

Performance evaluation task force investigating suspended rating plan

ALBANY — Members of the newly-appointed CSEA Presidential Task Force on Performance Evaluation held their first meeting in Albany January 23, hearing reports on how the rating system for state workers was supposed to have worked, and an admission from the state's Director of the Governor's Office of Employee Relations that the state miscalculated."

Marty Langer, Executive Director of the joint CSEA / State committee on Performance Evaluation, told the group that the intent of the system was good, but that poorly-trained management and poor communications among the various levels of state supervisors caused the chaos of double-ratings and artificially-lowered ratings that ended when CSEA President Bill McGowan put the system into a state of suspended animation on Jan. 9.

Langer's fellow committee members, Marie Romanelli of Local 610 and Bill Chacona of Local 418, also answered questions for the Task Force.

Earlier, questionnaires about the problems with the system were mailed to all CSEA local presidents concerned. They will be analyzed by two committee interns, Alayne Katz and Eric Bertel, and the results released to Task Force members. In addition, the Task Force received additional questionnaires to use in interviewing people who had specific complaints about their ratings.

The Performance Evaluation System affected the 107,000 members of CSEA's statewide Operational, Institutional and Ad-

ministrative bargaining units.

Sandy Frucher, director of the Governor's Office of Employee Relations, indicated that the lack of understanding on the part of supervisors regarding the definitions of each of the four adjectives used to describe performance, as well as the lack of a fifth rating category, caused his office to react somewhat violently. Frucher claimed that, where ratings appeared to have been too high for any particular work force, his office indicated what numbers should have appeared in a normal

statistical distribution and asked for further justification of all ratings higher than "satisfactory." Employees and managers alike then believed that a "quota system" had been instituted, despite Frucher's denials.

Task Force members will meet in Albany again on Feb. 7. Meanwhile, they are investigating all ratings-related complaints from union members, and will use their findings to help revise the plan and straighten out all problems before any future performance-rating system takes effect.

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McGowan labels proposed state budget 'absurd'

ALBANY — "Somehow I can't see our people being understanding of the state's fiscal problems when the Governor can afford to lay out millions of dollars on Executive Aircraft and spend still more to fix up his mountain retreat in the Adirondacks."

That was how an irate William L. McGowan answered one reporter's question about how CSEA viewed Governor Carey's newly proposed state budget calling for broad reductions in state services and the loss of some 9,000 state jobs by April, 1981.

"Right now there are not enough employees to run this state effectively and efficiently, but there always seems to be money to buy helicopters to fly to the Olympics, or build a gym at the Governor's mansion, or hire more people at the Office of Employee Relations," the union president told newsmen.

"It's ironic that hundreds of our people have volunteered to leave their homes and families next month so that this state can host the International Winter Olympic Games and while these people are doing their best to make this event a reality, our 'leader' will be flying there in his new \$1.6 million dollar helicopter, staying at his newly remodeled mountain mansion and telling the news media that the 'days of wine and roses' are over and employees have to go. I think the whole thing simply stinks."

Carey's unveiled budget for the state's fiscal year beginning April 1, 1980, provides for a phased reduction of over 9,000 state jobs by April of next year with all cuts promised to be from attrition. As vacancies develop from retirement or resignations,

positions would be dropped until the reduction is accomplished.

The "attrition" concept is a new one for the state, prior workforce reductions have been through mass layoffs but as a result of a study conducted by the Continuity of Employment Committee, a joint labor-management committee established under the former CSEA-State contracts, research proved attrition was the most humane and economical way to reduce a workforce.

McGowan made it clear, however, that the union will not accept the planned reduction because of the increased burden it will place on already understaffed state operations.

"Our people are already being pushed beyond the limits in far too many areas from understaffing," Mr. McGowan said, "and talking about more cuts is absurd. If we have to go to war over this issue then that is exactly what we will do."

The union has publicly threatened an end to its political contributions in state legislative races and action through the U.S Department of Labor to force the state to abandon its job freeze plans or lose federal assistance under the Comprehensive Employment and Training Act (CETA) program. CETA regulations bar use of CETA workers by public employers when a hiring freeze is in effect in similar titles.

In recent weeks, despite the "leaks" about the coming of the austere state budget, Albany area news media have been exposing several instances of wild spending by the Governor and his staff. First to be revealed was the planned purchase of

some \$16,000 worth of Iranian rugs for the Governor's mansion, a bargain that included a nine by fourteen foot rug for the "breakfast room" valued at \$9,895. This was, by the way, in January while 50 American hostages were still held in Iran; In the wake of the media exposure, the administration decided it could do without the rugs. Within days, however, it was learned that the Governor had procured a "universal gym" from a state agency.

The rug fiasco paled by comparison to "Carey Airways", the Executive airlines providing transportation for state officials. First, newsmen discovered that the Governor had ordered a \$1.6 million helicopter, suitably outfitted of course, in which to fly to the Olympics. Just last week, however, it was revealed by the Albany Times Union that buried in the "austere" state budget is purchase of a \$1.3 million airplane for the Governor.

Reporters also uncovered a \$100,000 appropriation to "fix up" the executive retreat at "Top Ridge" in the Adirondacks, a sprawling mountain resort which will serve as the Governor's base of operations during the Olympics. At the same time that this boondoggle was underway, CSEA was working out a memorandum of understanding to provide decent living facilities for the hundreds of state workers who volunteered to go to Lake Placid next month to make the Olympics a reality.

"A lot of people still believe that our members are nothing more than numbers that can be added or subtracted from the payroll without any effect," Mr. McGowan said. "These Olympics are a perfect example of the kinds of impossible jobs we are called upon to do daily. What would happen if our people suddenly decided that they didn't want to put on the Olympics and went home?"

Annual legislative seminar scheduled

ALBANY — CSEA's annual Legislative Seminar especially designed for members of local and unit political action committees is scheduled for Saturday, February 2, at the Empire State Plaza Convention Center in Albany.

Several hundred CSEA activists are expected to participate, according to Bernard Ryan, CSEA Director of Legislative and Political Action. But, he noted, a high percentage of letters containing information on the seminar and

registration forms were not delivered by the postal service.

He urged members interested in attending, but who have not yet registered by return mail, to immediately contact their CSEA Local president. Approval for attendance is necessary from the individual's Local president. Due to the late date, Local presidents or their designated Local officer may register their designated members by calling the union's Legislative and Political Action office in Albany.

Informational session held for Judiciary Local members

WEST SENECA — It might have been the first time that members of an audience hoped that the speakers would be full of hot air.

The occasion was a recent informational meeting for members of Judiciary Region 6 CSEA Local 335 members concerning the tentative contracts covering 3,800 employees of the Office of Court Administration across the state. But, as the adjoining photos illustrate, a malfunction in the room's heating system left the audience cooling their heels and a whole lot more.

CSEA Collective Bargaining Specialist Patrick Monachino conducted the chilly meeting, one in a series of information sessions being held across the state prior to sending out ratification ballots to members.



CSEA COLLECTIVE BARGAINING SPECIALIST Patrick Monachino answers a question concerning the tentative contract. At left is Judiciary Local 335 Secretary George Weiner.



Right, STUDYING TENTATIVE AGREEMENT are, from left, Alex Manson, Maryann Freedman, Jeff Spencer and Gene Ganghan.



Below, AN ATTENTIVE Peter Coppola listens to explanation of contract details. At his left is an equally attentive Eleanor Molnar.



Above, DRESSED AGAINST THE COLD due to a faulty heating system in the meeting room, these four court employees study copies of the tentative pact. From left are Louise Steinhoff, Charlene Landahl, Stephanie Danielwicz and Cathryn Cohen.

