

INDECENT

Governor's High-Handed Action Forcing Strike November 18th At Mental Health Institutions

The State of New York is involved at this moment in a labor relations action which defies all logic and decency, and raises questions as to the pledged word of the Governor. **Moreover, this action is heading the State toward a strike at its mental hospitals and other facilities on Monday, November 18th.**

The facts are simple:

1 The Governor one year ago announced that he was recognizing the Civil Service Employees Assn. (not an AFL-CIO labor union) as the sole representative of 150,000 State employees. Naturally there was a storm of protest from the employees involved and from organized labor in the State. AFL-CIO Council 50 demanded that the employees have the opportunity to choose their own bargaining representative, and pointed out that grouping 150,000 employees for collective bargaining was unwieldy, unfair, and unprecedented in labor relations anywhere in the country.

2 Governor Rockefeller went ahead with his recognition anyway, and proceeded to sign a contract with the CSEA (whose "representation" claim stems from the fact that it has been the agency for obtaining low-cost insurance for State employees). **In response to the protests, however, the Governor declared that his recognition of CSEA was for one year only, and that the employees would have the right to choose their own bargaining representative at the end of the year.**

3 The Governor's own appointees on the Public Employment Relations Board then recommended that six groups be designated for collective bargaining (Health employees were set up as one such group), with elections to choose the bargaining representatives to follow.

4 Now, however, the Governor has taken a dangerous new step which has angered and embittered the employees. He has renewed his recognition of CSEA and entered bargaining for a contract to run into 1970. **The Governor is renegeing on his pledged word of last year and flying in the face of the recommendations of his own PERB.**

There are limits to the abuse and lack of respect that State employees and their union, AFL-CIO Council 50, will take.

THE GOVERNOR'S ACTION MAKES A MOCKERY OF THE RIGHT TO REPRESENTATION BY THE UNION OF YOUR OWN CHOICE. MENTAL HEALTH EMPLOYEES WILL NOT BOW THEIR HEADS AND SUBMIT TO UN-AMERICAN TACTICS.

A telegram embodying the above sentiments was sent to Governor Rockefeller on October 24 by Jerry Wurf, President of Council 50's parent union. The telegram concluded:

"I most respectfully request an immediate meeting with you for the purpose of working out a method of insuring fairness to all parties and preventing an interruption of services."

The telegram was not even answered by the Governor. Now the employees and their union have had it—up to here. A strike has been called for Monday, November 18th. We ask you, the public, to judge whether our cause is just.

LILLIAN ROBERTS,
 Organization Director
 Mental Health Locals, affiliated with
 Council 50, American Federation of State,
 County & Municipal Employees, AFL-CIO

50,000 Mental Hygiene Workers Want a Real Union To Represent Them in Bargaining

We 50,000 employees of the State Mental Health Institutions receive very low pay for responsible, professional work. We too want to feed and clothe our families properly. We too want to send our kids to college.

But we can't do that on wages which average less than \$4,000 a year. So we're serving notice on Governor Rockefeller: **We aren't plantation slaves. You can't just "select" a group insurance agency to represent us.**

WE WANT A REAL UNION AT THE BARGAINING TABLE, AFL-CIO COUNCIL 50!

Here is what we want in a new contract:

- 1** A lowest starting salary of \$6,000 a year, with no employee receiving an increase of less than \$1,500.
- 2** Reallocation and reclassification of occupational groups to higher salary grades to reflect work actually done.
- 3** Shift differentials for employees on evening and night shifts, and overtime work paid for in cash at time-and-one-half.
- 4** Retirement benefits of half-pay after 20 years, with higher benefits for additional years.
- 5** Health and life insurance for employees and their dependents to be paid by the State.
- 6** Promotional and educational opportunities for all employees, and all employees to be treated with dignity and respect by Administrators.