



A VICTORY FOR STATE WORKERS — CSEA Statewide President William L. McGowan, lower left foreground, leads the members of the union's coalition bargaining team in a victory sign after team members met in Albany recently to approve final contract language in tentative 3-year pacts covering 107,000 state employees represented by CSEA. Ratification ballots go out to union members affected later this week.  
*(Photo by Joseph Schuyler)*

# Public SECTOR

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## Ratification voting April 6-27

ALBANY — Copies of exact contract language in the tentative agreement between the State and CSEA covering the Administrative, Institutional and Operational bargaining units should be in the hands of unit members within one week.

While contract information

meetings were going on across the state to explain the many gains won for employees in the affected units, publication of the changes in the present agreements for the three units was underway.

The publication of changes in the agreements is a requirement of the

union's Constitution and By-Laws. Copies of present contract language and tentative contract language will appear in the tabloid-type publication which will begin arriving at the homes of unit members this week.

On April 6, CSEA will mail

ratification ballots to regular CSEA members in the affected units. Ballots must be returned by 8 A.M. on April 27 to be counted.

Included in the ratification ballot mailing will be a fact sheet briefly summarizing the major provisions of the agreements.

### Delegates to meet on April 4

ALBANY — CSEA President William L. McGowan has called a Special Statewide Delegates Meeting for April 4 to consider amendments to CSEA's Constitution and By-Laws necessitated by decertification of the PS&T bargaining unit.

The 11 a.m. session was scheduled to be held in Chancellors Hall at the State Education Department Building on Washington Ave., in Albany. Registration of delegates will begin at 9:00 a.m.

President McGowan said that in addition to amendments to the Constitution and By-Laws, the Delegates will also discuss the present schedule for the election of Statewide and Regional Officers. At press time no agenda for the meeting had been established.

### CSEA upheld as court rep

ALBANY — The Public Employment Relations Board has dismissed charges by the Service Employees International Union (SEIU) that alleged that CSEA was improperly certified as the exclusive bargaining agent for court employees in Judicial Districts 3 through 8.

SEIU brought the charges in March of 1978, after the State's Unified Court System recognized CSEA as bargaining agent for the six separate district-wide units, each of which was created through a merger of several pre-existing bargaining units.

One of the merged units cited in SEIU's complaint was the City of Cortland, which had been represented by "Local 200, SEIU." PERB hearing Officer Louis J. Patack found that, "Although SEIU is an employee organization, it is not the recognized or certified representative of any of the employees mentioned above, including those in Cortland."

As a result of this decision, CSEA remains the sole, exclusive bargaining agent for the 3,000 employees involved.

Highest court rules in PS&T case — see page 2



# McGowan — 'I only have regrets that now PS&T members will never know the answer'

ALBANY — After more than a year of campaigning, electioneering and litigation, the representation battle for the State's Professional, Scientific and Technical bargaining unit has finally ended with a decision by the State Court of Appeals denying unit members rights to an investigation of alleged forgeries in the showing of interest that triggered the election.

CSEA officials immediately went to work on details of the complex decertification process to protect the many thousands of loyal CSEA members in the PS&T Unit.

"We felt we had an obligation to do our utmost to assure the integrity of the representation election process," union President William L. McGowan commented in reference to the Court decision. "We felt, and still feel, that the employees in the bargaining unit had a right to know for sure, one way or the other, if the forgery allegation was true. Now we will never know and that is the most unfortunate element of this whole situation."

President McGowan directed CSEA officials to participate in an orderly decertification procedure to protect the insurance coverage that presently applies to a vast number of PS&T employees. The union went to work with insurance carriers to explore a formula to allow PS&T members to continue their insurance coverage

with CSEA should CSEA's statewide delegates agree to extend such an opportunity to the unit. President McGowan has called a Special Delegates meeting for April 4 to discuss this issue and others that relate to the PS&T unit and CSEA's Constitution and By-Laws.

Union officials said the insurance question would be resolved in the immediate future and unit members would not face immediate loss of coverage until further notification.

Meanwhile, CSEA attorneys moved into the Appellate Division of State Supreme Court to attempt to recover dues which have been placed in escrow under terms of a court injunction issued in connection with the PS&T dispute last September. CSEA had been representing PS&T employees in grievance and arbitration proceedings in the interim and lawyers were asking the Court to restore the escrow funds for CSEA to compensate for the services provided.

It was unclear where unit employees stood in connection with future dues deductions and the amount of those deductions.

Reflecting on the year long battle over representation, President McGowan said that the union had an obligation to both PS&T and all



CSEA PRESIDENT WILLIAM L. MCGOWAN, studying the Court of Appeals decision. "Now we will never know and that is the most unfortunate element of this whole situation."

CSEA members to do its best to ensure the integrity of the electoral process. Just two months ago, the Appellate Division of State Supreme Court had agreed with CSEA's position that substantial questions had been raised concerning the propriety of the election and that those questions demanded answers

which could only be provided by a complete investigation.

"I have no apologies for our long struggle to establish the integrity of the PS&T election one way or the other," President McGowan concluded, "I only have regrets that now the PS&T members will never know the answer."

## State overturned on 26 job-status changes

ALBANY — CSEA has won a class-action arbitration on behalf of 26 members of the Statewide Operational; Institutional; and Professional, Scientific and Technical bargaining units that favorably interprets the "Benefits Guaranteed" articles of those employees' contracts.

The article says that the State cannot try to diminish any non-contractual benefits provided by

"law, rule or regulation" without prior discussion and negotiations with the union. In the past, this has been interpreted by arbitrators to apply only to cases where actual laws, rules or regulations themselves are changed. But arbitrator Herbert L. Haber has found the article to apply to actions by the State which impair any benefits or privileges granted law, rule or regulation.

"There's a big difference," said

CSEA attorney Michael Smith, who handled the case. "We argued for this broad interpretation, to prevent the state from being able to get around the intent of the article."

In 1976, the New York School for the Deaf and the New York State School for the Blind unilaterally changed the status of 26 employees from "permanent, 10-month" to "seasonal." As a result, they lost many of the protections that permanent employees en-

joy — such as protections from layoffs. In the case of several Child Care Aides involved, they also lost their right to "inconvenience pay" — that is, pay for working 4 or more hours between the hours of 6 p.m. and 6 a.m. — to which permanent Child Care Aides are entitled. The union filed a grievance.

After the lengthy arbitration process, during which Mr. Smith was aided greatly by CSEA Local President Linda Kingsley of the State School for the Blind, Mr. Haber agreed with the union's interpretation of the "Benefits Guaranteed" article. He ordered the 26 employees restored immediately to their "10-month, permanent" status. And he directed that the Child Care Aides be repaid in full for the inconvenience pay which they would have received had they been permanent all this time.

## Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Arne Wipfler, Coordinator of School Affairs, CSEA, 33 Elk Street, Albany, New York 12224.

### Monitoring State aid situation

In recent weeks many of you received a report on the distribution of state-aid to education for 1979-80. The report, prepared in the CSEA/AFSCME Legislative office, reflected the percentage of loss or gain for CSEA represented school districts. Approximately 100 of the 400 CSEA represented districts will lose aid under the Governor's proposed budget. However, the report was prepared from the still unamended version of the Executive Budget. It is anticipated the budget, once amended, will address the problem of school aid more affirmatively.

We have forwarded copies of the

report to all unit presidents adversely affected by the proposed budget. Although we cannot react at this point, we will continue to monitor the situation. It is also suggested you watch how your school district's budget is developed as it will ultimately affect you.