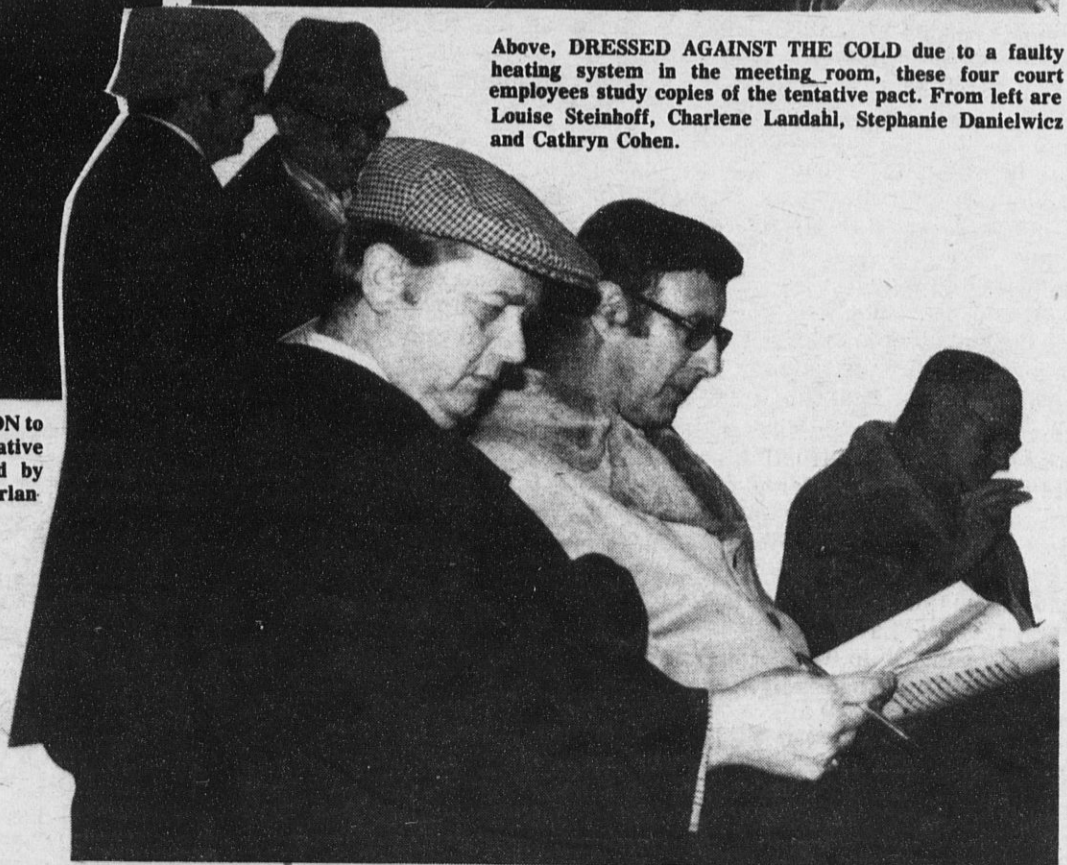
Pact within guidelines

NEW YORK — Chief Administrative Judge Herbert B. Evans announced on January 16 that the Federal Council on Wage and Price Stability has determined that a tentative three-year collective negotiating agreement between the State Judiciary and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO, is within the President's wage guidelines.

The union represents about 3,000 nonjudicial employees in the Unified State Court System.

When ratified by the employees, the new agreement will provide increases that are substantially similar to increases negotiated for employees in the State Executive Branch.

Right, CLOSE ATTENTION to written copies of the tentative agreement is being paid by Bob Kriner and Charles Orlando.



Court ruling backs union on holidays

MINEOLA — It appears that Martin Luther King Day and Flag Day will become holidays for Nassau County Employees represented by CSEA Local 830.

CSEA Regional Attorney Richard Gaba reported the Appellate Division of State Supreme Court, Second Department, has ruled unanimously in favor of CSEA.

The actual decision upheld a ruling by Supreme Court Justice Alexander Berman who agreed with the Nassau County Local that under its contract with the county the two

holidays are paid holidays, Martin Luther King Day on Jan. 15 and Flag Day on June 14.

Gaba said the unanimous court decision was made during the second week of January, and the county has 30 days from then to seek the permission of the State Court of Appeals to appeal the Appellate Division decision.

He said once the county exhausts its appeals, the union will demand the employees involved "be made whole" back through 1977, and will go to court if necessary.

Local 830 President Nicholas

Abbatiello said those employees who took the days off will be entitled to additional days off and that those employees who worked will be entitled to holiday pay of one day's pay plus time and a half for each day worked.

Abbatiello, in a Martin Luther King Day message, said:

"A year from today, when we meet again to honor the work and memory of the Rev. Dr. Martin Luther King, we CSEA members will be attending the ceremony on our paid holiday.

"Thanks to the recent actions of

the New York State courts, Martin Luther King Day will be our paid holiday.

"One of the most interesting aspects of our union's successful quest of this holiday is that we did it the way Dr. King would have done it, had he still been among us.

Dr. King knew his cause was right. He knew by exercising the legal remedies available, right would win in the end. This is how CSEA acted during the past two years to achieve this holiday for you."



LONG ISLAND CSEA REGION I President Irving Flaumenbaum, left, spoke at Martin Luther King Day ceremonies at Pilgrim Psychiatric Center in West Brentwood on Jan. 14, and called for Martin Luther King Day to be made a national holiday. Flaumenbaum said he has asked CSEA President William L. McGowan and AFSCME President Jerry Wurf to support his proposal. Joining Flaumenbaum at the ceremonies were Clayton Chesson, center, Pilgrim Psychiatric Center CSEA Local 418 King Day Committee chairman, and Jean Frazier, Local 418 first vice president.



MARTIN LUTHER KING DAY was observed by Nassau County with ceremonies in Mineola on Jan. 15. Among those taking part in the ceremonies were, from left, the Rev. David Parker of Elmont; Nassau County CSEA Local 830 President Nicholas Abbatiello; and James Rice, executive director of the Nassau County Human Rights Commission.

Dozen Ithaca layoffs stopped

ITHACA — CSEA Local 855 has managed to prevent the immediate layoff of as many as 12 City of Ithaca public works employees.

Local 855 President Lou Nayman, backed by the presence of more than 85 DPW employees and Unit President Gordie Morgan, spoke before the city's Common Council recently and persuaded the aldermen to keep the full roster of DPW employees at least until March 1. He argued the need for high-quality, essential services as they are being provided by city employees.

The recommendation for layoffs came as a result of a budget squeeze and a consultant's report which questioned the need for the present system of public works services. Although that report recommended reduction of staff by attrition, it was clearly the catalyst for the move to lay off city workers and contract out services to the private sector.

President Nayman warned the aldermen of the legal and practical consequences of contracting out. He emphasized the need for public control of essential services as well as flexibility to meet emergency needs as they arise. The City of Ithaca has had major flood problems for the past several years. Layoffs could mean increased dangers to life and property.

After several back-and-forth meetings, the Council followed Mayor Raymond Bordoni's suggestion, and voted 5 to 4 to prevent any layoffs prior to March 1. They also accepted the union's suggestion that the City's tentative budget and the consultant's report be reviewed by CSEA / AFSCME staff with an eye towards

possible savings in order to prevent any layoffs in 1980. Discussions have already begun on the whole matter. The majority of aldermen have thus far acted on their position, stated in the election survey taken by CSEA last November, that layoffs and contracting out are the least desirable solutions to budget problems.

Performance evaluation task force

The following CSEA members have been appointed to the special Performance Evaluation Presidential Task Force (see page 1 for related story) by CSEA President William L. McGowan:

Region I Vivian Landstrom, Suffolk Developmental Center; Bud Scudder, Central Islip Psychiatric Center; Arthur Loving Sr., L.I. State Parks and Recreation; Lou Mannellino, Department of Transportation; Carl Fennell, Kings Park Psychiatric Center; Laura Fortner, SUNY at Farmingdale; Jean Frazier, Pilgrim Psychiatric Center.

Region II Charles Bell, Creedmoor Psychiatric Center (Chairman); Rose Sutro, New York City; Sarah Johnson, State Insurance Fund; Glennie Chamble, Brooklyn Developmental Center; James Wood, Downstate Medical Center; Ken Slusher, Public Service Commission; Betty Matthews, Department of Labor.

Region III Robert Comeau, Eastern Correctional Facility (Chairman); Marie Romanelli, SUNY at New Paltz; Harold Ryan, Wassaic Developmental Center; Willie Trotman, Rockland Children's Psychiatric Center; Alex Hogg, Middletown Psychiatric Center; Jack Cassidy, Department of Transportation; Larry Natoli, Fishkill Correc-

tional Facility; Robert Coleman, Rockland Psychiatric Center; Margaret Zettle, Mid-Hudson Psychiatric Center.

Region IV C. Allen Mead, Christian Memorial Health Department; Dolores Farrell, Civil Service Department; John Wyngaard, Upstate Supply Support Distribution Center; Alan Siegel, Social Services Department; Charles (Butch) Knox, SUNY at Albany.

Region V John Giehl, Utica Psychiatric Center; Charles Gregory, Binghamton Psychiatric Center; Robert Vincent, SUNY at Syracuse; Ted Beers, SUNY at Delhi; Albert Church, SUNY at Oneonta; Patricia Crandall, SUNY at Cortland; George McCarthy, St. Lawrence Psychiatric Center.

