

Lobbying to intensify for union bills

The CSEA Legislative Office is organizing two lobbying days on important legislation. Political Action Liaisons (PALs) will gather in Albany May 12 to meet with legislators about Taylor Law reform, including a permanent and uniform agency shop bill.

Retirees and school district employees will join a grassroots lobbying effort on May 19. Key bills they will discuss with legislators include pension supplementation and the transportation parity bill for school districts.

Public SECTOR

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Procedures being revised for building evacuation

ALBANY — The Governor's Office of Employee Relations has directed state department and agency leaders to implement new building evacuation procedures to protect state employees from possible exposure to toxic chemical accidents.

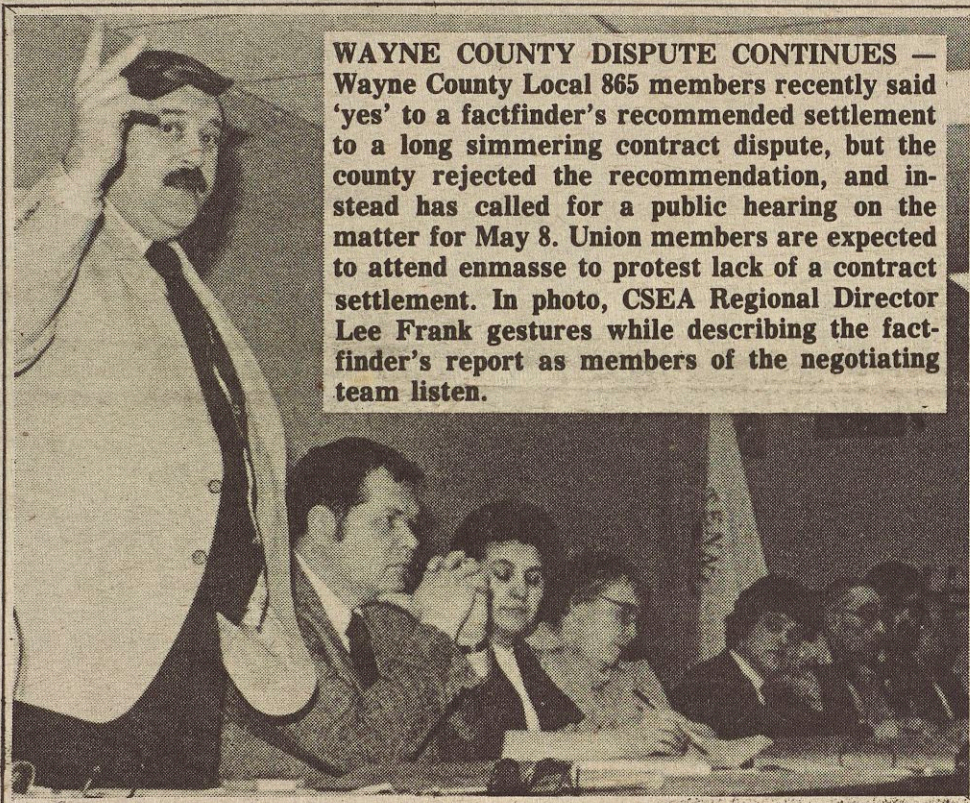
In a memo to all state departments and agency heads, Meyer S. Frucher, Director of the Office of Employee Relations said, "We believe that it is im-

perative that we be as prepared as possible in order to react to safety concerns of building inhabitants."

The actions follow an incident at the Binghamton State Office Building where an electrical transformer fire released toxic polychlorinated biphenols and dioxin into the building. While most state employees who work in the unoccupied structure were never allowed back into the building following the accident, the union found that 63 CSEA members were sent back into the building as part of a "clean-up" effort which was later suspended.

CSEA is pursuing grievances on behalf of many of these employees, some of whom have suffered medical side effects.

Following meetings with the Office of General Services which operated the building, OGS agreed to a demand by CSEA President William L. McGowan to update its evacuation procedures to deal with toxic chemical accidents. The



WAYNE COUNTY DISPUTE CONTINUES — Wayne County Local 865 members recently said 'yes' to a factfinder's recommended settlement to a long simmering contract dispute, but the county rejected the recommendation, and instead has called for a public hearing on the matter for May 8. Union members are expected to attend en masse to protest lack of a contract settlement. In photo, CSEA Regional Director Lee Frank gestures while describing the factfinder's report as members of the negotiating team listen.

KINGSTON — A fuel oil additive is said to be a possible source of a mysterious gas which affected employees at the Ulster County Office Building here recently, forcing the building to be closed.

County operations were relocated to other work sites pending elimination of the fumes which caused headaches, dizziness and nausea to scores of workers. Some 500 people work in the six-story office building. At press time officials said the source was expected to be eliminated and the building reopened shortly. CSEA officials had met with county officials during the crisis to insure employee and public protection.

effect of the Frucher memo is to extend that policy beyond OGS facilities and into buildings under the jurisdiction of all state departments and agencies.

Frucher urged the state's top management to examine their present evacuation procedures and make modifications to incorporate the new OGS guidelines for toxic chemical accidents. OGS will assist any departments or agencies needing technical assistance in this area.

The OER Director also asked the management leaders to meet with appropriate local union officials to inform them of their plans to update the procedures so the information can be passed along to rank and file members.

Question remains: Will Workers Comp reopen previous sick leave decisions?

ALBANY — Whether the Workers' Compensation Board will reopen previously decided cases in order to award direct payment from the State Insurance Fund to employees required to use sick leave credits during the first 10 days of absence is still a question.

According to CSEA's law firm of Roemer and Featherstonhaugh, this question can only be answered by having these employees file requests directly with the Workers' Compensation Board.

The question has arisen because of a recent development in the way the Workers' Compensation Board handles its cases with respect to the "Ten Day Rule" included in the three State contracts.

In the case of Jefferson v. Bronx Psychiatric Center, the Workers' Compensation Board found that where the employee does not receive restoration of leave credits during the first 10 days of occupational injury absence, the employee is entitled to direct payments from the State Insurance Fund.

The Board's decision was later upheld by the Appellate Division.

According to Roemer and Featherstonhaugh, this decision does not affect the validity of the three state collective bargaining agreements, but it does provide a further benefit to State employees injured on the job.

CSEA attorneys contacted counsel for the Board and were advised that it is expected that the Workers' Compensation Board will apply the ruling of the Jefferson case in all pending and future cases.

Since this additional benefit is within the jurisdiction of the Workers' Compensation Board, requests by employees for such disability payments must be directed to the Board.

The law firm has outlined the following procedures which should be used:

- For employees who currently have cases pending before the Workers' Compensation Board: you should advise the Law Judge handling your case of the Jefferson decision and the fact that you have been required to use leave credits for the first 10 days of absence, which have not been restored. The Administrative Law Judge should at that point issue a notice of decision in conformity with the Jefferson case.

- For employees who have within the past 30 days received a notice of decision from a Workers' Compensation Law Judge which does not include a direct payment to the employee for the first 10 days of absence: the decision should be appealed to the Workers' Compensation Board. The appeal should be made in writing, and must be within 30 days of receipt of the notice of decision.

- For employees who received notices of decision more than 30 days ago, or whose cases have already been closed: send a letter to the Review Bureau of the Workers' Compensation Board. The letter should state that although more than 30 days have passed since the decision in your case, you are aware of the impact of the case of Jefferson v. Bronx Psychiatric Center. The letter should further state that in the interest of justice and fairness, the 30-day period should be waived and the case reopened for the purpose of considering directing the State Insurance Fund to make a direct payment to the employee for the first 10 days of absence, rather than allowing the credit to the employer to stand.

A 'Working' Mother's Day conference

NEW YORK CITY — A women's conference on Mother's Day?

"Given the changes in the roles of women in recent years, I think that it's appropriate that our first Women's Conference is scheduled for Mother's Day weekend," said Manhattan Developmental Center Local 443 President Margaret Meaders, chairperson of the Metropolitan Region II Women's Committee. "There certainly are a lot of working mothers today."

The conference will be held on May 9th and 10th at the Hilton Inn, Kennedy Airport. Conference registration begins at 8:00 a.m. on Saturday and the conference will adjourn at noon the next day.

"Working women are facing pressing problems that need to be addressed and hopefully solved," said Meaders. "The conference workshops will deal with some of these problems including sexual harassment, health hazards in the workplace, and lack of equal pay for equal work."

Among the other issues to be addressed at the workshops are: organizing clerical workers, communications, stress, career ladders, and affirmative action.

Metropolitan Region II President James Gripper, Jr., will deliver the welcoming address at the Saturday morning general session. CSEA

President William McGowan is scheduled to be the guest speaker at the general session and Alton Walton, Deputy Commissioner of the New York State Division of Human Rights, will be the keynote speaker.

At press time, the Region II Women's Committee was awaiting confirmation from Shirley Chisholm, who was invited to give the keynote address at the Saturday evening dinner.

The major social event of the conference will be a Disco Fashion Show on Saturday night being organized by the Region II Social Committee, chaired by Mattie Bryant.

In addition to Ms. Meaders, the members of the Region II Women's Committee, organizers of the conference, are: Division of Housing and Community Renewal Local 258 President Phyllis Ferguson, New York Parole District Local 259 President Anna Brown-Kemp, Public Service Commission Local 450 President Jacqueline Goodwin, Creedmoor Psychiatric Center Local 406 President Dorothy King, Brooklyn Developmental Center Local 447 President Brenda Nichols, and State Insurance Fund Local 351 President Stella Williams

For further information on the conference contact Beverly Williams at the Metropolitan Region II office, (212) 962-3090.



