



Season's Greetings

All of us who have taken pride in serving you throughout the year take this opportunity to extend our sincere best wishes for a most happy holiday season and a healthy, happy new year.
—CSEA Officers and Staff

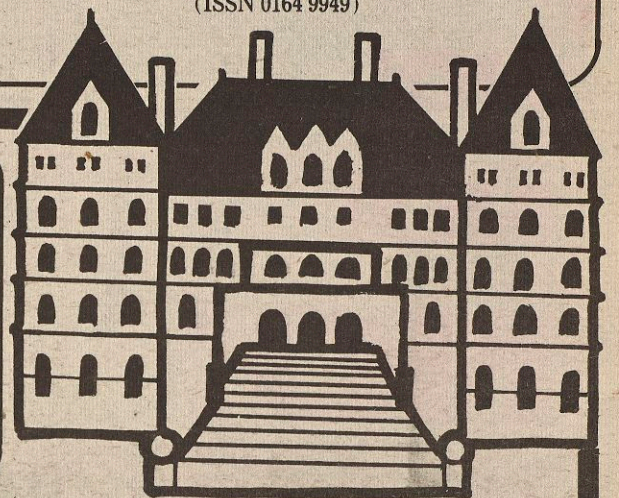
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Union safeguards gains during special session

ALBANY — As a special session of the state legislature wrestled at the capitol this week with a financial rescue of the Metropolitan Transportation Authority (MTA) and the present state deficit, outgoing Gov. Hugh L. Carey seemed to be leaving office with his record of legislative stalemates and ill-fated public employee proposals still intact.

The legislature, as expected, agreed with the arguments of CSEA lobbyists that Carey's proposed week-long furlough of state employees was unacceptable. Lawmakers also turned thumbs down on the lame duck governor's plan to virtually repeal this year's major legislative triumphs for public workers; passage of the Triborough Law.

By late in the week, James Featherstonhaugh, CSEA's Chief Lobbyist and partner in the union's legal representatives, Roemer and Featherstonhaugh, said the legislature would probably enact regional payroll taxes in the New York metropolitan area to help bail out the MTA's reported \$300 million deficit but, the lobbyist reported, the legislature would not agree to furloughs and would not give Carey the sweeping Triborough amendments he wanted.

For Carey, the latest furlough fiasco brought his batting record on that issue to 0 and 2. Earlier this year the governor

floated the furlough balloon as an answer to the budget stalemate he helped create with the state's legislature.

The furlough plan would amend the state's laws to give Carey the authority to simply send state employees home without pay for a period of time. The workers would not be allowed to charge accruals to offset the temporary layoffs and would simply lose wages and consequently retirement credits.

CSEA mounted a polling operation for its state employees last spring asking them what they thought of the idea. Workers vehemently rejected the proposal by a 99% margin and the polling cards, complete with the members' comments, were given to state lawmakers by CSEA President William L. McGowan. Apparently the plan worked well. By the end of the legislative session, the governor couldn't find a single sponsor for his proposal in either the Assembly or the Senate. It died.

This week's session was a virtual replay of last spring's session. There was Carey, again predicting doom and offering up the livelihoods of state workers as a sacrifice to threaten lawmakers into concessions to offset a projected

(Continued on Page 12)

Employee Benefits Training Program revamped; union acquires a major leadership position

ALBANY — "The Employee Benefits Training Program is moving closer to the people it serves." State CSEA President William L. McGowan made the comment as he announced on Dec. 15 that the union and Governor's Office of Employee Relations, have reached basic agreement on how the \$7.9-million three-year project will be administered.

The accord features a major change in the program which, since the early 1970s, has been operated exclusively by the state Department of Civil Service. A major portion of the funding will now be administered directly by CSEA. The restructured program will emphasize increasing opportunities for advancement through education and training, helping employees acquire new skills, and teaching them how to improve both work and home environments.

Tom Quimby, CSEA's director of education and training, believes the change will, "help facilitate program goals for our members who belong to the administrative, institutional and operational bargaining units." In particular, he is optimistic that more input can be gained from the rank and file, and says plans are already underway to randomly survey approximately 14,000 state employees to find out what they want from the training program. Quimby also expects to establish a "data base" to maximize effectiveness.

The Employee Benefits Training Program has five major parts:

1. Health and Safety (operated by CSEA) to promote a better workplace.

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TENTATIVE ACCORD IN SUFFOLK COUNTY EASES TENSE SITUATION: PAGES 10-11

NOTE: State offices will be open as usual on Dec. 24, 1982, Dec. 31, 1982 and Feb. 11, 1983. Employees can seek these days off, but whether or not they are granted will depend on staffing requirements.



Holiday schedule

• Part-time employees in *CSEA bargaining units only* who normally have Saturdays off and who work at least half-time will receive compensatory time off equal to the number of hours worked on regular Friday schedules. This is a new benefit won as the result of the recent CSEA/State contacts.

• Regular holiday provisions will be in effect for employees required to work on Christmas, New Year's Day and Lincoln's Birthday.

The state's trial courts have been ordered to shut down between Dec. 24 and Jan. 2.

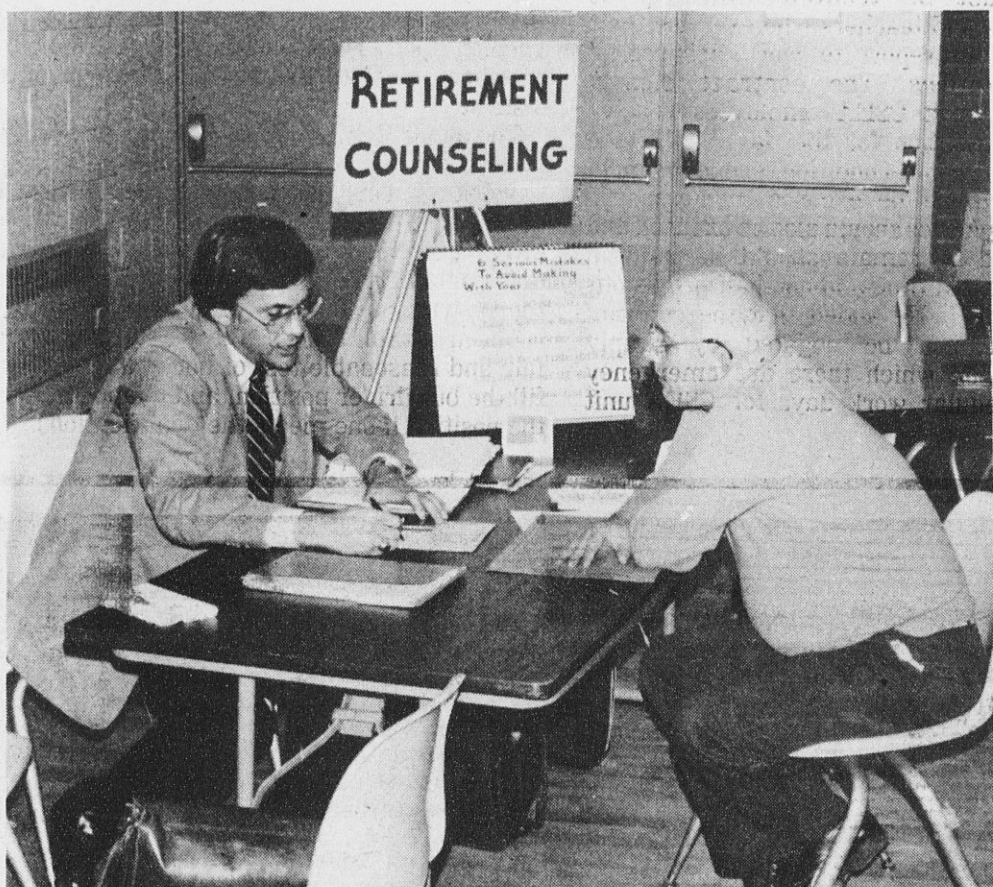
Chief Administrative Judge Herbert B. Evans has announced that all trial courts in the Unified Court System, with the exception of criminal arraignment services, will be closed Dec. 24 and Jan. 31 for Christmas and New Year's days.

In addition, most courts in the state will be in recess Dec. 27-30 — with that time charged to judges' and employees' vacation leave.

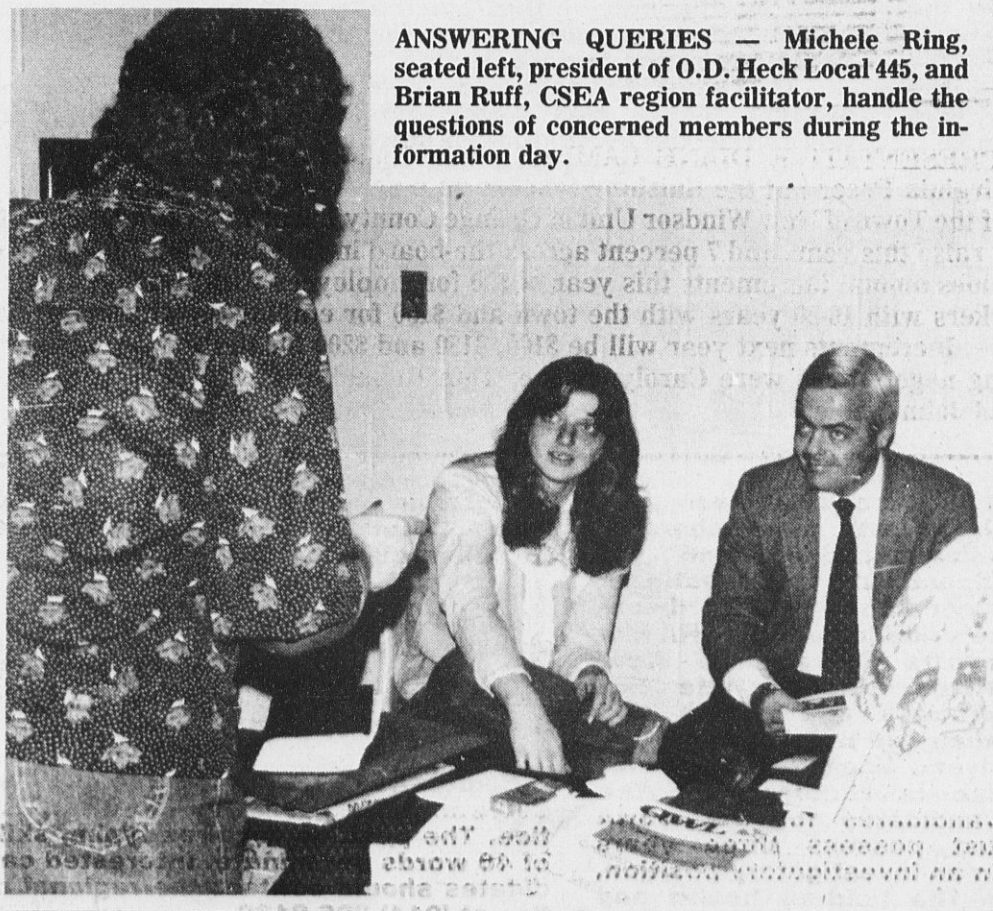
Three upcoming holidays — Christmas, New Year's Day and Lincoln's Birthday — will be observed on Saturdays. New York State has decided to grant compensatory time off instead of celebrating the preceding Friday as holidays.

• Full-time employees who usually have Saturdays off will receive compensatory time off in lieu of holidays. It can be taken as either holiday compensatory time or another vacation day.

O. D. Heck Info Day



FIGURING THE FUTURE — Richard Corey, Jardine Ter Bush & Powell Inc. retirement counselor, left, aids a future retiree in figuring out his economic benefits at the second O.D. Heck Information Day, which proved a success.



ANSWERING QUERIES — Michele Ring, seated left, president of O.D. Heck Local 445, and Brian Ruff, CSEA region facilitator, handle the questions of concerned members during the information day.

Battle continues over imposed Niagara settlement

Round one may be over, with the technical decision going to Niagara County, but the fight is far from over in CSEA's battle to win benefits lost when a legislative settlement was imposed on approximately 900 white collar employees who belong to Niagara Local 832.

CSEA Attorney Stephen J. Wiley explained that an improper practice charge was made against the county following a Taylor Law legislative determination on Aug. 3 which changed a number of terms and conditions of employment as well as granting a paltry 4 percent raise.

But several days prior to that, on July 29, Gov. Hugh L. Carey signed into law the Triborough Bill (a long-sought CSEA legislative goal), which makes it an improper practice "for a public employer or its agent deliberately . . . to refuse to continue all the terms of an expired agreement until a new agreement is negotiated."

CSEA contended in its IP that a legislative imposition is not a negotiated settlement, but Hearing Officer Walter Pellegrini of the Public Employment Relations Board (PERB) dismissed the charge. The union has decided to appeal the decision to the full PERB Board to establish the definition of a "negotiated settlement."

Notice of discipline dropped against motor vehicle operator

NEW YORK CITY — A "most peculiarly drafted and defective" notice of discipline (NOD) served against a motor vehicle operator (MVO) at Bernard Fineson Developmental Center was dropped by the state as the case was pending before an arbitrator.

The NOD charged that because of his driving record, Creedmoor Psychiatric Center Local 406 member Stanley Graves "cannot be certified" as a MVO according to Department of Motor Vehicles regulations. In the NOD, the center sought to demote Graves from a Grade 7 MVO to a Grade 4 cleaner, a penalty that would have resulted in a substantial reduction in pay.

Attorney Theodore Ruthizer, representing Graves through the CSEA Legal Assistance Program, noted that the NOD served against Graves was "most peculiarly drafted and defective."