The Unemployment Insurance issue, at this juncture, remains unchanged. Reports received thus far indicate many of you are filing forms 1 and 2 without any problem. Since the summer lay offs will soon be upon us, I have been conducting training sessions on the unemployment appeal procedure. It

is very gratifying for your Coordinator to see so many non-instructionals taking time out of their busy weekend schedule to attend the workshops. It is hoped participants are returning to their respective units and conducting similar workshops. Remaining workshops will be held in White Plains on April 3, Batavia on April 7 and Poughkeepsie on April 21.

Our legislative office is keeping a watchful eye on S.1276 and A.1744 (Unemployment Insurance). As these or any other similar school related bills move, the information will be transmitted to you.

### Region meeting

NEWBURGH — All CSEA Southern Region officers and executive board members are invited to a leadership conference from 9 a.m. to 4:30 p.m. April 7 at the Newburgh Holiday Inn.

CSEA President Bill McGowan and AFSCME President Jerry Wurf are among the guests scheduled to appear at the program, which is being directed by Robert McEnroe, AFSCME's Director of Education for New York State.

The conference is free, and lunch will be provided. Only the first 125 persons reserving places, by writing to CSEA Southern Region President James J. Lennon, will be admitted.



# Grievance on bomb plan filed by Westchester County Unit



WESTCHESTER COUNTY CSEA UNIT PRESIDENT Ray O'Connor, left, says the county has a "chaotic" bomb scare situation that is hazardous to county workers. O'Connor is shown discussing the situation with Jack Whalen, of Westchester County, during last month's CSEA delegates session in Albany.

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 has filed a health and safety grievance with the county regarding failure to react properly to bomb threats against two county buildings, Unit President Raymond J. O'Connor said.

O'Connor said the grievance asks the county to:

- Clarify its bomb-threat procedures.
- Initiate training for personnel in bomb-search procedures.

Unit Health and Safety Chairman James Verboys, is expected to meet with the county to discuss the grievance, O'Connor said.

O'Connor told the following story:

On March 1, a bomb threat against County Office Building II, 150 Grand St., White Plains, was

received. The county's bomb procedures were not followed, and a number of employees were asked to search for a bomb. The employees making the search lacked training in bomb-search.

Many employees evacuated the building on their own and stood across the street where they would have been in jeopardy had a bomb exploded, shattering glass in their direction.

On March 2, a bomb threat against County Office Building I, 148 Martine Ave., was received. The county's bomb procedures were not followed, and maintenance men were ordered to search for the bomb. The maintenance men lacked training in bomb-search procedures.

"Our members are instructed not to refuse work orders from legitimate authority and to grieve later," O'Connor said.

## Southern Region holds first multi-unit grievance session

FISHKILL — A "first" for Region III of CSEA took place here recently when a multi-unit "grievance workshop" was held at regional headquarters.

Initiated by a request from Madeline Mackey, president of CSEA Local 410 at the Hudson River Psychiatric Center in Poughkeepsie, the workshop drew CSEA members from Local 410, Wassaic Development Center Local 426, and Department of Transportation Local 507.

The session was conducted by Celeste Rosenkranz, chairman of the CSEA Statewide Education Committee, and John Deyo, Region III field representative.

According to Deyo, the program was designed to teach members of grievance committees in the various units the mechanics of procedures, laws and forms of the grievance procedure.

During the day those attending were broken up into a number of small groups and given hypothetical cases to discuss and act upon. "These were based on cases I've handled before," said Deyo. "That way we had some basis for comparing results."

President Mackey said she was "elated" with the results of the seminar, and Deyo said, "I think the results were very good — it was very worthwhile."



SETTING UNION POLICY is the responsibility of the CSEA delegates. Among more than 1,000 delegates meeting last month in Albany were, from left, Kim Kohisci of Department of State CSEA Local 689; and Mary Hart, Vickie Scott and Marge Egan, all of Department of Education Local 657.

## Special Olympics receive big boost

CSEA's efforts to help raise funds for the International Special Olympics received a big boost in Livingston County when the Board of Supervisors voted permission for sales on county time by the 15 member committee appointed by CSEA Local 826 President Sandy Hann.

The local president, who co-chairs the fund drive with Carrie Ringland, also announced that help has been pledged to the CSEA effort by the Livingston County American Legion Ladies Auxiliary and the Mt. Morris Lions Club.

Members of both organizations will conduct sales of film and processing, from which more than one dollar per order goes to help finance the Special Olympics.

A modest \$600 goal, which can be met by two sales for "each and every member" has been set by the committee, and a concentrated ten-day campaign will begin on April 16, Ms. Hann said.

More than 3,500 mentally retarded and handicapped athletes from all 50 states and 37 foreign countries are preparing for the Special Olympics.

## Hypertension screening for Hudson River PC

ALBANY — The staff of the Hypertension Control Program of Columbia University, under the direction of Dr. Leslie Baer, will conduct a hypertension screening of employees of the Hudson River Psychiatric Center during the month of April.

Civil Service Employees Assn. president William McGowan is urging all Department of Health employees to participate in the free testing programs as they are held at the various developmental and psychiatric centers over the next several months.

According to Dr. Baer, these employees are more prone to hypertension than others, but are often unaware of having the illness.

Employees who are found to be hypertensive may receive treatment from HCP worksite treatment centers, where available, or will be advised where to seek outside help. To date, treatment centers have been established at Rockland Psychiatric Center, Letchworth Developmental Center and the New York State Psychiatric Institute. "Previously undetected and severely hypertensive employees are in this treatment program," said Dr. Baer. "It is no exaggeration that in many cases prevention of stroke and serious heart disease can be credited to this treatment program."

## Two judicial units merge

BINGHAMTON — Two units of Judicial Employees CSEA Local 334 have banded together to form a new 6-county unit. Following a recent meeting in Oneonta, the unit 5 group (Otsego, Delaware, Chenango) and Unit 6 group (Broome, Tioga, Cortland) formed the new single unit and elected Patricia Roberts as Unit President.

The primary goal of the new six-county Unit is to work for implementation of the court employee Classification plan. Court workers in these counties have been working for lower county salaries for two years awaiting raises.



CSEA PRESIDENT WILLIAM L. MCGOWAN, left, and John Madlon, President of the Hauppauge CSEA Local 016, discuss union business of mutual interest during the recent spring meeting of CSEA delegates in Albany.



## Management training class announced

The 1979-80 Public Management Trainee Program has been announced by the Training Section of the State Department of Civil Service. About 25 State employees will be selected to receive an intensive, year-long program of classroom training, special projects and on-the-job training.

Any State employee who has worked at least one year in a position in salary grades 9 through 23 may apply. Applications must be submitted by Apr. 23 to the employee's agency personnel or training office. Applications must not be sent directly to the Civil Service Department.

Each agency will screen its applications, and may submit up to three names. Agencies have been urged to nominate women, minorities and the handicapped.

Detailed information is available from agency personnel and training offices.