CHARTER PRESENTED — CSEA Executive Director Joseph Dolan, right, presents Louis P. Colby, left, President of Florida State CSEA Retirees Local 950 with the new Local's charter earlier this month in New Port Richey, Florida. The newest CSEA Local and the first in Florida boasts some 3,000 members now residing throughout the Sunshine State. In the adjacent photo, some of the more than 400 members who attended the Local's inaugural program are shown signing in.



Notice to retirees: Make sure you're covered

ALBANY — Are you a participating member of the New York State Employees Retirement System? Are you sure?

Some employees reach retirement age and find out the hard way that they are not enrolled in the system.

"Although for some employees membership in the Retirement System is mandatory and automatic, this isn't always the case," explained Jack Carey, Administrative Director of Collective Bargaining.

He explained that employees in some classes have the option of membership in the Retirement System, but have to actively join in order to participate. An application must be submitted.

"Some people have worked for years assuming that they were covered, and obviously it's a cruel blow when they discover that they're not eligible for a pension," Carey said.

"All we can do is recommend again and again that employees check their status as a member of the Retirement System to make sure that they are enrolled.

Commenting on the case of a member recently denied a pension, CSEA counsel James Roemer commented: "As harsh as the penalty seems to the individual, Audit and Control acted within its permissible authority as contained in the governing statutes. This is not the first time an individual has been dealt severe injustice because of strict application of the Retirement and Social Security Law."

The Office of Collective Bargaining urges members to play it safe and check on their status as a Retirement System member.

You may do this by simply completing and mailing the coupon below.

TO: The New York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

Name _____ Date of Birth _____

Address _____

City _____ State _____ Zip _____

Calendar of EVENTS

May

- 1—4th Annual White Plains Unit Retirees Dinner-Dance, 7:00 p.m., Purchase Country Club, Anderson Hill Rd., Purchase.
- 1—Pilgrim Psychiatric Center 25-year and retirees dinner dance, 8 p.m., Huntington Towne House, Huntington. Pilgrim Psychiatric Center Local 418-sponsored cocktail party, 7-8 p.m.
- 2—Capital Region IV state division local and unit presidents meeting on state contracts, 9:30 a.m., Ramada Inn, Albany.
- 5—Region III Local and Unit Presidents and Treasurers meeting, 7:45 p.m., Holiday Inn, Fishkill.
- 5—Southern Region III local and unit presidents and treasurers meeting on the changes to the model constitutions, 7:45 p.m., Holiday Inn, Fishkill.
- 6—Long Island Region I Mental Hygiene Task Force meeting, noon, Region I Satellite Office, Hauppauge.
- 7—Southern Region III bridge authority, Palisades Park, Taconic Park and Hudson Valley Armory locals meeting, 8 p.m., Holiday Inn, Fishkill.
- 8—Reception for Capital Region IV candidates, 3:30-6:15 p.m., local presidents meeting, 6:15 p.m., Thruway House, Albany.
- 9—Capital Region IV School Unit Seminar, 9 a.m., Gideon Putnam Hotel, Saratoga.
- 12—Suffolk County Local 852 women's forum, 7:30 p.m., Sheraton Inn, Smithtown.
- 12—Syracuse City School Unit 9, Local 834 retirement and installation dinner, 6:30 p.m., Airport Inn, Syracuse International Airport.
- 12—Suffolk County Local 852 women's forum, 7:30 p.m., Sheraton Inn, Smithtown.
- 12—Southern Region III Mid Hudson, state police and judicial locals meeting, 8 p.m., Howard Johnson's, Middletown.
- 13—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 15—Capital Region IV dinner meeting, 5:30 p.m., Paramount Lounge, Albany Street, Schenectady.
- 16—Region V Women's Committee Workshop, 9 a.m.-1 p.m., Holiday Inn, Watertown. Topic: "Assertiveness Training For Women".
- 18—Long Island Region I executive board meeting, 7 p.m. Machinists Hall, Melville.
- 20-22—State Delegates Workshop, Syracuse, N.Y.

Four locals attend combined seminar for union stewards

POTSDAM — Four CSEA Locals in the St. Lawrence County area conducted a combined Stewards Training Seminar on April 11 on the campus of SUNY Potsdam.

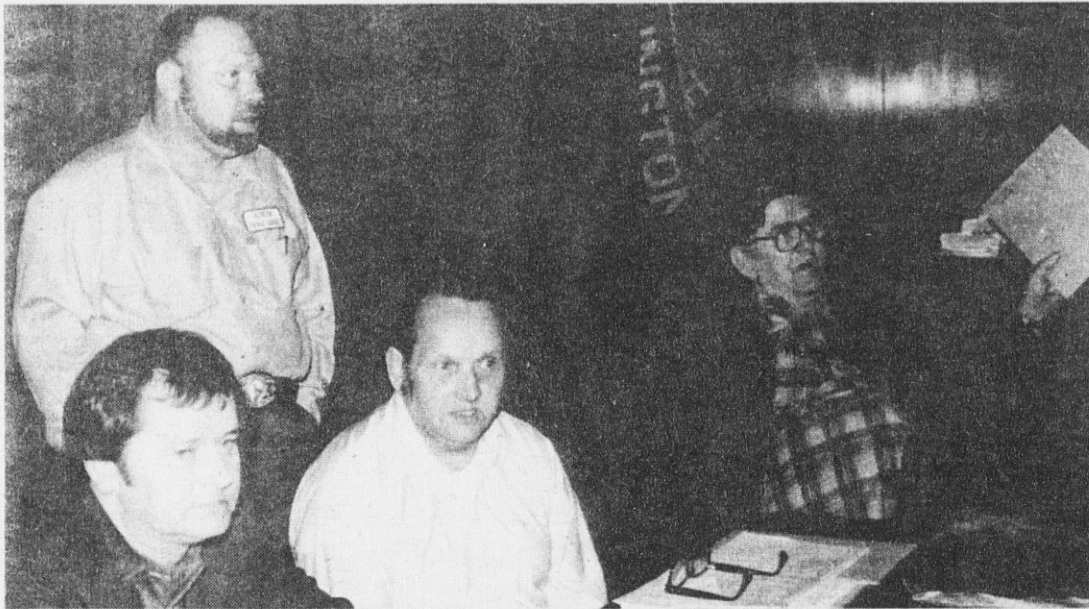
Mary Lauzon, President of CSEA Local 613 at SUNY Potsdam and Statewide Chairperson for the CSEA Educational Committee, said the full day session drew a good attendance from stewards and CSEA members interested in becoming Union stewards.

Richard Brown, Vice-President of Jefferson Local 823 and Chairman of the CSEA Region V Educational Committee, conducted the seminar which attracted representatives from Local 613 SUNY Potsdam, Local 603 ATC Canton, Local 423 at St. Lawrence Psychiatric Center, and Local 845 St. Lawrence County.

The combined Locals represent more than 2,500 State and County public employees in the greater St. Lawrence County area.



DISCUSSING SUCCESSFUL combined stewards training seminar held earlier this month are Mary Lauzon, Local 613 president and chairperson of the statewide CSEA Educational Committee, and Richard Brown of Jefferson County Local 823, chairman of the Region V Educational Committee.



EMPLOYEES OF THE ARLINGTON SCHOOL DISTRICT Unit of Dutchess County Educational Local 867 recently ratified a new three-year contract. Shown above, from left, at the ratification meeting were Collective Bargaining Specialist Joseph Reedy, Bill Lossee (standing), Reggie Levey and Local President Hugh Crapser. The contract provides annual wage hikes of 8.9 percent in the first two years, and 8.8 percent in the final year, plus increments. Other changes include improved vacation leave and life insurance benefits.

Inconsistent testimony clears Local 424 member

SYRACUSE — An arbitrator has ruled favorably for a Syracuse Developmental Center CSEA Local 424 member, saying there were no grounds for the charge brought by management against mental hygiene therapy aide Alice Spargo.

The State Office of Mental Retardation and Developmental Disabilities (OMR-DD) had charged Ms. Spargo, a therapy aide since 1976, with abusing a patient at the Syracuse Developmental Center. Arbitrator Joel M. Douglas ruled that there was inconsistency in testimony of management witnesses and concluded there was no justification for the charge.

Local 424 President Santo DeVito said, "We felt it was a significant victory for CSEA, especially since the employer had been obstinate to negotiate."

In a separate favorable case involving another Local 424 member recently, a mental hygiene therapy aid, grade 9, was awarded back pay to compensate for the time she was performing the work of supervisor of volunteer services, a grade 14 position. That out-of-title claim was won at the third step of a grievance claim. Once dispersed, the cash award could total upwards of \$3,000.

Elmira contract calls for a two-year, 19% salary hike

ELMIRA — By an overwhelming majority, members of Chemung County Unit of CSEA Local 808 voted to accept a new two-year contract calling for compounded salary increases of more than 19 per cent over the length of the agreement.

According to Roger Kane, CSEA Collective Bargaining Specialist and chief negotiator for the more than 550 employees in the bargaining unit, the membership ratified the contract by written ballot on April 2, 1981.

Terms of the agreement include salary increases of six per cent retroactive to January 1, 1981; four per cent effective July 1, 1981; and an additional eight per cent effective January 1, 1982.

