

# READY TO TACKLE THE FUTURE



READY TO TACKLE THE FUTURE — CSEA's 69th Annual Meeting October 21-26 at Kiamesha Lake will be devoted to establishing new and reaffirming existing union policies to tackle the problems of the emerging 1980s. In straight-forward, hard-hitting language, your statewide president and executive vice president, six regional presidents, and chairpersons of the State and County Executive committees discuss the current and anticipated labor climate in personal columns located throughout this issue.

# The Public SECTOR

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## Agreement reached on new evaluation system

ALBANY — The work of the Kumquat Committee has borne its first fruit.

The oddly-nicknamed group, officially titled the Joint CSEA/State Committee Studying Continuity of Employment, Performance Evaluation, Productivity and the Quality of Working Life, was created by the new contracts between the union and the State in the Operational, Institutional and Administrative bargaining units, and has a list of duties as long as its monicker. But its first priority, development of a performance evaluation system replacing the old "increments" for the three units, has now been hammered out.

Credit for the new system, according to the committee's executive director, Martin Langer, goes primarily to two CSEA Kumquat Committee members: Local 610 President Marie Romanelli and Local 418 President Bill Chacona. Details of the plan will run in the next issue of *The Public Sector*, but basically it establishes payment of two types of

monies; Performance Advancements ("Increments") which can be paid as often as every six months, and Annual Performance Awards of \$300 ("Bonuses"). Payments will be based on supervisors' ratings of employees, which are going on now.

Employees will be rated every six months as being either "unsatisfactory", "satisfactory", "highly effective" or "outstanding". Appeals to a labor/management committee can be made only by employees classified unsatisfactory or satisfactory, and if successful, such employees may rise only to the next higher category. Unsatisfactory employees will not be eligible for increments or bonuses, unless their appeals succeed.

The new plan, Langer notes, guarantees that no one will take longer than four years to reach the top of his pay scale, and that increment-eligible employees rated "Highly Effective" or "Outstanding" every six months will reach top-of-scale

("job rate") in just 18 months. Under the old system, it took everyone five years to reach job rate — no matter how competent they were.

To be eligible for a BONUS at any October rating period, a worker must have been at the top of his pay scale by the end of the previous fiscal year. Also, only "Highly Effective" or "Outstanding" employees are eligible for bonuses — but "Satisfactory" workers can become eligible by successfully appealing their status. "Outstanding" employees will automatically get the annual \$300 bonus — with "Highly Effective" workers, it depends on a number of factors, which will be detailed in next week's issue.

At press time, CSEA President Bill McGowan has demanded that the State pay, before Christmas, all performance advancements and performance awards due this year. The State had indicated a willingness to try to make the payments by then.



# CSEA must be strong

Irving Flaumenbaum  
President Region I

In the midst of a concerted attack by big business and government against labor unions and only two years away from the AFSCME merger, it is critical that the CSEA strengthen itself during 1980.

For AFSCME's sake, as well as our own, it is imperative that we join our brothers and sisters in AFSCME as a strong self-sustaining section of the labor movement because both organizations have a tough fight ahead.

After the euphoria of the 60's, America squandered its resources and allowed our administrative structure to deteriorate during the 70's. Now, those most responsible for the resulting mess the country is in today are looking for a scapegoat. Big business and government think they have found their victims in labor, particularly public employees. They are making a concerted effort on placing the blame for all the present ills of our society on labor. Any day of the week, newspapers throughout the nation, carry stories quoting business leaders blaming the decline of the American dollar and economy on the declining production by American workers. Politicians channel voter frustration with failed programs and squandered monies — against public employees whom the politicians openly accuse of being lazy and, you guessed it, non-productive. The politicians want nothing less than a return to the old patronage system and the businessmen want cheap labor, and government subsidies.

Make no mistake about it, however, this attitude is not that of fanatics, but the "party-line" of a large section of the business and political leaders in this country. Moreover, their propaganda is having a strong effect on the voters. There is a distinct turning away from the reforms and advances of the past two decades by the voters and a dangerous flirtation with reaction.

In the meantime, enrollment in labor unions is dropping and the old labor enthusiasm has dwindled among American workers. The CSEA has slowed its growth, and a cynical attitude among public employees is spreading that we too have become part of the establishment.



In order to meet these challenges, the CSEA and other unions are going to have to tighten up operations and prepare for a long and difficult battle. At present, there are several areas where I can see that the CSEA can strengthen itself.

First and foremost we need more staff. There are simply too many public employees, enjoying the benefit of unionism without paying for it in membership and dues. In addition, even in those subdivisions where we have an agency shop, there is an alarmingly high amount of employees who still do not come to meetings. And in many areas, cynicism keeps employees from participating in the CSEA.

Additional field staff are needed to organize and sign up these "loners"; to sell them on the concept of collective union action and the benefits of being united on employee issues. The presence of field staff assigned solely to this work will help to defeat our worst enemy: alienation, the feeling that "you can't fight city hall" that all too many of our employees believe.

Of course, additional field staff are needed to service the members. The advent of agency shop has increased the demand for services from the union. In our regional offices, also, we need more clerical help to handle the daily flood of requests and correspondence that threatens to make us inefficient as an organization unless something is done.

We are in the midst of a political

war, and one in which a new and generally conservative sector of the population is making itself felt for the first time — elderly and retired citizens.

I propose that we organize and use our retirees as an effective and powerful lobby for CSEA goals. For our part, I think it is of utmost importance that we fight for our retirees in pension so that our retired members that survive the cruel hikes in the cost of living and be able to help us on the political front.

For those about to retire or getting near the retirement age, I think the CSEA should make as a priority, the reestablishment of the buy-back program where a public employee can buy, for a nominal fee, his time in the military and apply it to his pension requirement. A well publicized fight for this type of program, especially if successful, will be great advertising for the kind of issues we will be raising for the public employees.

Moreover, we should make it clear that our pensions are sacrosanct. Politicians must be warned that any attempt to "raid" our fund for monies for other projects will be resisted with all the financial and political power of the CSEA.

In addition, the benefits that the CSEA has made available through its state welfare fund should be strengthened and wherever possible delivered at the lowest cost to members. I specifically urge the lowering of the dental and health benefit fees to our members so

more of them can afford these essential services.

Finally, we must make accountable all politicians whom we support. Arrangements and deals, tacit or written, must be adhered to by both parties. Too often we see the CSEA supporting a candidate with its resources and then failing to get the benefits of that support.

The "Morgado Memorandum" is a case in point. "Efforts for parity in day treatment and community residence programs operated under public and private auspices shall be a programmatic goal to be accomplished before March 31, 1984," Mr. Morgado wrote on June 15, 1978.

We are now coming to the close of 1979 and nothing has been done by the state to either build any community-based residences or train members to staff them. We cannot be taken for granted by any administration, no matter how powerful they are or who they think they can control, and we must insist that the state live up to the letter of the Morgado Memorandum — now.

No one ever got strong sitting around idle. There are benefits to challenges that we can enjoy. As we fight back and grow in confidence with each victory, we will be turning our enemies' initiatives against us into a strengthening process that will help the CSEA over the long run. There is no other way for the CSEA, AFSCME or the public employee. I call upon all our officers to join together in this fight.



SUNY AT STONY BROOK CSEA LOCAL 614 officers were recently installed by CSEA Region I President Irving Flaumenbaum. Seated from left are Monika Palmiere, administrative unit secretary; Joe Carapazza, operational unit chairman; Secretary Virginia Whitford, and First Vice President Charles Sciafoni. Standing from left are Paul Theisen, custodial unit chairman; Elizabeth Holt, administrative unit chairman; Second Vice President Millie Mannara, Treasurer Cathy Rehman, delegates Rita Krant and Norma Murphy, President James Maidson; Mr. Flaumenbaum, and CSEA Field Rep Nick Pollicino.







# LETTERS to the Editor

Editor, The Public Sector:

The members of Local 448 at Mid-Hudson Psychiatric Center voted at our last meeting to authorize me to write to you expressing our objections to both the amounts and the timing of the recent salary increases for CSEA's President and other officers.

We do not feel a 33 per cent increase in the first year and additional amounts in the next two years is warranted for the President in the light of the union's poor financial condition since losing P.S. & T., and in the light of the mere 7 per cent increase negotiated for the members. We would suggest that the executives of our union tie their salary increases to ours — if 7 per cent is good enough for the members, it should be enough for the officers. This seems especially important now that the union has had its income reduced and is representing a less affluent group of State employees than in previous years.

Finally, we object to the increases being approved in the midst of an election. This should have been done before the ballots arrived, thus giving the members a chance to express their approval or disapproval of the actions of their officers. We feel the timing was deliberate to assure no negative effects on the incumbents in the election. Such manipulations certainly do not help to gain members' support for the union.

