

**WHY IS THIS CAMERAMAN
FILMING THIS EQUIPMENT?
BECAUSE LAYOFFS
THREATEN TO SHUT IT
DOWN, ALONG WITH THE
STATE BARGE CANAL
SYSTEM ITSELF. SEE
PAGES 18 and 19.**

Public SECTOR

Official Publication of The Civil
Service Employees Association
Local 1000, American
Federation of State, County and
Municipal Employees AFL-CIO

Vol. 5, No. 14
Friday, April 22, 1983



(ISSN 0164 9949)

Next paycheck brings 5% raise for state workers

ALBANY — State workers belonging to the administrative, institutional and operational bargaining units will be getting something extra in their next paychecks — a 5 percent raise.

The increases, negotiated by CSEA, will be in paychecks Thursday, April 28, for those on the institutional payroll and in the Wednesday, May 4, salaries of those on the administrative payroll.

The raises went into effect the payroll period nearest April 1, but employees are reminded that the state now lags, or defers, payrolls by two weeks. CSEA members, nevertheless, are better off than 1,200 top-level state government officials who recently had their raises scrapped by Gov. Mario Cuomo.

Union members can expect another 5 percent hike next September.

Latest layoff listing called 'ill-timed . . . stupid . . . dumb'

ALBANY — After weeks of lengthy delays the State of New York is about to send "reprieves" to some 4,000 state employees targeted for layoffs. But for other state employees, a new layoff date will be the unpleasant message.

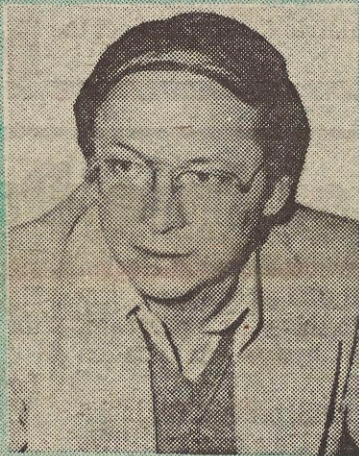
The state's 1983-84 fiscal budget has been law now for three weeks, but it wasn't until April 19 that the state finally announced its revised layoff estimate of 3,385 filled positions, a major decrease from the 9,400 layoffs originally threatened, but still considerably higher than CSEA is willing to accept.

Yet to be considered in the layoff number is the final impact of the state's early retirement incentive program, a proposal by the Cuomo Administration to temporarily enrich state employee pension benefits for some 23,000 eligible workers in an effort to encourage them to voluntarily retire early and reduce the need for layoffs.

While the program was originally expected to generate 4,200 retirements, as of April 20 more than 5,000 state employees had filed for retirement and two weeks still remained before the May 2 deadline to participate in the program.

The difference between the original 4,200 retirement target and the final retirement number will be subtracted from the 3,385 layoffs announced April 19, but no one at this point can say with any certainty what the reduction will be.

CSEA and Cuomo Administration officials meanwhile were battling over precisely how the "surplus" retirements would be counted toward reducing the layoffs.



James Featherstonhaugh

CSEA Chief Lobbyist James Featherstonhaugh told capitol reporters this week that the Cuomo Administration's release of revised layoff notices now was, "ill-timed, ill-thought-out, and generally stupid. It's going to re-terrify people who have been terrified before, and it is just plain dumb."

But while sparks may be flying between union and state officials over the details of the continuing work force controversy, for most state workers — particularly those originally targeted for layoff — the continuing uncertainty was only worsening already ravaged morale.

It has now been nearly six weeks since the original layoff notices were sent out over the objections of CSEA and many state legislators who argued that the notices were meaningless without a state budget in place.

After lawmakers and the governor reached agreement on the details of the new state budget, it became clear that there would be far fewer layoffs than threatened. But that is about the only thing that has been clear over the past several weeks.

While budget officials and policy makers sorted out the implications of the budget agreements, state employees were left in the dark with layoff notices that may or may not still be valid and the very real fear of joining the ranks of the millions of Americans who have been thrown onto the streets, the results of a continuing national recession.

State officials said April 20 that employees originally targeted for layoffs would be receiving updated information within the very near future.

IMPORTANT REMINDER FOR ANYONE CONSIDERING THE EARLY RETIREMENT INCENTIVE PROGRAM

• To participate, you **MUST** file a notarized "application for service retirement," form RS-6037, which **MUST** be received by the retirement system no later than **May 2, 1983.**

• Your retirement must take effect prior to **May 31, 1983.**



A MEMORIAL to the memory and ideals of Dr. Martin Luther King Jr. is unveiled by, from left, Pilgrim Psychiatric Center CSEA Local 418 President Joe Noya, Pilgrim Director Peggy O'Neill, and CSEA Region I President Danny Donohue. In photo at right, Rev. William McKenzie of the First Baptist Church of Brentwood, left, and Clyde Jennings, chairman of the Martin Luther King Committee at Pilgrim Psychiatric Center, inspect the monument.



Popularity of Info Day keeps growing

WILTON — The CSEA Information Day concept in the Capital Region originated at the Wilton Developmental Center, and the latest one again proved to be a big success. And, in a major addition to this year's program, nearly 160 Wilton employees participated in a mini-physical examination provided by the state Employee Health Service (EHS).

Virginia Horan, R.N., director of nurses for the EHS, praised the inclusion of the mini-physical in the CSEA Information Day concept. "We discovered significant facts about the employees' health situation, and we have forwarded this information on to the workers and their doctors so that

steps to address their physical health needs can be taken on a timely basis," Horan said. "The combination of the two programs certainly addresses all the concerns of the worker from a to z."

"We want to help our members in every way possible," Francis Wilusz, Local president, said. "This new addition to the 20 information tables generated additional interest and support for the program."



CSEA FIELD REPRESENTATIVE Mike While, above left, Employee Benefit Fund Assistant Director Tom Linden, center, and Wilton CSEA Local President Francis Wilusz discuss success of recent CSEA Information Day program at Wilton.

BLOOD PRESSURE AND PULSE are checked for a Wilton employee during recent Information Day.



TRUSTEES of the new Westchester County Unit Legal Service Plan review the points of the program, which went into effect April 1. They are, seated from left, James Marino, Jack Whalen and Mary Naylor-Boyd. Standing from left, Mary Williams, Jerry Barbour, Carmine DiBattista, and Ernest K. Hempel.

New legal plan for Westchester Co. Unit

WHITE PLAINS — Do you have a legal problem? If you are a member of CSEA's Westchester County Unit, you can now take advantage of a new program designed to insure your legal protection — the Legal Service Plan, which is part of the union's Employee Benefit Fund.

"We are all aware of the importance of medical, dental and vision care protection, but few of us have taken full advantage of our legal rights," said Unit President Jack Whalen. "Now, by virtue of this Legal Service Plan, our members can protect themselves and their families in today's increasingly complex society, and we can all stick up for our rights."

The new legal program went into effect April 1. Among its benefits are:

- unlimited advice and consultation;
- legal letters and phone calls from staff attorneys on behalf of members;
- simple document review by staff;
- referrals to experienced, nearby attorneys with guaranteed reduced legal fees (when members are faced with more complex legal problems);
- a dollar ceiling on total fees charged for specific legal matters;
- probate fee discounts; and
- personal injury fee discounts.

Counsel Administrator William M. Kirschner says "the plan speaks for itself. It's one of the best plans for the money in the country." Kirschner noted the plan also has an added benefit whereby the Employee Benefit Fund will pay directly to the participating attorneys designated by the Fund the first \$100 of benefits per year for most legal services incurred by members and their covered family members.

The Legal Service Plan is being administered by seven trustees. More information is available from the Legal Service Plan office at (914) 723-3510.

Legislature approves 'aidable' school bus funds

ALBANY — There has been another giant step forward in gaining parity for school districts which provide their own bus transportation.

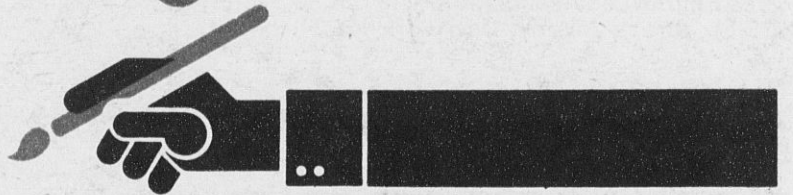
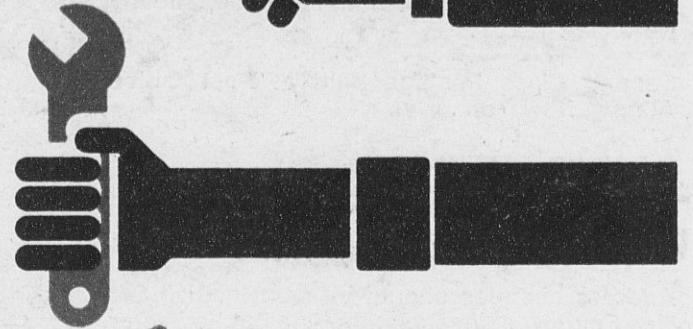
The State Legislature has approved a new aid formula which includes insurance premiums and uniforms as new items which are "aidable," that is reimbursable with state funds.

CSEA has been lobbying for changes in the law and each year has taken another step forward in ending the system which, in effect, encourages

subcontracting.

Larry Scanlon, CSEA's director of school district affairs, says the changes will, "help us fight efforts to contract-out transportation services, particularly in current battles with the Vestal and Corinth school districts," and he advises CSEA members who hear of any rumors that their employers are contemplating contracting-out to contract the union leadership, "immediately."

JOBS with PEACE



JOBS WITH PEACE WEEK April 10 - 16, 1983

a national week to consider ways to create jobs and restore services by reducing military spending

Endorsed by more than 70 Congressional Representatives, the Nuclear Weapons Freeze Campaign and hundreds of national and local Peace, Labor, Community Social Justice and Religious organizations



Protest and information programs were held across the nation last week as a coalition of groups, including labor organizations, observed "Jobs With Peace Week" to urge Congress to reallocate money marked for defense spending to services and jobs.

The executive board of AFSCME, CSEA's international union affiliate, endorsed a policy statement of a "Jobs with Peace" resolution that had more than 70 co-sponsors in the U.S. House of Representatives.

The resolution reads, in part: "We call upon the U.S. Congress to make more money available for jobs and programs — in education, transportation, housing, health care, human services and other socially productive industries — by significantly reducing the amount of our tax dollars spent on nuclear weapons, foreign military intervention and wasteful military programs. These policies will promote a healthy economy, true national security and jobs with peace."

Region IV endorses school board candidates

TROY — The Political Action Committee of the Capital Region has endorsed seven candidates in school board elections in the cities of Troy and Schenectady.

In the Troy City School Board races the union is endorsing Guy Infanto, Robert Delaney, Gary Sorensen and William Martin.

In the Schenectady elections John Hamilton, Henry Bozzi and Susan Fifield have won CSEA backing.

Both elections will be held Tuesday, May 3, from noon to 9 p.m.

Official publication of
The Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

Second Class Postage paid at Post Office, Albany, New York.

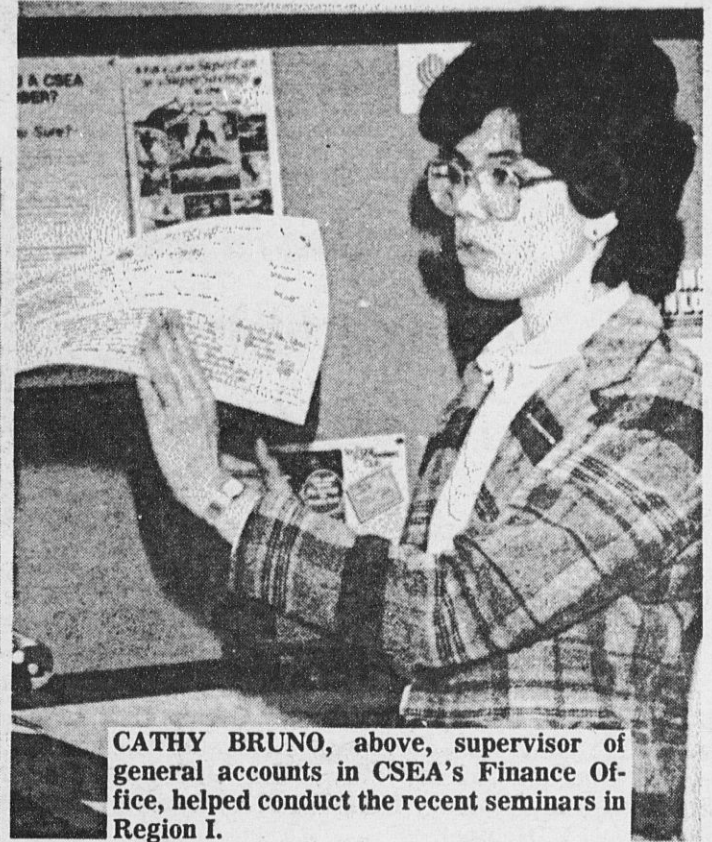
GARY G. FRYER — Publisher
ROGER A. COLE — Editor
TINA LINCER FIRST — Associate Editor
GWENN M. BELL COURT — Assistant Editor

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



Region I treasurer's seminar

CSEA STATEWIDE TREASURER Barbara Fauser, below, conducted a seminar for Region I local and unit treasurers recently.



CATHY BRUNO, above, supervisor of general accounts in CSEA's Finance Office, helped conduct the recent seminars in Region I.