"There is no such term as 'certification' in the New York State Vehicle and Traffic Law," he said. "Yet the developmental center claimed that Graves cannot be certified under those laws."

"It is clear," he continued, "that management made a unilateral determination that Graves is an unsafe driver."

Ruthizer explained that the law sets forth special requirements for bus drivers, including those who work for public employers. Under the law, Graves is not automatically disqualified from fulfilling his responsibilities on the whim of management.

The NOD was brought against Graves despite the fact that he has worked as an MVO at the developmental center for more than three years and was never brought up on disciplinary charges until the center, for no apparent reason, decided that Graves should be demoted.

WINNING THROUGH ARBITRATION: Protecting school employees

When weather is bad for teachers it's also bad for other employees

OSWEGO — The City School District of Oswego didn't get away with excusing teachers on a bad weather day last February while expecting CSEA unit personnel to work as usual. Oswego Local 838 filed a grievance in behalf of its members, and the union's Legal Assistance Program took the case to arbitration.

On the snowy day last February, the district's high school and middle schools opened at their usual time, then closed early. Buses picked up students at 11 a.m. and teachers were released, but all other staff were told to remain. Elementary schools did not open that day.

CSEA bargaining unit members who were unable to report to work that day were required to charge the day against accruals. Those who did report and who were required to remain after the schools closed, received only their regular pay and not time-and-one-half payment or compensatory time in addition to regular pay for the extra hours.

The union argued that the District had violated contract provisions relating to emergency closings and that past practice had been that

once teachers were excused, other employees (with some exceptions specified in the contract) were to be released. The school district argued that the emergency closing article of the contract only applied if school cancellations were announced before school starting time.

The arbitrator disagreed with the district's contention and stated: "Salaried CSEA members who work the regular day shift schedule must be treated similarly to administrators and teachers who exercise their judgment not to report to work because of weather conditions. The contract clearly requires that such CSEA employees receive regular compensation for the day. . . . If the weather or emergency condition is such that non-unit teachers must be excused, non-essential CSEA unit employees should also be excused and those required to remain should be paid in accord with (extra time-and-one-half provisions of the contract)." He added that the contract provisions "cannot be negated by simply treating days on which there are emergency closings as regular work days for CSEA unit employees."

Give member chance at bus driver job

MEXICO — Mexico Academy and Central School has been ordered to give a CSEA member a fair crack at a school bus driver job. The arbitrator agreed with Oswego County Local 838 that the member's bid for the job opening had unfairly been passed over.

When the union's Legal Assistance Program took the grievance to arbitration, two points were argued: that the grievant was not given the preference her status as a permanent employee of the school district afforded her under the contract; and that she had been discriminated against because of her age.

The 57-year-old woman had served two years as a station wagon chauffeur, operating a station wagon or mini-bus for the school district. She had successfully completed the school bus driver training course and obtained a Class 2 license. Although she duly bid for two posted bus driver vacancies, other bidders were appointed, neither of whom was a permanent employee of the district.

The arbitrator found the grievant was eligible under the contract to bid on the openings and have her seniority considered. He noted in his decision, "The grievant was entitled to a fair test of her abilities to meet the job's necessary requirements, and this should have been offered by the District."

The arbitrator ordered the district to conduct a fair and reasonable test of her qualifications to fill the bus driver position, and to appoint her to the position if she meets the qualifications.

Library clerical workers get union representation

ROME — Clerical employees at the Jervis Library in Rome have voted overwhelmingly to be represented by the Civil Service Employees Assn. a spokesman for the union has announced.

Christopher Jamison, Region V organizer, said a secret ballot count indicated the vote was overwhelming, 17 to 2, in favor of CSEA representation.

The representation vote was delayed for more than a year while awaiting a decision as to jurisdiction between the NLRB and PERB.

According to Jamison, the next step will be to form a negotiating committee and set a date to begin contract talks that is mutually acceptable to both sides.

James Moore, Region V President, welcomed the Jervis Library employees into CSEA by saying, "On behalf of the Region V Officers and the nearly 40,000 CSEA members in our region, we are pleased by your decision to join our growing ranks. We pledge our total support in your efforts to obtain better working conditions and improved work benefits."



FIELD REPRESENTATIVE DIANE CAMPION, left, Unit President Joe Viera and Unit Secretary Virginia Poser put the finishing touches on a new contract for approximately 70 employees of the Town of New Windsor Unit of Orange County Local 836. The pact gives them an 8 percent raise this year, and 7 percent across-the-board in 1983 and 1984. In addition, the contract includes annual increments this year of \$50 for employees with 10-15 years service, \$100 for workers with 16-20 years with the town and \$150 for employees with more than 20 years service. Increments next year will be \$100, \$150 and \$200 for the same years service. Also assisting negotiations were Carolyn Siano, Tom Roland, Joe Smith, Al Crudele, Ron Vanasco, and John Steele.

Union lists 3 staff openings in Region III

ALBANY — Applicants are being sought for three staff vacancies in CSEA's Region III. The positions are:

- Field Representative, to assist members in all areas of labor relations, negotiations and contract administration;

- Organizer, to develop and encourage the growth of membership through organizational drives; and

- OSHA Specialist, to investigate unsafe work conditions in accordance with the state's public sector OSHA law and Hazardous Substance Act. Responsibilities also include the complaint process and health and safety education and training.

A valid driver's license and car for business use is required for the positions. Candidates for the OSHA vacancy must possess three years experience in an investigatory position, preferably in the field of health and safety. A Bachelor's degree or an

acceptable combination of education and appropriate work experience may be substituted.

Applicants for any of these positions should submit resumes and salary histories no later than Dec. 27 to: CSEA Personnel Director, PO Box 125, Capitol Station, Albany, NY 12224.

Region III is also looking for a new secretary/receptionist for the Fishkill office. The position requires typing skills of 40 words per minute. Interested candidates should contact the regional office at (914) 896-8180.

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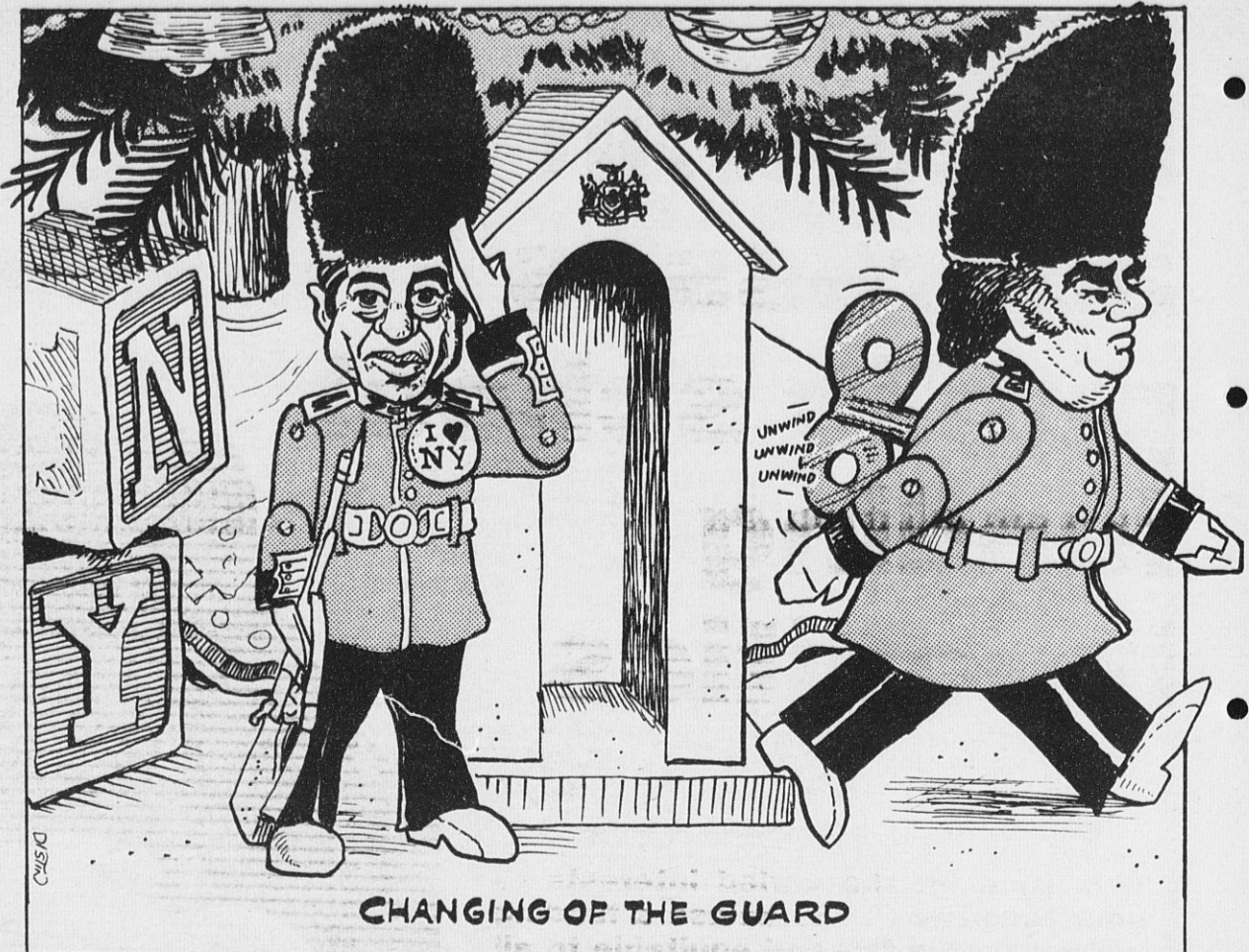
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CHANGING OF THE GUARD

Taxable ceiling to rise

WASHINGTON — The ceiling on earnings subject to the social security payroll tax will rise from this year's \$32,400 to \$35,700 in 1983, but since the tax rate for workers and their employers remains unchanged at 6.7 percent, only those earning more than \$32,400 will be affected by the change.

Persons with maximum taxable earnings — \$35,700 or more — will pay a total of \$2,391.90 during 1983 for their social security coverage, including the Medicare tax. That's \$221.10 above the 1982 ceiling. In return for paying on a higher wage base, they become eligible for higher future retirement benefits and greater family protection in the event of death or disability.

The wage base also goes up for self-employed persons, who pay a 9.35 percent tax rate.



Odors in the workplace

Can something you can't hear, see, taste or touch affect your health and your work?

Yes, indeed, if that "something" is odor.

Although generally underrated, odors — both pleasant and offensive — play a significant role in occupational safety and health.

Pleasant smells can induce a sense of well-being, stimulate your appetite, enhance the quality of an environment, probably increase your productivity on the job.

Even unpleasant odors can

perform a useful function by warning you of the presence of toxic substances. For instance, it is not just by chance that natural gas has a distinctive smell, or that insecticides aren't made to smell like vanilla.

On the other hand, bad smells can produce a wide range of adverse effects. Researchers have linked offensive odors with nausea, headache, loss of appetite, sleeplessness, impaired breathing, even allergic reactions.

Foul smells also have been



by Dr. Phillip L. Polakoff

Work and Health

associated with irritability and depression.

From an economic standpoint, persistent offensive odors can stifle the growth and development of areas that are affected. Both labor and industry naturally tend to avoid places with uncontrolled odor problems. This has an obvious effect on jobs and payrolls.

Offices and other small-work

areas can often be kept odor-free by a well-designed and maintained air conditioning system with humidity controls. Chemical deodorizers for office use may have some degree of odor-masking properties. But they should also have disinfectant properties as well for floors, walls, closets, drains, wash basins and toilet bowls.

EVENTS Calendar

DECEMBER

17—Local 015 Black River Valley NYSDOT Annual Christmas Party, 12 Noon-6 p.m., Golden Lion Restaurant, Watertown.

21—New York Metropolitan Retirees Local 910, holiday luncheon, noon, Harbour Room West, 43rd Floor, 2 World Trade Center, New York City.

JANUARY

19—Local 519 Finger Lakes DOT General Membership Meeting, 7:30 P.M., Magee Corners, Thruway Exit 41 at Route 414.