Very truly yours,  
Margaret R. Zettle  
President, Local 448

CSEA is now accepting resume applications for the position of Director of Member Group Insurance Programs. The individual selected will administer the group insurance programs available to members employed by the State of New York and participating political subdivisions.

The successful applicant will be required to deal with insurance carriers on contract compliance, claims, rates and underwriting, in addition to communicating with policyholders on technical matters. Applicants must have a Bachelor's Degree from an accredited four year college or university. Three years experience in a group insurance environment, including one year in supervisory capacity, is desirable.

Starting salary and benefits are excellent. Interested applicants are requested to send a resume and salary requirements by November 1 to: CSEA PERSONNEL DEPARTMENT, BOX 125 CAPITOL STATION, ALBANY, NY 12224.

## First contract for Hudson aides, monitors

HUDSON — The newly organized Civil Service Employees Assn. unit of aides and monitors in the Hudson City School District has ratified its first contract, granting employees raises of 20 cents per hour in the first year and 25 cents in the second.

Benefits, given for the first time to the employees, include two sick days during the first year and three during the second, a procedure to move to greater hours and establishment of a grievance procedure.

Temporary president of the unit is Beatrice Hickey.



SATISFACTION seems to be evident in the expressions of these four individuals as they announced at an Albany press conference a comprehensive new program to benefit CSEA's state division members troubled by personal and/or family problems. The CSEA Employee Assistance Program was unveiled by, from left, CSEA President William L. McGowan; John Quinn, who had

been named to direct the program; Meyer S. Frucher, Director of the Governor's Office of Employee Relations; and CSEA Executive Director Joseph J. Dolan. Details on the unique program, financed by a \$187,000 grant, will be published in subsequent editions of The Public Sector.

—Photo by Fred Ricard

## \$970 in cash awarded by state

Eighteen State employees received a total of \$970 in cash awards in September for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State

Department of Civil Service. Estimated first-year savings from these suggestions total more than \$5,850.

Award Recipients are:

\$200 — James G. Paton, Senior Stationary Engineer, Office of General Services, Binghamton.

\$150 — Everett G. Ford, Department of Taxation and Finance, Albany.

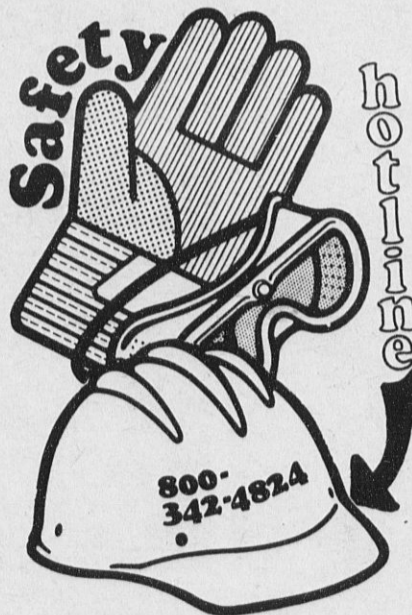
\$100 — Linda A. Rose, Education Department, Albany.

\$60 — Mary Walker, Department of Civil Service, Albany, and Ronald Premo, Workers' Compensation Board, Albany.

\$50 — Edward T. Kelly, Crime Victims Compensation Board, Albany; Carl A. Roth, Motor Vehicles, New York City, and Sandra J. Slade, Department of Labor, Albany.

\$25 — Marion Kirby, Division of Lottery, Albany; Vincent LeClair, Office of General Services, Albany; Albert Sides, Department of Public Service; May M. Fingerhut, and John E. Sarsfield, both of the Department of Labor, Albany; Dorothy Hoffman, Westbury, and Earl L. Tuttle, Syracuse, both of the Department of Motor Vehicles; and Jane M. Bader, Rochester, and Michael Prince, and Bert Schirmer, Albany, all of the Department of Transportation.

Cash award recipients also receive Certificates of Merit. Certificates of Merit were also awarded to Gail P. MaryEa, Motor Vehicles, Happaugue, and Ruth Block, and Charles Goldberg, Workers' Compensation Board, New York City.



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Thomas A. Clemente—Publisher  
Roger A. Cole—Executive Editor  
Dr. Gerald Alperstein—Associate Editor  
Oscar D. Barker—Associate Editor  
Deborah Cassidy—Staff Writer  
Dawn LePore—Staff Writer  
John L. Murphy—Staff Writer  
Arden D. Lawand—Graphic Design  
Dennis C. Mullahy—Production Coordinator

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# Call for political action

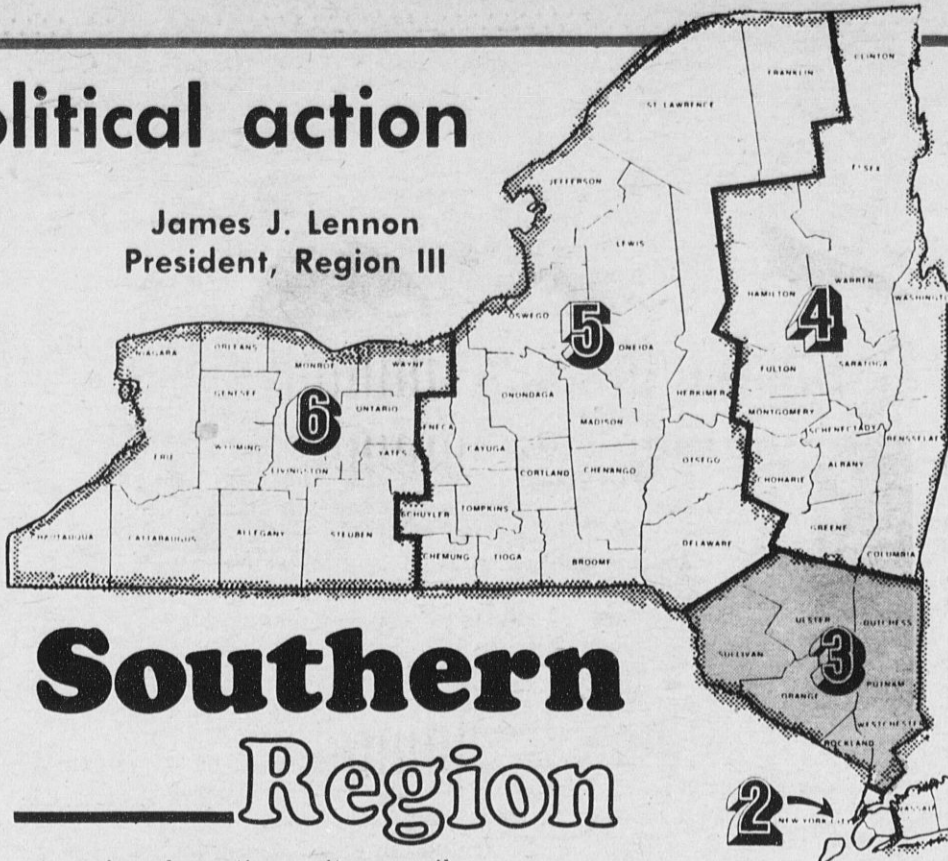
Once again, we are starting a year where we are under fire by the news media and the wheeler dealers in local politics who are trying to raise the phony charge that public employees are responsible for local inflation and the high taxes.

They call us "overpaid and lazy", that we receive all sorts of special privileges, get great pay raises and retire on pensions of more than our salary. We have to educate our fellow citizens as to what we really receive — pay raises below the average that private industry receives, benefits that run 12% behind the private sector.

Never has the image of public employees been at such a low ebb. We are blamed for everything — high taxes, deterioration of public service while we all know we have no say in how public money is used, the top government administrators call the shots that raise property and income taxes and reduce services. The guaranteed job security of the 40's and 50's has vanished under taxpayer revolts. How many of today's young people want to work for government? Hard won benefits that we gave up pay raises for, are being attacked to reduce public payrolls. We all know that if they would use the same axe on the bureaucrats on the management level, we would have a sharp reduction in spending. The growth of public payrolls are not caused by rank and file civil service.

The prime concern I have is for the negotiated benefits which took your union years of giving up salary increases, so that we could achieve better pensions, health insurance, leave credits, vacation, parking spaces and all of the other benefits which could be wiped out if Proposition 13 initiative and referendums are approved. Yes, we are taxpayers and we do attend

James J. Lennon  
President, Region III



## Southern Region

town board meetings, city council meetings, school district meetings and speak out for lower tax rates and sometimes the elimination of jobs in political subdivisions other than where we are employed. The spin-off of this is loss of jobs for other union members, which in the long run will affect you. Fight the contracting-out in your own area.