RETIREMENT INFO

Where to find out about
STATE RETIREMENT SYSTEM
SOCIAL SECURITY BENEFITS

The following New York State Employees' Retirement System units are best equipped to handle telephone inquiries regarding the Early Retirement Incentive Program:

INFORMATION SERVICES: (518) 474-7736.
SERVICE RETIREMENTS: (518) 474-4449; (518) 474-4932; (518) 474-3621.
GENERAL ESTIMATES: (518) 474-7699; (518) 474-4467.

REMEMBER — the state retirement process is separate and distinct from any potential benefits an individual may be entitled to from the Social Security Administration. Therefore, individuals seeking information on the early retirement incentive program should also obtain information separately on options for Social Security benefits. There are dozens of district Social Security offices throughout New York State. Check your telephone directory for the office nearest to you — to obtain necessary information.

Retirement information service schedule listed

Due primarily to the recently announced early retirement incentive program for state employees, there has been a tremendous increase in the number of employees seeking information on their potential benefits under the New York State Employees' Retirement System. System information representatives are available to discuss the retirement incentive program and individual retirement specifics on the following schedule.

The schedule shows the locations and visiting days for Retirement System Information representatives.

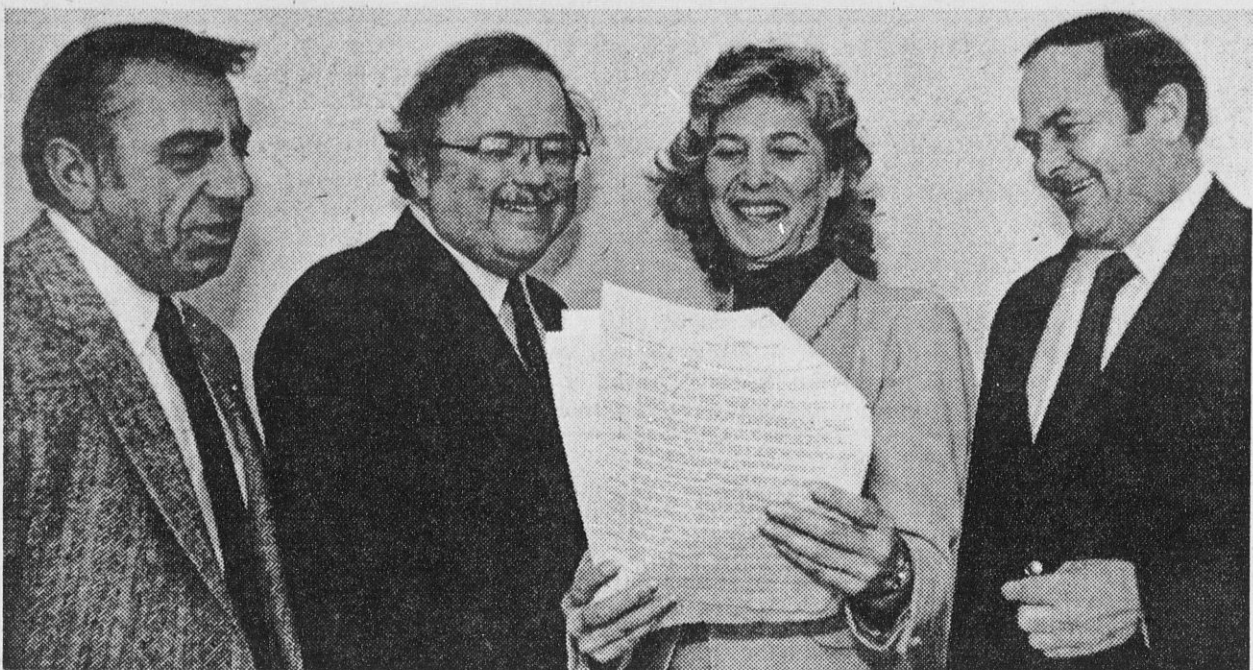
Note that this is an expanded schedule compared to the one listed in the previous edition of The Public Sector. The expanded schedule affects the Albany area, in that the Albany office of the State Employees Retirement System in the Gov. Smith State Office Building will be open on Saturdays during April. Additionally, information representatives will be available each Friday during April in the Roosevelt-Cleveland Room of Building 1 at the State Campus.

While services at each location are offered on a "first come, first served" basis, appointments are urged for the Saturday sessions by calling (518) 474-7736. Basic information by telephone may be obtained by calling the same number from any location.

For info by telephone:
(518) 474-7736

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day and all Saturdays in April
Albany	Bldg. 1, State Campus	Every Friday in April
Binghamton	Broome County Center	First and Third Wednesday
Buffalo	Buffalo State Office Bldg. (65 Court Street)	First, Second, Third & Fourth Wednesday and Friday
Canton	County Courthouse	First Thursday
Goshen	County Center	Third Thursday
Hauppauge	State Office Building	First and Fourth Wednesday
Horseheads	Village Hall	Second and Fourth Tuesday
Little Valley	County Office Building	Second and Fourth Monday
Lockport	Municipal Building	First and Third Monday
Mayville	Chautauqua County Health and Social Service Building	First Tuesday
Mineola	222 Willis Ave.	First and Fourth Monday
New York City	State Office Building 270 Broadway (23rd Floor)	First and Third Tuesday
	11 World Trade Center (44th Floor)	Second and Fourth Tuesday
Plattsburgh	County Center	Third Thursday
Pomona	County Health Complex (Bldg. A)	First and Third Friday
Poughkeepsie	DOT Headquarters	First Thursday
Riverhead	County Center	Third Wednesday
Rochester	Rochester City Hall (Room 102-A)	Second and Fourth Thursday
Syracuse	County Courthouse	Second and Fourth Friday
Utica	State Office Building	First, Second, Third and Fourth Tuesday
Watertown	State Office Building	First Friday
White Plains	Westchester County Center	Second and Third Monday (except July)

Arbitrator rules school district shortchanged stenographer; back pay awarded



BEDFORD — Margaret Scanlon was appointed a stenographer on a permanent basis by the Bedford Central School District in June 1971. Then why wasn't she treated like one on pay day?

Scanlon was being paid on an hourly basis, as are teacher aides, although her duties bear no relationship to that title. Now an arbitrator has ruled, "the Board (of Education) has historically mistreated Ms. Scanlon as regards her level of compensation."

Arbitrator Stanley L. Aiges has ordered the school district to recompute Scanlon's pay on the basis of an annual salary, and give the Bedford CSEA unit member the difference between that amount and the amount she had been paid, retroactive to July 1982.

"This decision will positively affect all our employees who have taken Civil Service tests, been appointed to those Civil Service positions by the Board of Education, but have been denied their

BEDFORD SCHOOL DISTRICT Unit President Dolores Solazzo reviews the favorable decision of Arbitrator Stanley L. Aiges which awards stenographer Margaret Scanlon pay based on a

yearly salary instead of an hourly rate. Looking on are, from left, Westchester Local 860 President Pat Mascioli, Regional Attorney Arthur Grae, and Field Rep. Joe O'Connor.

titles when they receive their pay," says Unit President Dolores Solazzo. As past practice, the school board had grouped a number of job titles into the category of "teacher aides," and paid those employees on an hourly basis. Aiges ruled in his 11-page decision, "Once Ms. Scanlon was granted permanent status as a stenographer in the district, it seems to me she should have been treated as such. The plain fact is that she was not . . . as regards her compensation. There is no contractual justification whatsoever for treating a stenographer as a teacher aide for any purposes."

Solazzo says, "I'm very pleased with this decision. We've been working on this since last June,

and it tells the school board that our workers should receive the rights and privileges they are entitled to under state law and regulations, not just what the board members think is right."

Arbitrator Aiges educated the school board on the math involved in figuring out Scanlon's pay. He wrote, "Ms. Scanlon's salary could have been prorated to reflect the fact that she does not work a full seven-hour day or a 12-month year. The arithmetic is simple enough to compute." Aiges provided the formula for the district to use in recomputing Scanlon's pay.

Scanlon has worked in the Bedford Central School District since 1963. The unit is part of Westchester Local 860.

Change of Address for 'The Public Sector'

In the event that you change your mailing address, please fill out the form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224. This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label).

Name _____ Local Number _____

Street _____

City _____ State _____ Zip _____

My New Address Is:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____



CSEA REGION III President Raymond J. O'Connor, right, hosted some 30 regional members, photo left, at a recent training session on internal organizing, held at the Tappan Zee Towne House in Nyack. The two-day seminar drew representatives from CSEA locals

and units throughout the 7-county region. Sean Turley of CSEA's Education Department conducted the training program. O'Connor announced that a training workshop for officers will be held April 27-28 at the union's Fishkill Regional Office.



COPING with LAYOFFS

Some facts you should know if you are facing job uncertainty

The question of how many layoffs, if any, and who will actually be affected under the next state budget is still unresolved at press time.

What is known is that thousands of state workers recently received layoff notices, but the final number of layoffs, if any, will not be as large as the number of notices actually sent out.

Too, due to the bumping process involved in a layoff situation,

the person receiving a notice may not in fact be the person eventually laid off.

For anyone facing the prospect of going off the payroll, there are a great many things to consider. Insurance and benefits are certainly among those concerns.

The following information should be beneficial to everyone facing job uncertainty during the budget crisis.

Answers to some common questions about health insurance

ALBANY — What happens to my health insurance if I go off the payroll? Although the number of state layoffs is expected to be less than once feared, many employees are still asking that question. To set the record straight, the Employee Insurance Section of the Civil Service Department has provided answers to the following questions:

(1) Am I eligible to continue coverage in the New York State Health Insurance Program if my job is abolished?

If you have been separated from service with the state and your name has been placed on a Civil Service Preferred List, you are eligible to continue your enrollment in the Health Insurance Program. If you are a state employee not eligible for preferred list status, but you were employed on a permanent full-time basis and are separated from service as a result of the abolition of your position, you are also eligible to continue your health insurance coverage.

(2) What if I don't meet the requirements described in Answer No. 1?

Your coverage in the State Health Insurance Program will end 28 days following the last day of the last payroll period in which you worked. You will automatically receive a written notice to convert your health insurance coverage to direct-payment contracts with the health insurance companies.

(3) If I continue coverage in the State Health Insurance Plan, what type of coverage will I be offered?

Your benefits will remain the same as when you were in active service with the exception of coverage for prescription drugs. Your coverage under the CSEA Employee Benefit Fund will cease 28 days following the last day of the last payroll period in which you worked. Coverage for prescription drugs under the State Program will begin the day following the date coverage under the CSEA Employee Benefit Fund program ceased.

(4) What is the cost to continue my State Health Insurance coverage?

If you are eligible to continue your health insurance coverage, you may do so by paying the employee's required contribution, if any. The State of New York will continue to contribute 90 percent of the cost of your coverage and 75 percent of the cost of any dependent's coverage. The Employee Insurance Section will bill you on a quarterly basis any premium charge you may owe.

(5) How long am I eligible to continue my State Health Insurance coverage?

You may continue coverage for a maximum period of one year or until you are re-employed on a full-time basis by a private or public employer, whichever comes first.

(6) What must I do to have my state coverage continued?

Your agency will notify the Employee Insurance Section that you are eligible to continue your coverage. You will then receive a letter informing you how long you are eligible to continue coverage, what benefits you will receive and procedures to follow when filing claims. You must also complete an eligibility certificate concerning your current employment status and return it to the Employee Insurance Section with your quarterly premium.

(7) Prior to my position being abolished, I met the service requirements for retirement. May I continue my health insurance as a retiree?

If your most recent date of employment in state service is prior to April 1, 1975, you may retire and continue coverage as a retiree, or may defer any retirement allowance due and continue coverage on a direct-pay basis until such time as your retirement is effective. At that time, you may then continue as a retiree on a deduction basis. In either case, you are only required to contribute the employee's share of health insurance premium.

(8) Prior to my position being abolished, I had 10 years of state service credited with the Retirement System, but I am under retirement age. Am I eligible to continue health insurance as a vested employee?

You would be eligible to continue coverage for a maximum of one year or until re-employed by a public or private employer by contributing only the employee's share of premium charge. If you reach retirement age on or before that date, you may continue coverage as a retiree. If you do not qualify for retirement by that date, you may continue in vested status until attainment of retirement age and then continue coverage as a retiree. Vested enrollees must pay both the employee's and employer's share of premium until they are eligible to retire.

Other questions concerning continuation of health insurance coverage should be directed to your Personnel Office or the Employee Insurance Section, Department of Civil Service, State Office Building Campus, Albany, N.Y. 12239.

How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-342-6272. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

You may be eligible for dues-free membership

ALBANY — A year's dues-free membership is available to any CSEA member who is laid off and placed on a Civil Service Preferred List.

Applications, available at CSEA Headquarters or any of the six regional offices, require the signature of the employee's personnel officer to verify layoff status.

Once completed, the forms should be returned promptly to: CSEA, 33 Elk St., Albany, N.Y. 12224.

Dues free membership expires if an employee is returned to the payroll.

