

NO LAYOFFS is one of the messages given below by protesters at a Suffolk legislative meeting.