Other negotiated benefits include:

\$25.00 tool allowance for County mechanics.

An additional personal leave day in the first year of the contract.

An additional five cents per hour shift differential.

An additional \$70 car allowance for County employees who use their personal vehicles for County business.

New contract language regarding the hospitalization plan which guarantees no loss of benefits, and a right to reopen negotiations to new improvement for 1982.

In announcing terms of the agreement, Kane also disclosed the establishment of a new Grade 14, and an upgrading of several other titles in the overall package.

The new agreement now awaits ratification by the Chemung County Board of Legislators.



ONONDAGA COUNTY LOCAL 834 President Thomas Murphy, right, presents the Outstanding Coach Award to Billy Harris at the recent sixth annual Golden Gloves Tournament of Champions in Syracuse. Local 834 has sponsored the award for the past five years.

Oneida nurses favor optical, dental benefits

UTICA — Nurses employed by the Oneida County Health Department and Broadacres Nursing Home have voted to ratify a new three-year contract.

According to E. R. Ventura, Jr., CSEA Field Representative and chief negotiator for the 60 employees in the bargaining unit, terms of the new pact are retroac-

tive to January 1, 1981, and are basically the same as those recently negotiated for the Oneida County Unit of CSEA Local 833, with the exception of no dental insurance plan.

The agreement does provide such benefits as:

Salary increase of seven per cent each year of the contract, with a

cost-of-living increase in the third year.

Re-establishment of the increment step system.

An optical insurance plan in the first year, and a prescription drug plan in the second year.

New educational benefits permitting nurses to take job-related courses at Mohawk Valley Community College at no cost.

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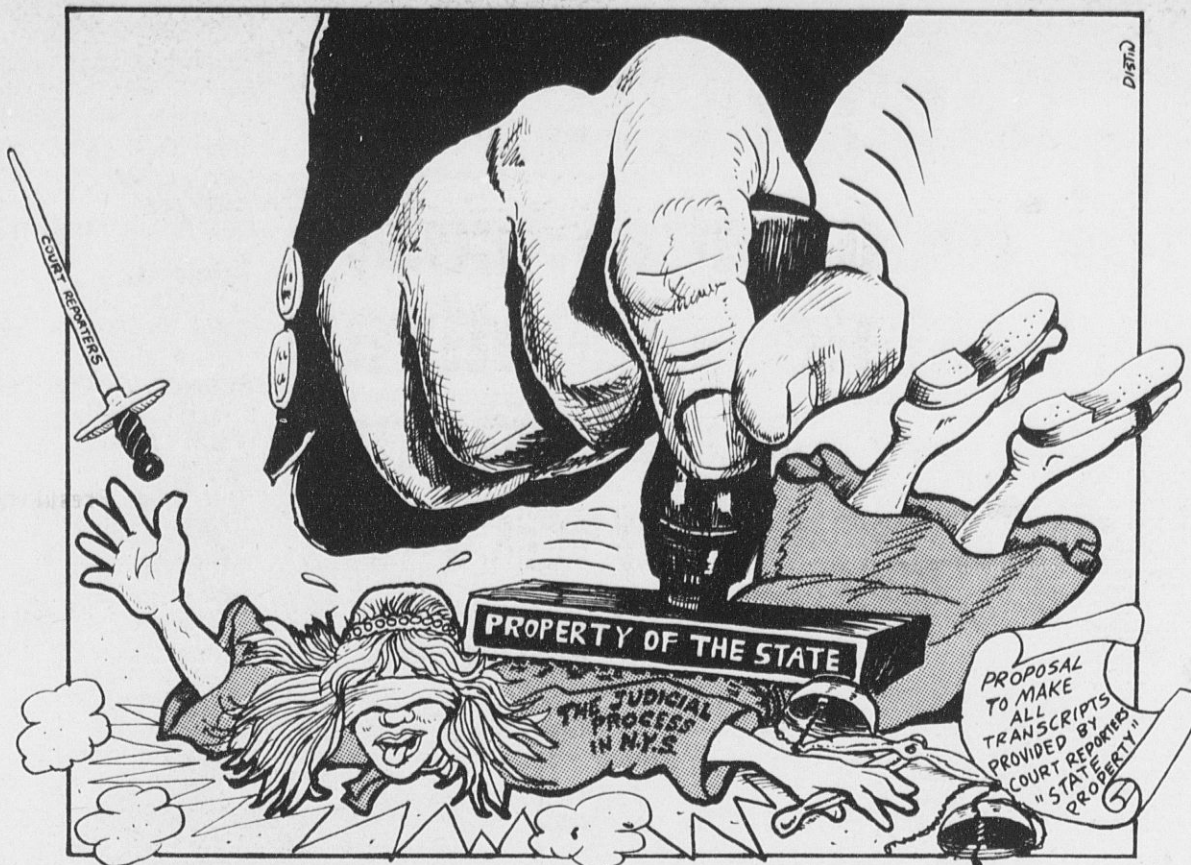
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Rules and regulations for elections

The Civil Service Employees Association is conducting an election to designate new union regional officers, state executive committee members, and county educational representatives. On Page 5 of this issue are the lists of candidates for those offices. The election is being conducted under the standing Rules and

Regulations relating to the conduct of election for office in CSEA as adopted by the CSEA Board of Directors on April 15, 1981. Following is the verbatim language of these Standing Rules and Regulations.

STANDING RULES AND REGULATIONS RELATING TO THE CONDUCT OF ELECTIONS FOR OFFICE IN THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

PURSUANT TO THE BY-LAWS OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Adopted April 15, 1981 — Effective Continuously Until
Amended by The Board of Directors of The Civil Service
Employees Association, Inc.

I. TIME TABLE

At a Board meeting in each election year, the Board of Directors of CSEA, Inc. shall adopt an election time table setting forth all pertinent dates to be observed throughout the nominating and election procedures.

II. NOMINATIONS

A. Any member desiring to run for office in the Association shall submit an application to be a candidate on a form to be provided by the Chair of the Nominating Committee and the Executive Director of the Association. This application must be returned to the Chair of the Nominating Committee by certified mail, return receipt requested, at CSEA Headquarters, 33 Elk Street, Albany, New York by the date set forth in the election time table for that year.

B. Any candidate who submits an application to the Nominating Committee and who is not nominated shall be notified in writing by the Chair of the Nominating Committee of the Committee's action.

C. A member in good standing as of June 1st in the year preceding the election may secure a place on the ballot through the independent petition procedure as set forth in the CSEA Constitution. Nominating petition forms will be made available to members at all Region offices and at CSEA Headquarters as outlined in the appropriate Constitutions.

D. Independent nominating petitions shall be validated by the election agency in conformance with the past practices of this organization which shall include computer matching of names and social security numbers, and visual scanning of petitions.

E. Any member who has submitted an independent nominating petition and who has received notice that he/she did not have the required number of valid signatures in order to qualify a place on the ballot has the right, within five (5) days of notification, to review those names which were rejected.

III. INDEPENDENT ELECTION AGENCY

A. The Independent election agency shall be selected by the Board of Directors of the Association prior to February 1st of the election year.

B. The contract between CSEA, Inc. and the independent election agency shall incorporate all election procedures mandated in the CSEA Constitution.

C. The independent election agency shall mail the official ballots on the date indicated on the approved time table. The agency should mail them from the largest postal service facility in the six (6) Regions or receive assurance from the U.S. Postal Service that upon receipt of the ballots at one facility they will be promptly distributed to each Region by the U.S. Postal Service. Ballots shall be mailed by bulk mail.

IV. BALLOTS

A. In order to be counted, all ballots must be received by the independent election agency by the date set forth in the election time table approved by the Board of Directors for that election year.

B. The name of the candidate as it will appear on the ballot shall be sent to the candidate by certified mail, return receipt requested. The Executive Director of CSEA, Inc. must be notified of any changes that a candidate wishes to make in relation to the use of his/her name on the ballot, by the date set forth in the election time table.

C. Replacement ballots may be requested by completing a membership affidavit request which may be obtained from the Local President or the Regional Office.

This affidavit must be mailed to the independent election agency at the address specified. Upon receipt of an affidavit, the independent election agency shall send a replacement ballot to the member. This replacement ballot and envelope shall be clearly marked "REPLACEMENT BALLOT".

Replacement ballots shall be counted as valid provided they are received on or before the date specified in the election time table. All replacement ballots and envelopes shall be kept separate and apart from the regular ballots.

V. COUNTING OF BALLOTS

A. The independent election agency shall verify a sufficient number of return ballots in a random manner so as to assure a ninety-five percent (95%) confidence interval.

B. During the election period the agency may remove the ballots from the return envelopes and prepare the ballots prior to counting. Ballots that cannot be counted by machine will be counted manually during this period.

C. The ballots shall be counted on the date specified on the time table and the results of the election shall be made known to each candidate as soon as practicable.

D. The independent election agency shall keep all envelopes and ballots and nominating petitions for a period of three (3) months following such election.

E. The independent election agency shall permit any candidate or the authorized agent of any candidate to review the envelopes and ballots during the regular business hours of the agency and upon seventy-two (72) hours notice.

VI. MISCELLANEOUS

A. The Association will furnish at no expense to candidates a list or set of labels of Local Presidents within their jurisdiction.

B. Official candidates for Unit, Local, Region, and Statewide Office shall be allowed to purchase address labels and lists of members involved in their particular elections at cost.