How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

NAME _____

ADDRESS _____

CITY _____

SOC. SEC. NO. _____

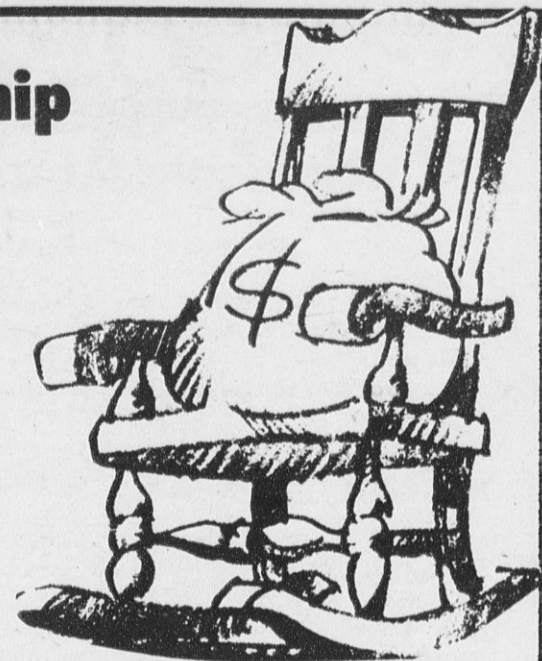
STATE _____ ZIP _____

Mail to: CSEA Employee Benefit Fund
14 Corporate Woods Blvd.
Albany, NY 12211

(Do not send payment at this time)

ONLY \$4.50

CSEA retiree membership tremendous bargain; protect your future through retiree power



ALBANY — Retired public employees can protect their futures for just \$4.50 — the cost for a limited time 6-month membership in a CSEA retiree's local.

The union's legislative accomplishments for retirees have included pension increases for people who retired after April 1, 1970 and before Dec. 31, 1979, drug prescription cards for those with health insurances in the state program, and survivor's death benefits for state employees.

But these benefits could not have been accomplished without the political clout of the 40,000 people who already belong to retiree locals. And, it is in the special interest of retirees who have not yet joined their ranks to do so.

Membership gives them a voice in the state's capitol to lobby for their needs. In addition, there is an official retiree's newsletter issued periodically, special mailings go out on selected issues, locals meet regularly to share ideas and exchange information, social gatherings are held, and there is access to a retiree's department, staffed by professionals, in CSEA Headquarters.

For additional information, contact the

retiree's department by calling (518) 434-0191. To sign up, fill out the following form and with a \$4.50 check send it to: CSEA, 33 Elk St., Albany, N.Y. 12207.

Print Last Name Above	First Name	Initial	SOCIAL SECURITY NUMBER
MAIL ADDRESS:			
Street and Number	City	State	Zip Code
OFFICIAL DATE OF RETIREMENT:			
LAST EMPLOYED BY: (Check one and specify name)	<input type="checkbox"/> COUNTY <input type="checkbox"/> CITY <input type="checkbox"/> TOWN	<input type="checkbox"/> VILLAGE <input type="checkbox"/> DISTRICT <input type="checkbox"/> STATE	(Specify above name of governmental unit checked)
DEPARTMENT, DIVISION, or INSTITUTION OF ABOVE GOVERNMENTAL UNIT:			
<input type="checkbox"/> RETIRED MEMBERSHIP DUES: \$4.50			
Signature of Applicant:			
APPLICATION FOR RETIREE MEMBERSHIP THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO 33 Elk Street, Albany, New York 12207			

For employees taking early retirement, maintaining insurance programs is easy

ALBANY — Only two simple steps will have to be taken for early retirees to continue their participation in CSEA-sponsored insurance programs.

First, you must join a CSEA retirees local. See accompanying article above, for more information and an application form.

Then, you must arrange to pay insurance premiums directly because once you retire payroll deductions stop.

If you have any questions, call one of the following telephone numbers:

CSEA

Basic Group Life Insurance . . . (518) 434-0191
JARDINE TER BUSH & POWELL
Supplemental Life Insurance . . . 1-800-342-6272 Ext. 537
Family Protection Plan 1-800-342-6272 Ext. 447
Accident and Sickness Plan . . . 1-800-342-6272
MasterPlan (Home and Auto) . . . 1-800-462-2636
Jardine Ter Bush & Powell can also be reached by calling (518) 381-1600.

To obtain more information, fill out the following coupon and mail it to: CSEA, 33 Elk St., Albany, N.Y. 12207.

EARLY RETIREMENT INSURANCE FORM
Please Print

I want information and forms necessary to continue my CSEA:

() Basic Group Life () Supplemental Life
 () Auto and Homeowners () Family Protection Plan
 () Accident and Sickness

I am retiring on _____

Social Security No. _____

Home Address _____
(street)

_____ (city) _____ (state) _____ (zip code)

I am employed by _____

Work Address _____

**Info Center on
preferred lists
opened to help
layoff victims**

ALBANY — The Department of Civil Service has set up a Preferred List Information Center for state employees facing layoffs. Counselors will be available 8 a.m. to 6 p.m. to answer telephone questions.

The phone number is (518) 457-2973. The Center, in Room 119 in Building 1 of the State Office Building Campus in Albany, will also provide information on a walk-in basis from 8:30 a.m. to 4:45 p.m. daily.

(518) 457-2973



IRENE CARR

Carr testifies on video display terminals

NEW YORK CITY — Speaking as the statewide CSEA secretary, as a former secretary at SUNY Oneonta, and on behalf of thousands of clerical employees represented by the union, Irene Carr has asked that legislation be passed governing the operation of video display terminals, better known as VDTs.

VDTs are increasingly common in offices, with nearly 10 million now in use and the number growing all the time.

Carr, testifying at a public hearing sponsored by the State Assembly Labor Committee and the Legislative Commission on Science and Technology, said: "Are there problems involved with the sustained use of VDTs? Unquestionably yes. Are those problems serious? Certainly to those who operate VDTs."

Citing possible health hazards to pregnant women operating the terminals as well as reports from union members of such side effects as neck and back pains, eye strain, headaches, dizziness and nausea, Carr said they raised "troublesome questions."

She declared: "Concern about the safety of continuous use of VDTs is not expressed only by whining

women who want to avoid work or by boisterous unions looking for a cause between contract negotiations. Professional and technical employees, and even executives, are concerned about the problem. The difference, of course, is that professionals and executives usually have more control over their own work habits and work environment than clericals."

Carr cited an "executive policy bulletin" issued by Chautauqua County as an example of what can be done. The policy, developed cooperatively with the CSEA Chautauqua County unit, did the following:

- Checked all terminals for radiation.
- Provided for operators to take a break of at least 15 minutes after two hours of operation.
- Required reasonable accommodation to minimize the possibility of physical fatigue, eye strain, and other ailments.
- Provided accommodation for pregnant operators based upon the advice of personal physicians.

Carr concluded: "Chautauqua County's approach is a fine example. Should legislation be passed governing the operation of VDTs? In my opinion, yes."

**Last
chance
for ASU
members to
sign up
for career
improvement
classes**

A last call is being put out by the Clerical and Secretarial Employee Advancement Program (CSEAP) to help state Administrative Service Unit employees in CSEA's Western Region VI further their careers.

CSEAP is offering, at no charge, the following courses: goal setting and career planning, resume preparation, and preparing for the job interview. They are available on first-come first-served basis.

Here is the schedule:

SUNY/BROCKPORT

Goal Setting and Career Planning — The Center Room 125

Course begins Monday, May 16, 6:30-9:30 p.m. Continues Thursday, May 19, Monday, May 23, Thursday, May 26 and Thursday, June 2, 6:30-9:30 p.m.

ROCHESTER PSYCHIATRIC CENTER

Resume Preparation — Medical Surgical Building, Lecture Room No. 2, Elmwood Ave. (near South Ave.)

Course begins Tuesday, May 24, 6:00-9:00 p.m. Continues Thursday, May 26, 6:00-9:00 p.m.

Preparing for the Job Interview Medical Surgical Building, Lecture Room No. 2, Elmwood Ave. (near South Ave.)

Class begins Tuesday, May 31, 6:00-9:00 p.m. Continues Thursday, June 2, Tuesday, June 7 and Thursday, June 9, 6:00-9:00 p.m.

CENTER FOR WOMEN IN GOVERNMENT

Goal Setting and Career Planning — Erie Community College, City Campus, 121 Ellicott St., Buffalo.

Course begins Tuesday, May 10, 5:30-8:30 p.m. Continues Tuesdays, May 17, 24 and 31 and June 7, 5:30-8:30 p.m.

GREENACRES SCHOOL

Resume Preparation — School located in Kenmore, N.Y.

Course begins Monday, May 16, 6:00-8:20 p.m. Continues Mondays, May 23 and June 6, 6:00-8:20 p.m.

Preparing for the Job Interview — School located in Kenmore, N.Y.

Course begins Wednesday, May 18, 6:00-8:50 p.m. Continues Wednesdays, May 25, and June 1, 8 and 15, 6:00-8:50 p.m.

To register, fill out the following form and mail it to: Betty Kurtik, CSEAP Coordinator, Suite 2008, Twin Towers, 99 Washington Ave., Albany, N.Y. 12210. Telephone No. is (518) 473-0667.

CSEAP
Clerical and Secretarial Employee
Advancement Program
Administrative Services Unit

My first choice is: _____

My second choice is: _____

Name: _____

Home Address: _____

Home Phone: _____ Business Phone: _____

Social Security No. _____ Local No. _____

CETA workers may 'buy back' retirement time, thanks to successful union class action suit

HOLTSVILLE — Because of a successful legal action by CSEA, CETA workers in Suffolk County, and perhaps throughout the state, now have the right to "buy back" retirement time for the years they were employed under the federal program.

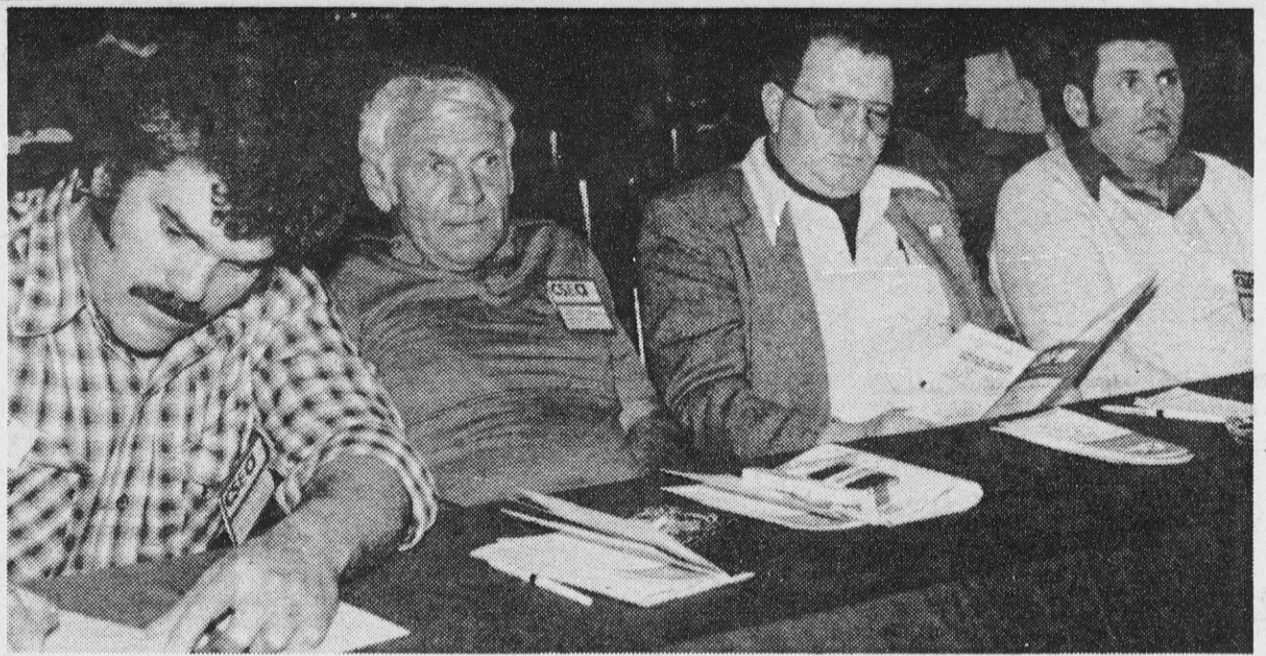
The case was brought by Suffolk Local 852 after Suffolk County refused to pay its share of the "buy-back" sought by a former CETA worker. The case, argued by CSEA Albany Attorney Marjorie Karowe because of its statewide implications, was handled as a class action to cover any other employees that may be affected.

"The union's business is to represent members, to see that all their rights are protected. We are proud that we were able to help former CETA

members," said Charles Novo, president of Local 852.

Civil Service law specifies that CETA workers may "buy back" the time they spent as CETA employees and apply it to their retirement accumulations. However, CETA workers can only apply for the "buy-back" after they have been regular civil servants for five years. Another stipulation requires that CETA workers apply for the benefit within one year after their fifth year of regular civil service. The employee and county pay shares of the cost of the "buy-back" of time.

Kevin Mastridge, county grievance representative for Local 852, said the union would assist other employees affected if they contact him at the local's Holtsville offices.



INSURANCE UPDATE — Delegates at the State Delegates Workshop held at Grossinger's Hotel in Liberty last week attended more than a dozen workshops. Pictured at one on the New York State Health Insurance Program are, above from left, Dave Eggersdorf and Charles Coohy of Finger Lakes State Parks Commission Local 112; and Ed Avery and Roger Townsend of Finger Lakes State Transportation Local 519. At left, Pat Fraco of Buffalo Psychiatric Center Local 403 discusses problems with time and attendance at another workshop.

State Delegates WORKSHOP

LIBERTY — Some 600 state delegates and officers from CSEA's six regions gathered in this Catskills town last week to exchange information on everything from job classifications and union finances to the quality of working life.

The three-day State Delegates Workshop, held at Grossinger's Hotel, featured a potpourri of workshops, caucuses and other meetings led by a number of union staffers, members and management representatives.

The first day's agenda included workshops on affirmative action, job classifications and the use of regional labor-management programs.

