

CWA

VOLUME 1 NO.3

JUNE/JULY

**AFL-CIO
PSYCH TECH
UNION**

NEWS

CWA SETS PT PAY DEMANDS

CWA had been polling Psych Techs throughout the state for their recommendations for pay and benefit increases for the coming year. High on the agenda are demands for cost of living increases, parity pay with RN's and "hazardous duty pay."

Psych Techs need a 14% to 17% increase in salary just to keep up with current massive increases in the cost of living. Equal pay for equal work laws justify salaries for PT's equal to that of RN's who are performing the same work.

Statistics indicate that among all classifications of state employees, Psych Techs suffer the most job related injuries. PT's should therefore receive additional compensation for hazardous duty as received by various other state employees.

CWA has scheduled a "Meet and Confer" with officials of the governor's office to present these and other demands for improved wages and working conditions for Psych Techs.

Grievance Pays Off For Patton Workers

Ninety-eight individual claims for overtime have been submitted and paid as a result of CWA Stewards Sally Mayberry's and Don Heyer's successful group grievances which resulted in overtime compensation for lost lunch breaks due to understaffing at Patton State Hospital.

Claims have resulted in individual checks to some Psych Techs of as much as \$100. Overtime slips are still being submitted.

CWA will be filing individual claims with the State Board of Control asking for back wages lost over the last two years as the result of lost meal periods. Patton employess wishing to file should contact their CWA Representative or Steward. (see page 4)

CWA Challenges Intent Of Mental Health Dept. Hearings

CWA at Public Hearings in Los Angeles challenged Betsy Burke, director of the Office of Children and Youth of the Department of Mental Health, to stop her proposed phase out of the Childrens and Adolescent Programs at Napa and Camarillo State Hospitals.

The public hearings resulted from the furor aroused throughout the state by a "confidential" memo from Burke to Dale Farabee, M.D., director of the Department of Mental Health, which proposed the closure of the Childrens and Adolescent Units at Napa and Camarillo, and replacing them with community programs that do not exist at present.

CWA Representative Linda Paquette questioned the soundness of Burke's memo to Farabee, noting that it was based on two studies which are more than 10 years old and which placed "political and fiscal" considerations above adequate patient care.

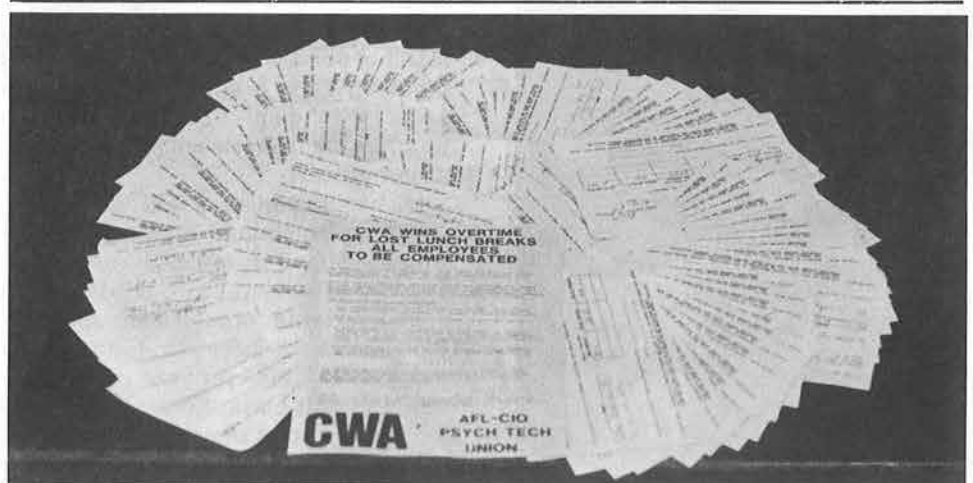
The memo admitted community based

programs similar to those at Camarillo and Napa are presently \$100 to \$200 per day more, but stated proposed alternatives would be cheaper.

Paquette testified that this was unrealistic as you get what you pay for and when profit is part of the budget, as it is in most community facilities, you get less.

Parents, employees, and community leaders testified to the need and success of the existing programs and of the lack of adequate alternatives in the community.

CWA's Paquette challenged the intent of the public hearings, expressing fears that they were merely an effort to calm the furor of parents and employees angered by the Burke memo. Paquette contended that Department policy should reflect the testimony given and the phase out of the Childrens and Adolescent Programs should be stopped.