### New York State Department of TAXATION and FINANCE

#### Income Tax Assistance

Taxpayer Assistance, Bldg. 9, State Campus, Albany  
Forms: (518) 459-1378 Information: (518) 473-7160

#### DISTRICT OFFICES

**Albany**  
44 Holland Avenue  
Forms: (518) 459-1378  
Information: (518) 473-7160

**Binghamton**  
State Office Building  
44 Hawley Street  
Forms: (607) 773-7874  
Information: (607) 773-7787

**Bronx**  
1375 Jerome Avenue  
Forms: (212) 488-3608  
Information: (212) 488-3400

**Brooklyn**  
141 Livingston Street  
Forms: (212) 488-3608  
Information: (212) 488-3400

**Buffalo**  
State Office Building  
65 Court Street  
Forms: (716) 842-4539  
Information: (716) 842-4534

**Harlem**  
State Office Building  
163 West 125th Street  
Forms: (212) 488-3608  
Information: (212) 488-3400

**Mineola**  
114 Old Country Road  
Forms: (516) 248-7250  
Information: (516) 741-0950

**New York**  
Two World Trade Center  
Forms: (212) 488-3608  
Information: (212) 488-3400

**Queens**  
97-77 Queens Boulevard  
Rego Park  
Forms: (212) 488-3608  
Information: (212) 488-3400

**Rochester**  
One Marine Midland Plaza  
(716) 546-3050

**Suffolk**  
State Office Building  
Veterans Memorial Highway  
Hauppauge  
Forms: (516) 979-5250  
Information: (516) 979-9896

**Syracuse**  
State Office Building  
333 East Washington Street  
Forms: (315) 473-8458  
Information: (315) 473-8550

**Utica**  
State Office Building  
207 Genesee Street  
Forms: (315) 732-0073  
Information: (315) 797-6120

**White Plains**  
99 Church Street  
Forms: (914) 946-1344  
(914) 946-1345  
Information: (914) 948-8700

#### BRANCH OFFICES (Forms Only)

**Elmira**  
200 William Street

**Plattsburgh**  
3 LaBarre Street

**Poughkeepsie**  
6 Raymond Avenue

**Watertown**  
State Office Building  
317 Washington Street

## Elections Timetable

The following is the remaining dates in the timetable for the 1979 election of CSEA statewide officers and members of the State Executive Committee.

- April 16** Final Day for Nominations to Fill Declinations (If Less Than 2 Candidates Remain)
- April 16** Final Day for Petitions To Be Filed.
- April 20** Request to Each Candidate for spelling of name as it will appear on ballot sent by certified mail/return receipt. Deadline for changes — May 5, 1979.
- April 20** Drawing for Position on Ballot — 10:30 A.M., Conference Room, Headquarters — Candidates (or Proxies) may attend as observers.
- April 27** Mailing of Printed Copies of Rules and Regulations for the Election to All Candidates and Local Presidents.
- May 11** Publication of Names of All Candidates in the Official Newspaper.
- May 14** Ballots in Mail.
- May 26** Replacement ballots may be requested as of this date if original ballot has not been delivered.
- June 21** Return of Ballots — 6 p.m. Deadline.
- June 22** Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine counted will be counted manually during this period.
- June 27** Return of Replacement Ballots — 6 p.m. Deadline.
- June 28** Ballots to be counted. Candidates to be notified by telegram by June 29th.
- June 29** Official Results to be Announced
- July 9** End of Protest (10 days after official results are announced.)

## The Public Sector

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Thomas A. Clemente—Publisher  
Roger A. Cole—Executive Editor  
Dr. Gerald Alperstein—Associate Editor  
Oscar D. Barker—Associate Editor  
Deborah Cassidy—Staff Writer  
Dawn LePore—Staff Writer  
John L. Murphy—Staff Writer  
Liz Carver—Staff Writer  
Arden D. Lawand—Graphic Design  
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## CSEA staff attends state labor meeting

The Labor Action Coalition of New York held its annual legislative conference in Albany on March 21.

In the adjacent photo, participants in the conference included Joseph J. Dolan, Executive Director of the Civil Service Employees Assn.; CSEA Bargaining Specialist Nels Carlson; and State Attorney General Robert Abrams, who was a keynote speaker during the program.

Carlson, CSEA staff advisory to the union's statewide safety committee, participated in a workshop on toxic substances held in conjunction with the conference.

## Merger in Dutchess opposed by Lennon

By JACK MURPHY

**POUGHKEEPSIE** — A proposed merger of the Dutchess County Department of Mental Hygiene and the state's Hudson River Psychiatric Center here has drawn the opposition of the president of CSEA Region III.

James J. Lennon, president of Region III, sent a telegram to Dutchess County Executive Lucille Pattison in which he said, "On behalf of Southern Region CSEA, I would like to be recorded as being in opposition to a dual appointment to director of Hudson River Psychiatric Center and Commissioner of Dutchess County Department of Mental Hygiene. This in no way reflects on the outstanding qualifications of Dr. (Albert) Newman. It is our firm conviction that no person can fully serve two masters."

The idea of having one director

heading both the county and state operations was made by Dr. Newman who is already serving as the Dutchess County Mental Hygiene Commissioner.

Newman's proposal indicated he would have more movement of patients out into the community, another aspect of the proposal rejected by Lennon.

He said that such a release of patients could have two effects:

First, since many patients might be cared for in privately run homes and not by state employees, a number of employees might find their jobs eliminated;

Second, the private agencies might have staff without the same training as government employees.

Lennon also pointed out that CSEA opposed a similar merger proposal in Rockland County two years ago. That proposal was never implemented.

## McGowan sends message

**ALBANY** — Hundreds of state employees heard a message of support from CSEA President Bill McGowan at the kickoff luncheon of the 1979 United Jewish Appeal State Division Campaign in Albany March 20.

Campaign Chairman Al Abrams read the following telegram from McGowan: "Jewish workers have historically been in the forefront of the fight for economic justice and decent conditions for public employees. We in the labor movement appreciate that leadership, as the struggle continues today. Please accept my wholehearted endorsement of the UJA State Division Campaign, and my best wishes for a successful effort in 1979."

## Campaign for agency shop

**ALBANY** — As part of its lobbying effort for the 1979 legislative session, the Capital Region Political Action Committee of the Civil Service Employees Assn. has asked that Local and unit members become involved in a mailing campaign seeking the support of area legislators for agency shop legislation.

According to Joseph McDermott, president of the Capital region, the Locals will be asked to purchase and distribute post cards to individual members, and to direct them to

address their own comments to their local legislators on the need for agency shop. The Locals would then collect the cards and mail them.

The mass mailing, said McDermott, is expected to cover lawmakers in a wide geographical area and "make the CSEA's feelings about agency shop widely known."

"This is an effort to stir up political action activity among the grass roots members and to show them how to direct their impact where it will be felt the most," he said.

## New contract for Local 808

**ELMIRA** — The Elmira City Unit of Chemung County Local 808 of the Civil Service Employees Assn. has ratified a new 4-year contract by a narrow margin.

Terms of the pact, released jointly by Jack Woods, President of Elmira City Unit, and Roger Kane, CSEA Collective Bargaining Specialist and chief negotiator for the 130 employees in the bargaining unit, include: an in-

crease of 35 cents per hour, plus increment, each year; out of title pay from day one; discipline and discharge procedures guaranteeing job protection for all employees.

The new contract also includes an Agency Shop clause effective with the signing of the agreement.

Both sides are expected to sign the formal contract in the near future.

## Hutchings aide reinstated

**SYRACUSE** — As the result of a decision by the American Arbitration Association, a Mental Hygiene Therapy Aide has been reinstated to his position at Hutchings Psychiatric Center, with back pay and all attendant benefits.

The aide had been suspended without pay following an incident involving the restraint of a patient who had threatened another patient in the lobby of the Youth Center Building at the facility.

In his decision, dated February 26, 1979, William A. Babiskin, AAA Arbitrator, found the grievant not guilty of the charges set forth in the notice of discipline, dated December 15, 1978. "Under the state contract (Arti-

cle 33.4 (j) an employee can only be suspended for probable cause. I find there was no probable cause for the suspension. While the gravity of the charge is one factor which must be considered, it is not the only factor which must be taken into account with respect to the probable cause issue. It is evident that the Center (Hutchings P.C.) made no evaluation of the 'totality of circumstances' before the grievant was suspended," Babiskin stated.

The decision also indicated that the employee had been employed at Hutchings Psychiatric Center for six years and this was the first notice of discipline issued against him. He was represented by Atty. Earl Boyle.

## Koch's Civil Service reform plan blasted by Bronx assemblyman

Assemblyman Guy Velella of the Bronx, Ranking Minority Member of the Assembly Committee on Governmental Employees, has blasted Mayor Koch's proposal to remake the civil service rules, calling the plan "a devious way of bringing back the spoils system by disguising it as civil service reform."