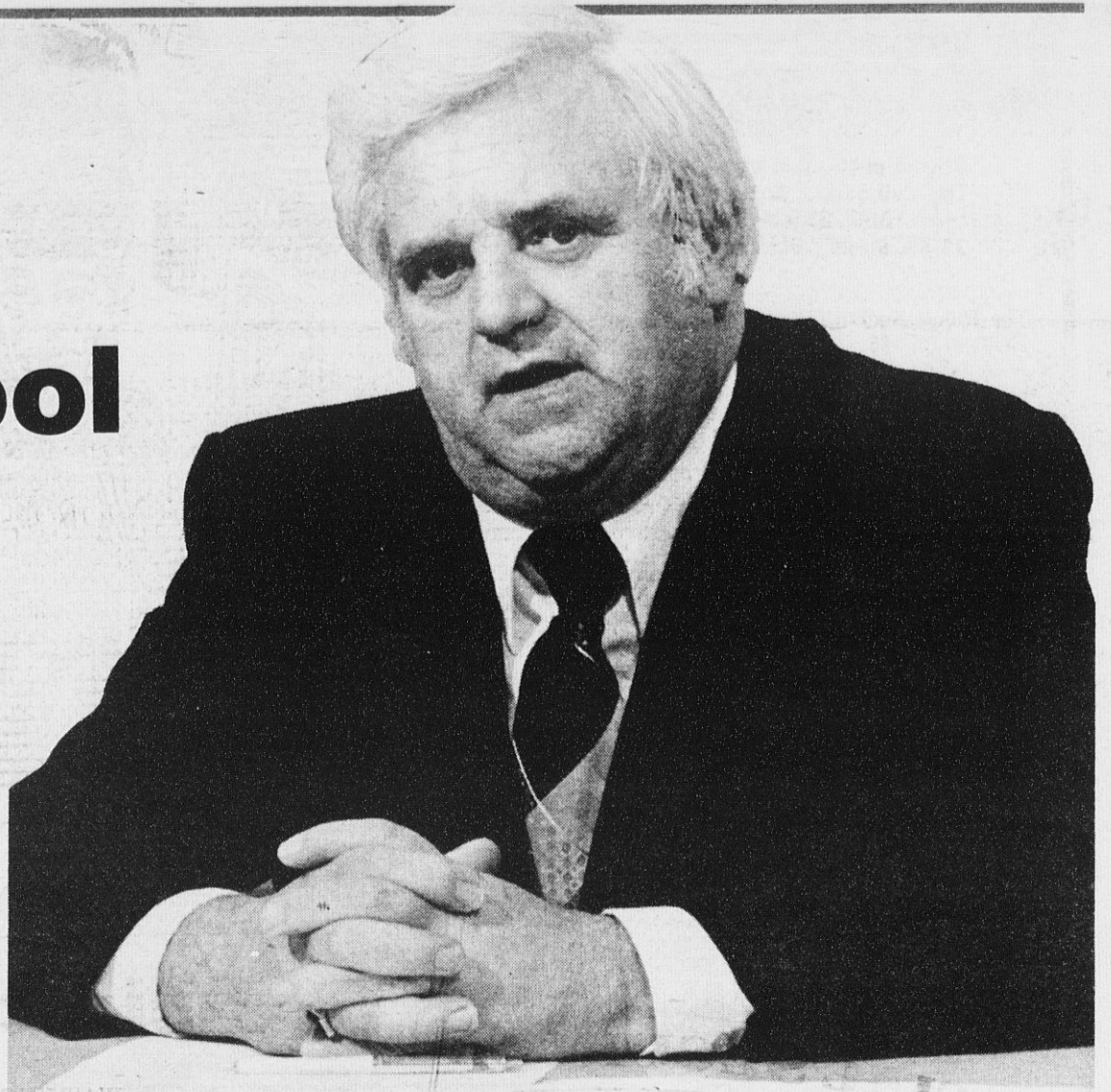
Department of Labor training scheduled

NEW YORK CITY — Department of Labor Local 350 will hold a training session for employees of the department who plan to take upcoming tests for promotion to employment service clerk, senior employment clerk or principal employment service clerk.

The class will be held on Tuesday, Jan. 4 between 6:30 p.m. and 9:00 p.m. in the 44th floor conference room of 2 World Trade Center.

The instruction is free of charge and requires no pre-registration.

McGowan addresses public school funding inequities



WILLIAM L. McGOWAN

'It is time for the varied interests to work together . . . to devise a funding system that is fair and equitable to all segments of our society, particularly our children.'

—CSEA President William L. McGowan

ALBANY — Saying, "there can be no question that education of this state's children must be the highest priority," the president of CSEA has given the New York State Assembly's Education Committee his ideas on how public schools should be funded.

William L. McGowan, in prepared remarks delivered by Larry Scanlon, CSEA's director of school district affairs, told the political leaders that continued reliance on property taxes to fund school districts simply continues the disparity between property rich and property poor districts.

"Can one claim that the poorest school district, spending \$1,103 per pupil, can provide an equal education opportunity with that of the richest school district, spending \$10,112 per pupil?" asked McGowan. His response was straightforward:

"Logic dictates otherwise," and he suggested that "within reasonable fiscal constraints, reformers must look towards increasing the state's share of educational finance so that state aid is providing 100 percent of the costs of this basic education."

Continued McGowan: "Clearly, continued reliance on local property tax to finance local school expenditures will only exacerbate the spending disparities between property rich and property poor districts. This is especially true in light of President Reagan's misguided federal policies. State education departments and local school boards throughout the entire United States will be hard-pressed to make up for spending cuts in federal entitlement programs, in school lunch programs, and in social service programs.

"Existing programs and funding formulae must be examined closely to find areas of improvement.

For example, in the area of transportation aid, the state system actually encourages local school districts to contract out transportation services at a greater expense to taxpayers. The additional costs are considered 'pass-along' costs and result in taxpayers throughout the state of New York subsidizing a contracted-out operation in a particular district. This is in contrast to a district-run operation that does not receive parity in terms of state aid for the same cost items.

"There are many other areas that need to be examined," the union leader concluded. "It is time for the varied interests to work together: to analyze the system, to propose solutions, to compromise, to negotiate, to argue, to debate, but finally, to devise a funding system that is fair and equitable to all segments of our society, particularly the children. CSEA stands ready and willing to participate and share in this process."

Permanent status for therapy aide trainees aim of new OMRDD policy

ALBANY — When is a one-year probationary period not a one-year probationary period? Until recently, the answer was when you get a job as a mental hygiene therapy aide (MHTA) with the Office of Mental Retardation and Developmental (OMRDD).

CSEA protested when several MHTAs lost their jobs after satisfactorily completing their one-year MHTA traineeships, and in response OMRDD Commissioner Zygmund Slezak has issued a new policy designed to remedy the problem. Three employees CSEA cited as improperly dismissed have already been rehired under the new policy.

The problem arose when appointments to the title of MHTA trainee were made as temporary appointments. OMRDD then prolonged the probationary period long after employees were advised of their satisfactory completion of the one-year traineeship and advancement in salary and status to MHTA, Grade 9. In some cases, probationary employees were terminated after satisfactory completion of their traineeships.

Under the new policy agreed to by OMRDD:

- Appointments to MHTA Trainee positions must be made on a permanent or permanent contingent basis, except in unusual or emergency staffing situations.

- When individuals are hired on a temporary basis, every effort shall be made to obtain permanent or permanent contingent status for them within the first 60 days of employment.

- The probationary period for individuals initially hired to the position of MHTA Trainee on a temporary basis and subsequently granted permanent or permanent contingent status shall be the term of their one-year traineeship.

The only reason for a grade 9 MHTA to remain on probation after successfully completing the traineeship would be if he or she has not yet completed the minimum eight-week probationary period in a permanent or permanent contingent position. For example, if a trainee isn't granted permanent status until four weeks before completion of the year-long traineeship, probation would be extended four additional weeks to satisfy this provision of the Civil Service law.



AFSCME's job creation plan would employ 1.5 million

'We Can't Wait 'til Next Year!'

A forward thinking proposal to combat high unemployment

MINNEAPOLIS — As figures released by the U.S. Department of Labor indicate that unemployment remains in the double digits, American Federation of State, County and Municipal Employees (AFSCME) president Gerald W. McEntee declared in a major policy speech here — that “we have massive unemployment and its cause is a massive mismanagement of the economy by the nation’s political leadership.”

In response, he outlined the details of a \$23 billion jobs creation program aimed at putting 1½ million people back to work.

“Our approach had three main objectives. First, it begins the arduous and long-term job of physically rebuilding the nation; second, it funds the maintenance necessary to at least hold the line — to prevent further deterioration of our public infrastructure; and finally, we want to put 1½ million people to work — and put them to work fast,” said McEntee in an address to the Hubert H. Humphrey Institute here.

With one million members, AFSCME is the nation’s largest public employee union.

Stating that most proposed infrastructure programs now being suggested “essentially ignore the

human component” and deal with only part of the problem, McEntee declared that “human capital” programs must be included in infrastructure proposals.

“Our proposals do not envision a national program of leaf-raking. We’re talking about work that has to be done,” McEntee continued. “We think that in doing this work people will be prepared for future jobs in a recovering, service-oriented economy.”

McEntee also advocated the creation of a reconstruction finance fund to create a capital pool of \$50 to \$60 billion to rebuild decaying urban and suburban areas.

The AFSCME leader also urged the establishment of a federal capital budget.

“We view the jobs programs as a short-term, two to five year effort that will give the nation’s political leadership breathing time to draw up longer-term solutions,” McEntee said. “We think that in doing this work people will be prepared for future jobs in a recovering, service-oriented economy.”

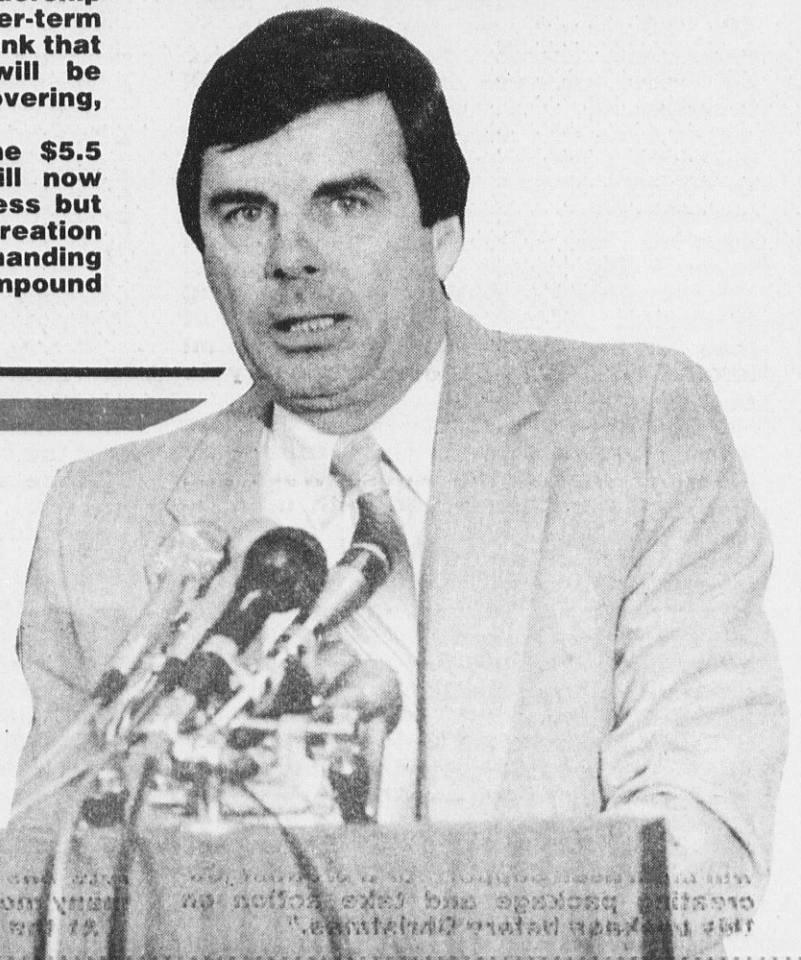
Finally, McEntee endorsed the \$5.5 billion highway construction bill now being considered by the Congress but stated that it is not a jobs creation program. “It is something like handing two aspirin to a patient with a compound fracture,” he said.

The elements of proposal

McEntee outlined the main elements in the AFSCME jobs program as follows:

- A commitment by the federal government of \$10 billion to fund a program of light public works and maintenance in the public sector. This would enable cities and counties to tackle their growing maintenance backlogs repairing streets and sidewalks, maintaining bridges, and repairing public buildings. \$10 billion would create 400,000 jobs.

- A countercyclical program with a first year commitment of \$13 billion creating more than a million jobs staffing day-care centers, hospitals, parks, libraries, school cafeterias and home-service programs for the disabled and the elderly.



‘Our proposals do not envision a national program of leaf-raking. We’re talking about work that has to be done.’

—AFSCME President Gerald W. McEntee

The Job picture — how bleak?

IT'S AWFUL

WASHINGTON — The nation's job situation continued its rapid deterioration in November, with the jobless rate soaring to another postwar record of 10.8 percent, the Labor Dept. reports.

The total unemployed reached 12 million, up 440,000 from October, when the jobless rate was 10.4 percent. Virtually all the over-the-month rise was among adult men and women.

In addition, 1.6 million people have dropped out of the labor force and are not counted in the official rate. Another 6.6 million are on involuntary part-time.

AFL-CIO President Lane Kirkland called a press conference and labeled the November report "shocking." He said it is "devastating evidence that the economy is continuing its downward plunge."

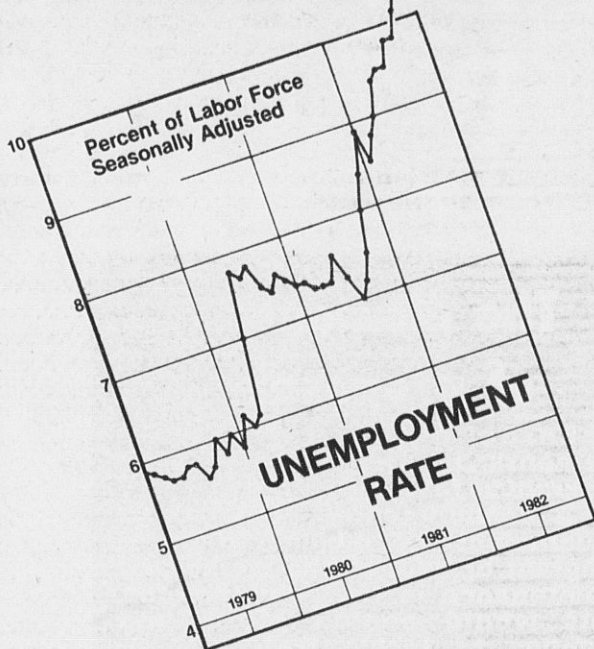
Congress must act immediately, Kirkland said, to enact jobs legislation in addition to the pending highway bill. Programs on the books need only be funded and would produce 1 million jobs quickly and help many more jobless, he added.

Kirkland said the programs in need of funding include community development block grants; urban development action grants; job training for dislocated workers; youth conservation; schools and hospitals; local highways and bridges; Amtrak; parks and veterans' facilities.