In discussing affirmative action, Joseph Tortelli, director of the Westchester County Office of Affirmative Action, said, "Everybody has to have the same shot at a job." He said affirmative action "doesn't push people aside to guarantee you a job, it just makes sure you aren't penalized for being a woman, black or a member of other minority groups."

"Affirmative action applies to every single aspect of employment — hiring, firing, promotions, transfers, dress codes, pay differentials and anything related to job performance," Tortelli said.

He recommended public employees keep an eye on where vacancies exist and how agencies fill them. "Very often," he said, "you'll find recruitment took a very casual turn. Someone from the department brings in a friend. That's not recruitment — that's cronyism. And that's what keeps the system going, keeps the status quo."

Barry Lorch, New York State director of Classification and Compensation, led the workshop on how job classifications are established, shedding light on the 15,000 individual judgments made each year by his division — judgments which affect some 45,000-50,000 employees across the state.

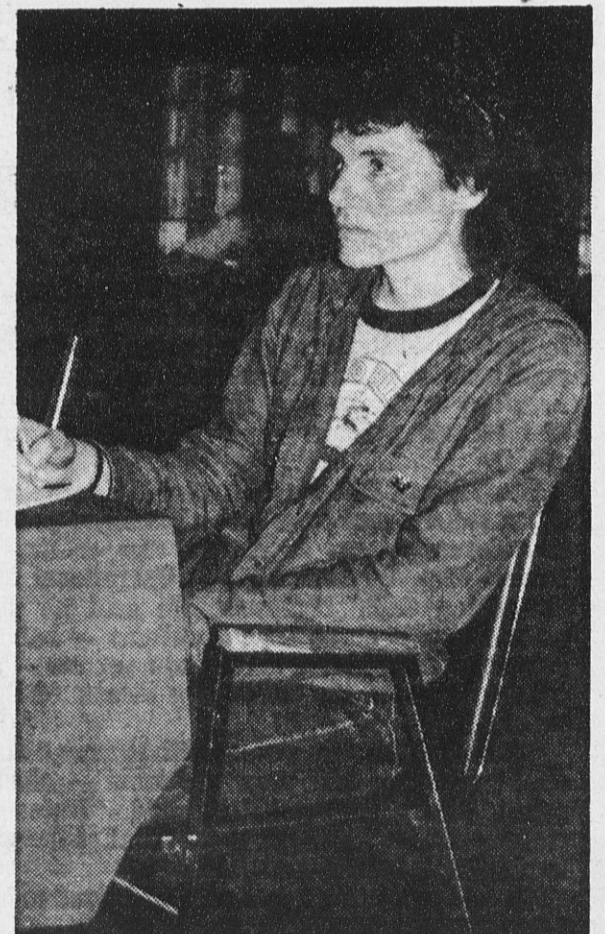
In the workshop entitled "Utilizing Regional

Labor-Management Facilitators," delegates were presented with a broad overview of two joint programs, the Committee on the Work Environment and Productivity (CWEP) and the Quality of Work Life (QWL).

(Continued on Pages 10 & 11)



LEADERS CONFER — CSEA Chief Lobbyist James Featherstonhaugh, left, talks with Capital Region President C. Allen Mead, center, and Southern Region President Raymond O'Connor.



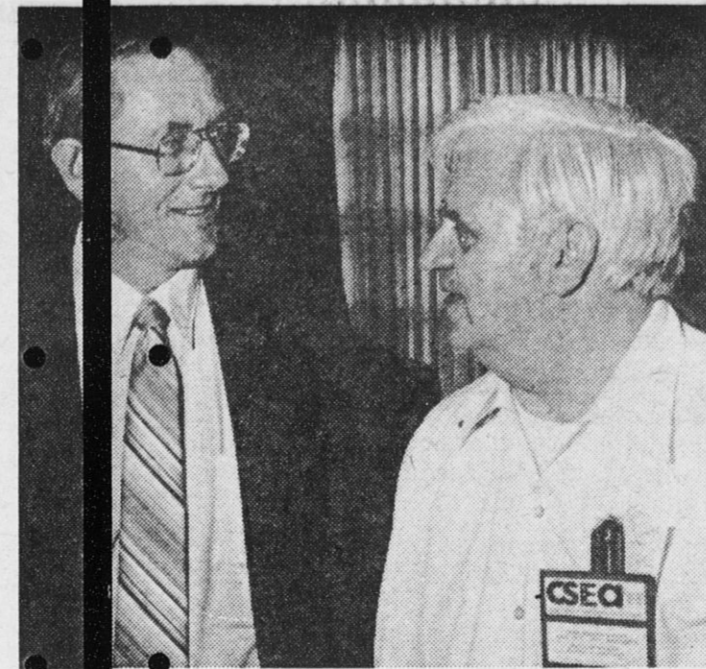
LISTENING INTENTLY — Laurel Nelson of O.D. Heck Developmental Center Local 445 listens and takes notes during the workshop on health insurance.



JOSEPH E. McDERMOTT, CSEA executive vice president, greets a delegate during the State Workshop at Grossinger's Hotel.



MANHATTANITES — Charles Perry, left, second vice president of Manhattan Psychiatric Center Local 413, talks with Edward Wooten, a delegate from the center.



CSEA PRESIDENT WILLIAM L. McGOWAN spends a few moments with member John Weidman.

Labor's political CLOUT



By Tina Lincer First Associate Editor

LIBERTY — It got Mario Cuomo elected and kept state workers who were slated for layoffs on the payroll. And in the eyes of one labor leader, it will lead to the elimination of the controversial Tier III pension plan.

BARRY FEINSTEIN

to be the worst in the U.S., one that provides the least benefits for the most cost. "The benefit structure is so unfair that even if it were a free plan it wouldn't be worth a tinker's damn. It is a plan that will be defeated by its own impossibility. I believe we will no longer have that outrage on 300,000 people we represent throughout the state when this (legislative) session ends. "Your political involvement, the campaign contributions by CSEA, the lobbying days, the discussions with senators and assemblymen, the closed-door meetings with the Stanley Finks and the Warren Andersons, the meetings with the governor and the governor's aides are what in the final analysis will eliminate Tier III and bring us a fairer pension system, and until that happens, the political pressures (brought by unions) will continue to grow."

Labor's political clout is alive and well in the '80s. "The art of the possible is what this is all about," says Barry Feinstein, chairman of the Public Employee Conference (PEC), a coalition of public employee unions representing 900,000 members across the state for the purpose of securing legislation favorable to public workers.

A robust, bespectacled man with bushy eyebrows, graying hair and an incisive wit, Feinstein addressed a crowd of about 60 at the State Delegate's Workshop here recently on the topic of labor's political clout in the 1980s.

Unanimity of opinion on important concerns and the ability to set aside parochial interests are important in generating political clout, he stressed.

"Whenever we talk about clout, power, the ability to exercise the will of the unions today, we really have to talk about unity — about togetherness, coalitions, organizations that can work together for the good of all the people we represent," he said. He cited CSEA President William L. McGowan as instrumental in the formation of the eight-year-old PEC, and said without CSEA, the coalition could not work.

On Tier III, which requires public employees hired after 1976 to contribute 3 percent of their gross income toward their retirement, and which CSEA has been strenuously lobbying against, Feinstein had this to say: "Tier III is probably the most important piece of legislative work we will talk about this year. It's a pension plan we consider

Feinstein also pointed to political clout in detailing Mario Cuomo's rise from underdog to victor in the gubernatorial race.

"Mario Cuomo was not even a viable candidate anyone was concerned about until CSEA said, 'He's the guy we want.' He received by that very statement credibility," Feinstein said. "Up until that moment, the opposition, the people in the Koch campaign, was taking the view he had no support. (CSEA's) endorsement was one of the most important events that took place in the whole scheme of the recent gubernatorial election."

Feinstein said the recent reductions in the number of state workers slated to be laid off are another example of the political power labor can wield.

"CSEA carried the fight against layoffs very effectively," he said. "Never forget that any and every budget is a political document. It is at its best a guess about income and outgo."

The reduced layoffs, he stressed, were "no accident." They happened, he told the delegates, "because you gave money and manpower and printing, and you threatened. Thousands of your brothers and sisters are working today because of political clout."

Defensive driving course offers many benefits

Are you in danger of losing your driver's license because you have too many "points?" Could you use a 10 percent reduction in the liability portion of your car insurance?

Would you like to feel more at ease when you're out on the road?

CSEA can help you.

Each region has an occupational health and safety specialist who is now certified by the Department of Motor Vehicles to offer a defensive driving course. The specifics of this course were explained at a meeting at the recent State Delegates Workshop.

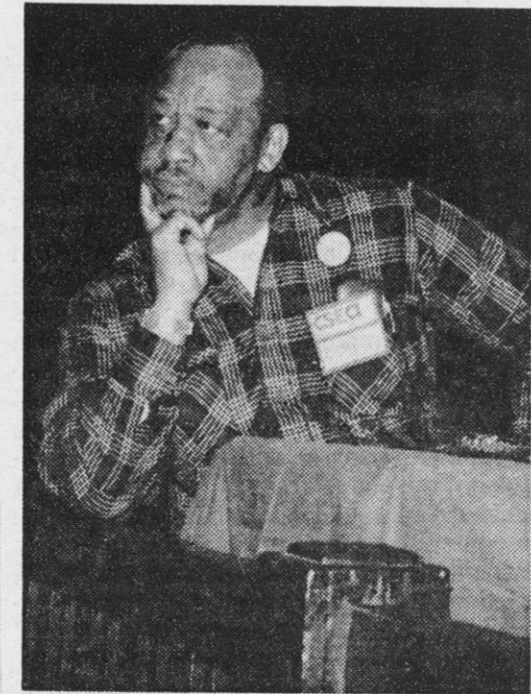
Jim May, Safety Specialist for Region I on Long Island, noted this safe driving course is open to all public employees and members of their families. The fee is \$12 for CSEA members and \$22 for others. Both costs are less expensive than what a private agency would charge.

Each class can have between 15 and 30 participants for the eight hours of instruction. Those who take the course can enjoy a number of benefits.

A certain number of points is assigned to various traffic violations. If you accumulate nine points in any 18 month period, you'll lose your license, or three speeding tickets in 18 months means forfeiting your license. Each person who goes through this course gets three points taken off his or her license.

Those who complete the sessions are also eligible to receive a deduction of at least 10 percent from the liability portion of their auto insurance for a minimum of three years.

This is all in addition to the benefits of being a safer driver, and "watching out for the other guy." Forms for the course are available from each regional office.



WORKSHOP WRAP-UP — Local 010's Francois Frazier ponders a speaker's message during the close of the State Delegates Workshop.



JAMES J. MOORE, CSEA Region V president, talks with Nellie Des Groseilliers of Troop B, State Police, Malone Local 262.

State Delegates Workshop . . .

(Continued from Page 9)

The second day of workshops focused on local union finances, time and attendance problems, new innovations at the Employee Benefit Fund (EBF), legal assistance, health insurance, defensive driving (see accompanying story), communications and labor's political clout (see accompanying story).

Permanent CSEA/State Umpire Jeffrey Selchick discussed the new time and attendance problem procedures set up in Article 33.5 of the Administrative, Institutional and Operational state bargaining units' contracts. He said he deals primarily with three basic problems — habitual lateness, abuse of sick leave and no-shows — and tries to address the underlying causes of these problems.

"Almost always the person with time and attendance problems has other problems — alcohol, drugs, family problems," he said. "Instead of punishment, we try to get to the heart of the problem and deal with it in a real sense."

"The hearings are informal, and I want to hear everything. If you think something's important, bring it up. We're able to resolve many problems on the spot. What I often find is that no one has ever asked the employee why he or she is late."

Most of the employees Selchick sees are in grades 4, 5, 7 and 9, and are "struggling just to get by. I

don't want to take money out of their pockets if we can solve the problem another way." The Employee Assistance Program (EAP) is one avenue for problem-solving, he noted.

"We know that a lot of these cases are often settled the day before the hearing, usually with a member agreeing to accept a lower fine. But in many cases you're not doing the employee a favor, because you're not dealing with the employee's real needs. That person might be better off coming to the hearing and see if we can't work something out that will address the real problem."

At the session on the Employee Benefit Fund, Director Thomas Collins outlined how EBF innovations will mean better service for CSEA members. A new shift of employees working from 11 p.m. to 6 a.m. at Ter Bush & Powell, for example, will help handle more claims. In addition, a new computer will be able to handle twice as many claims as the current system, and a new data processing system is being installed.

As for existing services, Collins warned members to beware of "ball-point dentistry" — when more dental work than is necessary is done. A consultant at EBF is available to render an opinion on prescribed work and to look over x-rays if that information is sent to Albany.

"If the consultant thinks an alternative is better,

he'll recommend it," said Collins. "We're not looking for the cheapest way out. We're looking for the best way."

He suggested members shop around for dentists and "always get a second opinion when you feel a little wary about work a dentist wants to do."

In a session of health insurance, delegates were briefed on the mandatory second surgical opinion program, which went into effect April 1. Joseph Rogerson, an insurance representative from the Department of Civil Service, explained the requirements for seeking a second opinion on elective surgery and receiving maximum benefits under the new plan.

In "Dealing with Communications and the Media," CSEA Director of Communications Gary Fryer traced the history of CSEA from a predominantly fraternal organization to a politically powerful labor union. Both internal and external communications played an important part in this transition, he said, adding that "CSEA is now a household word where it once was not."

Assistant Director of Communications Melinda Carr followed with a 15-minute sample videotape of the television series on how to take a Civil Service exam, and outlined how CSEA's communications staff worked to get the series on television stations

across the state and to spread the word about the booklets.