"This so-called 'Koch reform' wipes out the basic principles behind the civil service system without producing one bit of improvement in management skill or worker productivity," Velella said.

"Koch wants to turn back the clock to the days of Boss Tweed and the spoils system," he declared.

Velella particularly faulted the Mayor's attempt to replace the "one in three" rule with his redesigned "one in ten" rule.

"It is here that we see Koch's most blatant attempt to replace the merit system with a system that

gives his office the maximum leeway to dispense jobs to political cronies," Velella said.

Velella also criticized the so-called reform proposal as being "inflexible and unworkable" in today's civil service climate. He said that the city was kept afloat during its fiscal crises through the investment of worker pension funds into municipal bonds.

"To turn around now and destroy the very units that bailed out our city is not only a sign of ingratitude, but also a potential cause of problems in the future."

Velella concluded: "My criticism is not against the need for reform, but it is a criticism of those who would use the need for reform to inflict a new spoils system on New York City."

"I call upon the Mayor to devise a new plan for civil service reform. Right now, the Koch plan is one fast sweep that is giving New Yorkers one fast shuffle."



# The Continuity of Employment Committee

## Minimizing the 'ill effects' of State layoffs

*'Good work force planning and a thorough consideration of alternative strategies and programs for redeployment could have avoided most, and possibly all, of the layoffs of the 1970's'*

### Layoffs don't save; usually prove costly

ALBANY — Laying off State employees, a measure often put forth as cost-effective, is actually costing more in the long run and "can be avoided by competent work force management," says a report published by the joint State/Civil Service Employees Assn. Continuity of Employment Committee.

The Committee questioned the State's claim that it saved a million dollars in payroll costs from layoffs occurring between the years 1971 and 1977, after an extensive study revealed such hidden cost factors as needless quitting and rehiring arising from the mere threat of a layoff, and the cost of paying unemployment insurance for layoff. The final report suggests that since most layoffs are on a small scale, the State should plan for the work force to reduce itself through attrition, (retirement, resignation or death), and then redeploy excess workers to other agencies which need an increase in staff.

"Good work force planning and a thorough consideration of alternative strategies and programs for redeployment could have avoided most, and possibly all, of the layoffs of the 1970's," said the report.

Research first revealed that the usual reaction to the threat of layoffs is what it has termed "psychological quits" with a resultant loss of productivity. Because they are insecure about their jobs, employees slack off in their work, but cover up so that management cannot detect it.

Some employees actually do quit in anticipation of being laid off, therefore causing the State to pay for a disruption of teamwork and continuity of services, as well as the lower initial output of replacement employees, continues the report. It was found that the better workers usually leave first, because they have the best opportunities for employment outside of State service. This quitting trend spills over into agencies where layoffs have not been threatened because an atmosphere of uncertainty exists and workers feel that if it can happen in one area it can happen anywhere.

The report points out that when layoffs do occur, the State must not only pay for unemployment insurance, but loses even more on income taxes revenues, since unemployment is tax free.

Other cost items revealed by the study are the operation of the State's preferred list system which guarantees laid off workers preference for job openings that come up, the development of alcoholism and depression as the result of trauma over the possibility of losing one's job, increased grievances and lawsuits against the State, increased employees resistance to change and damage to the State's image as an employer.

When all of these cost items were totaled, "even with grossly conservative estimates, the net savings of the layoff strategy was more than \$1,000 per worker under the savings of the attrition strategy," the report concluded.

The Committee recommends that the State invest this \$1,000 per worker where necessary to induce attrition and that the State, the union and the employees cooperate in a program of continuity of employment. Displaced employees should be given a "reasonable" job offer elsewhere, which "maintains pay levels, fringe benefits and the geographical location." An offer of job training which would help the employees discover and develop new skills for other lines of work was also considered to be reasonable.

"Furthermore, the State would be wise to reach individual job placement decisions after reviewing a person's total work experience, not merely his State service record," reads the report. Using this approach, the State could consider displaced employees ahead of those on open competitive lists for any job they have shown an ability to perform.

The Committee suggested that the State set up a permanent center to aid in redeployment and that funds for it come from a Statewide readjustment fund, rather than from the affected agency. It also sees the need for a communications network to keep employees informed on all developments and to stop harmful rumors.



THE CONTINUITY OF EMPLOYMENT COMMITTEE — From left to right — Robert Lattimer, Region 6 president; James J. Lennon, Region 3 president; James J. Moore, Region 5 president; Joseph McDermott, Region 4 president; Thomas A. Gibbs, State Office of Employee Relations assistant director; Phillip C. Sperry, State Education Department employee relations director; Chairman Robert B. McKenna, Dean of the New York State School of Industrial and Labor Relations, Cornell University; Solomon Bendet, Region 2 president; Jeremy Schrauf, Office of Employee Relations assistant chief budget examiner; and John P. McKenna, Office of Mental Retardation Developmental Disabilities assistant director of the Division Program Support.

### CSEA-State cooperation helps solve layoff problems

ALBANY — Since its inception in 1976, the Continuity of Employment Committee has been steadily moving toward its goal to "minimize the ill effects, if not the occurrence, of State layoffs".

Among its major accomplishments has been aiding in the redeployment of employees facing layoffs at the Manhattan Developmental Center and the Warwick Training School, and providing funds to the Department of Agriculture and Markets to help meet the costs of retraining former meat inspectors to be farm products inspectors.

The State and the Civil Service Employees Assn. agreed to the formation of the Continuity of Employment Committee during the 1976 contract negotiations when both realized the need to find solutions for "worker displacement problems arising from economic and program reductions."

When the two facilities of the Manhattan Developmental Center were closed down in the summer of 1978, the office of Mental Retardation began a massive redeployment effort aided by the Committee. The committee sent in two counselors to meet with employees to provide information regarding their job status and to act as an advocate for them between CSEA and management. As a result of the joint effort, most of the employees have been transferred or remain employed at the Manhattan facility awaiting openings elsewhere.

The Committee worked with the State and the CSEA to provide similar assistance when the

Warwick Training School, a Division for Youth Facility in Orange County, was transferred to the Department of Correctional Services that same summer. The three reviewed the job duties and experience of each employee to decide where they could be placed and succeeded in retaining most of them at the new DCS facility. Some were transferred to other Division for Youth centers and a few others left through attrition. Some were laid off or terminated, "partly as a result of their own choice not to travel," according to the Committee. The effort, which the Committee says resulted from careful planning, inter-agency cooperation and creative problem solving, was considered to be a "model for saving jobs."

Twelve former meat inspectors from the State's preferred list were retrained and employed as farm products inspectors with funds provided by the Committee. The employees had some basic experience but needed training and licensing which they could acquire only by traveling to areas of the State where particular products were most available. Since the Department of Agriculture and Markets did not have the funds for this, the Committee provided \$27,500 to be used for per diem and travel expenses.

After determining that some 10,000 State workers have been displaced over the past eight years by layoffs, the Committee launched an effort which resulted in contacting 3,000 of them and determining that 412 wanted the Committee to aid them in finding redeployment with the State.

### Employee redeployment goal of Job Continuity Center

ALBANY — Hoping to establish a permanent means of redeployment for laid off State workers, or those who face layoffs, the Continuity of Employment Committee has created and funded a Job Continuity Center, which is operating on a 15-month trial basis out of the State Department of Civil Service.

The Committee would like to see the Center continued as a permanent feature by the Civil Service Department, if it proves to be successful.

Job Center Director is Robert Knippenberg, an eight-year career employee of the Civil Service Department, who has worked with the CEC on several other projects. Assisting him are Michele Van Hoesen, a former personnel specialist, Pam Van deCarr, who was reassigned from the Civil Service Department, and additional staff personnel.