Region VI Mary Ann Bentham, SUNY at Fredonia; Sylvia Ebersold, Rochester City; David Poliso, J.N. Adam Developmental Center; Elaine Todd, Department of Labor; Harold Towner, Hornell City; Patricia Pfleger, Buffalo City.

HOLTSVILLE — Suffolk County CSEA Local 852 moved into its new office at 755 Waverly Ave. on Jan. 14, 1980.

The new, larger, facility, is open from 8:30 a.m. to 4:30 p.m., Monday through Friday. The new telephone numbers are: (516) 475-8600, 475-8601, 475-8602, 475-8610 and 475-8611.

The Region I satellite office remains in Hauppauge.

Mediation set over dispute

By Jack Murphy

MONTICELLO — Walter Durkin, President of the Sullivan County Unit of CSEA, has announced the appointment of a mediator for the unit's dispute with the county and the date of the first mediation session.

Durkin said that Leonard Seiler, a Rockland County attorney, would conduct the first session on Jan. 30. CSEA, which represents about 300 workers in the unit, declared an impasse in negotiations last December.

Durkin said the two sides were at odds in a number of areas. Among the items in dispute are salary levels; CSEA has demanded an 11 percent increase while the county has stuck with an offer of 5 percent.

CSEA is also seeking changes in longevity benefits, the establishment of an agency shop, inclusion of a dental plan with health-related benefits, and changes in the present overtime provisions.

Durkin's unit is opposing efforts by the county to change summer working hours and weekend working provisions for some employees.

Presently, the summer work week (during July and August) is 30 hours a week and the county is seeking to increase the number of working hours to 35. The county is also seeking to eliminate the practice of providing employees at around-the-clock, 7-day a week facilities with two weekends off each month.

John Naughter, Collective Bargaining Specialist for CSEA Region 3, is assisting Durkin and other unit officials in dealings with the county.

Enjoin plan

ALBANY — The Appellate Division of State Supreme Court has enjoined the operation of a prepaid legal services plan operated by Blue Crest Plans, Inc., of Hartsdale, N.Y., on the grounds that the plan was legally an insurance plan and no license to operate the plan had been obtained.

The unanimous decision reversed a lower court's decision that it was proper for the Blue Crest Plans to sell prepaid legal services to members of a Staten Island Union.

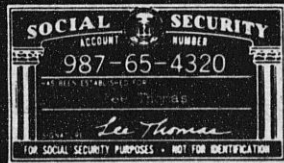
Several unions have been involved in plans in the past where a firm sells policies providing prepaid legal services to union members. This case, however, dealt with direct sale of policies to individuals.

In making the determination, the court said that because of the nature of the plan, the legal services offered constituted insurance within the meaning of the state Insurance Law and since the plan had not obtained advanced approval for such insurance from the state, a permanent injunction barring use of the plan was required.

CSEA locals wishing to check on proposals of prepaid legal services should research these proposals prior to implementation through the office of CSEA Chief Counsel James W. Roemer, Jr., at CSEA Headquarters, 33 Elk St., Albany, N.Y., 12224.



questions and answers



Q. Up until the end of October, I didn't have any medical expenses for this year. Then, I had to make several office visits to my doctor and have some tests done at a laboratory. Isn't there a special Medicare rule that lets me count these expenses toward the \$60 deductible for this year and next year, too?

A. The rule you're referring to is called the carryover rule. If you have covered medical expenses in the last 3 months of a year that can be counted toward your \$60 medical insurance deductible for that year, they can also be counted toward your \$60 deductible for the next year. This is true even if your total covered expenses for a year are less than \$60. Any social security office can give you more information about the

carryover rule.

Q. I recently had a bad fall and injured my back. Will Medicare pay for the services of a chiropractor?

A. Medicare medical insurance helps pay for only one kind of treatment furnished by a licensed and Medicare-certified chiropractor. The only treatment that can be covered is manual manipulation of the spine to correct a subluxation that can be demonstrated by X-ray. Medical insurance does not pay for any other diagnostic or therapeutic services, including X-rays, furnished by a chiropractor.

Q. I've been told it takes a long time for SSI disability claims to be processed. I have very little cash and I'm afraid it will run out before my SSI

payments start. Can I get some financial help while I'm waiting?

A. A claimant who is otherwise eligible and found presumptively disabled (or presumptively blind) can get payments for up to 3 months while it is being medically determined if he or she is disabled (or blind). These payments will not be considered an overpayment if it is finally determined that the claimant is not eligible. The people at the social security office can give you more information when you apply for SSI payments.

Supplemental security income (SSI) payments can be made to disabled children regardless of their age.

Albion contract reopened

ALBION — Workers of the Town of Albion represented by Orleans County Local 837 of the Civil Service Employees Assn. have received an extra 25¢ per hour raise, effective January 1, 1980, as a result of the successful reopening of their contract by CSEA Collective Bargaining

Specialist Danny Jinks.

Jinks argued that the previously negotiated raise of 30¢ per hour was insufficient because of the current rate of inflation.

The Town board agreed and thus the worker's raise is 55 cents per hour.

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below 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.

Change of Address for 'The Public Sector'

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. _____

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Fund growth modest, surge predicted

By Deborah Cassidy
Staff Writer

COLONIE — Changes are continually being made in the policies of the Civil Service Employees Assn. administered Employee Benefit Fund, established in July, 1979, as the result of contract negotiations between the union and the State of New York.

The EBF, which provides dental and prescription benefits for all members of the administrative, institutional and operational state CSEA bargaining units, is also open to employee groups in political subdivisions. These groups, says Thomas P. Collins, Director of the EBF, may get into the plan through collective bargaining, with the employer paying the necessary cost of participation.

Fund membership has increased modestly in the last few months with the inclusion of such groups as Youth Support, Inc. and the State University Construction Fund. And the number of participants is expected to grow drastically over the next year as more large counties join.

Collins and Assistant Director Thomas J. Linden are currently working with the trustees of the Fund to establish several new plans for the future to meet the varying needs of the members in the political subdivisions, Linden indicated. They expect to have a minimum of three kinds of benefit plans "There must be a low cost entry plan for those who have none, and better plans to attract those who already do," said Collins.

The form for filing dental claims

with the EBF has been revised, making it easier to read and understand. The new forms, added Collins, will be more readily available than in the past, and may soon be distributed through all CSEA Locals and agency personnel offices.

Employees who go on leave of absence without pay for no more than a year may now retain their coverage by making direct payment to the Fund on a quarterly basis. Several hundred employees in this situation have taken advantage of this option already, Collins pointed out.

A recent reduction in the waiting period for coverage from 90 to 28 days is another improved feature. This means when an employee transfers from another health plan to the EBF, the first plan remains in effect for 28 days and the fund immediately becomes effective at the end of this period. In addition, coverage continues on the EBF for 28 days after an employee leaves government service due to termination, retirement or death. "This is especially good because it allows an employee or a dependent to finish up any dental work that may have been started during the life of the plan," explained Linden.

In the early stages of the program, payment of claims was slow. In recent months, however, Linden noted, the average time for payment has been between five days and two weeks. Only 20 percent of the claims are now being held up, he said, and this is because the forms must be mailed back to a member or dentist who forgot to sign them. To date, ac-

ording to Linden, over 40,000 claims have been paid.

The EBF has readily gained acceptance among dentists, especially among group dental practitioners, says Linden. The employees are generally satisfied with the program, and any complaints they have made were immediately investigated by a Fund representative. "Members who feel their claim has not been adequately covered may follow an appeal procedure to have it reviewed. In many cases we have

reconsidered and increased our payment," Collins said.

Collins encourages employees to take advantage of this benefit. While the utilization rate is not drastically low, he noted it could be higher. "It's here, it's free and we want everyone to use it," he commented.

A new pamphlet offering general information and providing answers to the ten most asked questions about the Fund is now being prepared and will soon be mailed to all EBF members.



THOMAS J. LINDEN, Assistant Director of EBF, is available to meet with political subdivision groups to discuss how they may participate in the Employee Benefit Fund.



EBF DIRECTOR Thomas P. Collins addresses a group of CSEA members on one of his many trips around the state to inform the membership about the fund.

Fund representatives available for meetings

COLONIE — Members wishing to know more about the operations of the Employee Benefit Fund are invited to stop into the office at One Park Place, just behind 80 Wolf Road in Colonie.