She said the staff is now considering other ways to get the TV series to the members, such as making the tapes available through regional offices and public libraries.

Carr also stressed the importance of others in the union in promoting communications. "The communications staff can do a tremendous job, but we can't always close the communications gap completely," she said. "We can put a story in The Public Sector, but we can't make the member read it. We can put shows like these on television, but we can't make sure the member's will watch it. We can print up brochures and fliers and posters, but we can't put them in each member's hand or on every bulletin board."

"Local officers and shop stewards are important links in the communications chain, and your efforts can be invaluable in closing the communications gap," she told the delegates.

The workshop concluded with the State Delegate Meeting, with reports by Pat Crandall, chairwoman of the State Executive Meeting; James Roemer, chief counsel; Thomas Quimby, director of Training and Development; and James Murphy, union advisor to the statewide Employee Assistance Program.



INFORMAL CHAT — Bob Wilson of Barge Canal Local 504 talks with Region VI Treasurer Joan Posella, center, and Linda Cote, Buffalo Psychiatric Center Local 403 treasurer.

Judge notes alleged misspellings 'trivial' in firing of steno; job, back pay awarded

MEDFORD — CSEA has vindicated a stenographer who was fired for alleged bad spelling but was, instead, according to a ruling of the Appellate Division of Supreme Court, the victim of retaliation by her boss because she had complained of abusive treatment.

The court ordered the employee reinstated with full back pay.

The alleged bad spelling, furthermore, involved errors that the appeals court judges found to be "essentially trivial."

Not only that, but the judges observed that there were two misspellings in the report of a hearing officer who had originally upheld the employer's effort to fire the stenographer, and two more misspellings in the brief submitted by the employer's lawyer.

Charitably, the court assumed these errors to be merely "typographical" errors.

According to CSEA, the employee had been subjected to abuse ever since she had been assigned according to seniority rules to serve as secretary to an official of the Suffolk County Board of Cooperative Educational Services District III. From the start, the court ruling recited, the supervisor's "attitude toward her was so difficult and abusive that she complained about it to higher officials." Immediately thereafter, the court said, the supervisor started writing memos to the employee complaining about every spelling error that she made.

The supervisor subsequently instigated charges against the employee of incompetence, and secured her dismissal.

The CSEA legal defense program battled the firing all the way to the Appellate Division. The case was handled by Stuart Lipkind of the law firm of CSEA Regional Attorney Lester B. Lipkind.

The appeals judges said the employee's demerits for spelling were "essentially trivial." Many, the judges said, were only typographical or shorthand transcription mistakes and fell far short of justifying the charge of incompetence.

The judges were not fooled. "What emerges from the record as a whole," they ruled, "is a retaliatory effort by (the supervisor) to have petitioner dismissed after she complained about him."

The firing, they ruled, was invalid, and the employee must be reinstated with full back pay.

Altieri elected to 3rd vp post

LATHAM — Lou Altieri, a 26-year Schenectady County employee and a long time union activist, has been elected to the position of third vice president of the Capital Region of the Civil Service Employees Assn.

Altieri fills a vacancy created when C. Allen Mead moved from first vice president of Region IV to the region presidency upon the election of Joseph E. McDermott as statewide CSEA Executive Vice President. Joan Tobin and Barbara Skelly, both state employees, moved up from second and third

region vice presidents to first and second, respectively.

Altieri is a member of the Local negotiating team, a member of the CSEA statewide board of directors, and serves as a member of the region Political Action Committee.

He is president of the Department of Engineering and Public Works Unit of the Schenectady County CSEA Local; chairman of the Local's Occupational Safety and Health Act Committee and chairman of the local's membership committee.

His term will expire in 1984.

CSEA seeking applicants for Communications Director

ALBANY — CSEA is seeking applicants to fill the position of Director of Communications. The Director is responsible for operation of the Communications Department and supervision of its 14-member staff; facilitates communication between the union and its members; promotes the policies of the union through the media; and has overall responsibility for The Public Sector.

Qualifications include 10 years experience in public relations or with a newspaper, involved in the above areas of responsibility. A bachelor's degree in communications may be substituted for some experience.

Resumes and salary histories should be submitted no later than May 9 to the CSEA Personnel Director, 33 Elk Street, Albany, NY 12224.

Vision program now available to court employees

ALBANY — A new benefit — vision care — went into effect April 1 for Unified Court System employees represented by CSEA.

A brochure describing how the optical plan operates is available by contacting the CSEA Employee Benefit Fund at the toll free No. 1-800-342-4274.

Layoffs battled on several fronts



CSEA HAS BEEN FIGHTING LAYOFFS under the new state budget in several ways, among them large-scale public protest demonstrations and concentrated lobbying efforts with state legislators. In photo, CSEA Region VI President Robert L. Lattimer addresses a large group of angry public workers who demonstrated recently in Buffalo against state layoffs.



In photo, Doris Mikus, a member of the statewide CSEA Political Action Committee, meets with Sen. Joseph Pisani (R-Westchester) recently in Albany. "Senator Pisani was most responsive to our lobbying efforts to avert proposed layoffs," she noted.

CSEA VOLUNTEERS

— Members of Syracuse City School District Clerical Unit 9 and Custodial Unit 6 of Onondaga County Local 834 volunteered a Sunday afternoon for a recent public television station fund-raising campaign. Shown taking WCNY-TV telephone pledges in the top row are: Millie Behling, team captain; Mary Troch, Joe Moran, Dave Kennedy, Joe Krzykowski, Dave Russell. Bottom row: Georgiana Pinkard, Peg Young, Doris Cronin, Robie Maser.

—Photo by Steve Meltzer/WCNY-TV



Union motto 'We Serve' takes on new meaning as Region V members join public TV fund drive

SYRACUSE — When WCNY-TV, the Public Broadcasting Station in Central New York, sent out a call for volunteers to help with its annual fund drive, CSEA Region V was quick to respond.

The CSEA Communications Department saw it as an excellent opportunity to become involved in a worthwhile community activity, and to reciprocate for a valuable broadcast service the station offered CSEA members and other public employees interested in improving civil service exam skills.

Through the efforts of CSEA communications in

Albany and Syracuse, WCNY-TV agreed to participate in the state television network broadcast of the four-part civil service exam series developed by CSEA in cooperation with the Cornell University School of Industrial and Labor Relations and the State of New York. The station carried the initial series April 5-8.

To arrange help for the station's recent fund-drive, Region V Communications Associate Chuck McGeary contacted two Syracuse City School units of CSEA Local 834 Onondaga County. In less than one hour he had the 10 volunteers requested by the

station, with additional standbys eager to work.

McGeary reported that the Sunday afternoon pledge session went like clockwork. The CSEA team arrived early, received instructions, then began taking telephone calls from area viewers.

Apparently, most of the volunteers enjoyed the work because they offered to return. There was also talk of perhaps taking on a bigger challenge such as a county-wide blood drive.

All in all, it was a good day for CSEA, the union that prides itself on the "WE SERVE" motto.



Board of Directors

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr

CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors, which conducts the official business of the union and is vested with the responsibility for approving expenditures, met twice during March.

A one-item agenda meeting was held March 16 in response to a need to clarify language in the Model Constitutions. During that special meeting, the Board:

- Approved the Charter Committee report as amended. The report outlines procedures for election of CSEA Delegates and enables Local officers to be deemed automatic delegates.

- Rescinded Article 9, Section 20 of the Model Constitutions dealing with regions being placed in trusteeship.

At the regular Board meeting March 17, discussions covered a broad range of topics. Here are the highlights of official business transacted:

- The Board approved allowances for the State Executive Committee attending the State Workshop April 13-15 and the County Executive Committee attending the County Workshop June 8-10.

- The Board dealt with three Personnel Committee recommendations. Expansion of the Data

Meeting highlights

Processing Department and creation of three positions was approved and referred to the Budget Committee, as was upgrading of the Meeting Coordinator position to Grade 15. The Board defeated a proposal to combine the departments of Safety and Education and directed the Personnel Committee to report back at the next meeting with appropriate job specifications for the Safety Department.

In other action, the Board:

- Approved the recommendation of the Charter Committee that employees of the Long Island Correction Facility be granted their own local.

- Approved a three-year lease extension for the Plattsburgh Satellite Office and authorized Erie County Local 815 to purchase a building to be used as their headquarters.

- Approved the Election Procedures Committee's recommendation to allow nominating committee members to resign from their positions in order to run for Delegate.

- Approved Lake Placid as the site for the Oct. 21-26, 1984 Annual Convention.

- Approved a motion calling on CSEA to conduct an analysis, including cost savings and ramifications to members, of combining the Commissions of OMRDD and OMH and Alcohol and Substance Abuse back under one Commission for the purpose of saving money to keep members working.

- Approved a motion supporting Gov. Mario Cuomo's proposal to allow a portion of funds accrued in the NYS Pension System to be utilized in investment capital for establishing new businesses in New York State.

Employee wins longevity grievance

LOCKPORT — Niagara County needed an arbitrator to define Mary Gephart's length of service. And, Mary Gephart had to file a grievance and get help from CSEA's legal assistance program to get the arbitrator.

It all started when the county decided it incorrectly gave Gephart credit for past service, and reduced her pay from the eighth longevity step to the fifth step. The excuse was that it incorrectly included the time she was employed as a houseparent by the county Department of Social Services.

Since there was a four-month break in service prior to her next job as a principal audit clerk with Niagara County Community College, the county argued her service was not "continuous."

CSEA noted that she received service credit in the State Retirement System for the time she spent as a houseparent, and produced evidence of a past practice that longevity was based on "completed," not "continuous," years on the job.

Arbitrator Samuel Cugalj concurred with CSEA, finding that longevity is based on "completed" years of service, and ordered Gephart restored to the eighth longevity step with back pay.

At a state hearing

CSEA charges commission report on Tier III 'ludicrous;' based on faulty assumptions

EDITOR'S NOTE: On April 12, 1983, CSEA presented testimony before a public hearing of the New York State Permanent Commission on Public Employee Pension and Retirement Systems. The Commission had previously released

a report favoring the permanent enactment of the controversial Tier III retirement system, which is due to expire June 30, 1983. Following is the testimony of CSEA Legislative and Political Action Director Bernard Ryan.

Members of the Commission, guests and other witnesses. My name is Bernard J. Ryan and I am the Director of CSEA's Legislative and Political Action Department. I am here on behalf of William McGowan, President of CSEA. I would like to thank you for the opportunity to present testimony about your most recent report on Tier III Reform.

I would like to be able to continue the amenities by complimenting the Commission on this well conceived and carefully developed report on Tier III reform. Unfortunately, I cannot do so. The Commission report draws conclusions which are based on faulty and contradictory assumptions. The comparisons that are made are totally inconsistent, and its conclusions and proposals are, therefore, of great disappointment to CSEA and to the 240,000 state and county employees whom we represent.

Let me deal with the two most dominant subjects of the report, namely the employee contribution and the integration of social security. In your report of April 19, 1982, you state on page 7 that, "the original Co-ESC plan, as originally developed by the Permanent Commission, did not include the employee contribution provision." The 1982 report then states that the employee contribution provision of 3% was included in order to have a cost somewhat lower than Tier II, which was then and still is approximately 14%. Your recommendation in that 1982 report stated that, "Experience has shown that the cost of Tier III is somewhat lower than originally estimated. It, therefore, seems appropriate and desirable to go back to the Commission's original concept and not require any employee contributions." In other words your 1982 report reiterated the original 1976 recommendation not to have employee contributions.

Conflicting reports

Now in this years' 1983 report you stated on page 15 that the elimination of the 3% contribution, would bring about conformity with most employers in private industry. You then cite the Banker's Trust study which showed that 81% of conventional plans in private industry had no mandatory nor voluntary employee contribution and that 96% of all plans in the study had no mandatory contributions. Then on the following page, you state, "However, the elimination of the employee contribution was criticized by certain business groups because eliminating the contributory feature of Co-ESC would put New York State out of step with the majority of other states in the nation which have

contributory features for their public employees. . . . They apparently thought a more valid comparison was with other public employee plans rather than with the private industry plans."

Gentlemen, you then imply you are drawing a comparison based on 50 states rather than the private industry plans which have been far more beneficial to our case. You then state that the same business groups thought that ". . . a more valid comparison was with other public employee plans rather than private industry plans." And that it was advisable to make a comparison on both employee contributions and social security integration with similar provisions, but under public employee plans in nearby states, namely Conn., New Jersey, Pennsylvania and Massachusetts.

Abandoning the private sector comparison

It is worth noting at this point, that you have abandoned the comparison with private sector plans and have chosen instead, to try to maintain some consistency in your comparisons by using, not the comparison of New York with all other states in the nation, as you did previously, but rather with just some of the contiguous states. It may be because the only other state to have an integration with social security is the state of Connecticut. The other 48 states simply do not have an integration formula.

It seems as if you have reached your conclusions and then attempted to find arguments that would justify the conclusions. By using the same type of logic, we can say that 4% of the plans studied by the 1980 Banker's Trust study have mandatory contributions and that there is only one other state out of the 50 that has social security integration, therefore, neither contributions nor a social security integration policy would be advisable to the New York Retirement Systems.

Regardless, let us continue with the examination of the Report. You then go on to discuss the comparison of benefit plans with the 4 contiguous states and your chart on page 19 clearly shows that New York retirement benefits returned a lesser replacement ratio than any of the other 4 states. When you then include social security, it is 4th out of the 5 states with Massachusetts only being 2 points lower and that being because Massachusetts does not participate in the social security program. In discussing the alternate approach to the social security integration, you then delve into the area of offering alternative proposals, namely proposal A and B.