C. On or before May 1st of the election year each Local President shall receive a computer printout indicating the names of those persons in the Local who are eligible to vote in the election. The Local President shall also receive at this time affidavits for replacement ballots in an amount equal to approximately five percent (5%) of the membership eligible to vote.

D. Candidates for Regional Office may travel through their own Regions twice at the expense of the Association provided, however, that each trip does not exceed one day.

VII. ELECTION PROTESTS

Protests against the election results or election process must be filed as set forth in the CSEA Constitution, or according to the procedures set forth in all Model Constitutions.

CANDIDATES FOR regional offices; state executive committee; county educational representative

The Civil Service Employees Association is conducting an election to designate new union regional officers, state executive committee members and county educational representatives. Under the 1981 election timetable, ballots are to be mailed to eligible members on May 14. Deadline for returning ballots is 6 p.m., June 22. Ballots are to be counted on June 26. Drawings for positions on the official ballots to be mailed out were held recently for candidates. On this page are lists of regional offices and seats on the Board of Directors included in this election, along with the names of candidates in the order in which they will appear on the official ballot.

Following is a list of State Executive Committee seats on CSEA's statewide Board of Directors for which an election is scheduled to be conducted, and the candidates for those seats. Where two or more candidates are listed, they are shown in the order their names were drawn to appear on the official ballots.

- Ag. & Markets**
John J. Weidman
- Audit & Control**
Beatrice McCoy
Barbara L. Skelly
David D. Jacques
Jeanne Pratt
- Authorities**
Frank J. McDermott
John Francisco
- Civil Service**
Dolores Farrell
- Commerce**
Linda Hosking
Ruth Lovegrove
- Conservation**
Josephine Luizzi
Karen E. Murray
- Corrections**
Philip Beauharnois
Susan L. Crawford
William F. Kenneweg
- Education**
June Robak
- Executive**
Earl Kilmartin
Cindy Egan
Francis DeLemo
Leroy Holmes
- Health**
Judith L. Goranson
Genevieve Clark
C. Allen Mead
- Insurance**
Virginia R. Hewitt
Betty Collins
- Judicial**
Thomas F. Jefferson
- Labor**
Elaine Todd
Stella E. Williams
George Caloumeno
Shirley Brown
- Law**
Elisa Burson
- Motor Vehicle**
Eileen Salisbury
Barbara Stack
- Mental Hygiene/Region I**
Charles Salzmann
- Ben Kosiorowski
James J. Forsyth
H. A. Tony Bentivegna
Bill Chacona
Jean Frazier
- Mental Hygiene/Region II**
James Gripper Jr.
Brenda J. Nichols
John Jackson
George A. Boncoraglio
Ronnie Smith
Joel Schwartz
- Mental Hygiene/Region III**
Eva Katz
Vincent J. Covati
Kenneth S. Klinko
Robert Thompson
Harold F. Ryan
- Mental Hygiene/Region IV**
Wanda M. Lubinski
Francis Wilusz
- Mental Hygiene/Region V**
Amelia A. Kelley
Sue Bucrzinski
Hugh McDonald
George McCarthy
- Mental Hygiene/Region IV**
Elaine Mootry
Paul Christopher
- Public Service**
Jacqueline Goodwin
Elizabeth Kurtik
- Social Services**
Alan Siegel
William G. McMahon
- State**
Robert W. Smith
- Tax & Finance**
John Gully
- Transportation**
Joan M. Tobin
John Cassidy
- Universities**
Marie Romanelli
Patricia Crandall
Frances DuBose
Geraldine (Jerry) D. Frieday
Sara Sievert
- Public Corporations**
Joann Lowe

Following is a list of regional offices for which an election is scheduled to be conducted, and the candidates for those offices. In those cases where only one candidate is listed, that individual is running unopposed. Where two or more candidates are shown for a particular office, the candidates are listed in the order their names were drawn to appear on the official ballots.

LONG ISLAND REGION I

- President**
Danny Donohue
- First Vice President**
Nick Abbatiello
- Second Vice President**
Arthur Loving
Bill Chacona
John Madlon
- Third Vice President**
Carol Craig
Charles Sclafani
Nicholas Dellisanti
- Fourth Vice President**
Ed Zure
Jack Geraghty
Jim Forsyth
- Secretary**
Dorothy Goetz
Mary Ansbach
- Treasurer**
Jean Wichmann
- Ed. Representative**
Frank Fasano
Michael Curtin

METROPOLITAN REGION II

- President**
George S. Caloumenou
Roy Johnson
James Gripper Jr.
- First Vice President**
Joseph C. Johnson
Frances DuBose
- Second Vice President**
Brenda J. Nichols
Willie J. Raye
- Treasurer**
George Boncoraglio
Clinton E. Thomas
- Secretary**
Ruth W. Joseph
Ann Worthy
Helen Cugno

CAPITAL REGION IV

- President**
Joseph E. McDermott
- First Vice President**
C. Allen Mead
John Gully
- Second Vice President**
Joan Tobin
Carmen Bagnoli
- Third Vice President**
Dann J. Wood
Barbara Skelly
John Vallee
- Secretary**
Grace C. Bevington
Mazie A. Fort
Shirley A. Brown
- Treasurer**
Bea McCoy
Gerald R. Toomey
- Ed. Representative**
Ruth Hathaway
Myrtle Major
Mazie Fort

SOUTHERN REGION III

- President**
Raymond J. O'Connor
Eva Katz
- First Vice President**
Robert Thompson
Pat Mascioli
- Second Vice President**
Harold F. Ryan
Carolyn Zappe
- Third Vice President**
Ellis W. Adams
Rose Marcinkowski
- Secretary**
Grace Woods
Glenda Davis
- Treasurer**
Eleanor McDonald

CENTRAL REGION V

- President**
Jim Moore
Eleanor M. Korchak
- Executive Vice President**
Patricia Crandall
Mary R. Lauzon
- First Vice President**
Sue Bucrzinski
Ralph Young
- Second Vice President**
Richard P. Brown
Carlo Guardi
- Third Vice President**
Angelo Vallone
Bruce Nolan
Ronald K. Draper
- Recording Secretary**
Helen Hanlon
Kathy Collins
- Treasurer**
Margaret L. Campoli
Mary E. Sullivan
- Ed. Representative**
Dolores Herrig
Carlo Guardi

WESTERN REGION VI

- President**
Robert L. Lattimer
Dominic Spacone Jr.
- First Vice President**
Patricia A. Pflieger
Genevieve Clark
- Second Vice President**
Robert C. Smith
John P. Eiss
Thomas J. Warzel
- Third Vice President**
Gerald M. Prince
Dale L. Hatch
Thomas D. Bruno
Brian J. Madden
- Secretary**
Sheila A. Brogan
Jerry Frieday
- Treasurer**
Barbara M. Fauser
David Wilbur
- Ed. Representative**
Dominic Spacone Jr.

Workers prepare for best walleye pike fishing around New York's Oneida Hatchery in full 'swim'

By Thomas Moczydlowski

CONSTANTIA — Spring comes to Oneida Lake with the melting of the white ice fold and the unveiling of a vast spread of glistening beige water. The walleye pike sense the warmer water of the new season and make their annual spawning run to the lake's creeks and shores.

The crewmen at the New York State Fish Hatchery here are prepared for the spawning run. They roll into action their annual walleye egg-taking program, which affords Oneida Lake with the best walleye fishing in the Northeast, if not in the country.

A veteran hatchery crewman is Herb Lake, a member of CSEA Environmental Conservation (ECON) Local 119, who has been with the State ENCON Department for 33 years. Lake's name is an appropriate one for his trade, but his azure-blue eyes more fittingly match the closeness he has to the environment of Oneida Lake.

However, it didn't start out that way for Lake. "I was born and raised a city boy in Brooklyn. I got a

taste of the country, though, when we visited my grandfather who lived near Oneida Lake.

"Later, after I got out of the service, I started working for ENCON. One spring, I was sent to the Oneida Hatchery as temporary help during the walleye spawning run, and I've been here ever since," he said.

With an implied sense of pride for his job, Lake described how the hatchery crew conducts the walleye egg-taking. In 10 days time — the duration of the spawning run — the crewmen must handle 35,000 walleyes to obtain the necessary 300 million eggs, so there will be an abundance of walleye fry to restock the Central New York lake.

The lake is made ready by the crew for the spawning run with the strategic placing of 23 trap nets near the mouths of the lake's creeks and in other points along the 52 miles of Oneida Lake shoreline.

The nets span 20 feet in length from their wing ends to their square fronts. They are fastened to the shore and to buoys with rope.

During the walleye spawning run, crewmen go out each day in their ferry boats and gather tubfuls of trapped fish from the nets. At the hatchery along Scriba Creek, they separate the walleyes from the cull fish, which in this case would be mostly bullhead catfish, perch and a variety of panfish.

Male walleyes are further separated out of the tubs and put in the holding tanks outside. The female walleyes are kept in the inside holding tanks.

The crew then commences with the hatchery spawning process, which Lake described as a "regular assembly line." The ripe female walleyes with eggs are separated from the firm females, which are without eggs or are unready for spawning; and the male walleyes are netted from the outside holding tanks and brought inside by tub.

In the next few steps, the male walleyes are milted while the ripe female walleyes are stripped of their eggs. The fertilization of the eggs occurs in seconds.