Using a skills inventory profile developed for each client, the Center attempts to match employees with openings in public or private sectors. It has field copies of the profiles with the various State Agencies and sends notices of exam announcements and applications to workers who appear to meet the qualifications. This effort is intended to go beyond that offered by the preferred list system.

The Center will also arrange interviews when openings occur and help clients to write resumes and prepare for the interview.

"We are a piece of a bigger effort to help people find work," says Mr. Knippenberg. "The Center does not get people jobs, it educates them on how to get a job on their own. We are mainly a referral and information service," he said.

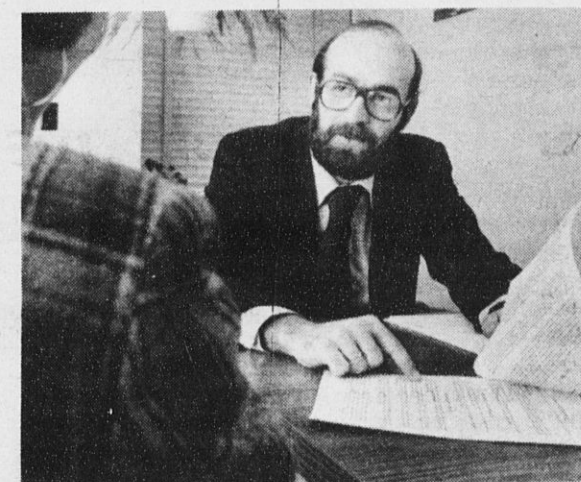
Non-traditional methods of obtaining State

employment are used, says Knippenberg. That is, a Job Center representative can make arrangements with an Agency which has an opening to have an employee provisionally hired until an exam comes up. This is the most effective means, and within the Civil Service Law, he says.

It serves as a task force in specific layoff situations, where it functions to help employees understand what is happening and what options are open to them. A representative is sent in to the layoff site to answer employees' questions and dispel rumors which are considered to be harmful to the redeployment effort. "After aiding in a few layoffs, we are seeing significant changes in attitudes," said Knippenberg. "Both sides are more willing to cooperate now than they have been in the past."

The Center offers counseling to municipal and county workers who are seeking State employment and to State employees who wish to transfer to positions similar to what they currently hold.

After approximately ten months of operation, the Center still has a rather low profile, commented Mr. Knippenberg. "We're still in the process of becoming known to both the Agencies and workers." Job placements are increasing monthly, but there is still a small client file. It is expected, however, that the files will be computerized once the center becomes permanent, so that larger numbers of clients can be handled. The agencies are responding well, says Mr. Knippenberg, but they do not think to contact the Center initially when they have an opening. To change this the staff is making periodic visits to the Agencies and leaves updated information with them.



JOB CENTER DIRECTOR Robert Knippenberg discusses how the center attempts to match employees with job openings.

The articles on these pages concerning the Continuity of Employment Committee were compiled and written by Deborah Cassidy, staff writer for The Public Sector.

*'... even with grossly conservative estimates, the net savings of the layoff strategy was more than \$1,000 per worker under the savings of the attrition strategy'*



JOB CONTINUITY CENTER STAFF includes, from left, Armand Roberts, Michele Van Hoesen, Pamela Van deCarr, Job Center Director Robert Knippenberg, and Evelyn Hoff.



# Koch backing union busting

One of the most serious threats to the future of CSEA and other public employee unions in New York State is the so-called Civil Service reform legislative package proposed by New York City Mayor Edward Koch. This evil group of proposed laws

reeks with the stench of union busting in spite of the antiseptic camouflage of reform.

CSEA is opposing the passage of all the bills in the heinous Koch reform package.

The analysis of the so-called reforms was prepared by Public Sector Associate Editor Dr. Gerald Alperstein in association with CSEA Legislative and Political Action Director Bernard Ryan and Research Associate Thomas Haley.

ALBANY — The ability of CSEA and other public employee unions in New York State to adequately represent and protect their members will be on the line if the State Legislature considers the so-called Civil Service reform bills proposed by New York City Mayor Edward Koch.

The so-called reforms have two major thrusts — the busting of public employee unions and the consolidation of power in the executive branch of local governments.

The bills have been introduced in the Assembly, and the Mayor's legislative representative has filed memoranda in support of the package.

The impact of each of the proposed bills in the Koch package on CSEA and on CSEA members will be explained below.

#### Consolidate bargaining units Assembly-4163

The most dangerous of all the proposed laws in the Koch reform package would allow local governments to wipe out existing bargaining units. Local governments would be able to pass a law, an ordinance or a resolution to consolidate existing bargaining units into larger bargaining units.

For example, a CSEA non-teaching school district unit could be eliminated, and its members placed in a NYSUT teachers unit; or a CSEA county unit could be eliminated, and its members placed in a nurses union from the county hospital.

Equally as frightening as the ability to wipe out a bargaining unit would be the ability of local governments to use the threat of wiping out the unit during the course of contract negotiations.

The power to control and manipulate public employee unions, which this bill would give to local governments, would all but destroy the ability of those unions to represent and protect their membership.

#### Limit collective bargaining Assembly-4164

Under the guise of "management rights," this so-called reform limits the scope of union-management contract negotiations to wages and fringe benefits and would remove virtually all other areas from those negotiations.

The bill would prohibit local governments from negotiating many of the items now considered within the realm of negotiations, including:

"To take disciplinary action; to relieve its employees from duty because of lack of work or for other legitimate reasons; to maintain the efficiency of governmental operations; to determine . . . personnel by which government operations are to be conducted; to determine the content of job classifications. . . (and) decisions concerning the practical impact that the above matters have on employees, such as questions of workload and manning."

This bill would give local governments the ability to change the rules whenever they want. The unions would be powerless to stop it.

For example, under this bill a local government could decide to change the requirements of a particular job forcing the termination of some employees and allowing the hiring of new employees.

Should this bill become law, it could be used to terminate a union leader by the changing of the requirements of his job.

Also disciplinary procedures, which are designed to protect employees, could be altered under this bill to become the tool of management.

#### Employee transfer Assembly-4155

This bill would permit local governments and the State government to transfer employees to different departments or agencies without the consent of the employees.

In the early years of the labor movement, union leaders could be eliminated by firings. With that option no longer available, this bill would solve that "problem" by transferring the union leaders somewhere else.

In addition to the union busting potential of this proposal, the family situations and other needs of the

employees would be totally unprotected.

#### Enlarge managerial class Assembly-4154

The result of this legislation could reduce the ranks of CSEA by as much as 50 percent, leaving those public employees without the protection of a union.

Virtually anyone who gives another employee an order would be classified as managerial. Other "managers" would be those in the highest class of their line of promotion or at least in the third level of promotion. Third level clerical employees would be classified as managerial under this bill.

Union busting, by significantly reducing the ranks of the unions, would be the only result of this proposal.

#### Enlarge exempt class Assembly-4161

All deputies of agency heads and all employees who assist in a confidential capacity would be automatically classified management/confidential and would be exempt from civil service law and union protection.

Under present law, such positions can be designated management/confidential by the Public Employment Relations Board (PERB) if the public employer can justify its request.

It is reasonable to assume that if the public employer had a strong case for classifying a position as management/confidential, it would have received a favorable ruling by PERB.

Therefore, it appears that this proposal is just another attempt to thin the ranks of public employee unions and to bring more employees out of the protection of union representation.

#### Non-seniority layoffs Assembly-4156 Calendar year seniority Assembly-4157

The layoffs bill would equally combine seniority and performance evaluations for the last year of employment in determining who would be laid off.

The seniority bill would calculate seniority by the calendar year of hiring instead of the actual date of hiring.