Asked how long people can retain faith in government before the take to the streets, Kirkland said it depends on the political leadership responding to the present crisis. "If that takes riots in the streets, I would regret that," he said.

The Labor Dept. said the November decline of 165,000 in non-farm jobs came in hard goods manufacturing. Machinery, primary and fabricated metals and transportation equipment were hardest hit. Nearly one-half of the total job loss of 2.7 million since July 1981 was in these four industries.

The number of longterm unemployed — those jobless 15 weeks or longer — rose 400,000 in November to 4.5 million. As the recession goes on, the duration of unemployment increases and half of this group has been out of work more than 6 months.



Gasoline tax bill should help in creation of jobs

WASHINGTON — As a bipartisan gasoline tax bill fund rebuilding of highways, bridges and mass transit systems moves through Congress, House and Senate Democratic leaders are seeking broader job-creating programs to cope with soaring unemployment.

House Speaker Thomas P. O'Neill, Jr. said the Democratic package would include a \$5 billion public works program. It would employ at least 250,000 jobless on such projects as repairing public housing, public buildings, veterans hospitals, and rail facilities.

President Reagan, although supporting the 5-cents-a-gallon gas tax to finance a \$5.5 billion-a-year public infrastructure repair program, said he opposes the kind of jobs program favored by congressional Democrats. Reagan said the bipartisan bill moving through Congress is a "highway bill, not jobs bill as such," and that the nation should wait for economic recovery to reduce unemployment.

Under the pressure of rising unemployment and the November election results, the House Ways and Means Committee acted with unusual speed in approving the gasoline tax to finance a five-year, \$32.9 billion program. The government estimated the program would directly employ 175,000 workers and create about 150,000 additional jobs from a ripple effect. The plan passed in the House last week enroute to expected Senate approval.

As the lame-duck session of Congress opened recently, House Speaker O'Neill said, "Our first priority in the current session is to create jobs. The highway bill is a start. I am hopeful that we will win bipartisan support for a broader job-creating package and take action on this package before Christmas."

As bad as the '30s?

Conventional wisdom has it that, as bad as this recession is, at least it's different from the 1930s Depression since today's jobless are protected by unemployment insurance.

But, to use a Depression-era expression, "it ain't necessarily so."

In fact, this is the first time since 1935, when the unemployment insurance system was created, in which a majority of the unemployed are receiving no jobless benefits at all. Today, fewer than 42 percent of the jobless are getting benefits and the trend continues to worsen.

By comparison, about two-thirds of those unemployed during the 1974-75 recession were able to collect benefits. Now, as then, many aren't eligible because they newly entered the job market — a category which includes many teenagers and women.

Today's low ratio of beneficiaries is due mostly to cutbacks in the unemployment compensation program which the Reagan Administration rammed through Congress last year as part of its budget cuts.

Back in the spring of 1981, the Administration told Congress that its "economic recovery program" would reduce unemployment from its then 7.4 percent rate to 7.2 percent in 1982, 6.6 in 1983, and 6.4 in 1984. Thus, no need to worry much about cutting the compensation program for the long-term unemployed — right?

Wrong, as is now apparent to all. The Reagan Recession has brought a double-digit unemployment rate for the first time since the Great Depression and the number of jobless is still rising.

While the government and the news media focus on the "rate" of unemployment, the actual number of jobless now exceeds the number in 1933, at the peak of the Depression, by nearly 400,000 as of October.

Adding the nation's 1.6 million "discouraged" workers to the official 11.6 million jobless, the real number is 13.2 million. And that's not counting the 6.6 million Americans forced on part-time, a figure which experts translate as an additional 3.3 million jobless.

In some states and cities, especially in manufacturing centers, the jobless rate has been at Depression levels for many months.

At the same time unemployment has



been soaring, the number of those whose jobless benefits have run out has been growing. As a result of last year's cuts, the Congressional Budget Office estimated that unemployment benefits were eliminated or reduced for 2 million workers during the fiscal year which ended Sept. 30. CBO said the cuts would affect another 3.1 million jobless in the current fiscal year.

These Administration-initiated cuts have nearly dismantled the extended benefits program. During the 1974-75 recession, that program provided up to 39 weeks of benefits for the long-term jobless in addition to 26 weeks of regular benefits.

The number of states providing up to 13 weeks of extended benefits — the limit under the current program — have dwindled to about a dozen. According to a recent report by the House Democratic Study Group, the number will drop in coming months to about 8 states, and not necessarily those with the highest unemployment, under the Reagan formula.

Under this formula, extended benefits no longer are "triggered" in each state when the national jobless rate reaches a certain level. Also, it becomes increasingly difficult for individual states to come under the federal-state extended benefits program.

The plight of the jobless has been made even worse by the gutting of trade adjustment assistance, public service employment, and targeted public works aid as well as severe cuts in job training, food stamps and welfare.

Such programs have in past recessions not only cushioned the blow of unemployment, but — like jobless benefits — have served as a strong stimulus to the economy.

Congress in October enacted a supplemental jobless benefits program providing from 6 to 10 additional weeks of eligibility for the long-term jobless. But this program expires the end of March.

In recent months, Congress showed signs of recognizing the dismal failure of Reaganomics, and apparently got the message of the November elections. Plans are afoot on both sides of the aisle to create jobs, rebuild the nation's crumbling public infrastructure, and aid the unemployed. The nation is waiting.

Yates County worker gets back pay for lost overtime

PENN YAN — A Yates County highway employee has been awarded 100 hours of pay at the overtime rate because the county violated the contract by failing to call him for overtime winter road maintenance.

CSEA's Legal Assistance Program took the grievance to arbitration, contending that the then-Superintendent had been "out to get" the employee for blowing the whistle on the official for alleged equipment bidding and purchase irregularities. CSEA attorney James T. Hancock argued that the former official had discriminated against the worker by removing his name from overtime lists,

depriving him of overtime calls for sanding, snow or ice removal in early 1982.

The County conceded there was ill feeling between the employee and the now-resigned superintendent, and the arbitrator concluded that the official willfully discriminated against the CSEA member in a "flagrant, discriminatory and continuing violation of the contract."

The arbitrator awarded the highway employee the same amount of pay as that received by the equipment operator who worked the most overtime hours during the period in questions.

Staff ratio helps reduce client death

ALBANY — Higher staff-to-client ratios have been credited with holding down the anticipated death rate in state developmental centers despite the more disabled client population being cared for now.

The Office of Mental Retardation and Developmental Disabilities recently released a study of mortality rates in 13 of the 20 State-run developmental centers. Three years were studied: 1972, 1977 and 1979.

Researchers had expected the mortality rates among clients to increase because deinstitutionalization has moved healthier residents into the community, leaving behind elderly and more chronically disabled clients.

Instead, they were pleased to find the death rate had remained relatively stable. Leading causes of death were circulatory and respiratory illnesses.

Lower mortality rates were noted in centers with higher staff-to-client ratios and, to a lesser extent, in smaller centers.



CSEA HONORS CURTIN — Finger Lakes DOT Local 519 recently paid special tribute to Jeanne Curtin, center, who has retired after 41 years of state service. CSEA officers and state officials attending the retirement dinner in Auburn included, left to right, Richard Corey, Resident Engineer Cayuga County; Ed Avery, Local 519 president; Curtin; Kenneth Bean and Dennis Samara, Local 519 shop stewards.

Jeanne finally calls it quits; completes four decades with DOT

WATERLOO — After 41 years of dedicated service with the New York State Department of Transportation, Jeanne Curtin has retired from her job she affectionately terms her "second love".

Mrs. Curtin began her state service in 1941 working for her father, William Hickey, a resident engineer at the Wayne County residency.

Throughout her years of service she earned a

number of upgradings and reclassifications to reach her final title of Transportation Office Assistant II.

At a recent retirement dinner given in her honor by CSEA Finger Lakes DOT Local 519, Mrs. Curtin indicated her retirement plans include a long, enjoyable vacation in Florida.



LOCAL BARGAINING STUDY CONTINUES — Members of CSEA's Local Government Contract Task Force met again in Albany last week to further refine major recommendations for how CSEA can improve its negotiations on behalf of local government workers. The Task Force has been at work for several months, exploring the complex bargaining requirements of hundreds of bargaining units, and is expected to make final recommendations soon to the union's officers. Pictured above are: Bernadine Dougal, staff secretary; Erie Local President John Eiss; Oneida Educational Local President Delores Herrig; Chairman Mike Curtin; Associate Research Director Bruce Wyngaard; Nassau Local President Jerry Donahue; Education Director Tom Quimby; Collective Bargaining Specialist John Naughton and Counsel Bill Wallens.

SS tax refund possible

Social Security taxes are deducted from paychecks during the time when an employee is out of work and before a Workers' Compensation hearing is held. So, if an employee is out on Workers Compensation leave and has had Social Security taxes deducted, he or she may be due a refund if a decision is made that the leave is job related.

The refund will be calculated on the dollar amount of the Workers' Compensation award. Anyone who believes they are entitled to it should contact their personnel office.

The deadline to apply for a refund is three years, three months and fifteen days from the date the employee went off duty.

Employees who receive refunds should note that Social Security earnings will be reduced and this may affect income upon retirement.

Public sector workforce cut

WASHINGTON — State and local government employment nationwide may be leveling off, a Tax Foundation study reports. The study noted a 1.6 percent drop in the number of workers on state and local payrolls in 1981, the latest year for which figures are available. According to the Foundation, the drop followed 35 years of continuous growth in public sector employment. They reported 13.1 million full and part-time employees in 1981, down from the all-time high of 13.3 million in 1980.

Mental Hygiene update:

Conference sets course for 'working together'

By Gwenn M. Bellcourt
Assistant Editor



ALBANY — The historically strained relationship between the State's Office of Mental Health (OMH) and the union appears to be on the mend, despite a handful of sticky problems presently facing OMH workers and their union bargaining specialist.

Yet these problems can be ironed out, says CSEA Collective Bargaining Specialist Jim Cooney. A recent labor/management conference proved just that.

Together with OMH Associate Commissioner Thomas Sharkey and his staff, Cooney planned and moderated the conference, which was appropriately named "Working Together."

The conference attracted approximately 250 participants: CSEA Statewide President William McGowan and the union's statewide officers, mental hygiene local presidents and grievance officers; OMH Commissioner James Prevost and the directors and deputy directors of the state's psychiatric

centers who gathered to exchange views on such topics as day care, patient abuse and seniority.

"The idea was to get everyone out of the institutional setting and into a more relaxed setting," remarks Cooney, who, for a little more than a year now, has been handling OMH grievances as well as negotiations for the state's Institutional Services Unit (ISU).

Cooney, a former CSEA field representative, shares the key responsibility of negotiating the state's contracts with two other bargaining specialists: Jack Conoby for the Administrative Services Unit and Nels Carlson for the Operational Services Unit.

As for the mental hygiene conference, Cooney says his main objective was to set the tone for open communications between psychiatric center directors and the local officers and representatives.

Although more general topics were discussed, Cooney said this worked as an "ice breaker, it established a decent rapport between two otherwise opposing factions."

Presently, there are several major issues facing OMH workers, Cooney says, adding that each problem area requires the unique skill of "maintaining a good working relationship, without sacrificing the union's position." These issues include:

- **Upgrading mental health therapy aides (MTHA's) working in forensic units.** Cooney called this "one of the most crucial issues facing mental health right now." Unlike regular MHTAs, members working in these units face a higher risk of physical harm, since their clients typically have a strong tendency toward violence.

Cooney says the Office of Mental Hygiene and the Governor's Office supports the upgrading proposal, which is now awaiting approval of the state's Division of the Budget.

- **Deinstitutionalization** or what the union has coined as the "dumping" of thousands of mentally ill clients into communities. The program has been a thorn in the union's side for at least seven years, says Cooney, pointing out that a CSEA-sponsored advertising campaign four years ago helped to curtail the policy.

Deinstitutionalization has assumed a new front, however. Now psychiatric centers such as Central Islip and Kings Park are forced to consolidate, with some employees traveling 30 miles to and from the workplace. Cooney, with the help of the Long Island staff, just finished negotiating benefits for these uprooted workers.

- **The remodeling of Bronx Psychiatric Center.** Approximately 25 percent of the client and worker population are slated to be moved to the Creedmoor Psychiatric Center, a distance of 20 miles via New York City. Cooney stresses these are "borough" miles, a major inconvenience for affected workers. State architects estimate the renovation of Bronx Psychiatric Center will take three years. Negotiations are now in progress.

- **Consolidation of laundry facilities.** Effective July 1, 1982, laundry employees working at the psychiatric centers on Long Island and in New York City were transferred from OMH to the Office of General Services. A similar transition will occur upstate, effective March 31, 1983. Cooney notes that negotiations have just started on behalf of these workers.

In the meantime, the fact that OMH Commissioner James Prevost will leave his post in January didn't seem to faze Cooney. "Sure, whoever is appointed may have completely different ideas on how to operate the department," he admits.