To prevent the fertilized eggs from clumping together, they are treated with tannic acid and undergo a slow stirring. The adult walleyes are released after the spawning process through an aqueduct that runs into Scriba Creek.

Once the fertilized eggs have been stirred, they are poured into the many hatching containers. It takes about 21 days for the walleye fry, seven to nine millimeters, to hatch inside the plastic tubes and swim out into a water flow that takes them to the holding tanks below.

Oneida Lake is stocked with about 102 million of these tiny walleyes. Some of the fry will go to additional State hatcheries for stocking in other New York State lakes. The Oneida Hatchery also cooperates in an exchange program with Michigan, whereby some walleye eggs are swapped for coho salmon eggs.

The hatchery's senior aquatic biologist, Richard Colesante, is researching the benefits of

letting 300,000 walleye fry grow to fingerling size. This gives the young walleyes a better chance of survival against their main predator, the perch, and against adult walleyes, which are cannibalistic.

Although the hatchery crewmen had to conduct their egg-taking program under low water conditions because of the lesser amount of snowfall this year, hatchery manager Norm Youmans said the crew managed well and the walleye restocking of Oneida Lake will be as good as ever.

Even though there is a 12-inch, five-catch day limit on Oneida Lake walleye, enough anglers visit the lake to yield 125,000 pounds of walleye annually. It takes about three years for the fingerling walleye to grow to the catchable size. The average weight of the adult walleyes range from one to two pounds. However, Lake has seen walleye pike caught in Oneida Lake which were as heavy as eight pounds.

"We manage Oneida Lake so that it offers the best walleye pike fishing you can get. The hatchery spawning gives the fry a greater chance of surviving than nature would. You could say we just help nature along to make sure there are enough walleyes for every angler," Lake said.



CHECKING ON THE FERTILIZED EGGS is Local 119 member Herb Lake. The eggs hatch in 21 days with tiny walleyes, seven to nine millimeters long.



LOCAL 119 MEMBER Herb Lake removes male walleyes from the holding tank and places them into a tub. These walleye will be taken inside and milted.



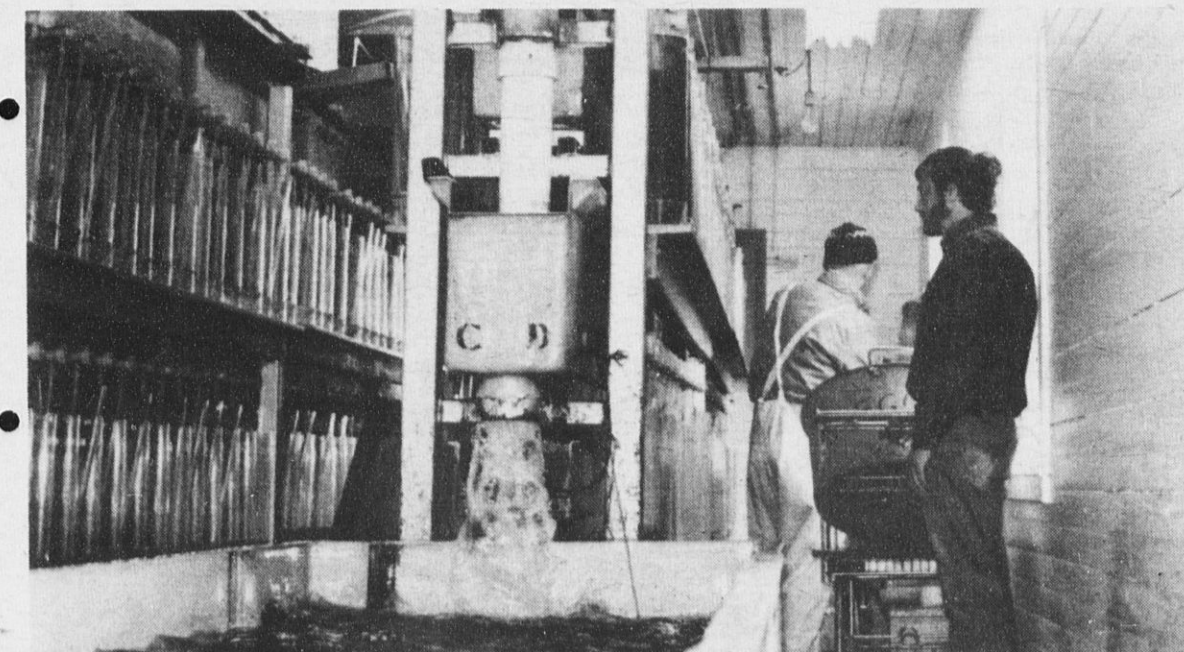
ENCON LOCAL 119 members, from left, Fred Crowell, Patrick Emerson and Mark Babenzien strip the female walleyes of their eggs while the male walleyes are milted, resulting in the fertilization of the eggs.



THE FERTILIZED EGGS are placed in a container by Al Blulrice.



STATE ENVIRONMENTAL CONSERVATION DEPARTMENT Local 119 members, from left, Ken Fall and Gordon Preston separate the female walleyes ripe with eggs from the firm females without eggs.



SENIOR AQUATIC BIOLOGIST Richard Colesante observes the development of the fertilized eggs in the containers.

Donohue charges newspapers with gross inaccuracies

AMITYVILLE — CSEA Region One President Danny Donohue has complained to two newspapers for inaccurate reporting in describing as a "union aide" an administrator for the Suffolk County Benefit fund who was accused of taking kickbacks.

Richard H. Confoy, who is the administrator of the Benefit Fund, was indicted on April 1 on charges he demanded kickbacks in connection with the fund's purchase last year of a \$120,000 computer. The story was carried in Newsday, Long Island's largest newspaper, under the headline, "Union Aide Indicted in Kickbacks" and under a Daily News headline, "Union aide is indicted."

In addition, the Daily News story incorrectly identified Mr. Confoy as a fund administrator for the "Suffolk County Civil Service Employees Association."

Mr. Donohue wrote letters to the editors of both papers complaining of the inaccuracies, pointing out that "Mr. Confoy is not a public employee, is not a member of the CSEA and has never held any office or official position in the union. Neither is he an employee of the CSEA. The headline incorrectly implied that Mr. Confoy was a union official. He was not."

"Furthermore," the letter to the Daily News continued, "the News incorrectly identifies Mr. Confoy as a 'benefit fund administrator for the Suffolk County Civil Service Employees Association.' Mr. Confoy was an employee of the County-funded 'Suffolk County/Local 852 CSEA Benefit Fund/Legal Service Fund' which provides benefits to county employees. Although there are an equal number of county and union-appointed trustees on the fund, it has no legal or other connections with the CSEA. The responsibility and allegiance of the trustees and other fund employees is to the fund and not to the union or county."

Mr. Donohue said he wrote the letters because, "This was a glaring case of bias by the media — especially the headline writers toward the CSEA. Whenever there is a case of corruption and a union is within 100 yards of it, it is always implied that the union is at fault. It was assumed blindly by Newsday and the Daily News that Mr. Confoy was a union official. These newspapers could have checked the facts without much trouble but they didn't bother. I thought it should be brought to their attention."

Issues of concern top probation meeting

ALBANY — Contracting out, computerization, loss of CETA clerical items and revised qualifications were among topics discussed recently when CSEA's statewide Probation committee gathered in Albany.

Of special concern to committee members were revised qualifications for the positions of Probation Director III and IV in the counties of Erie, Monroe, Nassau, Onondaga, Suffolk and Westchester. The proposed revision would eliminate the requirement that the applicant supervise Probation Officers; it merely states supervision must have been for 25 or more employees.

Present at the invitation of the committee was State Director of Probation Thomas Callanan, who urged the union to take a stand against CETA cutbacks. He indicated that funding cuts could jeopardize 130 clerical items in probation throughout the state.

The committee, chaired by Jim Brady, plans to discuss proposed legislation at its next session.

Got a problem? Need CSEA's help?
INFOLINE
1-800-342-2027

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs a professional staff of more than 200 people to provide services to the

membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments, personnel and functions.

Collective bargaining work never ends

John M. Carey's office provides vital services

ALBANY — CSEA's Office of Collective Bargaining provides one of the most vital functions unions render their members — contract negotiation. But the office's function neither begins nor ends there.

The office encompasses the Research Department (to be covered in a later Public Sector feature) which provides economic and other data which often serves as a foundation for negotiations. And after contracts are negotiated, collective bargaining specialist work to enforce members' rights under those contracts.

Headed by Administrative Director John M. Carey, the staff of 14 collective bargaining specialists negotiate agreements covering the majority of CSEA members. Five are assigned as needed to the State contracts; and the other nine are involved in local government contracts on an on-going basis.

"Some local contracts are negotiated by field reps, but the CBSs are generally called upon to handle the larger or more complicated agreements," Carey explained. "And we estimate that these agreements cover about 60 percent of our members in local government."

There are really no "slack seasons" for a collective bargaining specialist. "We often refer to Spring and Fall campaigns, because there tend to be two different fiscal year cycles followed by local governments. But while a CBS might have an average workload of 14 agreements for each campaign, the schedule is rarely, if ever, clearcut. Some contracts will go to impasse and get stalled, so that he would end up with a con-

'It's fascinating to watch these guys work — at the bargaining table and on enforcement problems. Each has his own distinctive style. One might be a yeller and one might be a clever technician — yet they're both effective in getting the job done and getting the best deal for the members.'

stant mix and a juggling of schedules over the course of the year."