More than 2,500 cities have contracted out with private industry firms to collect garbage, run hospitals, provide electrical and street lighting services and they claim it saves money and is more efficient BY USING LABOR FORCE MANAGEMENT, which when the nut is cracked means lower pay, no sick leave, no pensions, elimination of all fringes. The best way to defeat this syndrome of Proposition 13 is to help the Political Action Committee by supporting the endorsed candidates. Work for them and help to get those people who are our friends elected.

As I travel throughout Region

III, the prime concern of our members are:

1. The protection of the merit system
2. Better monitoring of the CETA program
3. More and better promotional opportunities
4. Dissatisfaction with the examinations that are given
5. Better safety provisions
6. Lower paid employees want raises that are not geared to percentage
7. Worry over proposed changes in the delivery of services in mental hygiene
8. Increased opportunities for women
9. More field staff and increased services to the members
10. More involvement by other state agencies in the Employees' Assistance Program
11. Education of employees in work skills.

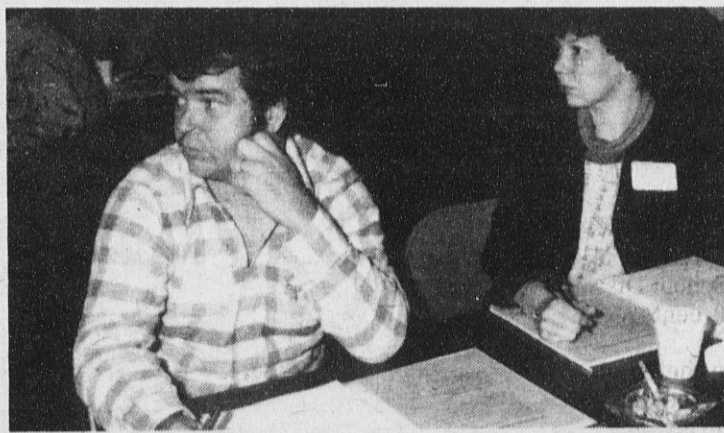
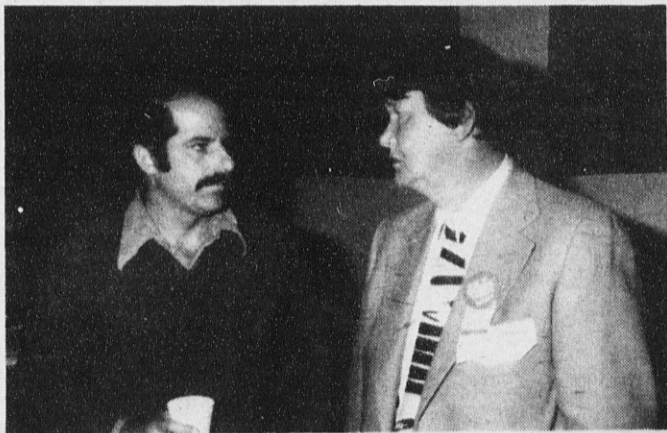
Leadership at all levels of the

Union will not be aware of your problems unless it is brought to their attention. This should be done through proper channels with complete honesty of all concerned. We must work as a united team for what's best for the majority, not the individual. We need more involvement by the rank and file in union affairs. The "let Joe or Mary do it", so you can criticize them afterwards if you don't agree with their decision is not good for our union. Leadership is not a popularity contest. We face two years of increased attacks on our system and your officers will need your support and honest comments. We must all work together for the betterment of all of our members. You have the opportunity to work with your officers and staff to better your future but it means you must get involved in the union and its day to day operations. Be proud of the job you do and stand up for our union and the work it does for all employees.

### Political action seminar held by Dutchess

POUGHKEEPSIE

Members of the Dutchess County CSEA Local 814 recently participated in a political action workshop designed to expand the effectiveness of grassroots political action by the membership. The workshop coincided with the announcement of CSEA's Region III Legislative and Political Action Committee has endorsed Democrat Lucile Pattison for Dutchess County Executive and Peter Salla, Conservative, as Town of Poughkeepsie Supervisor in the November 6 general election. The program was conducted by CSEA, AFSCME and the joint CSEA/AFSCME Legislative and Political Action office. The adjacent photos illustrate some of the activities of the workshop and the people involved.



**PRESIDENTS CONFER** — Scott Daniels, left, president of the Dutchess County CSEA Unit, and Dutchess County CSEA Local 814 President Ellis Adams discuss the planned involvement of members in this November's election.

**PARTICIPANTS** in the political action seminar included Bill Laska and Eileen Davidson.

**POLITICAL ACTION** is the topic of discussion between City of Poughkeepsie CSEA Unit President Al Gallo, Ann Boehm, Executive Vice President of Local 814; and Ken Rose, City of Poughkeepsie Unit Vice President.



CSEA's delegates meet for our 1979 Statewide Convention at the end of a year that has been one of the most eventful in the history of the Civil Service Employees Association. This union has been through some of its greatest hardships in the last twelve months and we should take pride that we have come through what seemed to be an unending series of crises. Far from defeated, we will meet at the start of a fiscal year unmatched in opportunity.

Behind us are the traumas of unending challenges, fiscal chaos and internal disorder. Before us are the opportunities to complete our evolution into a labor union, to realize a new role as a provider of direct benefits to our membership through the CSEA Employee Benefit Fund, to expand our influence in the political decisions of this state, and to continue improving our communications with our members and the public.

We also embark on yet another year in our affiliation with AFSCME and the AFL-CIO. CSEA must continue to call upon the resources of the International to help us serve the needs of our membership on Capitol Hill in Albany and in our political subdivisions. We must be ready, our Board of Directors, our Delegates and our membership, to judge the affiliation and decide if our engagement shall be a marriage. This is a critical decision in which all of CSEA will play a role.

We must be honest in looking back on the past year, the mistakes of the past and the events that have resulted, but we must also be bold in our determination to build upon our experience and turn the disadvantages of the past into the advantages of the future.

The creation of the CSEA Employee Benefit Fund was a milestone in the evolution of our organization. For the first time on such a large scale, CSEA was providing benefits directly to our members as the result of negotiated agreements. This union can no longer allow management to take the bows for the generous benefits won at the negotiating table. We must show the membership the true source of those benefits and that source is CSEA.

Through the Fund, we can see to it that the membership gets the benefit structure it needs and with the maximum benefits for every dollar. We can control a process that we used to leave in the hands of management.

In the area of political action, CSEA is gaining the recognition it deserves as a political force to be respected. That doesn't get us everything we want, but it means that we now are participants in a process in which we were formerly merely victims. Last year, CSEA was the largest labor lobbying organization in the State of New York. In the past year, we have for the first time endorsed a slate of candidates for statewide political office and made significant contributions in scores of political campaigns.

The dividends of this effort pay off for our members. We now have respect in political circles where we used to have only ridicule. Last year, for example, it was this union more than any other that killed Mayor Koch's proposal to turn the Civil Service System into the largest political patronage plum in America. We have stood firm in support of reform, but on terms that improve the system and benefit our members.

We have a long way to go in developing our political muscle. Let's face it: trying to go from political weakling to political powerhouse is no easy job. We have spent a lot of time, a lot of energy and, yes, a lot of money, so far. I intend to keep pushing in the coming year for more political gains.

In the area of communication with our membership and the public, we are also making great strides. We have a new union newspaper to better serve our membership and at substantial savings in cost. We have developed, in cooperation with the International, our first image campaign to "go public" with our message

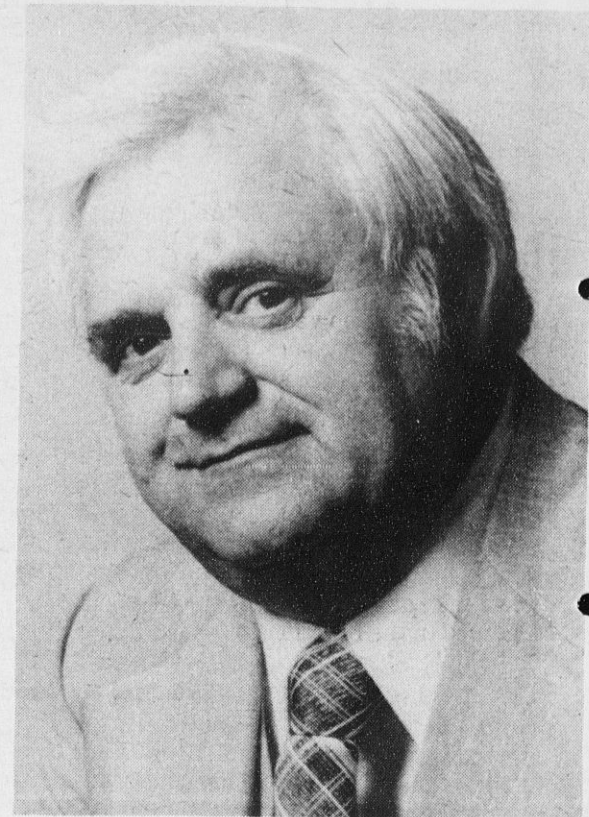
that this state depends on public employees for all its vital services.