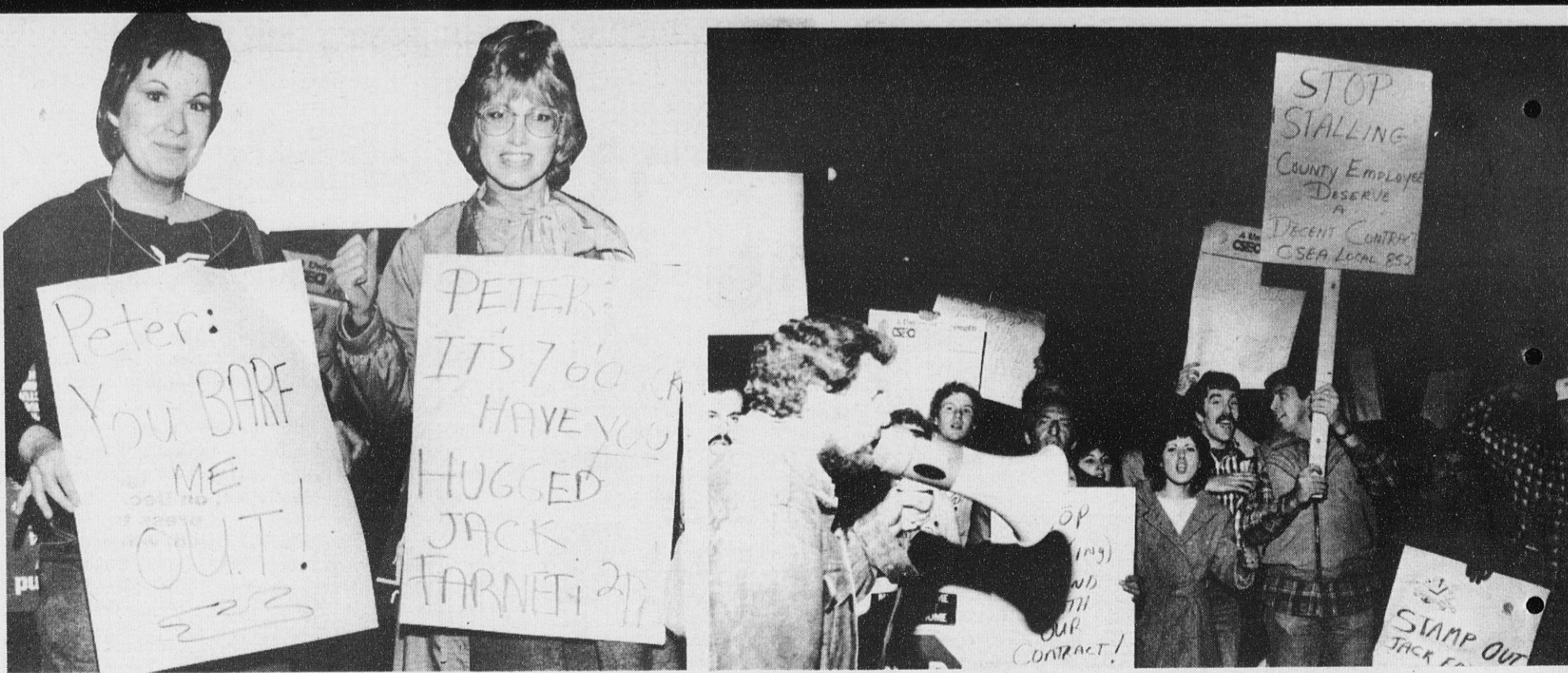
But to Jim Cooney, it's still a matter of working together.

'The idea was to get everyone out of the institutional setting and into a more relaxed setting. . . .' —Jim Cooney



WORKING AT WORKING TOGETHER — Office of Mental Health Commissioner James Prevost, center, and CSEA Statewide President William L. McGowan discuss mutual concerns during the recent labor/management conference.

AN EXTENSIVE advertising campaign by CSEA helped thwart the state's deinstitutionalization program. Now, four years later, psychiatric centers are consolidating. Negotiations on behalf of these workers are underway.



1000 turn out to shock political fundraiser

Irate Suffolk County employees demonstrate their anger over delays in contract settlement

By Hugh O'Haire
CSEA Communications Associate HAUPPAUGE — It looked like Berlin in the 30's: flashing lights from massed police cars and the glare from hundreds of road flares turned the foggy night a lurid red as scores of leather-jacketed police troops held back crowds of chanting, placard-waving workers while limousines and expensive cars whisked the wealth into a political rally.

Instead, the scene was Suffolk County on the night of Dec. 2 as more than 1,000 CSEA demonstrators protested the lack of a contract at a fund-raiser for Suffolk County Executive Peter Cohalan.

The event was held at the Colonie Hill, a catering complex and golf course near the Long Island Expressway in Hauppauge. Police, in preparing for the demonstration, had placed a double row of red flares down the median line of the road that fronts the entrance to Colonie Hill. Local 852 members, who braved the damp and chilly weather for almost three hours, waved placards which read, "Scrooge Lives," "Cut Fat Not Services" and "Negotiate, Negotiate, Now!" and chanted "We Want a Contract" and "Dump Peter in '83."

As a police helicopter circled overhead, a horn-toting, 130-car con-



SUFFOLK CONTRACT REACHED

HAUPPAUGE — Local 852 and Suffolk County reached a tentative agreement on a four-year contract, on Dec. 17, The Public Sector learned at press time.

The agreement, if ratified, will provide for: a seven percent lump sum payment for 1982; a 14 percent salary increase for 1983; and salary hikes of eight percent for 1984 and eight percent for 1985.

In addition, the incremental step system has been consolidated from twelve to eight steps and the approximately 47 percent of employees who are eligible will receive step increases — which are worth approximately 4.5 percent of annual salary — on April and October of 1983, 84 and 85.

When increments are added to salaries, some employees will receive raises of 23 percent in 1983, 17 percent in 1984 and 17 percent in 1985.

It is believed that the \$49 million contract contains some of the highest compounded salary increases ever negotiated in Suffolk County. The agreement was reached after an all-night bargaining session on Dec. 15 attended by Local 852 President, Charles Novo, Local 852 Executive Vice President, Shirley Germain, President William McGowan's personal representative, CSEA Counsel James Roemer, Regional President Danny Donohue, CSEA staff members, Collective Bargaining Specialist George Peak and Field Representative Irwin Scharfeld.

The tentative agreement was unanimously approved by Local 852 negotiating team on Dec. 16. On Dec. 17, Novo presented the contract to unit presidents. The agreement will be sent to the general membership for a ratification vote.

More details on the Suffolk agreement will be carried by the next issue of The Public Sector.



voys of CSEA members, many of whom held placards out their windows, drove by the entrance to Colonie Hill to the cheers of the other demonstrators. Because of the CSEA protest, the late model Cadillacs and Mercedes Benz' bearing wealthy contributors and contractors and their mink-clad wives, some of whom glared at the demonstrators, were caught in a traffic jam that backed up to the Long Island Expressway a half-mile away. Speeches, including one by recently-defeated gubernatorial candidate, Lewis Lehrman, were delivered more than an hour late at the event which was billed as a 'major event in the re-election bid of County Executive Peter Cohalan.'

●The demonstration was called for by Local 852 President Charles Novo, to protest the county's refusal to "bargain in good faith." Novo said the county has "dragged its feet" at every "opportunity" and cancelled bargaining sessions in an attempt to wear down the CSEA negotiating team. Currently, the county and CSEA are at impasse and awaiting a fact-finder's report which is expected to be issued soon.

●"They were hoping we would get tired. Give up. Settle for anything we could get. We wanted to show them that we're

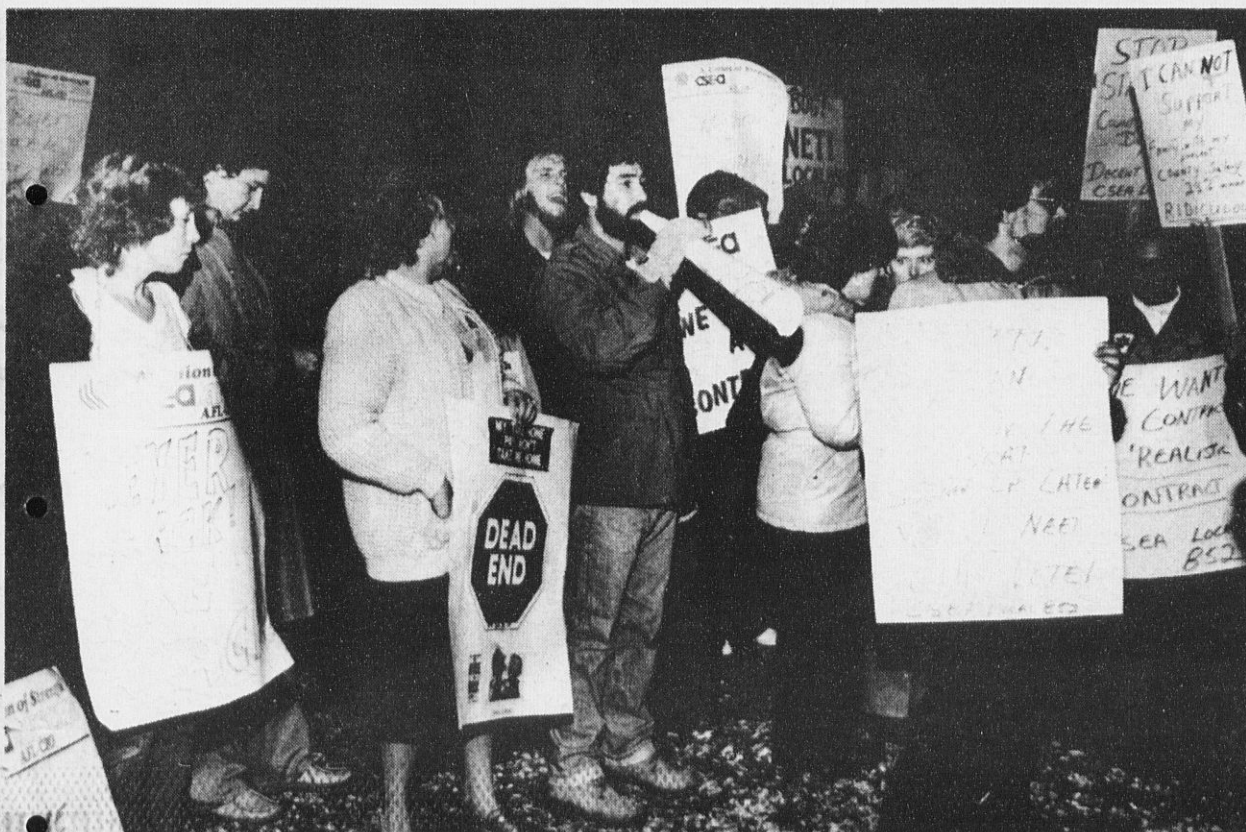
still united and still demand a just raise as well as our increments," Novo said.

Earlier in the day, word has reached CSEA that the county had settled with the Police Benevolent Association. The PBA contract, which covers approximately 2,200 police, will give them annual raises of 7.5, 8 and 8 percent in addition to increments over the next three years if ratified.

The county offered CSEA a three-year "final offer" of 7, 8 and 8 percent inclusive of increments" which the negotiating team rejected. Novo said that when the increment — which is worth approximately 4.5 percent — is subtracted from the offered raises, they total 2.5 3.5 and 3.5.

"All during negotiations, we have demanded increments plus raises but the county says no. Now they go out and give them to the PBA. We are pleased for our police brothers and sisters, and we would seriously consider the same offer if it was made to use by the county," Novo said.

"Obviously, it is not the county's ability to pay that is in question, it is simply their unwillingness to treat civil servants as equals. They are trying to discriminate against us and we're not going to stand for it," Novo said.



CSEA very effective in protecting union gains in legislative session

(Continued from Page 1)

\$250-\$500 million state budget deficit (depending upon whose projections are believed).

But again, lawmakers left the governor's plan in the mail box. Late in the week the governor and the Democrat-controlled Assembly agreed on a plan to offset the deficit which did not include furloughs. Senate Republicans were still balking at any action pending the coming budget proposals of Governor-elect Mario Cuomo, and it was not certain if the deficit would be dealt with this week or put on the back burner until the new legislative session begins in January.

Another Carey failure was achieved by the heavy lobbying of CSEA representatives against the governor's legislative proposals to amend the Triborough Law only enacted by the legislature last spring.

The law requires public employers to continue terms and conditions of employment when a contract expires before a new agreement can be negotiated. The unions argued successfully last spring that the law helps balance the bargaining powers of unions and employers by eliminating the ability of employers to coerce settlements by stalling negotiations to the expiration of a contract and then unilaterally reducing the terms and conditions of employment.

Carey's sweeping amendments to the law — which only took effect several months ago — would have effectively repealed the law, CSEA's Featherstonhaugh said. In the end, the best the governor could do with lawmakers was an agreement to drop his amendments in favor of a single amendment that would waive the protections of the Triborough Law in the event of an illegal job action by employees.

While the public employee union's would have preferred no amendments, lobbyists said the final agreement was a major victory for employees and left the Triborough Law's major benefits virtually untouched.

The jockeying at the capitol this week perhaps marked the last legislative showdown between the mercurial Carey and the state's largest public employee union. After eight long and sometimes combative years, the "Carey years" will come to an end at 11:59 p.m. on December 31.

Lease cars to cut union costs

ALBANY — CSEA will begin leasing American made cars next year as part of a program to limit the union's expenses for mileage costs involved in its vast field operations.

CSEA President William L. McGowan said the arrangements for leasing of the cars is now being worked out and final plans are expected to be approved in the next several weeks.

Presently the union reimburses its professional staff and union activists for costs incurred in membership services on a cost per mile basis. Provisions of the union's recently approved contract with the union representing its field staff calls for the implementation of leased cars instead of mileage reimbursement. The bottom line, says CSEA officials, is lower costs.

"Providing services to the rank and file of an organization of CSEA's immense size and diversity is costly," McGowan said. "We are embarking on this approach in an effort to make our costs more manageable without harming the delivery of professional services to the members. That service is a top priority of our union."