Carey commented that his office is starting to get a log of questions about where they are and "when we're going to get started" on the state contracts.

"Actually we're right on the mark — right where we want to be in this process," he said, explaining that his research staff has been working on a continuing basis to provide the data which will be needed.

"We also need to know those articles in the agreements that concern our members most," Carey said. "We have people going back through



ADMINISTRATIVE DIRECTOR JOHN M. CAREY goes over some paperwork as senior stenographer Mary Bingham-Mooney looks on. Carey's office heads up the State's contract negotiations, as well as the enforcement of member's contractual rights.

the records and matching the articles most commonly grieved in the current contract with those for the previous contract. And in addition, at some future time we'll take steps to obtain input directly from the membership to see where they want to go with these negotiations."

The job of Carey's department doesn't stop when contracts are negotiated. In a very real sense, the work just begins.

"The best contract in the world isn't any good unless it's enforced and our members' rights under that contract are defended," Carey pointed out.

He described the enforcement function as a pyramid. "The first line is the shop steward. Most problems can be handled at the local level. Then tougher problems filter up through field representatives and the Regions. And eventually those problems which are the thorniest end up on our desks."

Each collective bargaining specialist who works with the State contracts is assigned to cover 12 or 13 departments or agencies on a continuing basis. They are involved, for example, with labor/management meetings at the agency or department level.

Some have also been assigned to work within joint committee relationships established under the current State contracts. The joint Committee on the Work Environment and Productivity, for example, deals with three areas of concern: continuity of employment, performance evaluation, and quality of working life. Each of those areas has been assigned a collective bargaining specialist.

"The current State contracts have also subtly changed our role when it comes to handling grievances prior to arbitration," Carey explained. "A step was inserted into the procedures so that before a grievance goes to arbitration, one of our collective bargaining specialists meets with a counterpart in the Governor's Office of Employee Relations in a last attempt to settle."

"I have to say this system is working well. Whereas we were seeing hundreds of arbitrations a year in 1978, the figure dropped to 88



FALLING UNDER CAREY'S JURISDICTION is a portion of the legal assistance program. Staff member Irene Cummings processes requests for legal assistance when discipline charges are going to arbitration.

in the year ending April 1, 1980, and we've only recorded 47 for the first update nine months of the current period."

"It's fascinating to watch these guys work — at the bargaining table and on enforcement problems," Carey said. "Each has his own distinctive style. One might be a yeller and one might be a clever technician — yet they're both effective in getting the job done and getting the best deal for the members."

"I think one of the most rewarding aspects of the job is working with the members, especially those who serve on the local negotiating teams. So many of them are dedicated to the union and to their fellow members, and are eager in their desire to get information and assistance from us so they can do the best possible job."

NEGOTIATORS:

the style
and flair
may vary



John Naughter

Life for a CBS is certainly varied. For example, Naughter recently joined other staff in meeting with presidents of the Firefighters Association and the City of Poughkeepsie to convince them to join forces with CSEA in forging a political coalition to get elected officials who are more sympathetic to public employees. Vitale is up against the law firm of Seyfarth, Shaw, Fairweather and Geraldson which has been retained by Orange County to do its negotiations. The firm is a nationally recognized anti-union consultant. In other words, each day is different, each situation unique, each response special.

They live out of suitcases. They eat at odd hours. Sometimes, they're away from families more days a week than they're home. The rewards? Naughter likes the idea of service, "helping the membership improve terms and conditions of employment." Vitale says, "When I negotiate, I become an employee of that employer, and when I consummate a contract, it is our contract."

By Stanley P. Hornak
CSEA Communications Associate

FISHKILL — Emanuele "Manny" Vitale and John Naughter are good examples of what Administrative Director John M. Carey means when he says of union negotiators and bargaining specialists, "each has his own distinctive style. One might be a yeller and one might be a clever technician — yet they're both effective in getting the job done and getting the best deal for the members."

"Crossing your t's and dotting your i's" is the name of the game according to Naughter, "coupled with lots of patience and tolerance." Vitale's basic philosophy, "The best of the bosses are bastards. Imagine those that are not the best."

Both men came to CSEA via



Manny Vitale

their in-laws who saw help wanted ads in the union newspaper.

Vitale, who spent 15 years with the Amalgamated Clothing Workers of America, AFL-CIO, before joining CSEA in 1967, got a help wanted ad from his brother-in-law which led to his hiring. A year later Naughter, after working his way through Siena College and spending several years at Niagara Mohawk Power Co., got a similar ad from his mother-in-law. Both eventually rose through the ranks to become a CBS.

Before they sit down across the table, both negotiators insist the bargaining unit get its act together. Proposals must be solicited from the general membership. Priorities established. Vitale likes to play the "devil's advocate to ascertain in my own mind their priorities." In larger units, he likes to take those priorities back to the rank and file to get them confirmed, "so they're not a fiction." In smaller units, the process is more centralized, the community of interest usually more compact. Naughter comments, "right at the start we must establish our credibility, and maintain it, through absolute teamwork, to the end." His co-worker looks to the labor agreement as "an instrument of peace, not a declaration of war."

At the initial bargaining session, ground rules are laid and proposals exchanged. Management's offer will later be reviewed line-by-line. The resources of CSEA, Inc. may be tapped: a budget analysis to find "hidden" money, a legal phrase that needs clarification, data on the local standard of living, information on wages paid comparable employees in similar jurisdictions. . . .

The actual talks are about to begin. The goal: a better deal prior to expiration of the existing contract. The process: give and take.

At the bargaining table, they're a study in contrasts. Naughter quiet, saying things but not too

much; listening, certain "someday there will be a contract." Vitale moving excitedly, rolling his eyes heavenwards, throwing out his arms, ready to be "as calm or as violent as necessary." Each really using his own "trade secrets" learned over the years, and both ready to go "24 hours a day" if agreement is sensed.

When that happens, a collective bargaining specialist's job, in a way, begins all over. The tentative agreement must be explained to the general membership and ratified, loose ends tied up, t's crossed and i's dotted. Contract language must reflect the agreement 100 percent, otherwise it may result in countless problems for both employees and employers.

On the other hand, when they pick up the signals, in Naughter's words, that "compromise won't produce a settlement," then impasse procedures are begun. Vitale explains, "I don't want to waste the unit's time."

The procedures are complex. Initially, the Public Employment Relations Board appoints an impartial mediator to bring both parties together and, if agreement can't be reached, factfinding begins. Hearings are held, again by PERB-designees, oral arguments made and written briefs submitted. Sometimes, rebuttal briefs may be required, which makes the whole process, says Naughter, "time consuming, like doing a college paper." The effort can be worthwhile, however, if it results in a sympathetic factfinder's report which, though not binding, can help tip the balance against the employer.

Once the process is exhausted, it also opens the way for a legislative imposition under the Taylor Law. The usual result, both men agree, is to cause further estrangement between employer and employees, though good may sometimes come out of it because it can cement the employees' solidarity and better arm them for the next round.



JOHN NAUGHTER, center, prepares for contract talks with members of the Mahopac Central School District's negotiating team, from left, Eleanor Horvath, Pat Pierce, Evelyn Smith and Brunetta Jara.



MANNY VITALE talks with Kay Cayton of CSEA's Orange County Unit prior to meeting with county negotiators recently.

THE OSHA LAW...

It's only as effective as enforcement efforts

When the New York State OSHA Law went into effect on January 1, it gave CSEA a method for meaningful response when management fails to take corrective action to eliminate safety and health hazards in the workplace. But the law is only as effective as the Locals and Units actions to enforce the provisions of the law.

Nassau County CSEA Local 830 is the largest Local within CSEA, representing more than 20,000 county, local government and school district employees. Local 830 has a very active and effective Safety Committee working to eliminate safety and health hazards and gain

Simple, effective procedures help safety committee function orderly

MINEOLA — The highly visible Safety Committee of Nassau County Local 830 is led by chairman Ralph Spagnolo, himself once the victim of a broken back in an occupational accident. Joining him on the committee are Alex Bozza, Paul Cassel, Lou Corte and Dina McNeece.

The committee publishes a safety newsletter for the Local's more than 20,000 members, and is constantly involved in inspections, research, and problem solving for the more than 100 units which comprise the largest local within CSEA.

Spagnolo is quick to credit the full support from Local 830 President Nicholas Abbatiello, a sanitarian in the county's Department of Health, with enabling the committee to function successfully. "Nick's very concerned about employee safety," Spagnolo states.

The committee chairman said Local 830's safety procedures are relatively simple, but very effective. He explained the all-important first step, notification of a situation, as follows:

In a life-and-death situation, the CSEA members involved should call the Local 830 office at 535-2522 immediately. The safety committee will be notified promptly.

In all situations other than life and death, CSEA members should contact their shop steward who, in turn, should notify the unit president and the unit safety committee if there is one.

If the unit is unable to solve the problem, it should then contact the Local 830 office. The Safety Committee will then be assigned to the problem.