Bulletin . . . Bulletin . . . Bulletin

CSEA will join the ranks of a full-scale Tier III lobbying effort sponsored by the Public Employees Conference (PEC) slated to get underway early next month.

The PEC, a conglomerate of more than thirty public employee unions, has placed the elimination of Tier III as its number one priority, according to Bernard Ryan, CSEA's director of legislative and political action.

"The effort that we will put forth the week of May 2 will far surpass the efforts we went to to pass the OSHA and Agency Shop bills," Ryan noted.

More details will follow in the next edition of the Public Sector.

Proposals 'offensive' to CSEA members

Proposal A, deals with what you refer to as social security bend points. What this basically does is require you to reduce the percentage that a person uses when multiplying his final average salary times his years of service in order to determine his pension. Instead of using 2% a year for each year of service, your alternative says that he would use 1.45% up to what you refer to as the second social security bend point. Your report clearly states that there is only 10% of all the employees in New York State who earn more than the amount of the second social security bend point. Gentlemen, I can tell you that less than 1% of the 240,000 employees that CSEA represents would be able to take advantage of the factor at the second bend point; therefore, we do not embrace your Alternative A.

Your proposal which you label Proposal B, is nothing more than a simple reduction from 2% for each year of service to 1.5% for each year of service up to a maximum of 35 years. The comparison that you then do on page 23 with contiguous states shows that this would produce by far the lowest pension benefit of any of the 5 states when looked at alone and when you then add in the social security integration it then again manages to be the 4th out of the 5 only because Massachusetts does not participate in the social security program.

The other portions of your plan are equally as offensive to our members. You state that if an individual retired before age 62, not only would he be forced to take a reduction in his benefit because of age, but he would never receive an increase in his retirement benefit regardless of the increase in the cost of living. Your supplementation proposal mandates a maximum increase of 3% per year for those who retired at age 65 or later and a lower percentage increase for those retiring before age 62. This is inadequate. In addition, you mentioned on page 23 of your Report under the general subject of Disability Benefits, that your objective would be "the elimination of the distinction

Enrolled in wrong tier?

ALBANY — Public employees who through no fault of their own were enrolled in the wrong tier of the state retirement system, would get a chance to correct the error if the Legislature approves identical bills introduced by State Sen. Richard Schermerhorn and Assemblyman Joseph Lentol.

Currently in cases where enrollment in the Retirement System is mandatory and it is later discovered an employee was placed in the wrong tier, a correction is automatically made. But in situations where enrollment is non-mandatory, no such change is possible, even if the employee was never made aware of the retirement option.

The proposed legislation would correct the inequity.

CSEA members are, therefore, urged to send letters in support of Senate Bill S3509 and Assembly Bill A5107 to their legislators urging the bills be reported out of committee and approved by both houses of the Legislature.



'A MATTER OF CONSCIENCE' — CSEA's Bernard Ryan charges that any projected increases in the cost of reverting back to the Tier II system should be weighed against the future: the Tier III retiree will be living at or below the poverty level if the present system stays intact.

between ordinary and accidental disability." What you are doing is simply lowering the benefit provisions to the lesser of the two.

Worst public employee benefits in Eastern U.S.

This report amounts to nothing more than an administrative reform. It is not a true study in analysis. It does not present a range of options and associated costs from which the Legislative and Executive Branches, the policy making bodies in this state, can make reasonable and intelligent choices.

Your report shows that employees in New York State will have the worst benefits of all public employees in the Eastern United States. Those are your recommendations and we think they are ludicrous. You manage to confuse the Legislature and the public as well. You have clearly stated in your report for this year, that you were sensitive to the criticism of "certain business groups" and have managed to make the current recommendation one, which if enacted into law, would produce the worst retirement plan for public employees in the Eastern United States.

Let's just step back a bit from your most recent recommendation and look at the basis for Tier III. When this plan was first suggested it had a basic premise that social security integration was a necessary part of any overall retirement plan and it was stated, in 1976, by your Commission, that the social security benefits would be the foundation of the Tier III Retirement Plan. Gentlemen, I submit to you that in the past seven years it has been found that the social security program does not have the strength necessary to support this retirement program. In addition, the most recent changes made by Congress will not stabilize the social security trust fund nor, more importantly, insure that there will be funds available for the payment of benefits in the far distant future. Given these recent developments, will there be any realistic benefit level when our present employees retire under Tier III?

Social Security system: a weak foundation

If your foundation is weak, everything that is built upon it is equally as weak. The program that was originally proposed to be built upon the strong social security foundation was one which was guaranteed to produce a retirement benefit that would be equal to what the employee earned during his active working life. By your own admission in the most recent report, the integration formula which was proposed by your Commission and eventually passed by the Legislature has not worked and is impossible to administer. We find it extremely difficult to look at the assumptions that you made in 1976 and which have since been prove to be ill-conceived and faulty and now look upon your present recommendations with any degree of trust. I am sure that your Consultants are competent and that your goals are consistent with the legislative mandate that you have received. However, you are tackling an immense problem and your viewpoint has been subjectively singular; that is you have looked at it only from the employer's point of view. That viewpoint has overshadowed the one aspect that is necessary in developing a Retirement Plan. And that is EQUITY. The employees have been shortchanged.

Let me remind you of a few facts. All of the members that we represent are

members of the New York State Employees Retirement System. This System has assets of over \$16 billion. It is extremely well funded. The return on investments is very good. The average salary of the members we represent is approximately \$12,000. If that employee is a member of Tier I and works 35 years in public employment, he can retire on the grandiose sum of \$700 per month. That is if he chooses option 0 and decides not to provide benefits for a spouse or survivors. If so, then his retirement benefit is much less. This is the best that our members can hope for. Under Tier II, that same employee would take a reduction if he retired before age 65 and he would be receiving a lower benefit under this formula. Under your proposals, this same employee working under Tier III would receive approximately \$300 per month. In addition, he would have been paying 3% of his gross salary into the Retirement Plan.

We are talking about the future when people will be living to an older age based on modern advances in medicine and technology.

'A matter of conscience'

Statistics show you will have an increased older population and what you are proposing is that most of this older population will be living at or below the poverty level. This now becomes a matter of conscience; not just fiscal responsibility. Gentlemen, as you have clearly stated in your Report, you listened very well to the recommendations of business groups. They have talked in terms of millions of dollars of increased costs on retirement plans. Back in 1976 when we argued this same subject, we were told that the cost for Tier III had to stay at about 13%. This was an arbitrary number that was chosen or, possibly agreed upon, by the same groups that you are still dealing with and which caused a ceiling on benefits as well as costs. At present, Tier III is costing about 9.5% of payroll. This is based on the Report issued by the New York State Comptroller Edward Regan, the sole trustee of the New York State Employee Retirement System. We have since been told that the substitution of Tier II for Tier III would increase the employer contribution rate to 13.5% of covered payroll. This is a mere one-half-of-one-percent above what the goal you set seven years ago was. We believe that this is what your recommendation should be. Eliminate Tier III and revert back to Tier II at an increased cost of one-half-of-one-percent, and end the inequitable program that has been hoisted on the employees for the last seven years.

Revert back to Tier II

We are advocating Tier II as an alternative to the extremely inequitable Tier III plan that does exist, or the proposals that are being considered for this year.

Thank you for your time and the opportunity to speak before your group.

Retire Tier III

The Pension "Reform" that Went Haywire

How would you feel about paying three percent of your gross income into a retirement system that may never pay you a dime? Sound ridiculous? It is, but very possible under the current Tier III pension program for public employees hired after July 1, 1976. And that's why 500,000 public employees across New York State are demanding changes in Tier III of the state retirement program. Tier III was created in 1976 to "reform" earlier public employee pension programs that some people claimed were too expensive. The "reformed" plan, costing about 10 percent of salary, was about right, they said. It was rammed through the Legislature in the waning hours before adjournment without a hard look at its long range consequences. Unfortunately, after Tier III was enacted, the Social Security "offset" to which it is linked changed dramatically.



It's been changing ever since. The result? While salaries for public employees have been going up—although slower than private sector salaries—pension benefits paid by Tier III are going down. The "reform" program is costing less than expected, but at the expense of exploring retired public workers. For employees this means lower retirement income. For the public, it means qualified, competent, productive "career" employees are looking elsewhere for employment. Last year the average pension paid by the New York State Retirement System was \$5,251 a year. Is that what the "reform" was supposed to do? Of course not!

Even some of our most conservative leaders in Albany agree that it is time to overhaul Tier III before we create more impoverished retirees and drive career employees out of public service. The longer we delay, the more it will cost to correct our mistakes later.



CSEA
The Civil Service Employees Association, Inc.
Local 1000 AFSCRE, AFL-CIO
William L. McGowan, President

THE CAMPAIGN to retire Tier III is gearing up before the June 30, 1983 deadline. Here, an advertisement which ran in the last issue of the Public Sector urges lawmakers to eliminate the inequitable system before it's too late.

Trial date set in state of Washington

Landmark pay equity case unfolds

WASHINGTON — The million-member American Federation of State, County and Municipal Employees (AFSCME) and its affiliate, the 23,000-member Washington Federation of State Employees (WFSE), have revealed that a U.S. District Court has fixed August 29 as the trial date for a landmark multi-million-dollar comparable worth wage discrimination suit brought against Washington state.

Tacoma District Court Judge Jack Tanner also dismissed a wide range of state-filed motions designed to dismiss AFSCME's lawsuit and limit the size and scope of the union's suit, which was originally filed by AFSCME and nine plaintiffs in July of last year.

The judge also ordered the state to provide extensive data to support AFSCME's claim that the state intentionally segregated and paid its employees on the basis of sex. The union is seeking full implementation of comparable worth pay increases for an estimated 15,000 female employees in Washington state, plus an award of back pay for four years.

"The eyes of the country and of working women everywhere will be on the State of Washington," declared AFSCME President Gerald W. McEntee. "This is the first case of its kind, where a state is being charged for practicing sex-based wage discrimination, and for violating both federal and state anti-discrimination laws. The case is expected to set the precedent for implementation of earlier Supreme Court decisions."

In the case of *County of Washington v. Gunther*, the U.S. Supreme Court opened the door for legal actions by unions and working women by holding that discrimination in pay on the basis of sex is illegal even if male and female employees are performing different jobs. The court confirmed that it is illegal to pay "female" jobs less than "male" jobs because they are female, if the difference in pay is not justified by the difference in the required composite of skill, effort, responsibility and working conditions.

Since the Supreme Court ruling, AFSCME has filed legal actions charging the states of Connecticut, Washington, Hawaii and Wisconsin and the cities of Los Angeles, Philadelphia and Chicago

with wage discrimination against their women workers. The Washington state action is the first trial date to be set as a result of AFSCME's legal attacks on unequal pay for working women.

"Naturally, we're very pleased with the rulings of Judge Tanner in throwing out all motions filed by the state and in granting all motions filed by AFSCME," stated WFSE Executive Director George Masten. "All of the defense motions were aimed at reducing the scope of this suit and narrowing the ability of our union to prevail in this case."

Among other state-filed motions denied by

Judge Tanner was a motion which claimed that the union's suit improperly included allegations of state law violations in a case before a federal court. These allegations contend that the State of Washington violated its own Civil Service laws and the state's Equal Rights Amendment.

Tanner also ruled in favor of the union on their motion for "class certification." This ruling allows the nine individual state employees named as plaintiffs to act on behalf of all affected civil service state employees.

Weeks of picketing spur 3-year pact in White Plains

WHITE PLAINS — Members of this city school district's non-instructional unit can take their walking shoes off. After seven weeks of daily demonstrations in front of the School Board's offices at Education House, both the Board and CSEA members approved a three year contract.

Members had been working without a contract since July 1, and held daily informational pickets calling for serious negotiations by the Board.

"It's a victory for us," says Unit President Barbara Peters, "because the Administration wanted to sub-contract the cafeteria services, but we held firm and said no!" Forty-four positions were saved.

The 334 members of the unit will enjoy their largest pay raises in several years. For 1982-83, there will be a 7 percent increase, on top of increments, which were already paid. There will be an additional 7 percent hike July 1, plus increments, while there is a wage reopener provision for 1984-85.

Cooks will receive an adjustment of 75 cents an hour retroactive to July 1. Clerk-typists and stenographers will move up one level on the salary schedule July 1, 1984.

All present school district unit employees will continue their non-contributory health insurance

program, while any new employee with at least 20 hours per week will pick up 5 percent of the cost of dependent health insurance coverage. CSEA dental and vision plans will be made available July 1.

Teacher aides and assistants will get two extra paid holidays per year. All unit members will be covered by an improved disciplinary procedure.

Members approved the contract 223-29 March 14. Later that night, Board members unanimously adopted the agreement.

Peters says, "Our negotiating team stuck together throughout this whole ordeal. Field Rep. Joe O'Connor did wonders as our negotiator. I'd like to thank committee members Frances Komita, Marie Broady, John Catoe, Carol Finiani, Ray Orr, Irene Izzo and Ursula Wright."

The unit had some salaries frozen and others increased only slightly in the 1979-80 school year as the district was facing financial difficulties. Peters reminded the Board, "We helped you go from the red to the black, that's enough!"

The 7 percent pay raise will first be seen in the bi-weekly paychecks distributed April 28. The retroactive pay will be made in one lump sum on May 27.

REGION VI PRESIDENT Robert L. Lattimer, left, listens intently as Buffalo Assemblyman William Hoyt, right, talks about his positions on a variety of legislation affecting public employees. Region VI Political Action Committee Co-Chair Dominic Savarino, center, listens in also. The occasion was a recent Legislative Luncheon sponsored by CSEA for Western New York state legislators.