CSEA represents about 250,000 public employees in hundreds of bargaining units spread over virtually all of New York State's 52,000 square miles. A professional field staff operates from six regional offices and satellite offices, but to provide effective service in negotiations, grievance administration and other union activities, union employees travelled more than one million miles last year alone.

"Providing effective union services isn't easy or inexpensive," President McGowan said, "but we strive to deliver the best service that we can at the least possible cost. We think this new approach will help."

Westchester informational meeting

A tentative contract agreement between CSEA and Westchester County covering members of CSEA's large Westchester County Unit has been reached, Unit President Jack Whalen announced as The Public Sector went to press. Whalen said that an informational meeting for unit members to explain the tentative agreement will be held on Dec. 27 at a time and place to be announced.

LINDA COTE, below, recently appointed representative from Region VI to the Election Procedures Committee, assisted in presenting the program.



AN ELECTION SEMINAR was conducted recently in Batavia for CSEA Western Region VI members. Gregory Szurnicki, chairman of the union's Election Procedures Committee, who conducted the session, studies some of the election material displayed for the members.

Union announces job openings

ALBANY — CSEA is seeking qualified candidates for the positions of word processing/key punch specialist and program curriculum contract specialist.

The word processing/key punch specialist position requires exper-

ience in word processing, data entry and programming.

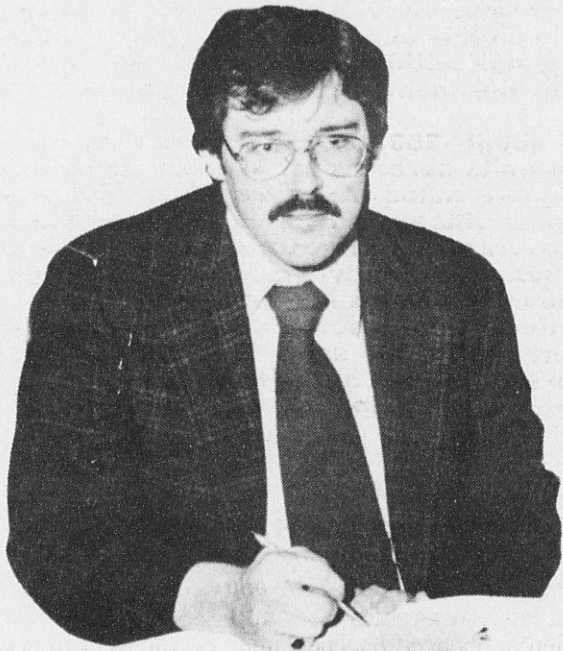
Qualifications for the program curriculum contract specialist includes a Bachelor's degree and three years experience in the design, administration and

analysis of curriculums and adult education program contracts.

Interested candidates should submit a resume and salary requirements, no later than January 2, 1983, to the Loudonville Branch, P.O. Box 11-024 Albany, New York 12211.

Health Dept. cited for failure to pay negotiated increments, bonuses

ALBANY — The Civil Service Employees Association's State Health Department Local 664 has filed a contract grievance against the Health Department's personnel administration group for failure to pay long overdue salary increment



LOCAL 664 President C. Allen Mead. . . 'Diabolical mismanagement' of negotiated salary benefits spurs contract grievance.

advances and full 1 percent bonuses due CSEA members today.

"This diabolical mismanagement by the State of New York has denied our members of benefit of negotiated salary increases due them many months ago," C. Allen Mead, president of the 700-member CSEA Local, charged.

"Now the Department is issuing incomplete 1 percent bonus payments," Mead, who is also first vice president of the union's Capital Region, said. "This means that thousands of taxpayer dollars will have to be spent to pay for a complete readjustment of each affected employee's salary at a later date. That's a waste."

The 1 percent bonus payment was negotiated by CSEA for all employees it represents who received acceptable job ratings this year.

The contract provides for a 1 percent bonus payment this month based on the employee's current pay rate. If, however, an employee is eligible for a pay increment but the personnel department has delayed processing the required paper work, the bonus paid this month will be lower than what the employee is entitled to receive.

Mead explained that CSEA would then file a contract grievance, which would eventually be resolved by recalculating the individual's correct increment and full bonus — a costly process for the State.

He contends that the failure of the Health Department's Human Resource Management Group (HRMG) to process employee evaluations in a timely manner has caused the CSEA members a pain in their pocketbooks, and that it

EXAMPLE — A grade 4 employee earns \$9,343. If he earns a positive evaluation, he should receive a \$443. increment advance within 28 to 41 days after his evaluation due date. This makes his total salary \$9,786 and his 1 percent bonus \$97.86.

However, if the evaluation is not processed on a timely basis and the increment is not paid, the employee would be shorted the full increment (\$443) and \$4.43 of his 1 percent bonus.

A source close to Audit and Control believes the cost of recalculating an individual employee's salary, including man-hours and computer time, to be nearly \$112.

has hurt their morale and productivity. Also of concern is the additional financial burden the state's mismanagement is costing the taxpayer.

"In my local, the overdue increment advance payments and incomplete bonus payments may total close to \$75,000," Mead said.

So far, the Local has filed 15 contract grievances citing late payment of increment advances, some dating back to October; none of the grievances has been resolved by HRMG.

"When I asked for the appointment dates of the Department's 800 workers — something the personnel unit should have readily available — I was told I'd have to wait until March 1983. That's ridiculous!" Mead concluded.

Juror or plaintiff? Court restores accruals for jury summonings

MINEOLA — In 1981, CSEA member Alice Mason thought she was going to court as a jury member, but instead ended up in court as a plaintiff. After her employer denied her request for authorized leave, it took help from CSEA's Legal Assistance Program to restore her leave credits.

The Nassau County Department of Social Services employee received a qualifying summons to appear at the county courthouse to be examined for jury duty. Ms. Mason's written request for an absence with pay was later denied, and her quarter day's absence from the job was charged against vacation accruals.

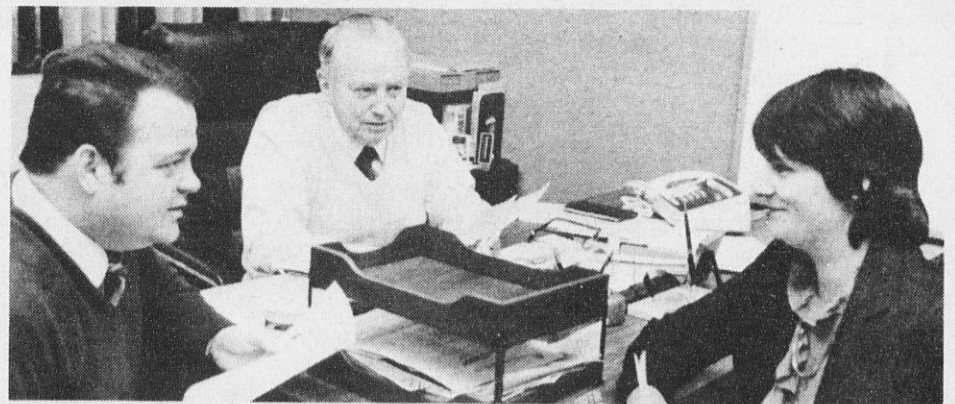
CSEA filed an unsuccessful grievance in her behalf, then went to court. CSEA attorney Richard Gaba argued that the county's denial of the leave request violated

the union contract's provision covering excused absences for jury duty.

County attorneys contended that attendance to qualify as a juror is not "jury duty" as that term is used in the contract. But the court disagreed. Once properly summoned to appear, the decision noted, it is the duty and responsibility of a citizen to attend, whether to qualify or to serve as a juror.

"In the court's view, the obligation of a citizen to appear in response to a qualifying summons is inseparable from actual jury service," the court ruled. "Both constitute 'jury duty.'"

Nassau County was found to be in violation of the collective bargaining agreement and directed to restore the improperly charged accrued vacation time.



LARGE MEETING FACILITIES in the Long Island area are discussed by CSEA Region I President Danny Donohue, left, Regional Director William J. Griffin, and CSEA Meeting Coordinator Jeanne McGarry. CSEA is continually updating information on potential meeting facilities around the state.

Groundskeepers transferred

ALBANY — Groundskeepers who were formerly in the State/CSEA Institutional bargaining unit, have now been transferred to the State/CSEA Operational bargaining unit.

Collective Bargaining Specialist Nels Carlson explains that the move was done to, "put employees in the bargaining unit there, because of the nature of their work, where they really belonged." Seniority rights were also transferred.

The following job titles of approximately 600 state employees are affected:

- Groundworker
- Senior Groundworker
- Grounds Construction Supervisor
- Assistant Supervisor/Street Construction/Grounds Management
- Groundskeeper
- Assistant Supervisor/Executive Mansion Grounds
- Supervisor/Executive Mansion Grounds
- Supervisor General Services/Grounds (O&H) I/Greenhouse Worker



Board of Directors

November meeting highlights

Editor's Note: Starting this issue, the Public Sector will publish a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. CSEA Statewide Secretary Irene Carr has graciously consented to highlight the Board's official actions for the information of CSEA members. Secretary Carr also highlights Board action in her annual report to the delegates, which includes an accounting of Board attendance.

By Irene Carr
CSEA Statewide Secretary

ALBANY — CSEA's Board of Directors conducts the official business of the union and is vested with the responsibility for approving a budget for the union's operations and disbursements of union funds.

The Board met twice during the month of November in Albany. It conducted its normal business meeting on Nov. 18, and then met again in special session at the direction of President McGowan to approve the union's budget for the fiscal year which began Oct. 1, 1982 and runs through Sept. 30, 1983.

This is a summary of the actions taken by the Board at its Nov. 18 official meeting. As is customary in Board meetings, discussion included a wide range of topics too lengthy to all be included in any concise report. These are the highlights of the official business:

- **The Board approved a series of motions dealing with annual salary increases for the union's management/confidential employees. While the rates varied and included a wide range of positions from**

clerical to executive, the basic increase was 8 percent per year for three years, identical to a contract settlement previously approved involving organized employees of CSEA in two bargaining units.

- approved motions dealing with the repayment of a loan to certain CSEA locals and repaying an outstanding debt to AFSCME in connection with costs incurred as a result of the Solidarity Day demonstration in 1981.
- approved a motion concurring with a data processing need to differentiate membership status on automated records.
- received a report from the County Executive Committee identifying Kutcher's Country Club, Monticello, N.Y., as the site of the County Workshop from June 8-10, 1983.
- received a report from the State Executive Committee recommending: members be advised of all changes to the state health plan resulting from recent negotiations; the committee review proposed changes in the Employee Assistance Program (EAP) before they are formalized; and that the Statewide Delegates reject a proposed reorganization of the Board of Directors.
- approved Budget Committee recommendations to: approve a new lease for the union's Rochester Satellite Office; approve a lease extension for the Binghamton Satellite Office; approve a transfer of funds to compensate for additional hours of service under the counsel's retainer.
- approved the recommendations of the CSEA Standing Legal Committee con-

cerning grants and denials of various applications to the union's Legal Assistance Program.

- approved a motion to conduct a special election to fill a vacancy on the Board of Directors resulting from the retirement of Health Department Representative Genevieve Clark. The Board also honored her for her long years of dedicated service to the Board, her local and her region.
- approved a modification to Article XII of CSEA's Model Unit, Local and Regional Constitutions dealing with election procedures. Modifications are to be the subject of several educational programs to be announced by the Election Procedures Committee in the near future.
- approved a motion to contribute to the Jerry Wurf Memorial Fund, an educational endowment program sponsored by the American Federation of State, County and Municipal Employees, AFL-CIO, in remembrance of the late AFSCME President.
- approved a motion to authorize the Nassau County Local to enter into a lease for offices beyond the expiration of the terms of office of the local's present officers, a requirement of the CSA Financial Code.

Questions by CSEA members concerning the Board of Directors should be directed to that member's Board Representative, Local President, or to the Office of the Statewide Secretary. Copies of the Secretary's Board minutes are mailed to Board Representatives and Local Presidents.

Montgomery Co. local:

'Keep Civil Service; add personnel dept.

AMSTERDAM — CSEA Montgomery County Local 829 has gone on record for the establishment of a county personnel department, but remains adamant against the abolishment of the current County Civil Service Commission.

"There are two distinct issues in the Department of State's report on the county's personnel and civil service functions," CSEA Local President William Zippiere said, commenting on the contents of the study.

"The need for a county government personnel department is well known to us. Its establishment to serve as a central clearinghouse of labor problems would be a great savings to the county taxpayer and a boost to employee morale.

But the abolishment of the current three-member County Civil Service Commission and its replacement by one individual is totally unacceptable. It would be a step back to the pork barrel patronage days."

Zippiere, whose local covers the majority of public employees on all levels of public service within the county, its schools, towns and villages, pointed to some problems in the Department of State's study.

"Many people are confusing the report's personnel recommendations with its civil service suggestions. So many individuals think the document supports the one-man Civil Service Commission concept. It does not," Zippiere stressed.

The 19-page review deal with both personnel and civil service issues. In one summary, the report states:

"All but one department head indicated a preference for a centralized per-

sonnel office, with responsibilities for policy coordination, contract administration, civil service administration and other functions. Such an office was perceived as reducing greatly the time that department heads now had to devote to personnel issues and freeing them to concentrate on operational concerns."

Zippiere supported this county personnel department recommendation completely. "Our problems usually result from numerous interpretations of our contract by various department heads. If there was on personnel department head with full authority for contract administration, many of our problems would be resolved before they go to costly, time consuming arbitrations."