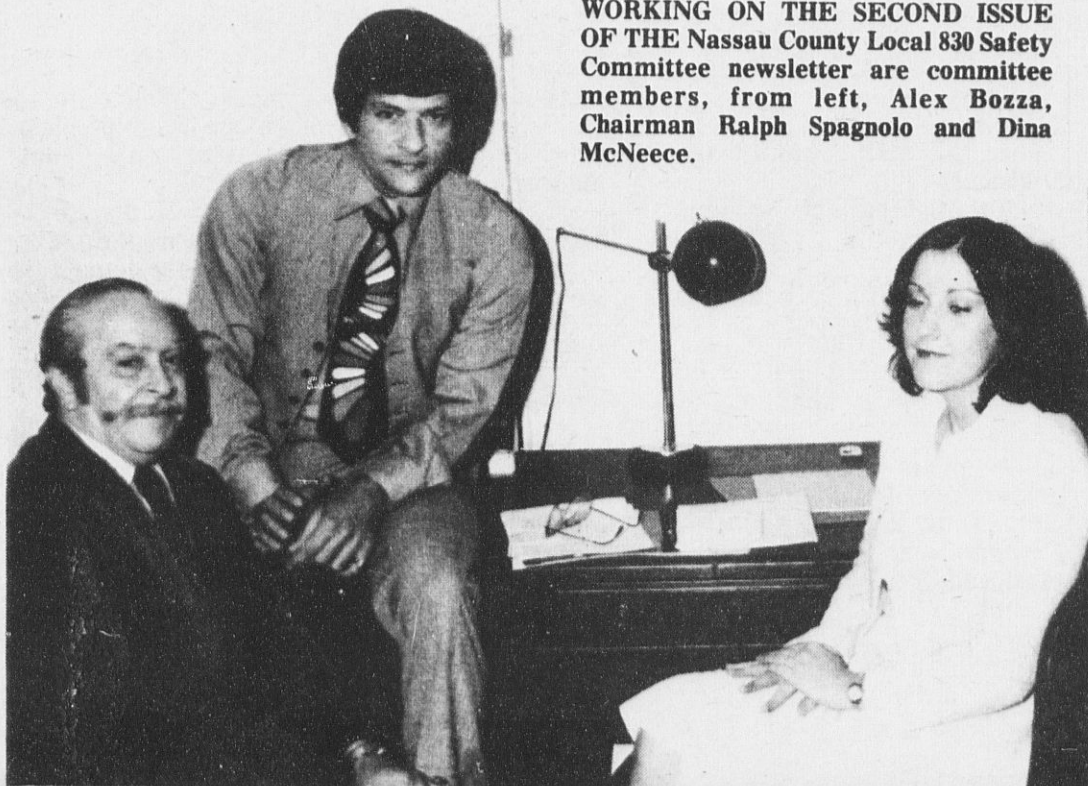


LOCAL 830 Safety Committee Chairman Ralph Spagnolo points to a huge crack in a retaining wall at the Town of Oyster Bay compactor in Bethpage. The Local 830 Safety Committee and CSEA members who work at the facility fear that a truck will back into the wall on the side Spagnolo is standing, the wall will fall and injure or kill someone on the lower level.



CHECKING OUT A COMPLAINT OF noise pollution at the Nassau County Computer Center in Mineola are, from left, Nassau County Local 830 President Nicholas Abbatiello and Local 830 Safety Committee Chairman Ralph Spagnolo while Supervisor Thomas Mirabelli looks on. The complaint proved to be unfounded, Spagnolo said.

WORKING ON THE SECOND ISSUE OF THE Nassau County Local 830 Safety Committee newsletter are committee members, from left, Alex Bozza, Chairman Ralph Spagnolo and Dina McNeece.



NOTICE!

**IT IS UNLAWFUL TO IDLE
A MOTOR VEHICLE ENGINE
MORE THAN 3 MINUTES**

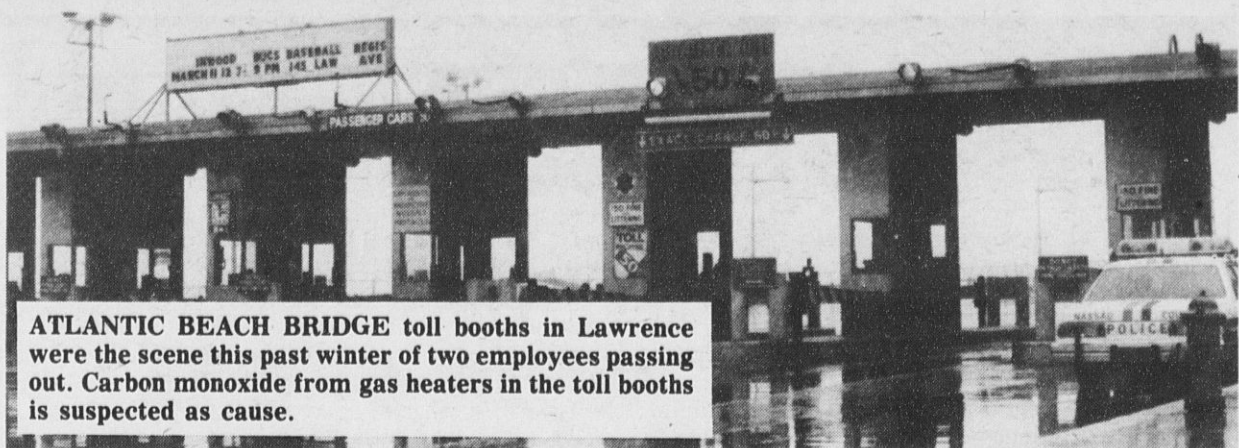
LOCAL LAW 3-1981 SECTION 9-214

NASSAU COUNTY DEPARTMENT OF HEALTH
BUREAU OF AIR POLLUTION CONTROL
John J. Dowling, M.D., M.P.H., Commissioner

INVESTIGATING THE intake, right, to the ventilation system of the basement of Nassau County Police Headquarters in Mineola are, from left, Civilian Police Unit President Jay Cartman, Nassau County Local 830 President Nicholas Abbatiello, Local 830 Safety Committee Chairman Ralph Spagnolo and Civilian Police Unit Second Vice President Thomas Holdener. Exhaust fumes from cars come in through the intake which leads to Police Communications, 911 and Fire Communications in the basement of the headquarters building.

for its members all the protection allowed under the state's OSHA Law for public employees.

The adjacent articles and photographs depict how this particular Safety Committee functions, and the types of situations it encounters in striving for its goal of a hazard-free work environment. It is produced here as recognition of the work of the committee, and as a source of information for other Locals still in the process of establishing safety committees of their own to take advantage of OSHA protection for their members.



ATLANTIC BEACH BRIDGE toll booths in Lawrence were the scene this past winter of two employees passing out. Carbon monoxide from gas heaters in the toll booths is suspected as cause.

Problems confronted vary

(Editor's note: The following safety problems are among those the Nassau County Local 830 Safety Committee is currently involved with.)

Toll booth gassed

LAWRENCE — Two toll collectors of the Atlantic Beach Bridge Authority have passed out while working in the toll booths this year, Spagnolo reported.

Spagnolo said carbon monoxide gas from the two gas heaters in each of the toll booths most likely was the cause of the problem.

In response to the problem, the Atlantic Beach Bridge Authority management is attempting to eliminate the hazard by using electric heaters.

He said one electric heater had been installed in each toll booth but had not provided sufficient heat for the booth.

He said the safety committee would continue to monitor management's attempts to correct this hazard.

A safety inspection by the committee found the gas lines in the booths uncapped and recommended to management that the lines be capped in addition to the valves being closed off.

Greenhouse unsafe

EAST MEADOW — Falling glass from the roof of a greenhouse at the Department of Parks and Recreation in Eisenhower Park has prompted Local 830 to file a complaint with the county, Spagnolo said.

He said if the hazard is not corrected, an OSHA complaint will be filed.

When the roof of an old greenhouse started to break, a fiberglass roof was placed over the existing roof, he said.

However, the existing glass roof was not removed from below the new roof.

Glass from the old roof breaks off and falls. Employees at the greenhouse reported a few incidents where the glass fell within six feet of men working.

Police problems

MINEOLA — Nassau County Police Headquarters has a number of serious health problems which Local 830 is addressing with County management.

Spagnolo said that as a result of discussions between the union and management, the county will attempt to adjust the ventilation system for the building.

The basement of the building, which contains Police Communications, 911 and Fire Communications, is ventilated through a system which has its intake in a parking lot, he said.

At shift changes and on cold days, auto exhaust fumes get into the system.

There also are problems regulating the heat and air conditioning throughout the basement.

Spagnolo said the building has rodent and insect problems apparently due to a garbage pickup problem.

A problem of tripping over wires in Fire Communications still needs to be solved, he said. "Covering the wires with a piece of carpet has created a greater hazard," he said.

Compactor hazard

BETHPAGE — An OSHA complaint is being filed regarding a suspected safety hazard at the Oyster Bay compactor building, Local 830 Safety Committee Chairman Ralph Spagnolo reported.

Spagnolo said the Town had failed to take corrective action in repairing a retaining wall on the upper floor of the compactor building.

Local 830 officials and members fear that the wall could fall to the lower floor of the building killing anyone below, he said.

He said trucks back into the wall and cracks have developed, prompting Local 830 to bring in a consulting engineer.

The engineer's report found: "Upper level reinforced concrete floor slab shows areas of settlement . . . All exposed perimeter retaining walls show extensive visible vertical and diagonal cracking extending in most instances to the full height of wall.

"Northerly exterior wall appears to have bulged horizontally. Interior easterly wall separating two floor levels in addition to widespread visible cracking, has developed a crack (vertical) extending into adjacent floor slab, which in turn shows a depression . . .

"Wall intersections have also cracked, have been apparently repaired and re-cracked . . .