The dividends of this campaign will be realized in increased membership pride and increased pride of the members in their union. Hopefully, the public's perception of who we are and what we do will also begin to change and that can only help us at the ballot box and at the bargaining table.

There is no shortcut to success here. For decades this union stood silently by while the anti-government, anti-public employee fanatics peddled the myths about lazy, overpaid bureaucrats. We found out too late that the consequence of these myths are the Proposition 13's and the political mavericks who would make a career of beating-up on our members. We must continue our efforts to restore public employees to the position of respect that they deserve.

It will take time to straighten out the lies about our role in society, but it can be done and we have, at long last, begun to address the problem. For once, CSEA is working diligently to head off a problem before it hurts our members. We will continue these efforts in the future.

Our problems are not simple and it is foolish for us to hope they will go away. Through hard work we have made great gains in some areas and, honestly, we have suffered losses in other



## Message from the President William L. McGowan

areas. We are no different from other unions in this regard. Some of these failures are beyond our control, however.

The failure of this country's leadership leaves our economy running wildly out of control. We cannot hope to make real gains in the standard of living of our members until the two-headed monster of inflation and recession is controlled. To that end, we have publicly urged imposition of mandatory wage and price controls. No working man or woman can afford to watch their paychecks shrink as they have been in the past two years.

Through our affiliation with AFSCME, we have moved on two fronts to deal with the economic problems. First, we have made it clear in Washington that the time-honored tradition of making public employees the scapegoats for the economy can't go on. Second, we have pushed for continuation of federal funding of CETA, counter-cyclical and revenue sharing funds so more funds are available at the local government bargaining table. Like it or not, a growing proportion of local government revenue now comes from the federal government. Without it, local government, and our members would be severely hurt.

We will continue to work with AFSCME in this presidential election year to push the leadership of this country into dealing with the problem of inflation. There remains, however, another major problem confronting us which we have not yet begun to address. It may be the biggest problem confronting us. The recent CSEA elections showed that out of all the members eligible to vote, only one in five did. I believe that this vote may be a symptom of an even bigger problem, the disease of apathy.

Too often workers only take an active interest in their union when they need us to help them directly. Too often, a member will join the ranks of those who freely dissent but only reluctantly participate. CSEA has never pretended to be perfect, no union ever is, but we are certainly democratic. Any member can play a role in shaping the destiny of this union if he or she will only take the first step and get involved.

This union is not my union or your union, but rather our union. It is run by our members to solve our problems by using our collective

strength. But we must keep our members active if we are to keep our union strong. We cannot afford to let CSEA lapse into an apathetic stupor from which it will never awaken.

Dealing with this problem may prove to be our greatest challenge. It is a gigantic task that we all must work at to let the membership know that they are getting their dues worth and we are making progress together. Only if we are positive about ourselves can we make others feel positive about us. Only then can we hope to increase participation within CSEA.

The times when people could sit on the sidelines and offer nothing but criticism are over. If it continues, our very future will be at stake. If we are to turn the losses of the past into the gains of the future, we must all work together to capitalize on our opportunities, end the negative rhetoric and work to help CSEA realize its true potential as the best public employee union in the United States.

William L. McGowan  
President,  
CSEA





As CSEA moves eagerly toward a new decade of progress for its membership, we take this opportunity to recall some of the significant milestones that have occurred in our union in recent years. Certainly the CSEA affiliation with the AFL-CIO has to be considered as one of the most important from the standpoint of the added strength it has meant in the number of members; as well as the added bargaining and lobbying power. There is no question in my mind that lobbying power played an important role in obtaining agency shop. For years CSEA struggled for an agency shop that would require all state employees to pay their "fair share" for representation mandated by the Taylor law. What occurred after the agency shop was legislated is rather interesting. Former non-members reasoned that if they must pay a fee equal to the amount of dues paid by the membership, they might as well "get involved" and take an active part in how those dues are dispersed in the functions of operating a union, both at the local and statewide level. And, that is exactly what we hoped would happen. We wanted them to become involved. We wanted their ideas, their eagerness to learn, their desire for leadership. That is what makes a strong union stronger. New ideas through new leadership are the key ingredients if a union is to function properly and grow.

As your executive vice-president, I have had the privilege of serving you as your executive vice president for six years, and happily look forward to another term of serving as liaison

between the membership and the leadership of your union. As I move among the units and locals, I have seen some dramatic changes in your leadership. Everywhere I go I see new faces — eager to ask questions and learn, eager to work toward building a better union for their brothers and sisters and ultimately a more secure future.

To see those eager young men and women gives me a sense of pride and assurance that we can move into the new decade with confidence. There is a healthy new surge of activity in CSEA, and I am proud to be a part of it.

If I might offer one bit of advice to those "new faces" — determined to be "new leaders" — it would be to remind them that CSEA is only as strong as the strength of its members. As the union grows, so does the local and the region in every aspect. And, as you help to build and grow with your union, I hope you will keep in mind that your union is to be used, not abused.

As we move ahead together, I trust you will also keep in mind that if you or your local can benefit from my experience in CSEA, I am at your service anytime.

**Thomas H. McDonough**



## Message from the Executive Vice President

# 1979 Convention Program

### SUNDAY OCTOBER 21

1-6 p.m. — Board of Directors Luncheon (Empire Dining Room)

### MONDAY OCTOBER 22

10-11:30 a.m. — Board of Directors Seminar (Roman Room)

1-7 p.m. — Registration & Certification of Delegates (Promenade Lobby)

5-6:30 p.m. — Legal Assistance Workshop (Roman Room)

#### MOCK CONTRACT ARBITRATION

Rod Dennis, arbitrator/Pauline Rogers, Esq./Michael Smith, Esq.

Joseph Conway, chairman, Legal Committee-PRESIDING

Tony Campione, Staff Coordinator

7-8 p.m. — Dinner for All Delegates

8:30-10 p.m. — Health Insurance Workshop (Doric Room)

Frederick J. Bond, Blue Cross of Northeastern N.Y., Inc.

Sam D. Freeman, Director of Employee Insurance, NYS Dept. of Civil Service

Harry Welner, Group Health Inc.

Richard Zinke, Metropolitan Insurance Company

W. Michael Carroll, staff coordinator

8:30-10 p.m. — STATE DEPARTMENTAL MEETINGS:

Mental Hygiene — Cordillion Room

Transportation — Ionic Room

Health — A 232

Labor — A 224

Social Services — A 226

State Police — Board Room

Education — A 233

Correctional Services — Athenian Room

State University — Roman Room

Environmental Services — Roman Room A 229

Tax & Finance — Grecian Room

Division for Youth — A 222

Judiciary — A 228

Authorities — A 230

Executive Department & Armories — A 227

### TUESDAY OCTOBER 23

8-9 a.m. — Breakfast for All Delegates

8:30-9:30 a.m. — Seminar on Parliamentary Procedures (Grecian Room)

Celeste Rosenkranz, PRESIDING

Richard Burstein, CSEA counsel

Thomas Quimby, CSEA Director of Education

8:30-9:30 a.m. — Treasurers Seminar (Spartan Room)

Jack Gallagher, PRESIDING

Joseph Salvino, staff coordinator

9 a.m.-5 p.m. — Registration & Certification of Delegates (Promenade Lobby)

9-9:30 a.m. — Women's Caucus (Cordillion Room)

Marjorie Karowe, CSEA counsel

9:30 a.m.-12:30 p.m. — STATE BARGAINING UNITS MEETINGS:

Administrative — Doric Room

Institutional — Ionic Room

Operational — Corinthian Room

9:30 a.m.-12:30 p.m. — Pre-Retirement Counseling (Roman Room)

Robert Rhubin, Consultant

Robert Cory, Director of Retirement Counseling

Thomas Quimby, CSEA Director of Education

9:30 a.m.-12:30 p.m. — Retiree Delegate Meeting (Grecian Room)

Melba Binn, chairwoman

Thomas Whitney, staff coordinator

9:30 a.m.-12:30 p.m. — COUNTY DELEGATE PANEL DISCUSSIONS:

(1) Statewide Probation (Towers No. 5)

James Brady, chairman

Walter Leubner, staff coordinator

(2) Statewide Social Services (Towers No. 6)

Grace Vallee, chairwoman

Thomas Coyle, staff coordinator

(3) Statewide Non-Teaching School Employees (Spartan Room)

Hugh Crapser, chairman

Arne Wipfler, staff coordinator

(4) Statewide Nurses Committee (Tower No. 7)

Regina Nemchek, chairwoman

Timothy Mullens, staff coordinator

1-2 p.m. — Luncheon for All Delegates

2:30-5:30 p.m. — State Division Delegate Meeting (The Columns)

Patricia Crandall, chairwoman, State Executive Committee, PRESIDING

John Carey, CSEA Director of Member Services

2:30-5:30 p.m. — County Delegate Meeting (Cordillion Room)

Mary Sullivan, chairwoman, County Executive Committee, PRESIDING

Joseph Dolan, CSEA Executive Director

2:30-5:30 p.m. — Retiree Delegate Meeting (Grecian Room)

7-8 p.m. — Dinner for All Delegates

8:30-10 p.m. — General Membership Insurance Program (Doric Room)

Joseph Dolan, CSEA Executive Director

Richard Merkel, Ter Bush & Powell

Willis Griffith, Ter Bush & Powell

Walter Novak, Travelers Insurance Company

Ronald Lacey, Ter Bush & Powell

8:30-10 p.m. — Communications (Roman Room)

Gary Fryer, Director of Communications

Roger Cole, Executive Editor, "The Public Sector"

Michael Dowling, Director of Public Affairs, AFSCME

Donald Brown, Van de Car, DePorte & Johnson, Inc.