Regarding the union's opposition to a recommendation for a single personnel officer, Zippiere said, "One individual would have certification power over 1,210 Civil Service classification items in the county's four school districts, its 10 towns and villages as well as in its county governmental structure. The report failed to ask the concerns and recommendations of these other bodies concerning their civil service needs. that must be corrected."

The union had no objection to the continuation of the current County Commissioner or to the addition of a full-time personnel administrator as executive secretary to the Commission.

"These recommendations are balanced. Anything less is unacceptable," Zippiere said.

Union assumes leadership in employee benefits training program

(Continued from Page 1)

2. Agency Experimental Grants (operated by the executive committee of CWEP, that is, the Committee on Work Environment and Productivity) to fund innovative training projects jointly proposed by labor and management at the local level. For instance, learning how to operate new mechanical equipment, or coping with violent clients, or learning how to manage stress.

3. Tuition Support (operated by Tuition Support Unit) which pays 50 percent, up to \$300 each year, toward tuition costs of higher education. Under the new system, employees will be able to deal directly with the Tuition Support Unit so there will be a more efficient reimbursement process. Program is expected to be in place for the upcoming spring semester. It will also be retroactive to the fall of 1982 and perhaps even to the spring 1982 semester. Consult further editions of The Public Sector for an update, but it should be stressed that until there is formal announcement that the program

is in place, no reimbursements can be guaranteed.

4. High School Equivalency (operated by CSEA) expected to be patterned after successful pilot projects underway in New York City.

5. Employee Benefits Training Courses (operated by CSEA) which will offer tuition-free classes in work-related subjects at 86 different colleges and institutions in New York State. Project will resume in the fall of 1983 because it is now undergoing an extensive reevaluation. Future emphasis will include basic skills to help prepare employees for educational opportunities which will promote professional advancement. Also, colleges and institutions which do best job of delivering services will be identified and utilized.

CSEA, which previously only monitored the Employee Benefits Training Program, will now be out front in determining how its state members can best advance careers, improve earning capabilities, and achieve a better quality of life.

MARCY PSYCHIATRIC CENTER

EMPLOYEE ASSISTANCE DAY

WEDNESDAY DEC. 1ST
10AM - 4PM
MPC ASSEMBLY HALL

VISIT THESE BOOTHS FOR VALUABLE INFORMATION

FREE COFFEE

- PARENTS ANONYMOUS
- BLOOD PRESSURE SCREENING
- GLAUCOMA SCREENING
- C.S.E.A. EMPLOYEE BENEFIT FUND
- TER BUSH AND FOWELL
- C.S.E.A. RETIREES
- WOMEN'S RESOURCE CENTER
- FOOD CO-OP
- COUNCIL 82 - P.E.F.
- ONEIDA CO. MENTAL HEALTH
- NUTRITION AND HEALTH - HEART, LUNG, DIABETES ASSOC.
- DIET COUNSELING
- ALCOHOLICS ANONYMOUS

*PIZZA
*DOOR PRIZES



EAP INFO DAY at Marcy Psychiatric Center drew nearly 400 employees to 23 informational booths. On hand to demonstrate at two of the free clinics were, from left to right, Angie Maunz, glaucoma screener; Mrs. Santa Claus (Sue Bucryzinki, Local 414 first vice president); Bud Mulchy, Local 414 president; Cynthia Hammond, coordinator of the event; Gary Holmes, EAP coordinator at Marcy; Maria Allen, nurse clinician, shown screening the blood pressure of Richard Heath, director of Utica and Marcy Psychiatric centers.

EAP Day at Marcy Psych. draws 400

MARCY — At the end of the day Cynthia Hammond was exhausted, but she was flashing a big smile. By all accounts, her brainchild, the first Employee Assistance Program (EAP) Information Day on the campus of the Marcy Psychiatric Center, was a huge success.

Some 400 employees in the operational, administrative and professional bargaining unit at the facility turned out to find out about services ranging from health to credit counseling.

"We used sort of a supermarket approach," said Hammond, "figuring that a variety of services offered at one location would have a broader appeal and best serve our objective of targeting family needs, as well as those of employees at the facility. We even gave them a little nudge by sending

Mrs. Santa Claus (Sue Bucryzinski, Local 414 first vice president) on a 'walk-through reminder' of the wards."

The clinical services offered at information day included free blood pressure screening, glaucoma screening and other health related booths. In addition, employees could ask questions regarding CSEA insurance, EAP, CSEA Benefit Fund, insurance, retirement, safety, credit counseling, vocational rehabilitation, mental health, YWCA and Women's Resources.

In addition to CSEA, two other employee unions at Marcy Psychiatric participated in the day-long event.

Hammond, a mental hygiene therapy aide at the facility and treasurer of CSEA Local 414, was quick to note the excellent

cooperation she received from her committee and the center's administration.

"From the inception of Information Day six months ago, labor-management cooperation could not have been better," she said. "We received the full support of Director Richard Heath and his entire staff."

In reviewing the preparation involved for the event, Hammond said one of her primary concerns as coordinator of Information Day was choosing a date that would be convenient for the 23 invited agencies.

"After careful consideration, we set a date well in advance. All the agencies and services were instructed to 'lock in' Dec. 1, and we moved ahead from there," Hammond explained.

Bud Mulchy, president of CSEA Local 414, praised the committee for its effort.



Long Island staff collects Toys for Tots

CSEA staff employees in Long Island Region I have again collected and donated a large number of toys for the Marine Corps Toys for Tots program, which distributed toys to needy children. On hand when Marine Staff Sergeant Virgilio Torres, second from right, accepted the staff's donation, were, from left, Field Representative John Cuneo, Region I President Danny Donohue, Region I office Secretary Elizabeth Golding and Regional Director William Griffin.

Proposed layoff of 42 jobs averted; nurses to remain in bargaining unit

TROY — It's good news on two fronts for the CSEA Rensselaer County Unit: the public and the Public Employment Relations Board have supported the union on two major issues.

Proposed terminations of county workers have been reversed by extensive union lobbying and strong public opinion, and the PERB Board has upheld the unit's right to continued representation of all registered professional nurses in county service.

The move to lay off 42 county employees came on the heels of the union's overwhelming ratification of a three-year contract which provides the 600 unit members with a 21 percent salary increase.

Controversy surrounded the contract ratification as Rensselaer County Executive William Murphy told the press that if the workers accepted the pact, as many as 70 employees would have to be cut to finance the salary increase. His layoff proposal fulfilled his threat.

Murphy had sought the elimination of 38 full-time positions, including the entire county Environmental Health Department and the Bureau of Criminal Investigation in the county Sheriff's Department. He also wanted four part-time jobs cut.

Working mostly behind the scenes, CSEA unit leaders and CSEA Field Representative Aaron Wagner informed the County Legislature of the union's position against the cuts.

Carol Larpenteur, unit president, and Marianne Herkenham, Rensselaer County Local 842 president, assisted Wagner at several sessions with the county's Budget and Finance Committee. Gary Bryer, Deputy Sheriffs unit president, represented the threatened BCI and road patrol deputies.

A series of public hearings followed, during which taxpayers and various groups served by the environmental health employees spoke in strong support of the public employee jobs.

When the Legislature, dominated by members of Murphy's own political party, voted to seek a slightly higher tax increase than recommended by the county executive to insure continued public service to the county residents, CSEA leaders were delighted. The slight increase in the recommended tax levy still leaves the county tax rate among the lowest in the area.

"The taxpayers realized that the cuts would be hurting them and they turned the issue around," Wagner explained.

Coming off that public victory, CSEA was informed that an appeal by the New York State Nurses Association to a decision of the director of Public Employment Practices and Representation had been dismissed by the PERB Board.



GOOD NEWS — CSEA Field Representative Aaron Wagner and Rensselaer County CSEA Unit President Carol Larpenteur are all smiles after receiving good news concerning the union membership.

NYSNA had sought to challenge the CSEA's representation of all registered professional nurses employed by the county. NYSNA based its petition on the fact that in 1968 PERB had created a separate unit for the registered nurses. However, the nurses had historically negotiated as a part of the overall Rensselaer County CSEA unit.

Because of the 14-year history of successful contract negotiations, the PERB Board upheld that a separate negotiating unit was unnecessary.

Extra deductions ruled illegal

ALBANY — Public employers must abide by the law, too, says the Court of Appeals in a recent decision which prevents the state from collecting Taylor Law fines after 90 days.

The Dec. 8 decision was the result of the 1979 prison guards' strike which resulted in participants losing two days' pay for every day they didn't work. Later, after the fines were collected through payroll deductions, a routine audit revealed that insufficient penalties were collected from approximately

'This ruling is a major precedent in defining the employer's obligations under the Taylor Law.'

300 people. The state moved to collect the difference, but CSEA, along with other unions, objected that those deductions were illegal because the Taylor Law states the penalty must be paid within 90 days.

The Court of Appeals has agreed. It rejected the state's bid to collect the extra fines because "the Taylor Law does not mean that they (public employees) should be forever subjected to legal sanctions..."

CSEA Attorney Michael J. Smith says he is pleased with the decision, which means refunds to approximately 100 CSEA members. He said the ruling is also a "major precedent in defining the employer's obligations under the Taylor Law."

CETA employees may 'buy back' service

ALBANY — Any public employee first hired under CETA, the Comprehensive Employment and Training Act, and who later went on a regular payroll for a continuous period of five years, may now "buy back" up to four years of their CETA service and credit it to their retirement.

CETA employees could not join the New York State Retirement System until they became regular public employees, and now after completing five years continuous service in that status, they can make the "buy back." But, it must be done within one year after completing the five years service.

'Stepparent' defined in Erie County arbitration over bereavement leave

BUFFALO — For purposes of bereavement leave, is a stepparent deemed to be a parent?

A member of CSEA Local 815 thought so when her stepfather died, and when Erie County denied her three days' bereavement pay, the union's Legal Assistance Program took the matter to arbitration to get her leave credits restored.

CSEA's contract with Erie County provides for up to five calendar days of bereavement leave following a death in the immediate family. To clarify the term "immediate family," a number of relatives are listed parenthetically; these include parents, but also include non-blood relatives such as various in-laws.

The union argued that a parent is generally regarded

to include a stepparent, and an arbitrator agreed in a decision which said in part:

"The purpose of bereavement pay is to recognize the human need in times of personal and family loss for attending to ceremony and family and relatives and for personal reflection. . . . In the abstract, the loss of a stepparent can hardly be separated from the loss of a parent, especially when, as in grievant's situation, her stepfather apparently served a parental role while she was young."

The arbitrator pointed to dictionary references which broadly defined "parent" and "father" and also concluded that the contract's specific references to non-blood or non-natural relations supported the union's arguments that "parent" should not be limited to natural parents.

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS DECEMBER 20, 1982

TITLE	DEPT.	EXAM. NO.
Toll Station Supervisor G-12	IDP	37-752
Plant Superintendent A G-25		37-795
Plant Superintendent B G-22		37-794
Plant Superintendent C G-19		37-793
Correction Counselor (Spanish Speaking) G-19	CORRECTIONAL SERVICES	00-143
Correction Counselor (Minority Group) G-19		00-141
Correction Counselor Trainee I (Spanish Speaking) \$16,711		00-117
Correction Counselor Trainee I (Minority Group) \$16,711		00-118
Correction Counselor Trainee II (Spanish Speaking) \$19,547		00-144
Correction Counselor Trainee II (Minority Group) \$19,547		00-142
Motor Equipment Storekeeper G-13	DOT	37-807
Forest Ranger I G-12	ENCON	37-854
Forest Ranger II G-15		37-769
Forest Ranger III G-18		37-770
Forest Ranger IV G-20		39-690
Principal Forestry Technician G-14		37-768
Senior Forestry Technician G-11		37-767
Senior Aquatic Biologist G-18		39-695
Senior Wildlife Biologist G-18		39-696
Conservation Biologist II (Ecology) G-18		39-693
Conservation Biologist II (Extension) G-18		39-694
Motor Equipment Storekeeper G-13	EXECUTIVE-OGS	37-806
Principal Architect M-4		39-700*
Health Facilities Surveyor II (Nursing) G-19	HEALTH	37-813
Senior Utilization Review Nurse G-19		37-809
Associate Compensation Claims Auditor G-23	LABOR	37-814
Senior Compensation Claims Auditor G-18	State Ins Fund	37-738
Mental Hygiene Nursing Program Coordinator M-1	MENTAL HEALTH	37-782
Mental Hygiene Staff Development Specialist II G-14		37-785
Mental Hygiene Staff Development Specialist III G-18		37-787

Mental Hygiene Staff Development Specialist III (Nursing) G-18		37-791
Mental Hygiene Staff Development Specialist IV G-23		37-789
Mental Hygiene Nursing Program Coordinator M-1	OMRDD	37-781
Mental Hygiene Staff Development Specialist II G-14		37-786
Mental Hygiene Staff Development Specialist III G-18		37-788
Mental Hygiene Staff Development Specialist III (Nursing) G-18		37-792
Mental Hygiene Staff Development Specialist IV G-23		37-790
Associate Social Services Planning Specialist G-27	SOCIAL SERVICES	39-689
Toll Section Supervisor G-15	THRUWAY	37-753

open competitive STATE JOB CALENDAR

FILING ENDS DECEMBER 27, 1982

Title	Beginning Salary	Exam. No
Business Consultant, Senior	27,306	25-792
Correction Counselor	23,351	25-860
Correction Counselor (Minority Group)	23,351	25-861
Correction Counselor (Spanish Speaking)	23,351	25-862
Correction Counselor Trainee I	16,711	25-863
Correction Counselor Trainee I (Minority Group)	16,711	25-864
Correction Counselor Trainee I (Spanish Speaking)	16,711	25-865
Correction Counselor Trainee II	19,457	25-866
Correction Counselor Trainee II (Spanish Speaking)	19,457	25-867
Correction Counselor Trainee II (Minority Group)	19,457	25-868
Discharge Planning Nurse	21,621	25-821
Food Service Specialist I	17,694	25-747
Forest Ranger I	15,775	25-780
Forestry Technician	11,582	25-779
Forestry Technician, Principal	16,286	25-850
Forestry Technician, Senior	13,724	25-849
Mental Hygiene Nursing Program Coordinator	31,104	25-713
Mental Hygiene Nursing Program Coordinator	31,104	25-794
Mental Hygiene Staff Development Specialist IV	28,772	25-808
Motor Equipment Storekeeper	16,156	25-810
Plant Superintendent A	31,104	25-803
Plant Superintendent B	27,306	25-802
Plant Superintendent C	23,351	25-801
Student Loan Control Representative	13,606	25-748

CSEA REGIONAL OFFICES

LONG ISLAND REGION I

Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

I

METROPOLITAN REGION II

100 Church St.
Room 1620
New York, N.Y. 10007
(212) 587-8200

II

SOUTHERN REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

III

CAPITAL REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

IV

CENTRAL REGION V

Suite 308
290 Elwood David Road
Liverpool, N.Y. 13088
(315) 451-6330

V

WESTERN REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540

VI

About your health insurance



Several important changes will become effective on January 1 in the health insurance program

New York State will shortly publish a brochure with details of the new health insurance plan but, in the meantime, questions may be directed to the state's Health Insurance Program office by calling (518) 457-5784.