"Existing protective barrier wall to prevent equipment, people and refuse from falling through to lower floor, appears to have also cracked at its column supports. This type of cracking generates a serious hazard for workmen at lower level where even smallest chunk of concrete could cause serious injury.

"It must be noted that, in addition to wall apparently cracking at column intersections by expansion in hot weather, payloaders and trucks operating at this level could conceivably accidentally strike barrier wall perhaps causing it to rupture from its floor anchorage or even splitting off a section endangering workmen at lower level."

The engineer's report goes on to explain how the town can strengthen the wall to protect against such a potential disaster.

Local 830 President Nicholas Abbatiello sent a copy of the engineer's report to the Town supervisor on June 27, 1980.

Noise level is ok

MINEOLA — A complaint of noise pollution at the Nassau County Computer Center was investigated by the Local 830 Safety Committee.

The noise levels were found to be acceptable and no violations were found, Spagnolo said.



HOLDING A PIECE OF GLASS that had fallen from the roof of the greenhouse in Eisenhower Park is Nassau County Local 830 Safety Committee Chairman Ralph Spagnolo. Employees at the greenhouse said that no one had yet been hit by the falling glass though a few pieces had fallen within six feet of men working.



'It's you name it, we do it . . .'

Interns tackle challenge of union work

By Tina Lincer First
Communications Associate

ALBANY — They call themselves "the firefighters."

"Because when there's a problem, we're called in," said Donna DeSilva.

"It's you name it, we do it," said Christopher Lindsay.

Donna, Chris and a third "firefighter," John Bradley, are student interns at CSEA, spending their spring semester working in the Collective Bargaining Department. As such, they are always on the go, involved in all facets of collective bargaining — be it observing mediation-arbitration sessions, developing a salary survey or simply getting exposure to locals in Long Island or Buffalo.

"We've been fairly busy. By the end of the week, I will have been in each end of the state," said John one recent afternoon while preparing to leave for Long Island to compile data and

observe its regional structure and local subdivisions.

The three, who make their office in the third floor CSEA Headquarters conference room in Albany are students at the New York State School of Industrial and Labor Relations (ILR) at Cornell University. Through ILR's internship program, they began working at CSEA on January 19, and will finish up May 9. Theirs are the first official such internships at CSEA.

"We're giving some hands-on experience to the college students, acquainting them with a labor union above and beyond the textbook experience," said CSEA Personnel Director Dennis Battle, who, along with CSEA Executive Director Joseph Dolan, traveled to Cornell last November and chose Chris, Donna and John from about six candidates.

"These three are energetic and have really been digging into the work," said Battle.

"They're just tremendous — a joy," said CSEA Collective Bargaining Administrative

Director Jack Carey. "They're responsible, bright and a pleasure to work with."

Chris, Donna and John each qualified for the internship by maintaining at least a 3.0 cumulative grade point average and by having completed most of their course requirements.

All three interns have had their hands in a number of projects. Donna, 20, a junior from Uniondale, L.I. who is majoring in collective bargaining and labor law at ILR, has been sitting in on meetings of the Women's Committee, at which she recently helped develop contract language on the issue of sexual harassment. She also spent some time on a salary survey, under the direction of CSEA Research Director William Blom, compiling and verifying salary figures for CSEA's three state bargaining units.

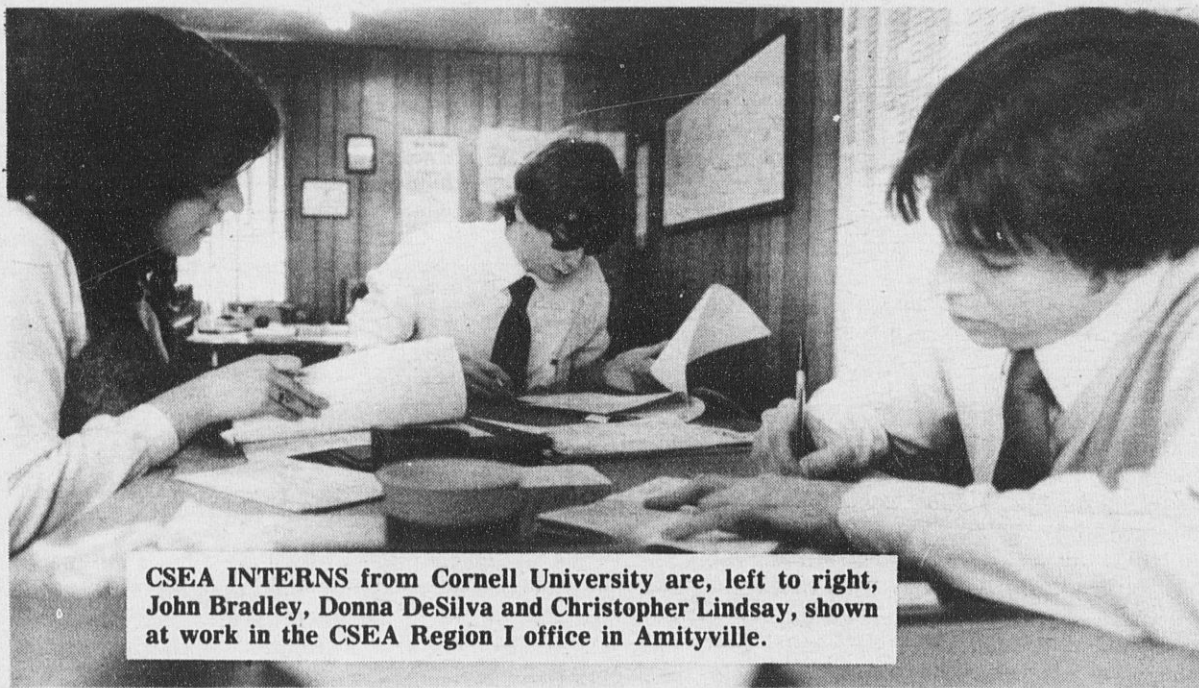
"What I like best is I'm getting a taste of everything," said Donna.

John, 20, a junior from Pittsfield, Mass., recently worked in Saratoga County, doing background research on sanitation codes and public health law with Collective Bargaining Specialist Harman Swits.

"Overall, it's enjoyable and extremely interesting," said John of his CSEA experience so far. "I'm learning a good deal from people who know it better than anyone else, I'd imagine," he said. "The background I gain will be invaluable, no matter what side of the bargaining table I end up on. For a public sector union, this was the one to choose."

Chris, 22, a senior from Albany, began his internship helping CSEA Arbitration Administrator Irene Cummings compile statistics for CSEA's representation of grievance and negotiations for state contracts. He was later joined by his peers on the project.

A public sector and international industrial relations major, Chris actually became acquainted with CSEA firsthand last year when he took a summer job in the Education and Training Department. He says he finds working at CSEA during a time of rampant conservatism in America "exciting . . . this is a good time to be here. I like fights."



CSEA INTERNS from Cornell University are, left to right, John Bradley, Donna DeSilva and Christopher Lindsay, shown at work in the CSEA Region I office in Amityville.

Extra pay awarded in Carmel 'triple victory'

CARMEL — Neither rain nor snow may stop the postman, and that includes 70 Putnam County Highway Department employees, too. So when the county declared a snow emergency Jan. 2, 1978 and closed its offices at noon, highway department workers should have received extra pay for being on the job when their co-workers went home early.

A ruling to that effect has been made by Arbitrator Joel M. Douglas as the result of a grievance filed by union members, and Local 840 President Millicent DeRosa describes it as a, "triple victory" because after a long fight the county has relented and agreed to pay employees for two similar situations which occurred Feb. 6, 1978 and March 18, 1977.

The facts of the case are as follows:

1. A major snowstorm hit the county on Jan. 20, 1978, creating havoc and emergency conditions.
2. The sheriff declared a state of emergency at 11:06 a.m. "due to the severe snow and ice conditions which pose a real threat to life and property."
3. Three days later, the clerk of the county Board of Supervisors sent a memo to department heads telling them that employees who did not report to work at all on Jan. 20 would be fined three-and-a-half hours personal or vacation time, or have three weeks to make up the hours.

CSEA argued that the county's refusal to grant additional compensation for work on the "snow day" violated the terms and conditions of employment. In effect, the county granted an official holiday and the members of the Highway Department who worked that time were also entitled to extra pay for the four hours worked on the 20th when other county employees were dismissed.

In reviewing the facts, the arbitrator noted, "For the operator of a snow plow who claims that he should be allowed time off because it is snowing appears on the surface to be both illogical and inconsistent. But, the claim is based on a contractual commitment how an employer treats all employees within a designated bargaining unit.

"The county of Putnam negotiated language whereby the Board of Supervisors may designate such other days as it chooses as paid holidays or other excused days. This is exactly what happened on January 20, when the Board of Supervisors allowed all employees to go home as of twelve o'clock and ordered that these employees who did not report to work would get credit for a whole day worked."

Field Rep. Bruce Wyngaard complimented the county's shop stewards for, "their perseverance in following up the case" and noted that over \$4,000 in extra pay has been shared by employees who signed the grievances.



LOOKING OVER THE DECISION which awarded Putnam County Highway Department employees extra pay for working on three occasions when other employees were given time off because of "snow emergencies" are, from left, Local 840 Corresponding Secretary Irena Kobbe, President Millicent DeRosa, Grievant Harry Bryant and Grievance Chairman Mike Weston.