TV exam series

Viewers in the Capital area and in the North Country will be able to spend their next few Saturday mornings in front of their TV sets improving their test-taking skills by watching re-broadcasts of the television series on how to take a Civil Service promotional exam.

WMHT, Channel 17 in Schenectady, will broadcast the series 11:30 a.m. to noon, April 23 and 30 and May 7 and 14. WCFE in Plattsburgh will show Parts I and II from 9 to 10 a.m., Saturday, April 30, and Parts III and IV in the same time slot the following Saturday, May 7. The four segments will also be repeated in Plattsburgh from 6 to 6:30 p.m., May 2, 3, 9 and 10.

Charles Sandler Scholarship applications being accepted

BUFFALO — Applications for the Charles R. Sandler Scholarship are being accepted from



Atty. Charles R. Sandler

Region VI members for cash assistance towards labor related studies.

In making the announcement, Region President Robert L. Lattimer said applicants must be CSEA members in a Region VI Local or Unit to be eligible.

The award was established by former Region VI Attorney and Mrs. Charles R. Sandler, upon his retirement after 33 years as Region Attorney.

The Scholarship Recipient will be selected by the fund trustees, including Region President Lattimer, Region Director Lee Frank and Regional Attorney Ronald L. Jaros.

Scholarship application forms, which must be postmarked no later than May 24, may be obtained from Local or Unit Presidents or by calling the Region VI office 716-634-3540.

Marilynne Whittam heads Capital District of CLUW

ALBANY — The Coalition of Labor Union Women (CLUW) has elected Marilynne Whittam, who chairs the Region IV Women's Committee, as president of its Capital District Chapter. She succeeds another Region IV activist, Betty Kurtik, who was chosen board member-at-large while one more CSEA member, Virginia Kirby, was elected secretary.

The coalition seeks to achieve full equality of opportunities and rights for women. And so

women's participation in unions — past, present and future — will be discussed at CLUW's next business meeting scheduled 6:30 p.m. on Monday, May 16, at the NYSUT/PEF Headquarters, 159 Wolf Rd., Albany.

Ruth Jandreau, a former factory worker, union organizer and officer of the United Electrical, Radio and Machine Workers Union, will be guest speaker.

For more information, contact Ms. Whittam by calling (518) 674-5874.

Training session in Syracuse for region officers

SYRACUSE — A special one-day program designed to strengthen leadership abilities will be offered to all local and unit officers in CSEA Region V Saturday, May 14, at the Hotel Syracuse.

According to Mary Lauzon, chairperson for the region's education committee, the full day session entitled "Integration of Your Personal and Professional Growth" will be conducted by Marilyn Kratz, a professional consultant who has worked with other CSEA groups and leaders throughout the state.

Region V President Jim Moore said the workshop will offer local and unit leaders an excellent opportunity to make a personal assessment of their union activities and goals to better serve the members they represent.

Ms. Kratz' program will include such topics as: Goal Setting, Life/Career Assessment, Tools for Decision Making and Planning, Dealing with Dilemmas, Development of a Personal Plan, and others.

Ms. Lauzon said, "This training session, conducted by an outstanding educator in the field, is another in our continuing series of programs designed to help our regional leaders."

Since her appointment by Moore, Lauzon and her nine member education committee have already planned a series of seminars and workshops to cover the next nine months.

Arbitration win over jury duty a triumph for past practice

BUFFALO — Past practice is a treasured union right, and once again it has triumphed in Erie County. Lillian Noah, a member of CSEA Local 815, will be getting time off for jury duty even though her regular work week involves weekends with Thursdays and Fridays as days off.

A 25-year employee of the Erie County Medical Center, Noah filed the grievance because her supervisor refused to alter her work schedule so she would have the weekend off during the week she reported to jury duty. The refusal, however,

ignored a past practice established at two other county facilities (the Home and Infirmary, and the Jail) which grants employees in similar situations weekend leave. Moreover, the CSEA contract stipulates that second or third shift employees who report to jury duty during the day, are excused (with pay) from work during the evening.

Based on these factors, Arbitrator Fred Denson ruled that, "The County violated the contract in refusing to give the weekend off to the grievant after she had been on jury duty for the five days previous" and awarded Noah two days off.

open competitive STATE JOB CALENDAR

FILING ENDS MAY 2, 1983

Title	Salary	Exam. No.
Bridge Painter II, Supervising	\$16,870	25-844
Facilities Management Assistant	17,694	25-241
Food Inspector I (Surplus Foods)	16,711	25-943
Heating and Ventilating Engineer, Assistant	24,569	25-937
Mechanical Construction Engineer, Assistant	24,569	25-938
Plumbing Engineer, Assistant	24,569	25-939
Program Research Specialist II (Medical Assistance)	22,132	25-812
Program Research Specialist III (Medical Assistance)	28,772	25-814
Program Research Specialist III (Operations)	28,772	25-815
Program Research Specialist II (Social Services)	22,132	25-813
Program Research Specialist III (Social Services)	28,772	25-816
Teachers' Retirement System Information Representative	22,131	25-899
Environmental Specialist (Cultural Resources), Senior	28,772	28-455
Director for Cancer Institute Nursing Services, Assistant	38,376	28-490

Detailed announcements and applications may be obtained from the following locations:
ALBANY: Examinations Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.
BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.

NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.

LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).

Special Test Arrangements Will Be Made For Saturday Religious Observers And Handicapped Persons When A Written Test Is Held.

COMPETITIVE PROMOTIONAL EXAMS

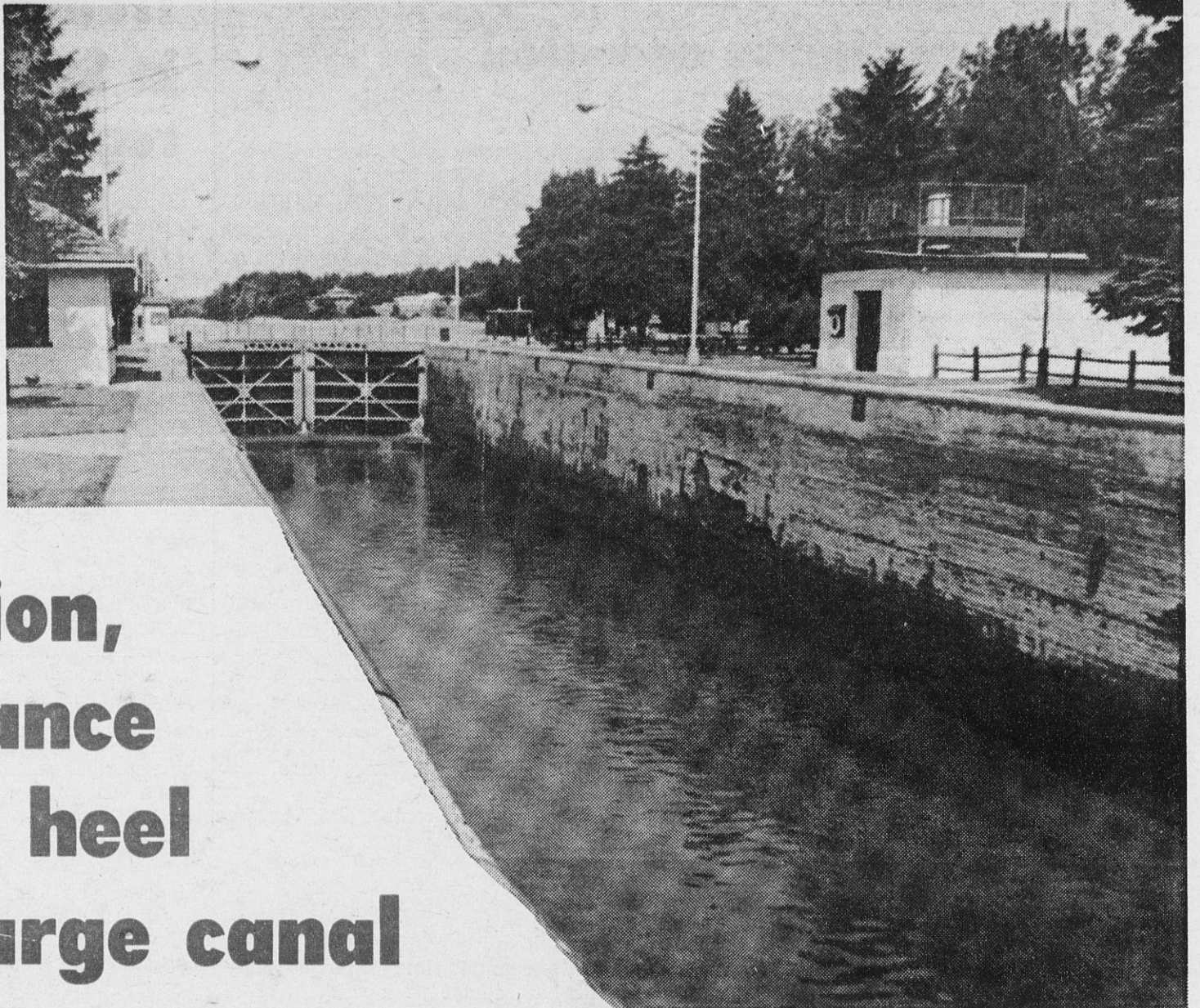
(State employees only)

COMPETITIVE PROMOTIONAL EXAMS
 FILING ENDS MAY 9, 1983

TITLE AND SALARY GRADE	DEPARTMENT	EXAM. NO.
Administrative Assistant G-18	IDP	37-949
Senior Laboratory Technician G-12		37-943
Senior Laboratory Technician (Biochemistry) G-12		37-945
Senior Laboratory Technician (Chemistry) G-12		37-944
Senior Laboratory Technician (Microbiology) G-12		37-946
Senior Business Management Assistant G-18		37-519
Commissary Clerk # G-7	CORRECTIONAL	37-961
Commissary Clerk III G-9	SERVICES	37-962
Commissary Clerk IV G-12		37-963
Associate Forester G-21	ENCON	37-771
Senior Forester G-18		37-900
Principal Forester M-1		39-710
Assistant Building Electrical Engineer G-20	EXECUTIVE	37-933
Assistant Building Structural Engineer G-20	-OGS	37-934
Head Hearing Reporter G-19	LABOR	37-955
Senior Boiler Inspector G-17	-Main Office	37-929
Supervising Boiler Inspector G-21		37-930
Senior Public Work Wage Investigator G-17		37-927
Supervising Public Work Wage Investigator G-21		37-928
Head Hearing Reporter G-19	-WC Bd.	37-820
Disability Determinations Review Clerk I G-5	SOCIAL	37-773
Disability Determinations Review Clerk II G-9	SERVICES	37-774
Associate Pari-Mutuel Tax Examiner G-23	TAX & FINANCE	37-902
Senior Pari-Mutuel Examiner G-18		37-901

"For want of a nail
the shoe is lost,
For want of a shoe
the horse is lost,
For want of a horse
the rider is lost."

—George Herbert
(1593-1633)



Renovation, maintenance Achilles' heel of the barge canal



“... THE WORK NEEDED TO KEEP THIS SYSTEM OPERATING IS AROUND-THE-CLOCK, TWELVE MONTHS A YEAR. A LOT OF THE EQUIPMENT OUR PEOPLE KEEP WORKING DATES BACK TO 1912 WHEN THE CANAL WAS LAST RENOVATED...”



When CSEA revealed that planned layoffs of a large number of full-time employees of the New York State Barge Canal system would lead to serious deterioration of canal equipment and could ultimately lead to having to shut down the canal system itself, the news media was quick to investigate. In the greater Albany area, all three network affiliate tv stations covered the growing controversy over the layoffs. At upper left, Canal Structure Operator Frank Jones right, talks with Channel 6 newsman Dick Beach as Canal Structure Operator Dave Couture looks on. At lower left, Channel 10 newscaster Marci Elliott reports on the situation at Lock 2 of the system's Champlain Canal at Waterford. At upper right, Jones shows a tv cameraman some of the intricate, but old, equipment that must be maintained at all times. At lower right, Couture talks about problems on the canal system with a reporter from Channel 13.

LAYOFFS COULD SINK THE SYSTEM

ALBANY — Probably everyone knows that any layoffs that cost more than they save make little or no sense, but despite appearances that in the long run they may actually be losing money, the State of New York seems intent on laying off 164 full-time employees of the New York State Barge Canal.

The employees, who work for the Waterways Maintenance Division of the Department of Transportation, were targeted for layoff under Gov. Mario M. Cuomo's proposed Executive Budget. The "logic" behind this plan was that if the barge canal is only open seasonally, then why employ year-round workers?

While that sounds like it makes sense, it makes no sense at all to the men and women who keep the 158-year-old canal moving every day. What's more, they point out that while the administration seems ready, willing and able to dump 164 workers, it has no intention of abolishing any top level jobs despite the fact that such jobs have been growing over the years while the numbers of employees have been reduced.

"It seems pretty dumb to be getting rid of the people who are the 'nuts and bolts' of this efficient transportation system while the office people just keep right on sailing along," commented CSEA Collective Bargaining Specialist Nels E. Carlson.

Yet the inequity of the layoff plan isn't CSEA's biggest gripe, Carlson says. The number one mistake the state is making is in cutting back

drastically on a relatively modest maintenance cost when the ultimate effect may be the destruction of an invaluable public asset.