Inquiries may also be made by mail, and will be promptly answered.

Thomas J. Linden, Assistant Director of the EBF, will attend political subdivision meetings to explain what the fund offers, how to get into it and to answer questions. He said he will also participate in collective bargaining sessions to address employers. Local presidents may call him at 459-8463 or 4.

Special notice to State employees:

The CSEA Employee Benefit Fund is notifying all employees in the state's Administrative, Institutional, and Operational bargaining units that Dental Insurance Forms are now available by mail. To receive your form as soon as possible, complete the following information coupon and send to:

EMPLOYEE BENEFIT FUND

1 Park Place
Albany, New York 12205
(Please print clearly)

Name: _____

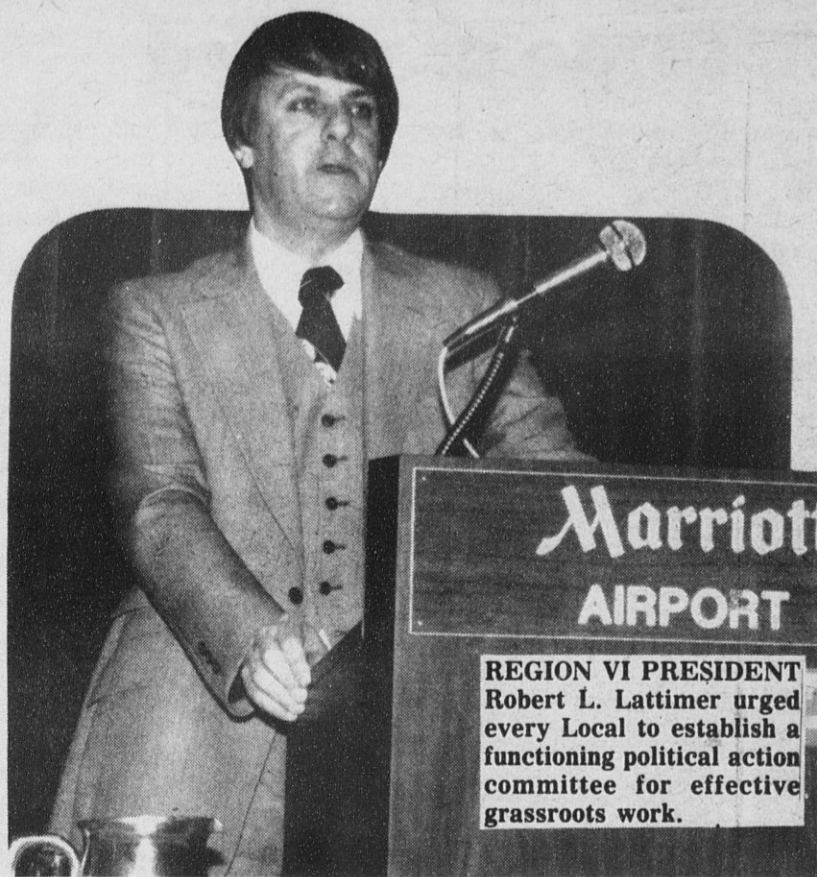
Address: _____

City _____

State _____ Zip _____



ONE PARK PLACE, ALBANY, NEW YORK 12205



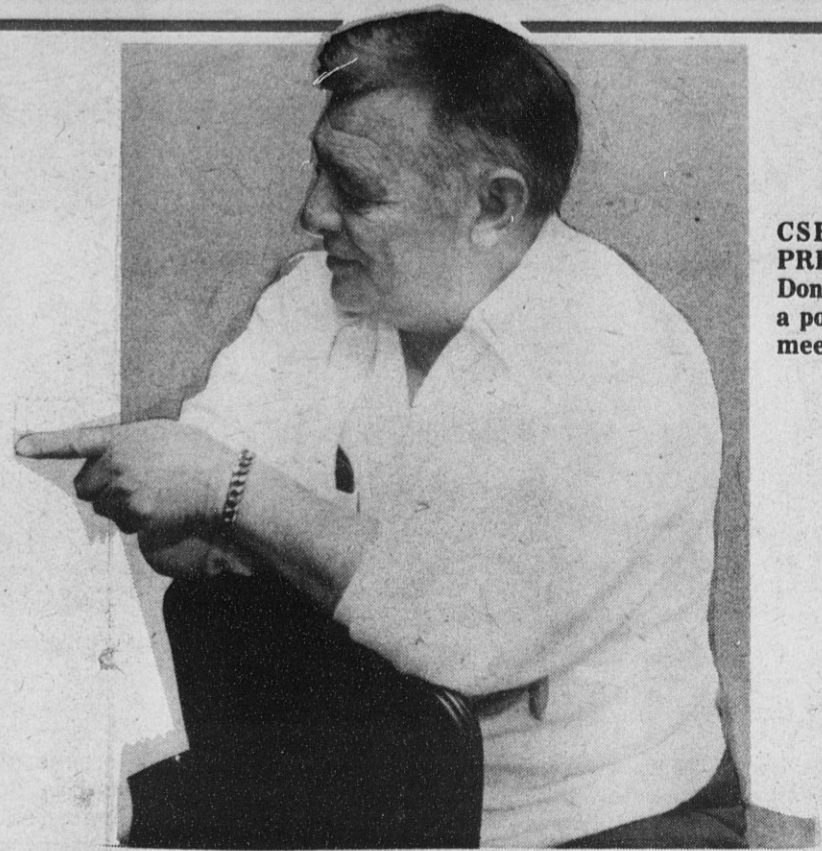
REGION VI PRESIDENT Robert L. Lattimer urged every Local to establish a functioning political action committee for effective grassroots work.



CSEA PRESIDENT William L. McGowan reaffirmed his intentions for an all out fight to win legislative approval of an OSHA bill this session.



REGIONAL DIRECTOR LEE FRANK delivers a program dealing with contract language during a workshop session. At left is Francis "Skip" Dunham, county workshop chairman.



CSEA EXECUTIVE VICE PRESIDENT Thomas H. McDonough gestures while making a point during recent Region VI meeting.

Performance evaluation system reviewed at Region VI meeting

By Dawn LePore

ROCHESTER — The state's performance evaluation system, the political action effort and the continuing problem of member apathy were major topics of discussion at the CSEA Region 6 meeting held January 11 and 12 at the new Marriott Airport Hotel here.

The meeting was sponsored jointly by the Rochester City Local 012, the Rochester Psychiatric Center Local 420, the Monroe Developmental Center Local 439, the District 4 Barge Canal Local 504, the Transportation Region 4 Local 506, the Industry School Local 552, the SUNY at Brockport Local 601 and the Monroe County Local 828.

"The performance evaluation system is not dead, but it is very clearly dormant," said Marty Langer, Executive Director of the Work Environment and Productivity Committee. He explained that no more employees are to be evaluated until the plan is revised to include better training for evaluators and a more equitable award system.

He added that an investigation of the abuses in the program was being conducted. Langer emphasized that all employees who have been given outstanding ratings would be paid bonuses, according to state assurances to that effect.

Marie Romanelli, a member of the committee that helped put together the program, admitted that there were weaknesses in the program, but urged support of the concept.

"I believe, as a state employee and a local president, in the type of concept we negotiated," she said. "It isn't perfect and probably never will be 100 percent. We want to address the inequities, but we need time. If you don't give it, along with your cooperation, you'll only hurt yourself."

During the afternoon general

business meeting, Dominic Savarino, co-chairman of the region's political action committee, stressed the importance of every local establishing its own PAC. Each local would then have a representative on the regional committee, he said.

"If you don't, don't expect the legislators to give us anything," Savarino said. "There are currently 800 anti-labor groups across the country lobbying in Congress. If Congressmen get elected that are anti-labor, the bills that will be passed will be anti-labor."

"If your local doesn't have a committee," added Region President Robert Lattimer, "the political action fund will not entertain any request for funds from your local."

In regard to a letter sent to locals two months ago requesting their suggestions for staffing bargaining unit committees, Lattimer noted that many, including five mental health facilities, had yet to respond. In addition, a questionnaire on how to improve region services handed out during the last region meeting was also met with poor response, he said.

Public Sector reporter Dawn LePore addressed the group of 200 concerning the importance of good communication between local officials and the newspaper.

"Unless we're notified by you as to what's happening in the region, we're not able to provide the coverage the region deserves in the paper," she said. Le Pore repeated her request made earlier this fall to be placed on regular local mailing lists.