These bills increase the ability of public employers to pick and choose which employees will be laid off and rehired. Through that ability, two major abuses could be easily accomplished, including:

- Punitive "layoffs" of union leaders and others could be accomplished by use of the performance evaluation, and the proposed seniority calculation could bypass those employees for rehiring.

- Poor performance evaluations for older employees and good evaluations for newer employees would lead to the layoffs of employees reaching retirement age.

#### Temporary managers Assembly-4160

Political patronage would be the "benefit" of this bill, which would allow 10 percent of the managerial positions to be filled by temporary appointments.

Its chief purpose appears to be a way to make additional political appointments.

#### One of ten Assembly-4162

This bill would replace the one of three rule for hiring from the results of Civil Service examinations with a one of ten rule.

Under this bill, management would have greater discretion in hiring and promoting, which would allow for bypassing union leaders and others and would allow for appointing or promoting political friends.

#### Redefine employer Assembly-6169

When a local government contributes funding, regardless of the amount of that funding, to another agency, that local government would become the public employer for collective bargaining purposes.

If City A contributed one dollar to the City A Library Association, City A would be deemed the public employer for the employees of the association for collective bargaining.

## Write legislators to oppose Koch's 'reform' proposals

ALBANY — Bernard Ryan, CSEA Legislative and Political Action Director, urges CSEA members to write their State Legislators to express opposition to the so-called Civil Service reforms as proposed by New York City Mayor Edward Koch.

CSEA opposes all the bills proposed in the so-called reform package. To date, the bills have been introduced in the Assembly. Ryan suggests referring to the bill's number when writing to your legislators.



# Sen. Padavan: Friend to Mental Hygiene



Senator Frank Padavan

ALBANY — High quality care for the patients of New York State's mental hygiene institutions and for the former patients of those institutions are goals of CSEA.

The goals of high quality care also are those of State Senator Frank Padavan, Republican Conservative, chairman of the Senate Committee on Mental Health and Addiction Control.

As Padavan sees it, the legislative battles of recent years produced laws which established basic policy regarding care of the mental hygiene patients.

Therefore, his committee will focus its attention on legislation to implement those policies by providing funding to increase institutional staff ratios and to improve care to former patients in the community.

"Funding is an important part" of improving the quality of care. "You don't get far without it," Padavan said.

He said he expects bipartisan support within his committee for improving the quality of care. In the past, 99 percent of the bills were reported out of his committee unanimously, he said.

As for this legislative session, Padavan expects his committee also to consider a bill which would prohibit the hiring in mental hygiene institutions of felons convicted of sexual or violent crimes.

Padavan, in his third year as chairman, has been a member of the Senate since 1973. He represents the 11th senatorial district in eastern Queens, which comprises a number of neighborhoods including Jamaica, Flushing, Bayside and Little Neck. Creedmoor Psychiatric Center is in the district.

## CSEA program bills

All bills on this status report are supported by CSEA

Week of March 26, 1979

CSEA Program Bill Number Summary of Provisions	Bill Number, Sponsors	Status	CSEA Program Bill Number, Summary of Provisions	Bill Number, Sponsors	Status
P-79-1, Agency Shop—Agency shop would become permanent and mandatory.	A-Pending S-Pending		P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law.	A-6194 Connor S-4142 Rolison	Governmental Employees Comm. Civil Service Comm.
P-79-2, OSHA—Minimum health and safety standards for public employees would be established.	A-Pending S-Pending		P-79-17, Employee Indemnification—Additional instance in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties.	A-5963 Greco S-2766 Schermerhorn	Governmental Employees Comm. Judiciary
P-79-3, Two-for-One—The fine for striking would be reduced from two day's pay for each day struck to one day's pay for each day struck.	A-4169 Connor, Greco, Barbaro S-Pending	Governmental Employees Comm.	P-79-18, Sheriff's Reopener—Approximately eight employees of the Sullivan County Sheriff's Department would be allowed to choose the provisions of the Retirement and Social Security Law (optional 20-year retirement).	A-Pending S-Pending	
P-79-4, Injunctive Notice—Unions and employees would be required to receive notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike.	A-4167 Barbaro, Greco, Johnson, et al S-Pending	Governmental Employees Comm.	P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor.	A-3836 M. Miller S-3754 Cook	Governmental Employees Comm. Civil Service Comm.
P-79-5, Presumption of Arbitrability—The presumption of arbitrability for contract grievances would be restored.	A-4168 Connor, Johnson, Marchiselli, et al S-Pending	Governmental Employees Comm.	P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University.	A-Pending S-Pending	
P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare.	A-Pending S-Pending		P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement.	A-Pending S-Pending	
P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented.	A-Pending S-Pending		P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement.	A-Pending S-Pending	
P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached.	A-4165 Greco, et al S-Pending	Governmental Employees Comm.	P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education.	A-Pending S-Pending	
P-79-9, Redefine Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay.	A-4171 Connor, Finneran, Nine S-Pending	Governmental Employees Comm.	P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented.	A-4204 Hochbrueckner S-3079 Johnson, Lack, Trunzo	Governmental Employees Comm. Vote expected
P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employees, would be allowed to negotiate disciplinary procedures.	A-4166 DelToro, Greco, Finneran, Barbaro, et al S-Pending	Governmental Employees Comm.	P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation.	A-Pending S-Pending	
P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a \$2,000 death benefit.	A-4416 Greco S-3221 Flynn	Governmental Employees Comm. Civil Service Comm.	P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan.	A-Pending S-Pending	
P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year.	A-Pending S-4168 Rules	Civil Service Comm.	P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed.	A-Pending S-Pending	
P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living.	A-4509 Barbaro S-3361 Flynn	Governmental Employees Comm. Civil Service Comm.	P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System be implemented.	A-1773 McCabe, et al S-1304 Barclay, et al	Passed (Ch. 4, Laws of 1979)
P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated.	A-4877 Orazio S-3441 Donovan	Education Comm. Education Comm.	P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice.	A-4170 Greco, et al S-Pending	Governmental Employees Comm.

A-Assembly

S-Senate



# COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
<b>FILING ENDS APRIL 23, 1979</b>		
Dentist III	\$29,340	No. 39-354
Dentist IV	\$32,608	No. 39-355
Tree Pruner Supervisor	\$ 8,950	No. 36-722
Senior Pesticide Control Supervisor	\$12,583	No. 36-730
Assistant Architectural Specification Writer	\$14,850	No. 36-725
Assistant Mechanical Specifications Writer	\$14,850	No. 36-728
Junior Architectural Specifications Writer	\$11,904	No. 36-724
Junior Mechanical Specifications Writer	\$11,904	No. 36-727
Senior Architectural Specifications Writer	\$18,301	No. 36-726
Senior Mechanical Specifications Writer	\$18,301	No. 36-729
Associate Occupational Analyst	\$20,366	No. 36-735
Occupational Analyst	\$16,469	No. 36-733
Principal Occupational Analyst	\$22,623	No. 22-623
Senior Occupational Analyst	\$18,301	No. 36-734
Assistant Worker's Compensation Examiner	\$ 8,454	No. 36-732
Assistant Worker's Compensation Examiner (Spanish Speaking)	\$ 8,454	No. 36-732