### WEDNESDAY OCTOBER 24

8-9 a.m. — Breakfast for All Delegates

9:12:30 p.m. — Registration & Certification of Delegates

9:30-12:30 p.m. — First General Business Meeting of All Delegates (Imperial Room)

William L. McGowan, CSEA President, PRESIDING

#### Pledge of Allegiance

Welcome: David Kauffman, chairman, Sullivan Co., Board of Supervisors

Invocation: Rabbi Solomon Saphier

Parliamentarian: Celeste Rosenkranz

1-2 p.m. — Luncheon for All Delegates

2:30-5:30 p.m. — Business Meeting for All Delegates (Imperial Room)

William L. McGowan, CSEA President, PRESIDING

6:30-7:30 p.m. — Cocktail Party (The Columns)

Compliments of Ter Bush & Powell and Travelers Insurance Company

7:30 p.m. — Dinner for All Delegates

### THURSDAY OCTOBER 25

8-9 a.m. — Breakfast for All Delegates

9:30 a.m.-12:30 p.m. — Business Meeting for All Delegates (Imperial Room)

William L. McGowan, CSEA President, PRESIDING

1-2 p.m. — Luncheon for All Delegates

2:30-5:30 p.m. — Business Meeting for All Delegates (Imperial Room)

William L. McGowan, CSEA President, PRESIDING

7-8 p.m. — Cocktail Party (The Columns)

Compliments of the Concord Hotel

8 p.m. — Delegate Banquet

Invocation: Rabbi Solomon Saphier

Master of Ceremonies: Richard Tarmey

Benediction: Rev. Anthony Curran

Music: The Irish Revolution

### FRIDAY OCTOBER 26

8-9 a.m. — Breakfast for All Delegates

9:30 a.m.-12:30 p.m. — Business Meeting for All Delegates (Imperial Room)

William L. McGowan, CSEA President, PRESIDING

12:30-1:30 p.m. — Luncheon for All Delegates

1:30 p.m. — Adjournment.

# 69th ANNUAL MEETING



# Management is the enemy

Perhaps if I was a gifted writer, the readers would be held spellbound by my clever cliches or gifted grammar. That not being the case, let me seek help from someone better equipped — to paraphrase author James Webb in his recent anti-war/war novel where one character says, "We're so big and could be so strong except that some people seem to have forgotten that our strength comes from each person surrendering a small portion of their individual urges to the common good. And the common good is defined as who wins at the polls, and the policies they make. Like it or lump it!"

Have we all forgotten who the enemy is? It isn't the Union — it isn't the Union President — it isn't our Union Staff! The enemy is suppose to be Management!

If I listened to the loudest noises, I certainly would never imagine that the public employer does anything wrong. It appears from the noise that our members (and the freeloaders) are mostly concerned with disagreeing loudly and boisterously about what the "Union" wants or does, but are oftentimes meek and insipid when Management wants them to do something that is not wholly in the employees' interest, or which benefits Management at the expense of other fellow employees.

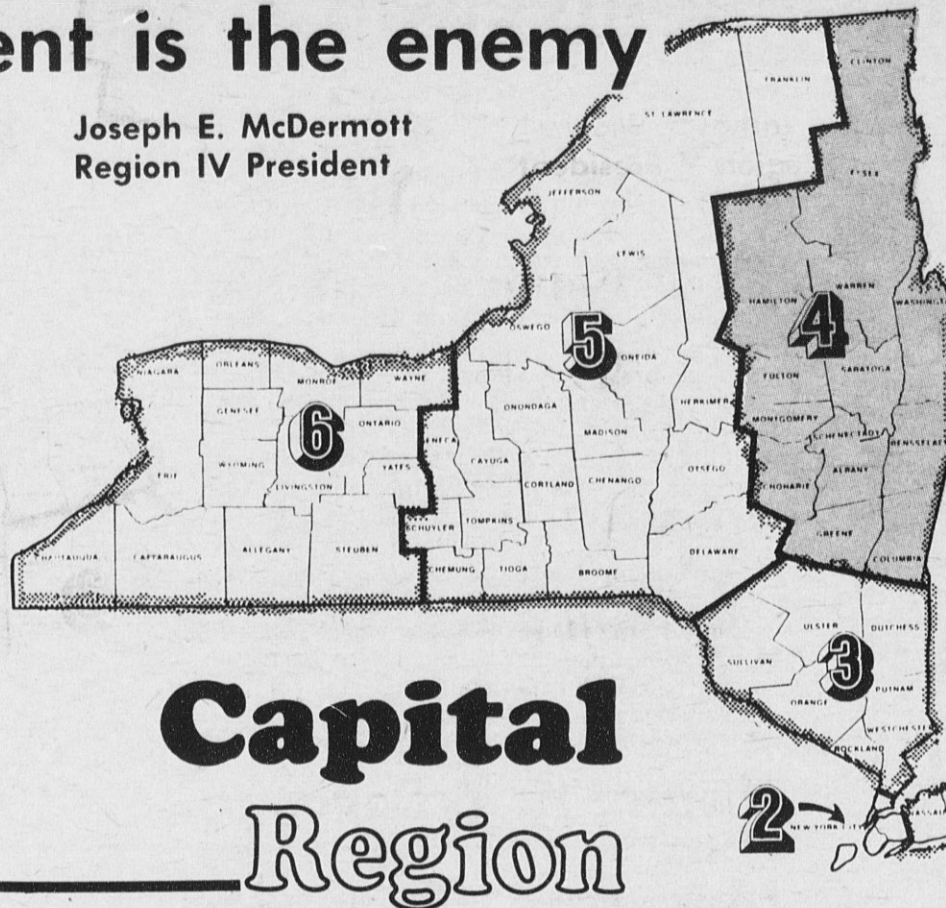
Somewhere and somehow a large number of the people CSEA is representing have switched tracks or taken the train labeled anti-unionism, regardless of the fact that the end of the line is the wrong destination.

Every time the Union structure does anything that causes certain amounts of consternation, the structure shouldn't be pulled apart or a new implant operation performed.

I am reminded of the recent statistics showing enormous amounts of unnecessary surgical operations, usually on the advice of one specialist.

Our Union certainly does need a dose of corrective management implanting at certain levels. However, it also is extremely dif-

Joseph E. McDermott  
Region IV President



ficult to move from a longstanding leadership of reaction to a leadership of creativity (an action we all desire and vocalize for). It would be easier and generally accepted to sit quietly and "act" as did past administrations.

I guess what is bothering a segment of our membership is that they don't want "Unionism", they just want an "Organization".

I guess what is bothering some of our elected officials and/or activists is that they don't want to operate under an organized program or policy. They want to do it their own way.

If anything has been gained by past experience, the problem of disorganized, planned chaos should be well imbrued within our Local level officials and delegates. With its long term effects known and remembered.

Six years ago when I was first elected as a CSEA Vice-President, the lament was — "The leadership is weak", or "The Officers don't lead", or "They never tell us what they want done", or "We have no set policies". Now the most often

heard lament is — "The officers try to run everything", or "The Board of Directors isn't representing us".

The "us" is most often someone who wants to be on the Board or at least claims to be able to do a better job.

**BE PROUD OF WHAT YOU HAVE!**

You have an honest, uncorrupt, fairly democratic union. You have, for the most part, unpaid or underpaid dedicated elected officials. You have, for the most part, a staff of knowledgeable, overworked employees. You have a Union which knows who the real enemy is and how they operate. You also have a Union which is wasting its time and your money on issues caused by internal dissent.

The ardent issues are and should be: Service to the membership and administration of your Local, Region and/or Union.