"The barge canal locks and dams may be closed during part of the year," Carlson says, "but the work needed to keep this system operating is around-the-clock, twelve months a year. A lot of the equipment our people keep working dates back to 1912 when the canal was last renovated. With major mechanical equipment lasting over 70 years, these people have obviously been doing their job. Cutting back now will cause this equipment to deteriorate and the ultimate effect may be an end to the canal."

In a position paper opposing the cutbacks prepared by Carlson and CSEA's Research Department, several critical questions are posed; questions raised by the budget cutbacks and questions that appear to have no answers.

For example, if the barge cutbacks do cause increasing delays in transit and breakdown and replacement of very expensive equipment, will the loss of efficiency push present freight onto already deteriorating state bridges and highways? Will the deterioration jeopardize the important function of the canal's dam system as a flood control mechanism for the Mohawk Valley? Will the state have the resources to finance expensive renovations caused by reduced maintenance or is part of the plan the eventual shut down of the entire canal system?

The Waterways Division of DOT presently employs 666 full-time and 179 seasonal

employees to keep the system's 57 locks and 17 lift bridges operating. Laying off nearly 27% of the entire full-time workforce — all on operational jobs — is expected to save only \$1.7 million. CSEA says it could destroy the canal.

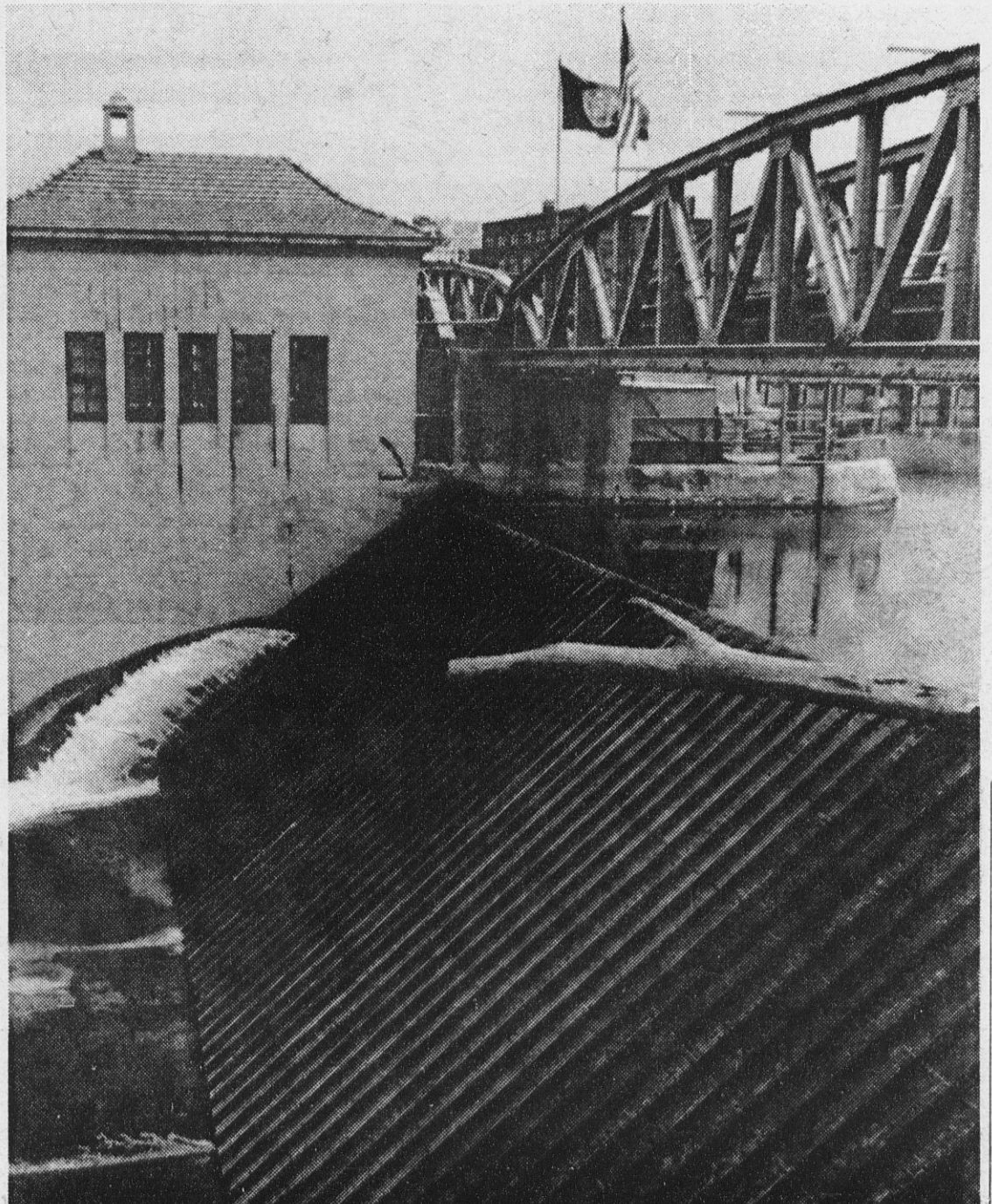
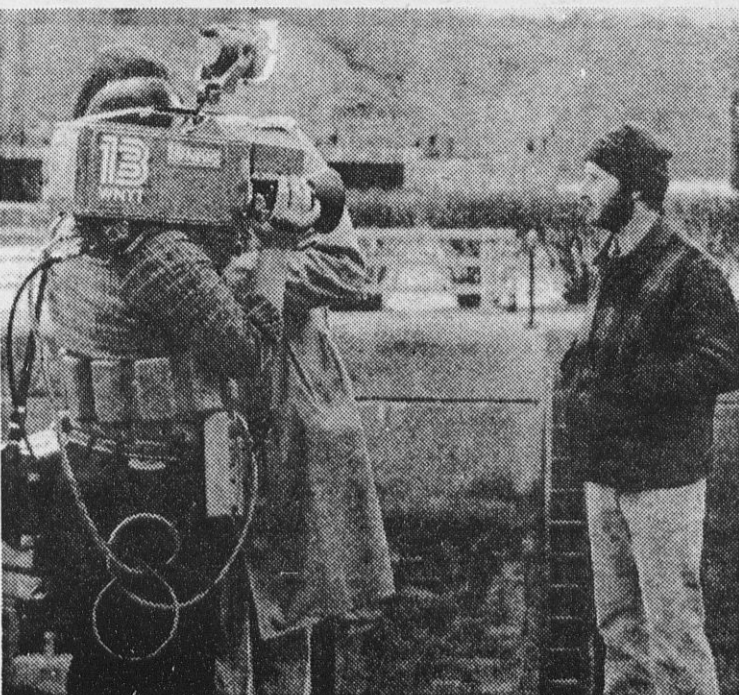
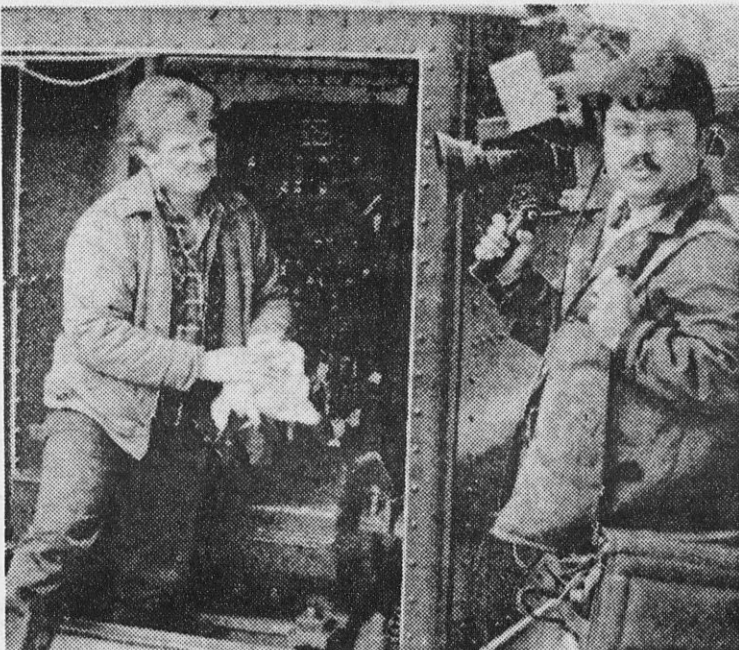
And as Carlson points out, it's not as if the state feels it's overstaffed. He notes that before a canal system employee can take even one week off in the summer months, the employee must have 15 years of service on the canal.

Even DOT itself appears to agree with CSEA's position. As a department factsheet puts it, "if maintenance and rehabilitation funding is not increased, deterioration will continue to the point where the canals may become inoperative within ten years."

The union also urges that by switching to a purely seasonal operation, the system will drive out its best employees who will seek alternate, stable employment.

"When you take out what the state will pay in unemployment insurance, health insurance and other costs that effectively reduce layoff savings," Carlson said, "it really looks like we're about to throw away a priceless state resource for an insignificant savings in a \$32 billion state budget. That's not management, that's just stupid."

Despite the bleak outlook for barge canal employees, the union is continuing its efforts to convince state officials of the false economies in their plans in an effort to turn the layoff threat around.



Unions suing Nassau to end decades of discrimination in hiring, wages



MARILYN DEPUY, AFSCME assistant coordinator of woman's activities, tells reporters how AFSCME worked with CSEA to gather information leading to a suit against Nassau County charging discrimination in hiring and wage practices. Listening is CSEA Region I President Danny Donohue.

"Nassau County had better wake up. Women have moved from the kitchen table to the bargaining table" — Rita Wallace

By Hugh O'Haire

CSEA Communications Associate

MINEOLA — CSEA and AFSCME announced last week that they would take Nassau County to court to end "several decades" of discrimination by the county in hiring and wages.

The action was the culmination of several months of preparation by CSEA and AFSCME of a study of the pay levels of 14,000 county employees represented by CSEA Local 830 which showed a pattern of "sex-segregated jobs" at the lower and upper ends of the grade scale and cited examples of "wage discrimination" where women and men in the same pay grades were paid at different scales.

"Pay equity is not a woman's issue; it's a worker's issue," said Danny Donohue, president of CSEA Region I. "We've already passed the Civil Rights and Equal Pay Acts and there is no reason discrimination should still exist anywhere in New York State in this day and age."

The findings of the study were made public at an April 14 press conference in the Nassau County press room attended by Danny Donohue, Jerry Donahue, president of Nassau Local 830; Rita Wallace, executive vice president of Local 830; and Marilyn DePuy, AFSCME assistant coordinator of woman's activities.

Jerry Donahue told reporters that he had given Nassau County Executive Francis Purcell the report several weeks earlier and had requested that the county join CSEA to conduct its own survey "to determine the degree of sex segregation in the County's workforce and to correct the disparate treatment of women." Donahue said he had received an unofficial response from the county that the union could go to court to try and prove its charges.

"That's exactly what we plan to do," Donahue told reporters from *Newsday*, *Daily News*, the wire services and radio stations.

"Nassau County had better wake up. Women have moved from the kitchen table to the bargaining table," warned Rita Wallace.

After the press conference a spokesman for Nassau County said the unions' charges were "totally false."

CSEA and AFSCME leaders disagreed with the county. The study showed, they said, a clear

cut pattern of wage discrimination and sex segregated jobs — those in which one sex dominates — in the 14,000 employees surveyed.

The study, based on county documents, found: Women make up about 56 percent of total employees in salary grades one through 14, but they are almost 90 percent of employees in the three lowest salary grades.

More than 90 percent of the county employees in grades one through 14 work in sex-segregated jobs where at least 70 percent of the job holders are of the same sex. More than two-thirds of the county's 681 job classifications are all-male or all-female jobs.

A sex-segregated workforce generally means low pay for women workers in Nassau County. "Women's jobs" pay less than "men's jobs," even when the jobs require equivalent levels of skill, effort and responsibility.

The report compared three entry level female-dominated jobs—clerical assistant, nurse aide 1 and clerk stenographer 1 in pay grades 1, 2 and 4 — with an entry level male-dominated job, labor 1 in pay grade 5. The clerical assistant, nurse aide and laborer all have minimal skill and educational requirements and generally perform routine duties under close supervision. Yet, according to the report, last year a starting laborer earned from \$565 to \$1,926 more a year than a worker starting in these jobs; \$565 a year more than a clerk stenographer 1 who passes a qualifying examination in typing and dictation.

Local 830 has a history of fighting against sex discrimination. In 1980, Local 830 brought a successful class action suit against Nassau County for paying domestic workers at the Nassau County Medical Center, a woman-dominated job, less than the employees of the male-dominated custodial workers even though both jobs are technically on the same level and pay scale. Now the local is looking into similar practices at the A. Holly Paterson Home, according to Wallace.

The study grew out of the refusal of Nassau County to conduct its own job classification study which the CSEA requested as part of its last contract negotiations, according to Jerry Donahue. Donahue and Rita Wallace, along with Region I President Danny Donohue, contacted CSEA statewide President William McGowan and Executive Vice President Joseph McDermott, both also AFSCME vice presidents, who arranged for AFSCME's help in the study. Marilyn DePuy and the AFSCME Research Department worked closely with Rita Wallace gathering data and interviewing scores of employees before finally submitting their report to the county.

According to Jerry Donahue, both CSEA and AFSCME are contacting the federal Equal Employment Opportunity Commission and will ask that it direct the Justice Department to join with them in suing Nassau County. The EEOC has 180 days to respond to the request. Donahue said that even if the federal government doesn't sue Nassau, the unions will.



CSEA OFFICIALS involved in the major law suit against Nassau County included, from left, Nassau County CSEA Local 830 President Jerry Donahue, Local 830 Executive Vice President Rita Wallace, and CSEA Region I President Danny Donohue.