On other issues: — CSEA President William McGowan reaffirmed his intent to work toward implementation of OSHA safety standards for all public employees in the state.

"I want OSHA not only for state people or political subdivisions, I want it for all of our people, and that

means one hell of a fight," he said. "Our people deserve a safe place to work."

— CSEA staffer Jack Carey urged that locals have their grievance representatives certified as required.

— County workshop Chairman "Skip Dunham reported that Genesee County Local 819 President Gary Clark has replaced Jim Wiley as vice-chairman of the workshop, following Wiley's resignation from his Cattaraugus County post.

— Members voted to contribute \$300 to the CSEA Family Fund.

— The possibility was discussed of creating a brochure to be made available at the Niagara Falls Delegates' Meeting this fall. The brochure would include information about restaurants, shopping areas, tourist attractions and other points of interest.



MARTIN LANGER tells members "the performance evaluation system is not dead, but it is very clearly dormant."



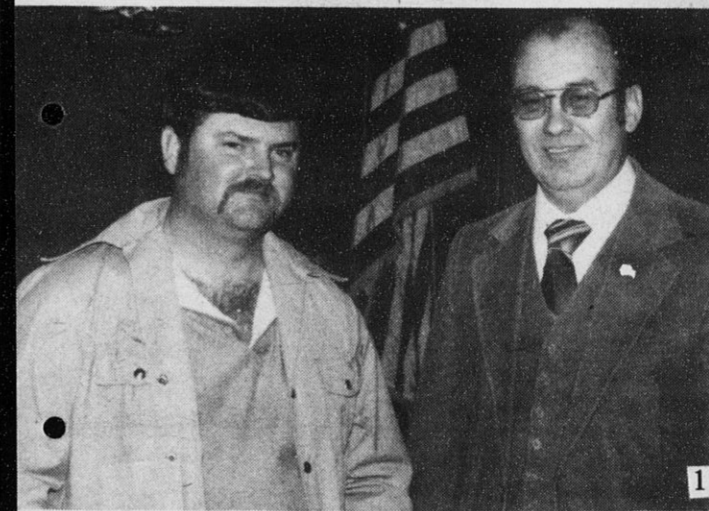
FRED DENSON, a member of the Board of Arbitrators, participated in the mock arbitration session presented as an education program.

Arbitration

ROCHESTER — Combining a rare mixture of information and entertainment, a mock arbitration session highlighted the Friday evening session of the recent Region 6 meeting held here.

Members of the audience responded enthusiastically to the program, written by Regional Director Lee Frank. The session detailed the grievance of an employee of an imaginary facility, discharged because of the alleged physical abuse of a retarded client there.

Tongue-in-cheek performances were turned in by Region 6 field reps Bob Young as the employee and Tom Pomodoro as the client. Attorneys Steve Wiley and Jim Hancock represented the two sides, with Fred Denson, a member of the CSEA-state board of arbitrators, mediating the program.



PARTICIPANTS in mock arbitration case included Region VI Field Rep Bob Young and CSEA Atty. Stephen Wiley.

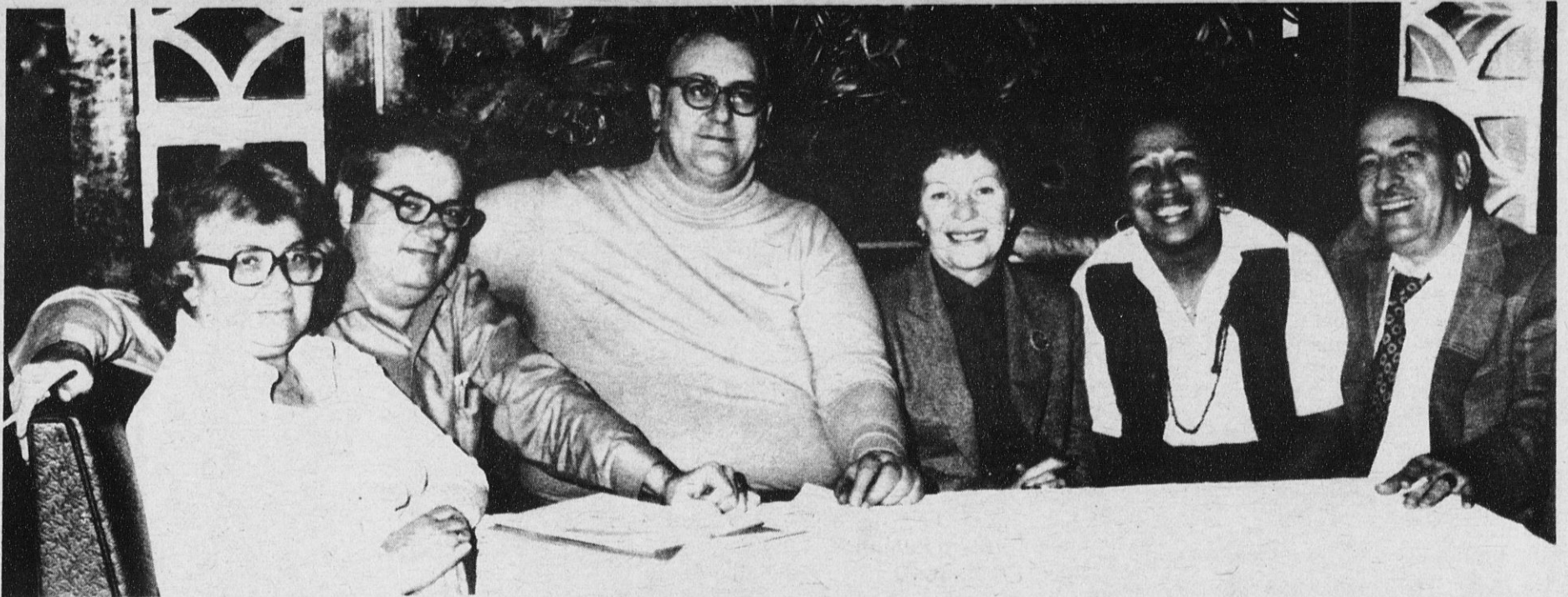


REGIONAL ATTY. Jim Hancock, left, and Region VI Field Rep Tom Pomodoro, right, helped conduct session on arbitration.

1) HORNELL CITY LOCAL 007 representatives at regional meeting included delegate Ed Robinson, left, and Local President Harold Towner.

2) DISCUSSING ITEMS OF MUTUAL INTEREST are, from left, Buffalo Psychiatric Center Local 403 President Mickie Stanton, West Seneca Developmental Center Local 427 President Elaine Mootry, Rochester Psychiatric Center Local 420 President Mike Thomas and Regional Field Rep Bob Young.

3) BARGE CANAL LOCAL 504 members present included, from left front, Local President Dale Hatch, John Hatch, Jerry Miller, Vice President Floyd Newlands, and standing from left, Secretary Jim Brayer and Leon Baxter.



DEPARTMENT OF LABOR CSEA Local 350 Executive Board has voted to donate \$100 to the Stop Arthritis Telethon. The vote was taken at the board's Jan. 14 meeting in Flushing. Voting unanimously in favor of the donation were

from left, Florence Ritter, treasurer; Dennis Tobin, second vice president; George Caloumeno, president; Betty Mathews, first vice president; Tina Packer, secretary; and John Gianguercio, financial secretary.

Challenge Niagara Parks work week change

By Dawn LePore

NIAGARA FALLS — Since Thanksgiving Day, management at the Niagara Frontier Parks has imposed a four-day work week upon employees, in apparent violation of Article 32 of the state contract.

"They implemented this figuring that no one would say anything," said Joseph Fabiano, President of CSEA Local No. 104. "The office said it was mandatory, although Article 32 says that work hours can't be changed without the consent of employees, except in an emergency. And this wasn't an emergency."

The order, by Parks Commissioner Mario Pirastru, requires about 70 employees to work ten-hour days, beginning a 7 a.m., Monday through Thursday, until March, when the normal working hours would be resumed.

"This whole thing causes a lot of

problems for people who have young kids at home or for some who have two jobs to make ends meet," Fabiano said.

"Pirastru's action is unconscionable," said Robert Lattimer, CSEA Region 6 President. "He blatantly ignored all protocol by choosing to violate a negotiated contract. And the Department of Employee Relations has also outstepped bounds by refusing to tell an appointed official to follow that contract."

A contract grievance — currently in second stage — filed at the beginning of December demands that the work week be changed back immediately and that employees be paid at one-and-a-half times the regular rate for all hours over eight, as well as providing for the return of any

accruals used for those extra hours.