The majority of the people CSEA represents don't even care enough to vote for those who are trying to honestly represent them. Many members don't care enough to vote

on their rights for their own livelihood — contract ratification.

Public employment is a matter of great concern to the general taxpayer these days. The general public could care less about the rights of the public employee. Even the politicians, some of whom will promise even CSEA almost anything, will take away our contractual or legalized rights at the stroke of a new — law — pen — signing as soon as another taxpayer group offers more support or is noisier.

The only protection we have is ourselves and, individually, we are weak. Be proud of supporting your Union.

If the Union derives for itself something which makes it a stronger organization, it is then stronger for you. If it doesn't gain what every individual member wants, it is because, perhaps, they desire too much or, perhaps, as a Union, we're not strong enough yet because the membership hasn't congealed.

"We're so big and could be so strong except..."

## EnCon local shifts

SARANAC LAKE — In a move which is expected to improve service to some members, the Capital Region of the Civil Service Employees Assn. will place the North Country Environmental Conservation Local in the nearby, larger High Peaks Local.

According to Region President Joseph McDermott, who recommended that such action be taken, for several months there has been a lack of leadership, and a subsequent lack of member participation, in the Local, which represents Environmental Conservation employees in and around Saranac Lake.

A city local, comprised of numerous state departments located in the City of Raybrook, the High Peaks Local was called the Raybrook Local until a year and a half ago.



SUNY ALBANY LOCAL 691 OFFICERS were installed recently. Standing, left to right, are past executive vice president Daniel Grygas, Executive Vice President Charles Bennett, Institutional Vice President Gerald Lindemann, Operational Vice President William Fetterling, Treasurer Warren Maloney, and Administrative Vice President John Lasky. Seated, from left, are delegate Robert Morin, Alice Yarter, president of the Division of Parole CSEA Local, who installed the officers; past president Mary Jarocki, Secretary Katherine Van Hoesen, and President Charles Knox.

## Employee reinstated

ALBANY — The reinstatement of seasonal Whiteface Mountain Ski Center employee Leo Furnia, after months of negotiations between the Civil Service Employees Assn. and Environmental Conservation administration, is being regarded as a gain in the union's fight for the rights of seasonal employees.

Leo Furnia, a laborer at the ski center for 20 years was fired in April of this year on charges of misconduct and told by management that he was not entitled to protection under the CSEA contract.

The CSEA took the case, however, maintaining that seasonal employees are protected after two years of continuous service and that returning year after year, with only a few months break during summer months, constitutes continuous service.



# You must become involved

I would like to utilize this column to talk about our P.E.P., our "public employees potential." In Region V we have over 38,000 CSEA members. In addition to our own members, you will find over 120,000 fellow public employees banded together under organized labor.

If each of you reading this column would give just five hours to your union, our potential and your ability to receive higher salaries would be greatly increased.

Let's examine for a moment the three types of members I feel we now have.

First and by far the smallest in numbers are the workers, the elected leaders and the committee members. The people who do all of the work that must be done. I congratulate them, and I thank them for giving ten times the five hours each month to make YOUR Local a functioning unit.

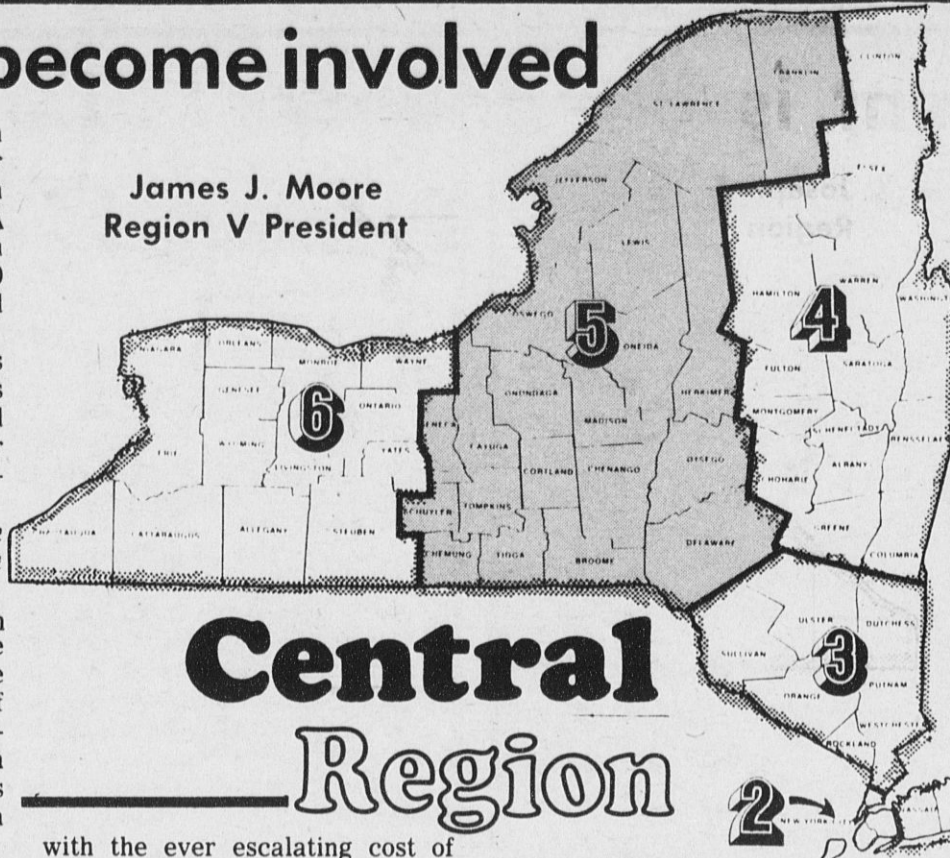
The second group and somewhat larger are the complainers. You know their type. "The union is no good." "What has CSEA ever done for me?" "The Christmas party was alright, but the beer was warm." For this group I have nothing but pity. It must be difficult for the members in this group to face themselves in the mirror every morning.

Finally we get to the largest group. YOU know who I mean. The silent majority, the members that are not really 100% happy with their union but not upset enough to do anything about bringing about a change. It is to this group I appeal for help. Again I make the request to each of YOU to give your union just five hours a year. What can and will happen if YOU do not become involved:

... Our pension system can and will again come under attack, and we could see changes that are not beneficial to current members.

... Salary contracts will fall short of allowing us to keep pace

James J. Moore  
Region V President



with the ever escalating cost of living.

... We will continue to work in environments that do not meet health and safety standards enjoyed by our counterparts in the private sector.

... We will continue to negotiate under the repressive limits of the Taylor Law unless we can secure legislative changes that are beneficial.

YOU must become involved in your union. You can not expect a handful of fellow workers to meet the demands placed on them by their Regional and Statewide Presidents.

How can you become involved? First and foremost is to attend your local meetings. Regardless of the issue being discussed, it is important that your Local Management people know that your Local Officers have your support. If your negotiating teams ask that you attend a public hearing, make sure that you attend. The psychological effect of having your support can make the difference

between obtaining a good contract or a great contract. There are many more ways YOU can become involved.

If you have an interest in the financial aspects of the Local, there are the **Budget** and the **Auditing** committees.

Before you attend a social evening, there is a great deal of work involved in seeing that it is planned properly for your enjoyment. You can help out with the **planning** by serving on the **Program** or **Social** Committees.

Once an event or meeting has been planned, you can serve on the **Publicity** committee to help get the word out to your fellow members.

For those of you more formal in your approach, you might like the **Constitution and By Laws** committee. This group of members deals with the written document that serves as a guideline to your Local Officers, i.e., duties of officers, procedures for elections.

Probably the most exciting committees are the **Grievance** and the

**Legislative and Political Action** Committees.

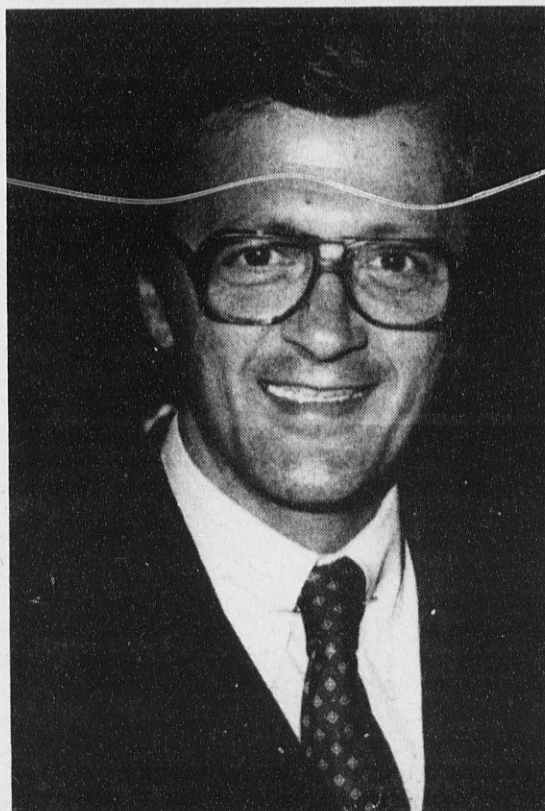
The **Grievance** Committee is the backbone of every Local. They are the administrators of the contracts. Ideally there should be a steward in each work location covered by the contract. Again do YOU see how important YOU can be to this union, your union.