ALBANY — A number of important changes in the Government Employees' Health Insurance Program will go into effect Jan. 1.

Here are the changes which will affect both state employees and local government employees as well as retirees:

Administrative Changes

1. When both a husband and a wife are eligible to enroll for health insurance coverage, they will no longer be eligible for dual Family coverage. Both spouses may enroll for Individual coverage or one may enroll for Individual coverage and the other for Family coverage. Both, however, may not enroll for Family coverage.

2. Eligibility to enroll requires that an employee must work at least *halftime* on a regularly scheduled basis.

Changes in Blue Cross Coverage
Increased coverage for alternatives to hospitalization:

- The Home Health Care deductible, co-payment and restrictions on number of visits have been removed. Benefits days for hospitalization may be converted on a three-to-one ratio, that is three home health care visits will be equal to one general hospital day.

- The Skilled Nursing Facility co-payment and 100 day limit has been removed. Benefit days for hospitalization may be converted on a two-to-one ratio, that is two skilled nursing facility days will be equal to one general hospital day. Benefits will not be

available if an enrollee is eligible for Medicare.

- Maternity benefits now include coverage for licensed birthing centers.

Changes in Metropolitan Medical-Surgical/Major Coverage

- The annual deductible is increased from \$75 to \$100. The maximum annual family deductible is increased from \$225 to \$300.

- The annual benefit limit is increased from \$25,000 to \$100,000 and the lifetime maximum is increased from \$250,000 to \$1 million.

- Current limitations on out-patient treatment by psychologists and psychiatrists are removed and benefits are expanded to include treatment by certified psychiatric social workers.

Alcoholism and/or Substance Abuse Treatment is increased to seven weeks while confined and out-patient coverage is increased to 30 treatments on an annual basis.

Maternity benefits now include coverage for services of a certified nurse/midwife.

- Newborn well-baby care payment is increased to \$75.

- Specified surgical procedures (breast biopsy, bronchoscopy, colonoscopy, cystoscopy, diagnostic D&C, diagnostic laparoscopy, excision of skin lesion, gastroscopy, myringotomy, vasectomy) when performed in an ambulatory surgical center, or in the physician's office, will be reimbursed at 100 percent of usual, reasonable and customary charge. If such surgery is

performed on an in-patient basis, reimbursement for the physician's charges will be at 50 percent of usual, reasonable and customary charge unless hospitalization is a medical necessity.

- Effective April 1, second surgical opinion will be mandatory for the following specified elective procedures: bu-nionectomy, cataractomy, knee surgery, prostatectomy. If a second opinion is not obtained, hospital and surgical charges will be reimbursed at 50 percent of usual, reasonable and customary charge.

Changes in GHI Medical Surgical Extended Benefits Coverage

- Maternity benefits now include coverage for the services of a certified nurse/midwife.

(See accompanying story on new GHI Option)

Diagnostic Tests and X-rays

- In-patient hospital days incurred for the purpose of conducting diagnostic tests and X-rays will not be a covered expense, and the tests and X-rays will be reimbursed at 80 percent of the normal hospital charges unless hospitalization is a medical necessity. Charges for tests and X-rays will be paid in full if performed in the outpatient department of a hospital.

New Programs

- Promoting a healthier lifestyle.
- Self care for minor illness or injury.
- Selective screening and early disease detection.

REMINDER: Two changes that affect state employees only

ALBANY — Two important changes in the Government Employees' Health Insurance Program which are negotiable items, will automatically go into effect Jan. 1 for state employees only.

Here they are:

1. A 10 percent (or \$2.31 bi-weekly) contribution will be required to help pay for part of their Statewide Health Plan insurance premiums. The contribution for Family coverage will be \$10.46 bi-weekly.

2. A 28-day waiting period before new employees may enroll.

NOTE: Retirees, and anyone who retires before Jan. 1, will NOT have to make the 10 percent contribution for Individual coverage.

Information concerning new GHI Option for state workers

NOTE: Described below is the new 1983-GHI Option for state employees. It replaces the old GHI Option and Comprehensive Benefit Package rider. Local governments which participate in the State Health Insurance Plan will have a choice of offering the new GHI Option or continuing with the current GHI Option now in effect.

ALBANY — Group Health Insurance, or GHI, has introduced its new 1983 Option. State employees should be aware of this option when choosing their personal health insurance program. New

York State will permit employees to change health insurance companies at any time before Jan. 1.

The 1983 Option differs primarily from the earlier GHI Option in that allowances average two-and-a-half times higher than the earlier Type C Plan. Benefits include Office and Home Visits, In-Hospital Medical Care, Maternity Care, Surgery, Anesthesia, Specialist Consultations, Preventive Care, Psychiatric Care and Ambulance Service to name just a few. For employees not covered by the CSEA Employee Benefit Fund, Prescription Drugs are covered with a

\$1.00 per prescription co-payment feature.

A highlight of the new, improved 1983 Option is its payment in full when Participating Providers are used. The GHI premium structure will not require any contribution for individual coverage and family coverage will cost \$4.59 bi-weekly. Remember, if you wish to change from one health insurance option to another, you should do so before Jan. 1, 1983, although there are reports the deadline may be extended. If so, the extension will be reported in the next edition.

Dept. of Health members to elect new board rep.

ALBANY — CSEA members working for the New York State Department of Health will be electing a new representative to the union's statewide Board of Directors to complete the term of Board Representative Genevieve Clark who recently retired. The term expires June 30, 1983.

CSEA's Statewide Elections Procedures Committee will administer the election process which begins with nominations by the Statewide Nominating Committee. Any State Health Department employee who has been a CSEA member in good standing for one year may apply for nomination by submitting an application for nomination to the committee by no later than the close of business on January 5, 1983.

Nomination applications may be obtained by calling CSEA Headquarters, 518-434-0191, Extension 452 or Health Dept. Local presidents.

The Nominating Committee will meet on January 6 to consider the applications and announce its nominees. In view of the limited time available to conduct the election, those nominated by the committee will be contacted by telephone and mailgram by January 8. Any members interested in running for this office who are not nominated by the committee, may still be placed on the official ballot by qualifying through submitting 316 signatures of members in good standing eligible to vote in the election no later than the close of business on January 24, 1983.

Signatures must be on an official nominating petition form obtainable from any Health Department Local President, or from CSEA Headquarters at the telephone number listed above.

The Statewide Elections Procedure Committee will draw for ballot placement in the presence of the candidates or their representatives on January 26, 1983.

Official ballots will be mailed to eligible members on January 29, 1983. An announcement of the full list of candidates will be published in the January 28 edition of The Public Sector.

Members who have not received their ballots by February 7 may obtain a replacement ballot by calling CSEA Headquarters (518-434-0191, Ext. 452) on February 7.

To be counted, all ballots must be received by CSEA no later than the close of business on February 22, 1983. Ballots will be counted the following day by the Election Procedures Committee in the presence of candidates or their observers. Results will be announced in the February 25 edition of The Public Sector.



THE SOUTHERN REGION OPEN HOUSE was also the scene of presentations to volunteers who recently completed the AFSCME Local Union Training Instructors Program. Taking part were, from left, Linda Hassbert of AFSCME, Clyde Wray and Diane Cody who were two of 18 volunteers, regional Education Committee Chairwoman Eva Katz, Ron Coder of AFSCME, and Regional Director Tom Luposello.



A CELEBRATION — The Region III office in Fishkill recently celebrated the opening of a new meeting room by inviting various union leaders to inspect the new facilities. The occasion was also designed as a "thank you" to CSEA members active in the campaign to elect Mario Cuomo governor. Among those present were, from left, statewide Political Action Committee Chairman Joe Conway, Regional President Ray O'Connor, Robert Dolan who represented Lt. Gov.-elect Al DelBello, and regional PAC Chairman C. Scott Daniels. In a telegram to the gathering, Cuomo declared, "I could not have done it without you."



LOCAL 670's FOOD PANTRY — From left, members Barbara Charles, Karen Woleth and Dot Sand collect food for the needy during a food drive sponsored by Dept. of Labor local 670. In addition, more than \$1,500 was donated in a collection drive for the needy.



THOUSANDS of food items were donated during the CSEA-sponsored Food Pantry set up outside the Dept. of Labor's Building 12 cafeteria last week. Above, Ethel Dwork hands over a bag of groceries to Local 670's Karen Woleth. The food will be distributed in Albany, Rensselaer and Schenectady counties.

Christmas is coming. The pressures are building. People out buying gifts and frantically making preparations, youngsters waiting in great anticipation for the big day — all share more than just the holiday spirit. It's a part of everyday life for everyone; and how you cope with it can make all the difference in the kind of life you live. What everyone has in common is

STRESS

Union teaching members how to survive

Teaching people how to cope is one of the purposes of "stress management workshops" conducted by CSEA's education and training department. Staff members Peg Wilson and Sean Turley, who have themselves conducted sessions in both Regions I and IV, recently shared their ideas on surviving stress.

Irrational beliefs are one of its prime causes. People have expectations that are unrealistic. For instance, the grievance chairman who believes he will never lose a grievance or the secretary who believes she will never make a "typo." These are all examples of what Turley calls, "unrealistic goals and expectations which can't be achieved, and when they're not, stress results because people think they've failed."

Wilson adds that she often begins workshops by handing out a quiz. "Although it's only a gimmick, it immediately triggers a response because people start making judgments, they're afraid of failing, they become stressful."

The dictionary definition of stress as a "force producing change" means it's not just limited to the workplace. It's a fact of everyday life because people constantly face change, be it happy or sad, be it getting married or getting fired. What is important is how people react to change because stress can be a factor in illnesses from ulcers to high blood pressure. Indeed, during CSEA's stress management workshop people have an opportunity, after answering a series of simple questions, to compute their "life change units." The higher the score, the greater likelihood of suffering a stress related illness.

"People," says Wilson, "are often surprised to see what their beliefs are. But by sharing their thoughts with us in a group, they are more likely to focus in on themselves, and that is a good starting point to evaluate the stress in their lives." And, once the sources of stress are identified, people can ask themselves: How have I coped? How can I cope?

Many centuries ago, a Greek philosopher once wrote, "Man is not disturbed by events, but by the view he takes of them." This is certainly as true today as it was then, but with the difference being that now CSEA members may contact their regional education committees to schedule five-hour workshops for themselves and learn how to take a better view of events.



CSEA EDUCATION AND TRAINING SPECIALISTS Sean Turley and Peg Wilson are conducting stress management workshops to teach people how to recognize and deal with the effects of stress on their lives.

Techniques for stress management (and it's unrealistic to think you can prevent all stress in your life) fall into three categories:

Physical Coping Techniques

- Avoid drugs and excessive alcohol.
- Get rest and regular sleep.
- Relax. Practice relaxation techniques.
- Eat Regular nutritious meals.
- Maintain a low caffeine diet.
- Exercise regularly.
- Listen to music you enjoy.
- Yoga.
- Take a break. Get away from the stressor.
- Delegate work (e.g. housework).
- Have a physical checkup.
- Pay attention to your body. When you are tense, your head and back ache — SLOW DOWN.
- Breathe deeply.
- Self-hypnosis.
- Biofeedback.

Emotional Coping Techniques

- Express you feelings.
- Develop a support system (family, friends).
- Talk with someone you respect.
- Take a break. Get away from the stressor.
- Use humor.
- Allow yourself some solitude.
- Reflection.
- Do something for others.
- Avoid making too many major life changes at once.
- Stop the moralistic thinking. Don't impose your own moral beliefs on others.
- Be assertive.
- Move on.
- Counseling.
- Silence.

Intellectual Coping Techniques

- Decide you want to manage your stress.
- Accept what you cannot change; situations over which you have no control.
- Fantasize.
- Finish unfinished business.
- Stop procrastinating.
- Deal with stress on a daily basis.
- Take time to clarify your values, beliefs, goals.
- Practice positive self-talk. Shift your attitude from I can't — to — I CAN.
- Be realistic. Don't chase perfection.
- Engage in intellectual stimulation.
- Take up a hobby.
- Practice time management techniques.
- Brainstorm. ● Meditation.