In addition, a non-contract grievance has also been filed, in regard to a interpretive memo, from the Office of Employee Relations, on the subject of Article 32. Dated March 1, 1978, the memo includes guidelines on how to establish alternative work schedules.

"We maintain that any consultation of the employees (as required by Article 32) was not recorded properly and submitted with any other appropriate materials to the Office of Employee Relations," said Danny Jinks, Region 6 collective bargaining specialist.

"Pirastru and the Niagara Parks Commission have gone into this project without sufficient information to determine the impact on employees and their families and the work to be

accomplished in the winter season," he said.

"Their contention is that you can save energy. We think that the energy saved will be minimal compared to the inconvenience of the employees involved.

"When we questioned Pirastru and Bradowski (Assistant Parks Director) as to whether they had done a feasibility study on the productivity of employees working more than eight hours, they said 'No,'" Jinks said. "Our research into such studies show that productivity of employees, because they're tired, drops drastically between the eighth and tenth hour.

"It seems to us that this shows the change in work week to four days was nonsensical and a waste of taxpayers' money."

CSEA 1980 PRESIDENTIAL STRAW POLL



Who Would You Vote For If the Election Were Held Today?



REPUBLICAN

Do You Recognize the Name?

YES NO

Ronald Reagan
John Connally
George Bush
Howard Baker

WHO WOULD YOU VOTE FOR?

check one

OTHER: _____

DEMOCRAT

Do You Recognize the Name?

YES NO

Ted Kennedy
Jimmy Carter
Jerry Brown

WHO WOULD YOU VOTE FOR?

check one

OTHER: _____

Please complete and mail your Straw Poll Coupon to: CSEA STRAW POLL, 33 Elk Street, Albany, N.Y. 12207

In 1980 all CSEA members and their families will be going to the polls to elect a new President of the United States. With the increasing financial role of the federal government in state and local government finances, Presidential politics has become an ever increasing focus of attention for public employee unions.

In an effort to monitor the attitudes of its members in this vital election year, CSEA is conducting a straw poll to get an indication of the Presidential preferences of its members at the outset of the campaign. Your participation will help CSEA assess the attitudes of our membership to the candidates to help the union monitor the changes in attitude of our members, if any, during the campaign.

To participate, check the boxes to the left of candidates to indicate if you recognize their names. Then pick one of the candidates which you feel you would vote for if the election were held today. Mail your straw poll ballot to: CSEA Straw Poll, 33 Elk Street, Albany, N.Y., 12207. You'll be helping your union deal with the demands of presidential politics and you'll be helping reflect the true voter strength of the candidate that you would like to see become the next President of the United States.

Amsterdam unit finally gets new contract

● AMSTERDAM — Nearly two years of heated and sometimes discouraging contract negotiations between the Greater Amsterdam School District Aides Unit of the Civil Service Employees Assn. and the school board have ended in a three year agreement containing a salary increase and some additional benefits.

The new pay schedule, which serves only to bring salaries for teacher aides up to federal minimum wage standards for each school year from July 1, 1978 to June 30, 1981, has been broken down as follows: a 15 cent increase to \$1.90 per hour, retroactive to July 1, 1978; 20 cents more per hour for the year 1979-80, retroactive to July 1979, and 25 cents per hour more for July 1980.

● "Naturally we are glad to see the salaries raised to minimum levels, but we still must take into consideration the fact that our salaries remain below those paid to aides in other area school districts," commented Barbara Case, president of the CSEA unit.

New benefits include an additional sick day for each of the last two years of the contract, a total of three days per year for bereavement leave and holiday pay for Christmas Day.



● CHARLES DEMARTINO, Suffolk County CSEA Local 852 Building and Grounds Unit President, has been appointed to the CSEA-County Salaries and Appeals Board. The appointment of the union representative on the board was made by Local 852 President Ben Boczkowski.

Though the union was unsuccessful in its bid for a health insurance plan and personal leave time, it plans to push strongly for these items, in addition to substantial wage increases, in future contracts, Case said.

The CSEA sought public sympathy for the plight of the aides, and subsequent pressure on the school board, through an advertising campaign when talks became bogged down last

Spring. Through radio spots and newspaper ads, the union brought the public's attention to the fact that the continuing negotiations were costing taxpayers more money to retain school board negotiator Joseph Kelly. Other facts related through the campaign were that the Amsterdam aides were paid lower salaries than those in other school districts, that they are denied unemployment insurance

benefits for the summer months and that they, too, are taxpayers who provide quality and essential services.

In the past three years according to CSEA reports, the aides gained a total of only 65 cents per hour in salary increases, and for one of those years the administration cut their hours so that no actual raise was realized in their paychecks.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170

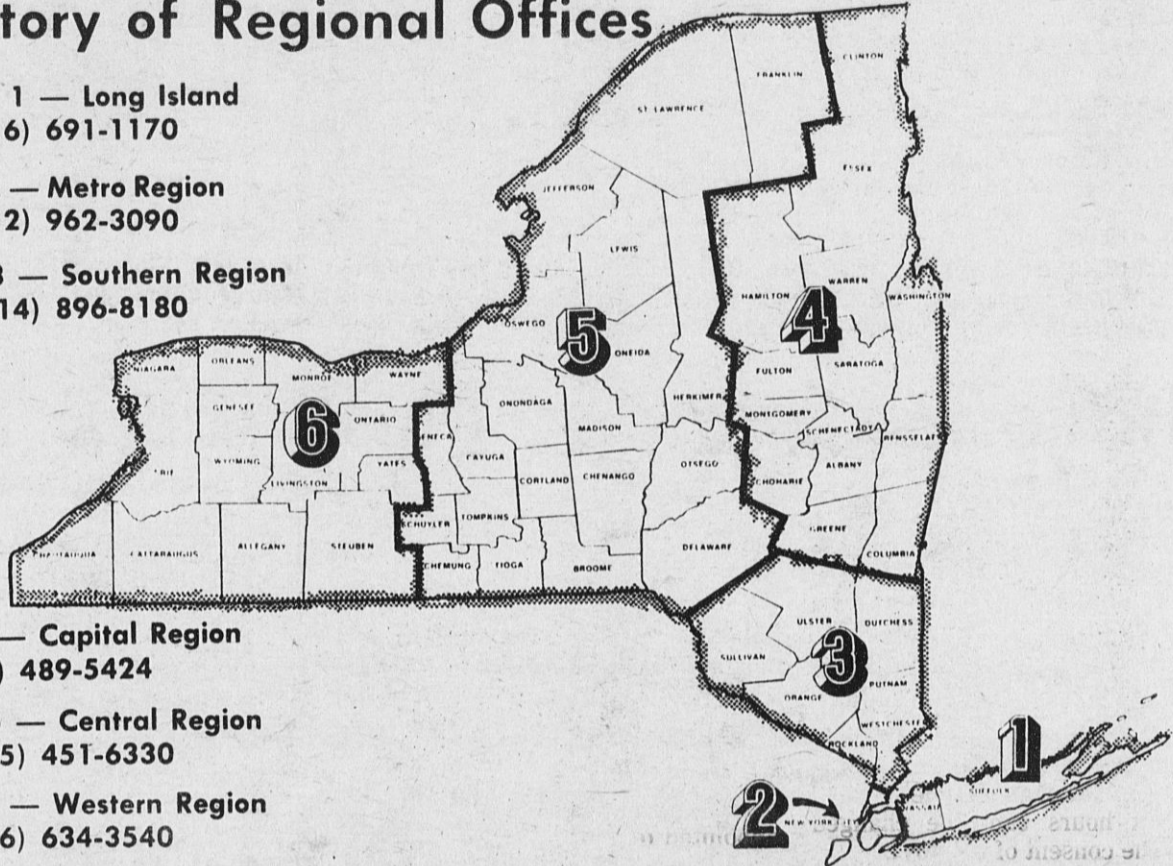
REGION 2 — Metro Region
(212) 962-3090

REGION 3 — Southern Region
(914) 896-8180

REGION 4 — Capital Region
(518) 489-5424

REGION 5 — Central Region
(315) 451-6330

REGION 6 — Western Region
(716) 634-3540



SAFETY DISCUSSION — Members of the CSEA Long Island Region I TIE (Training, Information, Education) Committee listen as CSEA safety expert Nels Carlson, right, discusses safety issues and the need for OSHA legislation to protect public workers. From left are committee members Robert Ford, Jerry Brooks, Jim Forsyth, chairman Greg Szurnicki, Region I President Irving Flaumenbaum, and Carlson.