The **Legislative and Political Action** Committee is very important. We need members to work with regional representatives in meeting with the elected officials at all levels. Issues such as the Taylor Law, health and safety standards, and your pension system are only three areas where we need input and involvement from the membership.

I could go on and on, but what I am saying brothers and sisters, is if we are ever to become the union that YOU want and deserve, YOU must do your share.

Leave that large group of apathetic people and join the ranks of the workers!

## Region V backing Boehlert



Sherwood Boehlert

James J. Moore, President of the CSEA Central Region, has announced the endorsement of Sherwood Boehlert, Republican candidate for Oneida County Executive.

In making the release for the regional Political Action Committee, Moore called on the 10,000 members working in Oneida County to set their personal party preferences aside and support the endorsed candidate.

"The past eight years have been a period of confusion and labor unrest between the union and the current administration of which Mr. Boehlert's opponent has been an integral part," Moore said.

Moore said he was confident that Mr. Boehlert could provide the leadership that is needed to rally all forces, labor as well as management, to the common cause of supporting both the public and private work forces in Oneida County.

"As a local man raised and educated in Oneida County, Sherry has demonstrated a commitment to career public service as evidenced by his service to Congressmen Pirnie and Mitchell, which will serve as an excellent foundation to secure for our county the necessary support and needed funds that are available on a state and federal level," Moore stated.

## Big CSEA victory in Herkimer hospital representation election

**HERKIMER** — By a vote of more than four to one, Herkimer Memorial Hospital employees have elected the Civil Service Employees Assn. as their representative, making the hospital the first of several in the area to be organized by a union.

CSEA regards the win as an important one, which may set a precedent for other hospital employees to follow, reports Syracuse Regional Director Frank Martello.

The organizing effort, which covered support services, maintenance, clerical, kitchen and nursing employees, was conducted by field representative Ted Modrzejewski and union organizer Greg Davis.

The union will begin contract negotiations as soon as it is officially certified by the Public Employment Relations Board, said Martello. He indicated negotiators would be seeking a package which would include substantial improvements in benefits, increased wages and a grievance procedure.



## OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.  
State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.  
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.  
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

## COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS OCTOBER 29, 1979

Title	Salary	Exam No.
Chief Institution Safety Officer I	\$13,885	36-806
Chief Institution Safety Officer II	14,680	36-806
Senior Institution Safety Officer	11,695	36-659
Senior Stationary Engineer	13,125	36-865
Medical Test Assistant Trainee	8,825	36-857
Chief, Bureau of General Continuing Education	30,800	39-401
Senior Medical Social Worker	17,320	39-383
Assistant Sanitary Engineer	17,320	30-207
Commissary Clerk II	8,825	36-655
Commissary Clerk III	9,865	36-656
Commissary Clerk IV	11,695	36-657
Canal Equipment Specialist, Assistant	14,680	36-868
Senior Engineering Materials Analyst	16,420	36-862
Associate Engineering Materials Analyst	21,345	36-863
Principal Engineering Materials Analyst	26,390	36-864
Engineering Materials Technician	9,330	36-834
Senior Engineering Materials Technician	11,060	36-835
Principal Engineering Materials Technician	13,125	36-836
Supervisor of Lottery Drawings & Ticket Distribution	21,345	36-867
Supervisor of Claims Validation & Prize Payments	16,420	36-866
Assistant Building Construction Project Manager	17,320	36-795
Senior Drafting Technician (Electrical)	11,060	36-858
Principal Drafting Technician (Electrical)	13,885	36-859
Senior Drafting Technician (Mechanical)	11,060	36-860
Principal Drafting Technician (Mechanical)	13,885	36-861

You can also contact your local Manpower Service Office for examination information.

## Directory of Regional Offices

### REGION 1 — Long Island (516) 691-1170

Irving Flaumenbaum, President  
Ed Cleary, Regional Director

### REGION 4 — Capital Region (518) 489-5424

Joseph McDermott, President  
John Corcoran, Regional Director

### REGION 2 — Metro Region (212) 962-3090

Jimmy Gripper, President  
George Bispham, Regional Director

### REGION 5 — Central Region (315) 451-6330

James Moore, President  
Frank Martello, Regional Director

### REGION 3 — Southern Region (914) 896-8180

James Lennon, President  
Thomas Luposello, Regional Director

### REGION 6 — Western Region (716) 634-3540

Robert Lattimer, President  
Lee Frank, Regional Director

## STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS NOVEMBER 5, 1979

Title	Salary	Exam No.
Building Construction Project Mgr., Sr.	\$18,301	25-099
Central Medical Supply Technician	8,345	25-082
Commissary Clerk IV	11,695	25-078
Commissary Clerk III	9,865	25-079
Commissary Clerk II	8,825	25-080
Commissary Clerk I	7,900	25-081
Drafting Technician (Electrical), Sr.	9,481	25-086
Drafting Technician (Mechanical), Sr.	9,481	25-087
Engineering Materials Technician	7,997	25-096
Engineering Materials Technician, Sr.	9,481	25-097
Environmental Conservation Officer Trainee I	11,995	25-069
Environmental Conservation Officer Trainee II	12,713	25-069
Horticultural Inspector	10,624	25-085
Horticultural Inspector Trainee	9,348	25-085
Horticulturist	9,481	25-084
Institution Safety Officer	10,114	24-928
Probation Program Consultant	17,365	25-098
Toll Collector	9,865	25-095
Thruway Toll Collector	8,917	25-095
Chief Baker	13,885	27-980
Dental Program Coordinator	17,365	27-977
Librarian (Reference), Principal	25,000	27-986
Medical Social Worker A	11,250	27-970
Medical Social Worker B	13,304	27-971
Public Health Consultant	14,850	27-985
Senior Medical Social Worker	14,850	27-972
Supervising Public Health Dental Hygienist	12,196	27-9



# Don't sit on sidelines

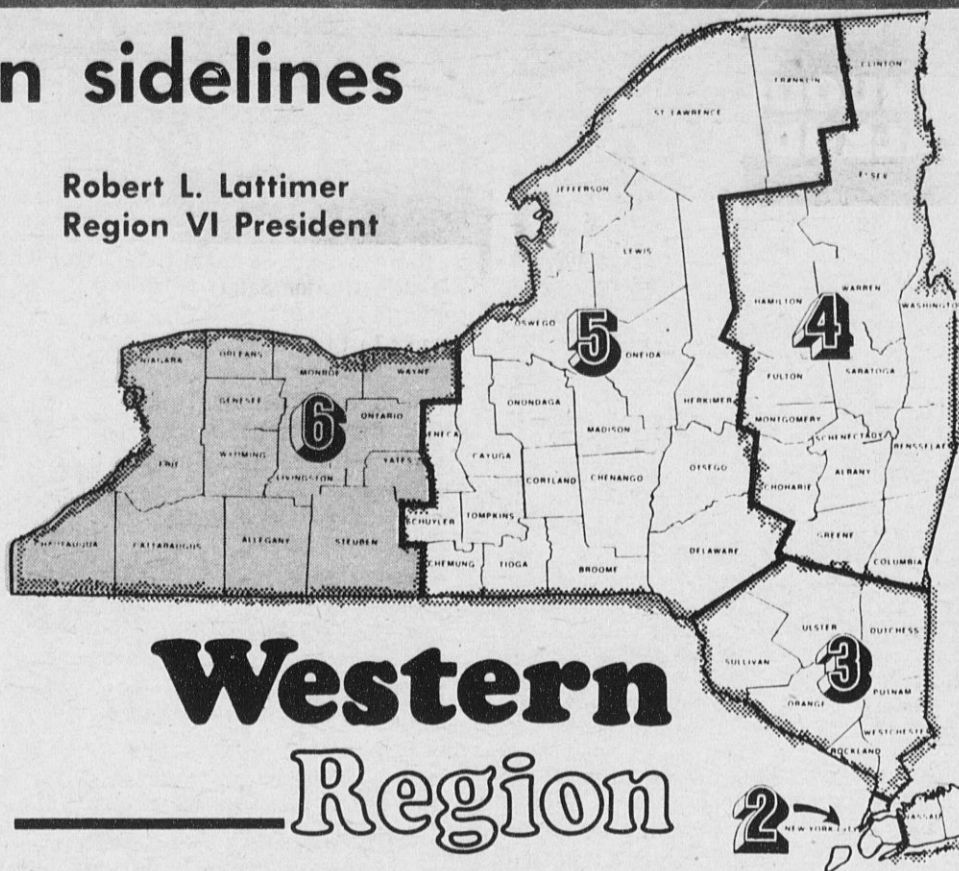
About nine years ago I decided, along with several co-workers in the Department of Labor, that it was time to "get involved" in CSEA. It was not enough to sit on the sidelines and watch the game... it was time to be in the lineup. The past few years have seen remarkable changes evolve in our union, although at times these seemed to come painfully and slow. What do the next two years hold as we enter the 1980's? I hope to see our members wake up and realize the potential power you have in being an active participant in your union!