PSYCH TECHS AT PATTON STATE HOSPITAL filed almost 100 overtime slips through CWA for time worked during meal periods. Management agreed to pay the overtime as a result of a CWA group grievance. CWA successfully argued that Psych Techs unable to take lunch breaks because of inadequate staffing should be compensated with overtime for working without a meal period.

Metro Administration Out For Blood

A group grievance has been filed by CWA on behalf of PTs and all employees of Metropolitan State Hospital to end the facility's policy of intimidation and harassment by subjecting employees to unauthorized extractions of blood and/or urine.

Employees are subject to this procedure at the whims of any supervisor in cases of **ALLEGED** substance abuse. Employees refusing to give blood and/or urine are threatened with disciplinary action. CWA contends the practice to be an infringement of employees civil and human rights.

Metro administrators have refused to change the policy and CWA is appealing the decision to the Department of Mental Health.

Abuse Charges Dropped At Sonoma

Sonoma Psych Tech Steven Hardgrove was cleared of one series of abuse charges after being represented by CWA at a Board of Consumer Affairs hearing. Senior Investigator Carlton Clark found Hardgrove not guilty of abuse allegations and recommended to the Board of Licensing that his case be closed.

CWA is appealing Hardgrove's dismissal to the State Personnel Board. Based on the determination of "not guilty" by Investigator Clark, CWA is asking for reinstatement with full back pay.



CWA PSYCH TECH LANCE MARTEL distributes leaflets to co-workers at Metropolitan State Hospital advising employees of their rights.



CWA'S ORGANIZING COMMITTEE at Porterville State Hospital prepares CWA Psych Tech newspaper for distribution. Pictured left to right are Ruth Martinez, Rick Campbell, Nancy Campbell, Louie Jimenez and Michael Chambers.

Letter To Editor

(CWA encourages letters to the editor. Address yours to CWA Psych Tech Union, 3540 Wilshire Blvd., Los Angeles, CA. 90010)

Tech Thanks CWA for fast Resolution of Grievance

I want to communicate my gratitude to your organization for the representation that I received in a grievance procedure. I must commend the way Michael Fischman, CWA representative to Metropolitan State Hospital, handled my grievance against my supervisor.

Michael had less than two days to prepare for the grievance, due to the fact that Dale Farbee (our fearless leader) would not allow my original representative to represent my grievance (as a result of collective bargaining). Michael prepared such a sound case, that we spent less than 10 minutes in the program office (1st level) presenting our case.

Michael identified at least four S.P.B. violations committed by my supervisor which resulted in my grievance being resolved at first level. I would also like to commend your organization for your representation, because I am not a member of CWA, yet your representation was first class. Keep up the good work in the spirit of employee rights.

Steven Wegrzyniak
Senior Licensed Psychiatric Technician I

(Wegrzyniak recently joined CWA and is now a CWA steward).

Safety Violations At Atascadero

Psych Techs at Atascadero State Hospital submitted a list of workplace hazards and safety violations to CWA. The union demanded a walk-through to investigate the charges. CWA representative Ali Hebshi and stewards Tom Austin and Gene Crawford determined that serious work hazards and safety violations existed including doors without knobs on a high security emergency unit.

CWA met with hospital administrators and demanded immediate action with time limits for the correction of hazards and safety violations.

W.L.P.A.
WESTERN LABOR PRESS ASSOCIATION

CWA Psych Tech Union News
Published by CWA
3540 Wilshire Blvd., #902
Los Angeles, CA 90010
(213) 387-9707
Linda Paquette, editor
Sal Perrotta, associate editor
Typesetting - 3-L Graphics
Eileen Luna, director
Published monthly.

CWA Gives Significant Time, Money To Defeat Prop 9



Photos by Anne Marie Staas

A MASS RALLY conceived by CWA's Organizing Committee at Lanterman State Hospital was held on May 24 to oppose Proposition 9. CWA Representative Larry Frank addressed the rally held at the facility and attended by more than 200



supporters. Los Angeles City Controller Ira Reiner and actor/parent Barry Sullivan also spoke. Several newspapers covered the event, 65 people volunteered to work on election day and \$500 was collected for the "No on 9" campaign.



CAMARILLO PSYCH TECH ROCKY GALGANO shows one of the numerous "No on 9" ads purchased by CWA that appeared in local newspapers throughout the state the day prior to the election.



CWA MADE SEVERAL CONTRIBUTIONS to the "No on 9" campaign. This \$5,000 check was given the week before the election. Pictured are (l to r) Eileen Luna, director of CWA's PT unit, CWA's Bill Demers, assistant to the vice president and Raoul Teilhet, member of the Operations Committee for the "No on 9" campaign.