NEED HELP?

Call EAP

The Employee Assistance Program (EAP) is a free **CONFIDENTIAL** counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly **CONFIDENTIAL**.

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

1-800-342-3565

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS FEBRUARY 4, 1980

Title	Salary	Exam No.
Chief Account Clerk	\$20,255	36-931
Assistant Purchasing Agent	\$13,125	36-954
Purchasing Agent	\$16,420	36-955
Engineering Technician (Environmental Quality)	\$16,420	36-970
Employees' Retirement System Information Representative II	\$16,420	36-939
Employees' Retirement System Information Representative II	\$18,225	36-939
Associate Business Consultant	\$25,020	39-416
Assistant Right of Way Agent	\$17,320	36-917
Senior Right of Way Agent	\$21,345	36-918
Associate Right of Way Agent M2 (62)		36-919
Senior Forestry Technician	\$10,440	36-947
Principal Forestry Technician	\$13,125	36-948
Assistant Building Electrical Engineer	\$17,320	36-951
Assistant Mechanical Construction Engineer	\$17,320	36-952
Assistant Heating and Ventilating Engineer	\$17,320	36-957
Assistant Plumbing Engineer	\$17,320	36-958
Principal Forestry Technician	\$13,125	36-964
Chief Health Insurance Bureau	\$36,095	39-414
Chief Clerk (Purchase)	\$18,225	36-944
Senior Unemployment Insurance Tax Auditor	\$16,420	36-945
Associate Unemployment Insurance Tax Auditor	\$19,210	36-946
Senior Employment Counselor	\$17,320	39-413
Substance Abuse Contract Manager II	\$19,210	36-965
Substance Abuse Contract Manager III	\$21,345	36-966
Substance Abuse Contract Manager IV	\$23,755	36-967
Assistant Director of Substance Abuse Fiscal Audits	\$22,500	39-417
Coastal Resources Specialist III	\$21,345	39-418
Administrative Services Manager I	\$13,125	36-913
Administrative Services Manager II	\$16,420	36-938

STATE OPEN COMPETITIVE JOB CALENDAR

OPEN COMPETITIVE
FILING ENDS FEBRUARY 11, 1980

Title	Salary	Exam No.
Aquatic and Terrestrial Ecologist, Senior	\$21,345	24-998
Building Electrical Engineer, Assistant	\$17,320	25-148
Engineering Technician (Environmental Quality)	\$9,330	25-174
Forestry Technician, Principal	\$13,125	25-162
Forestry Technician, Senior	\$10,440	25-161
Heating and Ventilating Engineer, Assistant	\$17,320	25-175
Mechanical Construction Engineer, Assistant	\$17,320	25-147
Plumbing Engineer, Assistant	\$17,320	25-176
Purchasing Agent (Food)	\$16,420	25-143
Purchasing Agent (Lumber)	\$16,420	25-144
Purchasing Agent (Medical)	\$16,420	25-145
Purchasing Agent (Printing)	\$16,420	25-146
Purchasing Agent, Assistant	\$13,125	25-165
Racing and Wagering Assistant	\$14,100	25-142
Right of Way Aide II	\$12,900	25-129
Substance Abuse Contract Manager I	\$17,320	25-150
Substance Abuse Contract Manager II	\$19,210	25-152
Substance Abuse Contract Manager III	\$21,345	25-153

Tompkins airport upgrades

Three positions at the Tompkins County Airport have been upgraded due to the efforts of Local 855 of CSEA. The airport workers perform essential, complex, and potentially hazardous jobs in maintaining the runways and grounds, and operating crash rescue fire equipment at the busy facility. These duties were outlined in detail in the Sept. 19, 1979 issue of *The Public Sector*, as was their struggle to obtain better compensation by higher job classifications.

Local 855 President Lou Nayman reports that the Tompkins County

Board of Representatives recently voted the upgrades unanimously, after the union had applied continuous on behalf of the men.

John MacLean, airport worker and CSEA officer, was gratified by the decision. "With the cooperation of Airport Manager John Joubert, CSEA was able to go to bat for us and deliver the recognition we felt we needed. The men feel it was a wonderful holiday event." Local 855 officers also noted the help given by *The Public Sector's* coverage of the situation in publicizing the problem.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Stenographer	\$7,900	
Psychiatric Therapy Aide	\$9,865	20-110
Principal Clerk (Surrogate)	\$9,481	24-990
Senior Clerk (Surrogate)	\$7,565	24-989
Supervising Janitor	\$9,865	25-127
Head Housekeeper	\$11,060	25-128
Director, Bureau of State Information	\$30,800	28-004
Commerce District Administrator I	\$23,829	28-006
Commerce District Administrator II	\$27,842	28-006
Chief Transportation Project Manager	\$27,800	28-007
Chief System Planner (Gas)	\$34,250	29-283
Principal System Planner (Gas)	\$25,000	29-282

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

Retiree Newswatch

By Thomas Gilmartin
CSEA Retiree Coordinator

Pension increase necessary

As the time approaches for the filing of the CSEA retirees' cost of living legislation for 1980, certain harsh facts must be reviewed at this time for the edification of the state legislators. One fact that won't go away is that pension income continues to drop in value, and supplementation, while lagging far behind, becomes more crucially needed by all retired members of the Retirement System, including those who have retired since March, 1970 who haven't received a dime increase to date.

"The tax base of New York State and the New York State per capita personal income has in general kept pace with the increase in the cost of living. The earnings of the Retirement System have increased. The cost of living will have risen 110% between April 1, 1970 and March 31, 1980. But the retirees in the New York State Retirement System who have retired since March 31, 1970 have received no supplementation in their pensions, even though their value is now only 45% of what it was when they retired. In other words, they will have had a 55%

reduction in state pension income by March 31, 1980.

"It is imperative that the government of New York State establish a policy to adjust the pensions of its retirees on the basis of a clearly defined statutory policy equitable to all retirees on the basis of a clearly defined statutory policy equitable to all retirees regardless of their year of retirement." These words of Charles H. Foster, retired budget director of the New York State University system, state a view that the politicians agree with, but apparently manage to overlook when the chips are down.

For each of the last two years, the Legislature has added only one additional year to the retirement years receiving a cost of living adjustment. Only those who retired before April 1, 1970 are presently getting an increase in their pension checks. It is amazing that those who retired since that date and have received only empty promises from their legislators, still stand idly by while the same lawmakers run successfully for re-election time after time.

Only in public service can such an unconscionable disregard for the human rights and personal dignity of former employees be safely entertained. In the private sector the unions are stepping up their demands for cost of living increases for their retired workers, and are getting them. Corporations have been responding. Mr. Foster quotes from a survey made by The Bankers Trust Company in May, 1979: "The continuing decrease in the purchasing power of the dollar has resulted in much public attention over the adequacy of the retirement incomes of our senior citizens. . . . The corporate community has continued to remain sensitive to the needs of its former employees as is evidenced by the common practice of periodically extending increases to the pensioners.

"We have examined 103 questionnaires recently received. A brief and preliminary analysis of this sample revealed that eighty-one per cent of the companies have extended increases to some or all retired employees at least once. All but six of these companies have



effected such increases since 1974."

It is understandable that a number of legislators have strong moral convictions on the subjects of abortion and the death penalty. But, it is out of place to suggest that their moral sensitivity be just as affected on the issue of pension increases to former public servants, now caught in the inflationary bind, to enable them to avoid the humiliation and disillusionment of turning to welfare in order to survive?

"Even in the 1977-78 fiscal year," concludes Mr. Foster, "the median retiree had 19 years of service and with the single life option received a pension of less than \$4,000."

Dutchess County workers nearly didn't get paid

POUGHKEEPSIE — The 1,100 members of the Dutchess County Unit of CSEA Local 814, innocent victims of a political tug-of-war within the county government, nearly didn't get paid earlier this month.

A "last minute" settlement on Jan. 15 between the Democratic county executive (Lucille Pattison) and the Republican-controlled County Legislature paved the way for the issuing of pay checks on Jan. 18, Unit President C. Scott Daniels reported. The settlement came at a meeting of the legislature.

Prior to the Jan. 15 settlement, County Comptroller Paul W. Hackett said he would not certify the paying of county employees, Daniels said.

The political dispute, of which the county unit was not a participant, involved a county ordinance authorizing the payment to county employees which the executive and the legislature could not agree on, Local 814 President Ellis Adams said.