How often have we heard, or even said, "I pay my dues, why should I contribute any work... besides, what does CSEA do for me anyway?" That question rankles me, but I'll answer anyway. CSEA, provides those traditional services which are the backbone of unionism such as negotiating and maintaining contracts to improve working conditions and handling grievances. But the services offered by CSEA go much further.

CSEA furnishes legal assistance which protects you when your rights are threatened; CSEA has jumped into the political arena to promote candidates for office, and to propose and lobby for or against legislation which affects your livelihood directly; CSEA works with various Employee Assistance Programs, researches and studies reallocation or reclassification requests, stands as a watchdog of the merit system, monitors various government programs (such as CETA), keeps abreast of retiree problems, offers various kinds of insurance programs, ad infinitum.

But above all, CSEA provides a basis for employees throughout the state to communicate ideas and to develop possible solutions. You have the right and responsibility to

**Robert L. Lattimer**  
Region VI President



get involved personally with your union. I am sorely disappointed that a passive majority of you take this for granted.

CSEA has broken out of its old social mold and is growing and strengthening daily. But it boggles my mind to think what could be accomplished if each member devoted even one hour a week, a month or even during the year to union activity. The sad fact is, that we are not utilizing the vast resources of talent which our members have. Instead, a small cadre of people do too much of the work. I cannot say enough about those members who do volunteer their time and effort solely because they want to see CSEA a more effective union. But it's time for you to join that cadre.

As your Regional President, I have requested nominations from your Local Officers for people to serve on various Regional and Statewide Committees. The results have been dismal. Region VI has

offered numerous training courses in the past few years — again the turnout for these has been dismal. I am appalled as I have traveled through the Western New York area to find out how little some of our leaders, much less our members, know about the CSEA services offered. It's time this ignorance ended.

Since my early involvement with CSEA, I have been a proponent of every member being able to participate in the union. I still believe that, and I am sick and tired of those individuals who strive to "keep everything" to themselves. We cannot afford an indifferent membership — public employees are held up for target practice on every front. You cannot afford to sit back anymore.

At this particular time, political elections loom November 6. Your political action committee have been working to review candidates who appear to support programs which we can live with. As en-

dorsements are announced, please check them out. If you have questions about these decisions, ask why they were made. Finally, ask what help you can render personally to get the vote out for the candidate you can support. All our efforts in political action are worthless unless you vote on Election Day.

If you have been one of the passive majority who sits back and criticizes CSEA and contends the union does nothing, take a look at yourself in the mirror — you are criticizing yourself. Take your complaints and suggestions to where they will do the most good. Attend your next local union meeting, write me a letter, call me on the phone at the Region Office, talk to your local officers, join a committee or project in CSEA that interests you. Divorce yourself from inactivity and find out what CSEA is all about. Instead of asking "Why CSEA?", ask yourself, "Why not?"

## SUC Brockport Local 601 awards \$300 for scholarship

BROCKPORT — Abby Duncan has been named recipient of the 1979 Hazel Nelson Scholarship sponsored by CSEA Local 601, SUC Brockport. The amount of the scholarship is \$300.00. Miss Duncan is currently in her second year at Genesee Community College, Batavia, and is majoring in Psychological/Social Work.

Abby, who was on the Dean's List for the 1978-79 academic year, is shown receiving the award from Local 601 President George Webster.

Abby is the daughter of Roberta LaDue, who is employed as a Senior Stenographer in the Business Affairs Office at SUC Brockport.

This is the 12th year that Local 601

has awarded scholarships to a member's son or daughter who is continuing their education at an institution of higher education in New York State.

In 1979 the award was named the Hazel Nelson Scholarship in honor of Hazel upon her retirement from SUC Brockport. Mrs. Nelson was in-

strumental in starting a CSEA Chapter at Brockport in 1950, and our Local chose this form as recognition to honor Hazel for her many years of service to CSEA on the local, regional and state level. Hazel still maintains contact with the Local, and friends may contact her at 146 Erie Street, Brockport, NY 14420.

## Calendar of EVENTS

### October

21 — 26 — Annual Meeting, Concord Hotel, Kiamisha Lake.

### November

2 — Nassau County Local 830 31st annual dinner dance, 7:30 p.m., Valley Stream Park Inn, Valley Stream.

3 — Capital Region IV School District Committee workshop, Thruway House, Albany.

3 — Capital Region IV State Bargaining Units committees workshops, Thruway House, Albany.

16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.





# State Division Report

Patricia Crandall  
Chairperson  
State Executive  
Committee



**A**S the largest public employee union in New York State, we have a great deal to be proud of. New Yorkers from Manhattan to Dunkirk know, through our advertising campaign, that the public employee is an important part in our society, that our role is vital to the continued operations of our schools, towns, villages and counties.

Through our legislative and political action committees, at the Local, Region, and Statewide levels, we have brought the message, loud and clear, that CSEA is a force in the political process, one to be dealt with as a part of the system, not merely pushed to the background to be satisfied with whatever is doled out, if anything. We can certainly look with pride to our accomplishments in this area. We in local government must continue to use the legislative and political action process to our advantage as public employees.

In addition, we must develop other areas which will benefit our members and help us to reach our full potential as a union. One area which is vital, and has long been dormant, is education and training. We must see that training is provided, at all levels, to help us deal with the problems that face us daily.

We must strive to develop programs which will continue to equip our field services with the skills and knowledge necessary to effectively do their jobs; programs which will keep our collective bargaining specialists aware of new developments that affect their work.

Most importantly, we must look toward the development of programs for our elected leaders, at the unit, local, region and statewide levels. Leadership training, effective communications, steward's training, grievance procedures, and arbitration are but a few of the many topics that could be addressed.

We in local government can benefit most from education and training. We represent many

members who are part of small units within our Locals. It should be one of our primary goals to reach out to our members and find out what they need, what kinds of programs that they want. Because members in local government represent a variety of interests, it is important that we be flexible and thoughtful as we begin the planning process.

All of us must participate in the planning process in order to be sure that a truly comprehensive program is developed, one that meets the needs of all our members.

We must remember, too, that no program is put together overnight, that no program, no matter how carefully planned and organized, will be perfect the first time out.

I believe that the area of education and training is necessary for the continued growth of our union. It is a challenging project, one that will require time, hard work, and painstaking effort by many, at all levels of our union. It is a challenge that we in local government are more than capable of accepting.



# County Division Report

Mary E. Sullivan  
Chairperson  
County Executive  
Committee

**I** feel CSEA has been moving forward in the Union movement for public employees. With our affiliation with AFSCME we now have the strength and resource to improve the working conditions of all public employees.

We have recently completed State contracts for our three bargaining units, Administrative, Operational and Institutional. We must now educate our local officers, shop stewards and staff to have an effective monitoring of these contracts. Seminars must be held, especially for the new sections, and this must be done in all six regions of CSEA. Plans are beginning to hold our first state delegates workshop. We hope to have educational programs that will educate our local officers and shop stewards. This is the most important part of making a strong union.

We have, for the first time, negotiated a Clerical Secretarial Employee Advancement Program with a joint committee studying the problems and monitoring the new

program. It is a very small start to a very large problem, but everything must have a beginning. If our employees and local officers do not get information on the weaknesses, strengths, and problems in their work locations on this program to the CSEA Committee we will not be successful. Remember we must all become involved to get a good job done.

We have gained knowledge and strength in our Political Action efforts and we must keep working to improve on this. All Locals must get a Political Action Committee working and each region must get an active Political Action Committee to get the information to our State-Wide Committee so they can work with our lobbyist to get legislation to improve our working conditions for public employees. At the local level we must communicate with all levels of government from the County, School Districts and the State and when we do have problems we must all work together to solve them. We have to educate all voters in this state as well as our elected representatives that we work, live and pay taxes in our communities and state. We are as concerned as everyone else with the inflation rate and the effect this has on the local and state budgets.

As your Chairperson of the State Division I urge you to communicate with me any problems you have — please feel free to write me and you can address any communications to 33 Elk Street, Albany, New York 12224 and direct them to my attention.