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

# STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
<b>FILING ENDS APRIL 9, 1979</b>		
Urban Park Patrol Sergeant	\$11,904	No. 24-958
Building Structural Engineer (Assistant)	\$14,850	No. 24-979
Housing and Community Development Assistant	\$14,075	No. 24-964
Housing and Community Development Representative	\$18,301	No. 24-965
Housing Management Assistant	\$14,075	No. 24-966
Housing Management Representative	\$18,301	No. 24-967
Lumber Inspector	\$11,904	No. 24-968
Mechanical Equipment Inspector	\$11,904	No. 24-969
Purchase Specifications Assistant	\$14,075	No. 24-970
Purchase Specifications Assistant (Electronics)	\$14,075	No. 24-971
Purchase Specifications Assistant (Furnishings and Textiles)	\$14,075	No. 24-972
Purchase Specifications Writer (Electrical) Senior	\$18,301	No. 24-974
Purchase Specifications Writer (Electronics) Senior	\$18,301	No. 24-975
Purchase Specifications Writer (Furnishings and Textiles) Senior	\$18,301	No. 24-976
Purchase Specifications Writer (Mechanical) Senior	\$18,301	No. 24-977
Toll Equipment Mechanic Trainee	\$10,001	No. 24-980
<b>FILING ENDS APRIL 30, 1979</b>		
Architectural Specifications Writer, Junior	\$11,904	No. 24-982
Pesticide Control Inspector	\$10,624	No. 24-986
Pesticide Control Inspector, Senior	\$12,583	No. 24-987
Tree Pruner Supervisor	\$ 8,950	No. 24-988
Worker's Compensation Examiner Assistant	\$ 8,454	No. 24-988
Worker's Compensation Examiner, Assistant (Spanish Speaking)	\$ 8,454	No. 24-988
Dentist III	\$29,340	No. 27-896
Dentist IV	\$32,608	No. 27-897
Traffic Signal Equipment Specialist	\$14,850	No. 27-907
Traffic Signal Equipment Specialist Assistant	\$11,904	No. 27-906
Traffic Signal Equipment Specialist, Senior	\$18,301	No. 27-908
Building Mechanical Engineer, Associate	\$25,919	No. 27-905
Building Mechanical Engineer, Senior	\$21,129	No. 27-904
<b>FILING ENDS MAY 14, 1979</b>		
Medical Technologist	\$11,250	No. 27-895
Veterinarian I (Animal Industry)	\$15,624	No. 27-901
Veterinary Technician	\$10,024	No. 27-870
<b>FILING ENDS MAY 21, 1979</b>		
Supervisor for Traffic Signal Operations, Assistant	\$14,075	No. 27-902
Traffic Signal Coordinator	\$20,366	No. 27-903

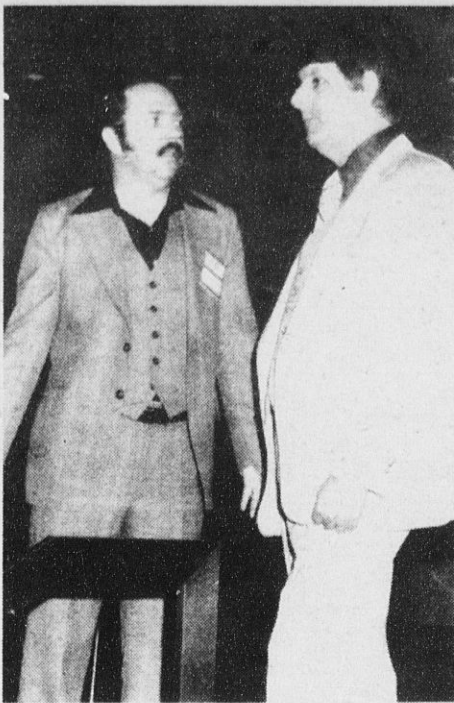
You can also contact your local Manpower Services Office for examination information.

# OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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





**WATCHING THE ACTION** in two different directions during last month's CSEA Special Delegates Meeting in Albany are William DeMartino, CSEA Board of Directors rep from the Labor Department, New York City; and Western Region President Robert Lattimer.

## Local 850 at impasse

**WATERLOO** — A spokesman for Seneca County Local 850 of the Civil Service Employees Assn. has announced an impasse in negotiations has been jointly declared between Seneca County and the union which represents more than 150 county employees.

Jack Miller, CSEA Field Representative and chief negotiator for the employees, said both sides called the impasse at a March 19 meeting of the union negotiating team and county representatives.

"The employees of Seneca County have been working without a contract since December 31, 1978," Miller said.

"Our CSEA negotiating team has met with the county in ten sessions dating back to November 1978, and at this point there are eight unresolved points to offer the PERB mediator. The key issues are a reasonable wage increase to allow our employees to meet the ever-spiraling cost of living, and an Agency Shop clause," Miller said.



**NORTH HEMPSTEAD OFFICIALS** recently presented Stanley Dabrowski with a Certificate of Award on his retirement from the Town's Parks and Recreation Department. Dabrowski has been with the Town for ten years. Pictured above, from left, at the presentation, are Commissioner of Parks and Recreation Thomas P. Mohrman; Supervisor Tully; Dabrowski; and Town Councilman Charles J. Fuschillo.

# New Nassau County holidays

By William Butler

**MINEOLA** — A demand by Nick Abbatiello, President of Nassau County CSEA Local 830, has resulted in a court ordering two more holidays for 13,000 employees of Nassau County.

Abbatiello's insistence on the two extra holidays, earlier rejected by the county, went to Supreme Court where Justice William Berman ruled in favor of the employees.

The holidays are Dr. Martin

Luther King Day and Flag Day.

The two holidays had been designated by the state legislature and have been accorded to state employees. The Nassau County CSEA Local 830 leader went to court after the county refused to observe the holidays.

Justice Berman noted that the Nassau, CSEA contract provides for all official holidays designated by the State Legislature with a minimum of 11.

The county had claimed that because both are Sundays and the legislature distinguished the two holidays by not providing that they be marked on the following Monday that the county could ignore them.

He ordered the county to observe the holidays henceforth, noting that the contract provides for overtime for those employees regularly scheduled to work on Sunday and compensatory time off for others.

## Four CSEA members reinstated by court

**FISHKILL** — CSEA won a court victory over the Town of Orangetown in Rockland County recently when Justice Theodore A. Kelly found that four union members were terminated illegally.

James Porter, Donald McQuown, Marilyn O'Brien and Richardson Banford were notified by Town Supervisor Joseph Colello early this year that they were being laid off for budgetary reasons. The union brought the matter to Rockland County Supreme Court, claiming that layoffs must be authorized by a resolution adopted at a Town Board meeting that is open to the public. Such a resolution had not been offered at any public board meeting, at the time Justice Kelly heard the case.

The town, for its part, claimed that the decision to terminate the union members was made at an executive (closed) session of the board.

Mr. Kelly wrote in his decision: "There is no statutory authority for job termination by the Supervisor, and no indication that the Board ever conferred such authority upon him by resolution. . . The Board also lacked the authority to terminate the employees at an executive session. However, that part of its proceedings wherein a decision is announced and at which the vote of the individual members is taken must be open to the public.

"The Court finds that Colello did not have the authority to terminate their employment, and that the Board's attempt to do so was illegal and arbitrary," Mr. Kelly concluded.

With that, he annulled the four employees' layoffs.

The town has subsequently held a public meeting at which the four were laid off in accordance with the court decision. Since then, Mr. Banford has

retired and Mr. McQuown has got another job with the town, so there are only two employees still directly involved with this case. However, the union is following up its protection of its members. CSEA has brought the matter of the layoffs of Ms. O'Brien and Mr. Porter to arbitration, based on a contractual provision mandating the town to lay off part-timers, provisionals, temporaries and probationary employees before terminating permanent workers such as O'Brien and Porter.

Briefs in that arbitration have been filed and a decision is expected shortly.

"The price of job security is eternal vigilance," said CSEA field representative Larry Scanlon. "We must insure that management lives up to its legal and contractual obligations on all fronts."

## 200 new members

Niagara County Local 872 grew by 200 new members last month as the Niagara Falls Board of Education granted representation rights to CSEA for an aides unit.

Local 872 President Dominic Spacone and Field Representative James Stewart filed a petition bearing more than 50 per cent of the city school district's aides in January.