Brotherhood day set

NEW YORK CITY — The 27th annual Brotherhood Observance of the New York State Employees Brotherhood Committee, Inc., will be held Feb. 7 at the Hotel Roosevelt in New York City.

Among the 13 sponsoring organizations of the Observance are two CSEA locals; New York City Local 010, and Department of Labor Local 350.

At the observance, the Benjamin Potaker Brotherhood Award will be presented to New York State Lieutenant Governor Mario Cuomo.

ALBANY — Public employees are finding it increasingly difficult these days to meet all the demands on their paychecks and afford an adequate food budget. Like their private sector counterparts, public workers are having trouble coping with rapidly escalating prices for food and other essentials.

The New York State Department of Social Services advises, "If your food dollar needs a lift, food stamps might be the answer."

Food stamps are coupons that can be used like money to buy food at grocery stores.

A family may be eligible for food stamps if the household's income is not more than the gross monthly earned income amounts listed below for your household's size, and if you do not have more than \$1750 in assets, such as bank accounts, cash, or stocks and bonds.

Household	Gross monthly earned income
2	\$ 589
3	710
4	831
5	951
6	1,073
	1,194

For more information, call the New York State toll-free Food Stamp Hotline at 800-342-3710. Any questions will be answered and callers can request an application and complete information.

Advancement exam results

The Civil Service Department has announced that 1,703 persons passed a written exam as the first "transition" examination conducted as part of the Clerical and Secretarial Employee Advancement Program negotiated between the state and CSEA for members of the union's Administrative Services Unit.

That examination for the Public Administration Traineeship Transition Program (PATT) was open to employees with specified years of experience in Grade 7 or higher clerical or secretarial titles. The exam will be the basis for selecting candidates for a two-year training program leading to permanent appointment in G-18 administrative positions in various state agencies. The Civil Service Department said 4,200 applications for the exam were received, with 3,020 people taking the written exam last September 15, with 1,703 receiving a passing score.

The higher scoring candidates based on the average of their written test scores plus training and experience began taking a series of oral exams in December. The exams offer an opportunity for clerical and secretarial employees to advance to professional-level positions that ordinarily require a college degree. The PATT eligible list in combination with other eligible lists will be used to fill about 300 professional-level positions, it was announced.

Since the first exam, an additional 12 other transitional examinations for positions in specified agencies have been announced, the most recent for Rehabilitation Interviewer positions in the State Education Department, announced last month.

Calendar of EVENTS

JANUARY

30 — CSEA Armory Committee meeting, 2 p.m., State Armory, Rome.

FEBRUARY

2 — CSEA Legislative Seminar, Empire State Plaza Convention Center, Albany, 9 a.m.

6 — Westchester County Local 860 Executive Board Meeting, 7:30 p.m., 196 Maple Avenue, White Plains.

6 — Legislative breakfast, 8 a.m., Quality Inn, Albany.

6 — Metropolitan Region II Mental Hygiene labor-management meeting, 10 a.m., World Trade Center, New York City.

7 — New York State Employees Brotherhood Committee and annual observance, 8:30 a.m., Roosevelt Hotel, New York City.

16 — Binghamton 002 Valentine Dinner-Dance, 6:30 p.m., Banquet Master's Restaurant, Endicott.

16 — Fulton County Local 818 dinner-dance, Eagle's Club, Johnstown.

29-March 2 — Region V Convergence, Hotel Syracuse, Syracuse.

Outrageous residential tax increases likely without classification system

The following testimony was delivered by CSEA Statewide Secretary Irene Carr before the New York State Senate Finance Committee and the Assembly Task Force on School Finance and Real Property Taxation Committee on January 17 in Binghamton.

Mr. Chairman, members of the Senate Finance Committee and the Assembly Task Force on School Finance and Real Property Taxation Committee, other participants and guests, I am Irene Carr. I am the Statewide Secretary of the Civil Service Employees Association, Local 1000, AFSCME AFL-CIO. Because CSEA represents both employees of the State of New York, but also employees of the numerous political subdivisions and school districts across the state, CSEA is vitally interested in this issue.

I would like to start out by thanking the Assembly Task Force for sending, to the directors of CSEA, copies of its September, 1979 study entitled "An Analysis of Public Policy Approaches to Classification". This study concludes, as a basic statement of policy, that many individual home owners will experience large tax increases if the problems raised by the Hellerstein decision are not alleviated by legislation. I agree with that conclusion, and speak in support of a statewide classification system.

I must start out by noting that, while CSEA agrees with the conclusion of the Assembly study that there ought to be a classification system, there is not unanimity of opinion on this issue. For example, I note that the report of the temporary state commission on Real Property Tax, which was issued in March, 1979, concludes that there should be neither classified tax rates nor classified assessments.

I confess that I had some difficulty understanding the rationale utilized by the committee in reaching that conclusion. For example, the study does not attempt, as does the Assembly study, to predict the effects of full valuation without classification where there is a high ratio of business taxpayers to residential taxpayers. Instead, the committee merely concludes that

classification is likely to have the effect of increasing, relatively, the business tax burdens and decreasing residential tax burdens. It concludes that, because business may pass such tax increases on to consumers, the view that classification provides tax relief to the residential class is more illusory than real. It further concludes that an increase in business taxes will discourage business and industry from locating in New York State.

This analysis fails to meet the basic issue. In general, classification will not have the effect of increasing business taxes. It will have the effect of continuing a system of tax allocation which existed in New York State for 200 years prior to the Hellerstein decision.

The old bromide about "keeping business in New York" is a transparent attempt to propose a simple and politically palatable solution to an extremely difficult problem. Unfortunately, the shift of the tax burden, which will occur in 1981 unless a classification system is adopted, is a real problem which is neither cured nor addressed by the report of the temporary state commission.

I confess, however, that the movement to full evaluation, without a system of classification in Otsego County has not resulted in the extreme tax shifts predicted by the Assembly committee. Within Otsego County, the city of Oneonta went to full value assessment in 1975. The reason for making that decision was, I understand, at least



CSEA SECRETARY Irene Carr told legislators that "the old bromide about 'keeping business in New York' is a transparent attempt to propose a simple and politically palatable solution to an extremely difficult problem."

partially because business was not paying its fair share of taxes on real property owned within the city of Oneonta.

The September, 1979 report of the Division of Equalization and Assessment, which contains a discussion of full value programs during the 1970's, points out that the following Otsego County towns had also filed a full value assessment role between 1970 and 1979: Butter-nuts, Decatur, Hartwick, Middlefield, Milford, New Lisbon, Otsego, Springfield, Westford.

It is my understanding that none of these movements to full valuation occasioned a shift of any substantial measure in the burden borne by one class of taxpayers as opposed to the other.

If I believed that the experience in Otsego County would be indicative of the experience in other areas across the state, I would not be here testifying. Unfortunately, it is impossible to predict, from the experience in Otsego County, what full value would bring to other taxpayers around the state.

Because CSEA represents employees in every county of this state, and because I am a statewide officer of CSEA, therefore, it would be inappropriate for me to limit my remarks to Otsego County.

In New York City, residential taxpayers in the borough of Brooklyn cannot be expected to tolerate a tax increase of 104%, and those in the borough of Queens certainly cannot be expected to tolerate a tax increase in the amount of 139%.

Outside the city of New York, the increases in residential taxes are less dramatic, but still outrageous. In the selected cities and towns, the in-

creases range from 17% in Niagara Falls to 53% in the town of Cheektowaga. The average increase in residential property taxation rates for the selected cities and towns in the Assembly study averages 27%.

There is, of course, no reason for such a dramatic shift to residential taxpayers, and a veritable windfall to business and commercial taxpayers. Such a shift will cause a taxpayers' revolt, and will not result in providing a single additional dime to the taxing authorities.

I will not report here CSEA's choices on the policy question presented by the report issued by the task force on school finance and real property taxation. Those choices will be discussed and evaluated, in a general way, by Irving Flaumenbaum at the hearing in Mineola, and I am fully in accord with his views.

My purpose is to caution that the experience of Otsego County with full valuation will not, because of the property mix, be the experience of other areas of the state. The fact that there has not been a problem in Otsego County does not mean that there will not be a problem.

I believe that the problem must be and will be solved before 1981. It will be solved after these hearings have been completed, and the views expressed in them have been analyzed.

I stand ready, as does CSEA, to help in any possible way. I commend the committees for their careful and detailed consideration of a very complex issue, and impressive schedule of joint public hearings.

Lastly, I thank you for the opportunity to present this testimony.