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CWA, AFL-CIO Psy Tech Union Phone Directory

3540 Wilshire Blvd #902, Los Angeles, CA 90010 • (213) 387-9707

Agnew State Hospital

Representative: Vivian Harris
Home # (415) 632-5212

Atascadero State Hospital

Representative: Ali Hebshi
Work # (805) 543-1477

Stewards	Unit	Shift	Phone Ext.
Tom Austin	27	PMS	
Eugene Crawford	1	PMS	

Camarillo State Hospital

Representative: Linda Paquette
Home # (213) 380-9820 Work # (213) 387-9707

Stewards	Unit	Shift	Phone Ext.
Fred Reichert	22	AMS	
Rocky Galgano	Childrens	days	
Bill Moon	22	PMS	
Willie Acosta	80	NOC	
Patti Rayborn	69A	AMS	
Gilbert Brummit	22	PMS	
Deborah Simmons	59	PMS	
William Bailey	12	NOC	

Fairview State Hospital

Representative Angel Hernandez
Home # (714) 979-8529 Work # (714) 957-5040 AMS

Stewards	Unit	Shift	Phone Ext.
Sue Brown		PMS	5017
Debbie Gilloly		PMS	5025

Lanternman/Pacific

Representative: Larry Frank
Home # (213) 392-6590 Office # (213) 387-9707

Stewards	Unit	Shift	Phone Ext.
Gabriel Acosta P.T.	28	PMS	2428
Alicia Gray P.T.	56	AMS	2456
Amy Grosky P.T.	28	PMS	2428
Pearlee Hill P.T.	56	AMS	2456
Wayne Hurley P.T.	19	PMS	2419
Gladys Clark P.T.	6	NOC	2406
Jerry Howard P.T.	28	PMS	2428
Pearlie Mae Johnson P.T.	28	PMS	2428
Shirley Massey P.T.	31	AMS	2431
Barbara Thomas P.T.	1	AMS	2401

Metropolitan State Hospital

Representative: Michael Fischman
Home # (213) 629-5771
Work # (213) 863-7011 Employee Organization Room
Office # (213) 387-9707

Stewards	Unit	Shift	Phone Ext.
Jessie Christy	404	PMS	
Art Fernandez	403	PMS	
Lou Figeroa	110	AMS	
Lee Kallin	402	PMS	
Gerry Malone	402	PMS	
Lance Martel	409	PMS	
Virgil Mulligan	410	NOCS	
Bobbi Mitchell	Podiatry	AMS	
Ken Reust	410	AMS	
Barbara Sanchez	404	PMS	
Yolanda Vargas	414	PMS	

Napa State Hospital

Representative: Wayne Baron
Home # (415) 387-3369

Stewards	Unit	Shift	Phone Ext.
Ed Creech	Q 11-12	AMS	5307
Cathy Kolb	T-14	NOCS	5352
Betty Allen	810	AMS	5396
Liz Allen	A-4	AMS	5393

Patton State Hospital

Representative: Kathy Quant
Home # (714) 556-7526
Office # (213) 387-9707

Stewards	Unit	Shift	Phone Ext.
Sandy Hanoy ✓	37	PMS	
Jerrie Ross ✓	N22	AMS	
Devi Comstock ✓	N20	PMS	
Stephen Comstock ×	37	PMS	
Frank Browne ×	33	AMS	
Scott Starbuck	36	AMS	
Carolyn Burnette ×	79	NOCS	
Sally Mabery ✓	RT 11	PMS	
Barbara Hestle ✓	RT 11	PMS	
Don Heyer ✓	RT 11	PMS	
Michael Molver ✓	73-75	PMS	
Donna Cochran	72	PMS	

Porterville State Hospital

Representative: Jim Bowden
Home # (209) 781-8677
Work # (209) 784-2000 (ext. 403) PMS

Stewards	Unit	Shift	Phone Ext.
Michael Chambers	F-17	AMS	

Sonoma State Hospital

Representative: Wanda Mohammed
Home # (707) 528-1179

Stewards	Unit	Shift	Phone Ext.
Val Tatro		PMS	6315
David Jones		PMS	6208
Ron Carpenter		AMS	6384
Mike Manteyman		AMS	6384
Nelson Cossey		PMS	6207
Mark Mayer		PMS	6297
John Olmstead		AMS	6465
William Miller		AMS	6384
John Morgan		PMS	6384
Earl Schwire		PMS	6384
Kathy Pinotich		PMS	6595
George Steele		AMS	6297

Stockton State Hospital

Representative: Wayne Baron
Home # (415) 387-3369

Stewards	Unit	Shift	Phone Ext.
Eldon Allen	T-2	PMS	