The board restricted the recognition to the 200 teacher, library and lunch aides.

Local 872 already serves as bargaining agent for clerical, food service, health, custodial and maintenance workers.

## Region I nominees announced

**NORTH AMITYVILLE** — Irving Flaumenbaum, incumbent president of Long Island CSEA Region I, will be opposed by Betty Duffy, President of the Pilgrim Psychiatric Center CSEA Local, in the June election of regional officers.

The names of Flaumenbaum and Duffy head the list proposed by the regional Nominating Committee.

Also placed in nomination were: For First Vice President: James Corbin, past president of the Suffolk CSEA Local; and Danny Donohue, president of the Central Islip Psychiatric Center Local and chairman of the statewide Mental Hygiene Presidents Council.

For Second Vice President: Nick

Abbatiello, president of the Nassau County CSEA Local, and Alex Bozza of the Nassau Local.

For Third Vice President: Ruth Braverman of the Nassau Local, and Bill Lewis, president of the Suffolk County CSEA Local.

For Fourth Vice President: Peter Higgerson, president of the Long Island State Parks CSEA Local; Bob Conlon of the Suffolk Educational Local, and Tom Gargiulo of the Nassau County Local.

For secretary: Dorothy Goetz of the Suffolk Local, and Sylvia Weinstein of the Pilgrim Psychiatric Center Local.

For treasurer: Sam Piscitelli of the Nassau Local, unopposed.

## Calendar of EVENTS

### APRIL

- 7 — Non-instructional employee training session, 10:30 a.m. to 12:30 p.m., Polish Falcons Club, 123 Swan Street, Batavia.
- 17 — Syracuse Area Retirees CSEA Local 913; luncheon meeting, 1 p.m., Fireside Inn, Baldwinsville. Election of officers will be held.
- 21 — Non-instructional employee training session, 10 a.m. to 12 noon, Poughkeepsie High School, Poughkeepsie.

### MAY

- 4 — Local 860, White Plains Schools annual dinner-dance honoring recent retirees. 7:30 p.m. to 12:30 a.m., Purchase Country Club, Anderson Hill Road, Purchase.



# Contract orientation

Although CSEA officials conducted a series of informational meetings around the state last week to explain in detail the aspects of the new, tentative 3-year agreement covering 107,000 state employees in three bargaining units, only a limited number of the employees covered could actually attend such sessions.

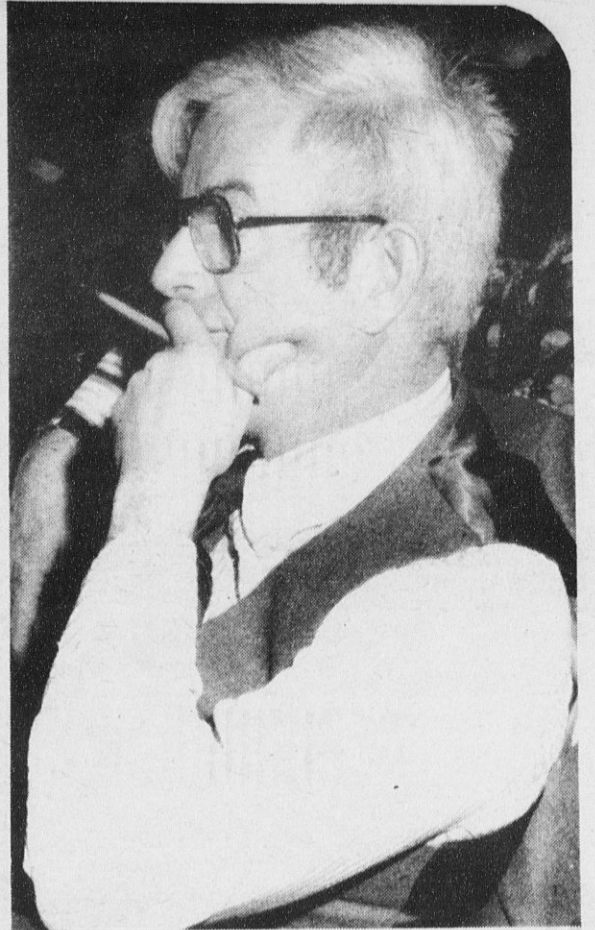
Each of the CSEA members in the state Administrative, Institutional and Operational Services Units will be receiving copies of the tentative agreement prior to participating in a scheduled ratification vote, however.

And, as always, a prime source of accurate information about union affairs are the CSEA field representative, collective bargaining specialist, and staff employees at CSEA statewide headquarters in Albany and the union's six regional headquarters.

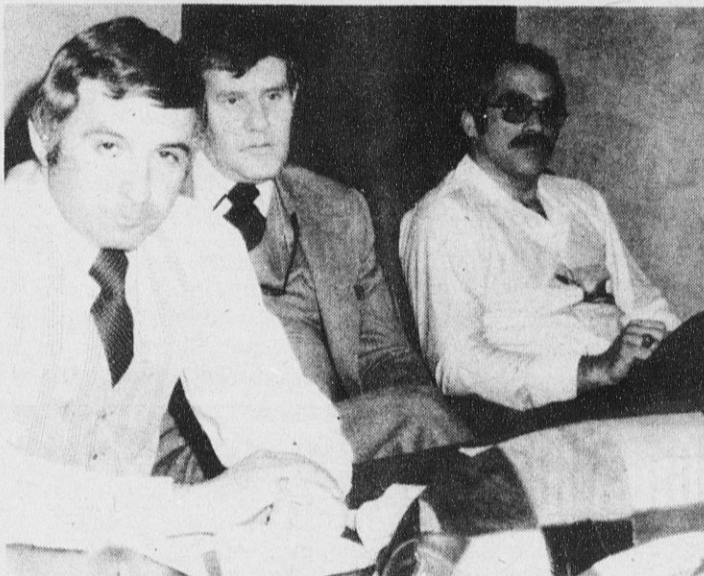
Before the first in a series of membership meetings were held around the state last week, CSEA staff employees from all areas attended an intense, detailed briefing session in Albany.



**CHIEF NEGOTIATOR** Atty. James W. Roemer explained the contracts in great detail to union staff members.



**REGION IV FIELD DIRECTOR** Jack Corcoran listens intently to explanation of all aspects of new contract covering 107,000 state workers.



**THESE CSEA FIELD REPRESENTATIVES** are Ercole Ventura of Region V, James Stewart of Region VI, and Aaron Wagner of Region IV.



**CSEA STAFFERS** Flip Amodio and John Deyo of Region III and Collective Bargaining Specialist Paul Burch pay strict attention to presentation.



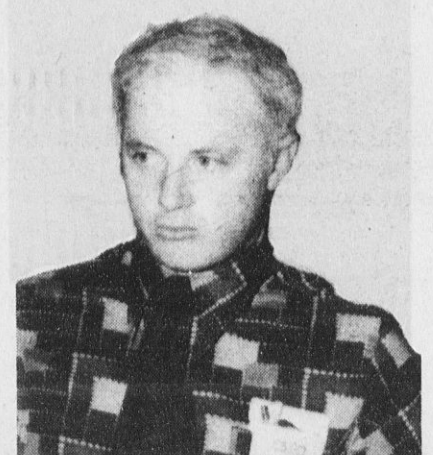
**DIRECTOR OF FIELD SERVICES** Gerry Rogers, left, and Region IV Field Rep Michael White absorb details.



**REGION II REPRESENTATIVES** included Anne Chandler and Mona Capola.



**REGIONAL FIELD DIRECTORS** Thomas Luposello of Region III, George Bispham of Region II, and Frank Martello of Region V.



**FIELD REP CHARLES BIRD** of Region VI listens closely to details of tentative 3-year agreement.