

The Public SECTOR

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

Vol. 5, No. 9
Friday, February 11, 1983



(ISSN 0164 9949)

**Joseph McDermott
named Executive
Vice President**

...see page 20

**Crumbling economy creates
a difficult state budget**

CSEA offers legislators an alternative to layoffs

CSEA is well aware of the difficult financial situation that New York State finds itself in this year, but we believe that there are alternatives to Gov. Cuomo's budget proposal for 8,500 state employee layoffs. In view of the present condition of the state and national economy, we believe that such mass layoffs would not only be inhumane for the individuals losing their jobs, but also harmful to the ability of the economy to recover from the recession.

We believe that any reductions in public services should be brought about by gradual measures which balance the interests of all New Yorkers. Mass layoffs put all of the financial burdens on only a small segment of the state's population. An alternative that makes more sense is a reduction in services through attrition coupled with

temporary revenue enhancements by a temporary increase on income taxes for New Yorkers in high income brackets.

In the next few weeks, CSEA will be preparing detailed proposals for the legislature to implement a proposal we believe represents a better approach than the governor's plan.

Basically, we envision a one- or two-year increase only affecting those with gross earnings above \$30,000. These are the same people who have realized substantial tax reductions over the past two years through reduced federal income tax rates and a reduction in the state's maximum income tax rate.

We estimate that a one or two percent increase could produce sufficient revenues to avoid any additional layoffs of state employees. A hiring freeze would take effect with the new tax, and the state's normal rate of retirements and resignations would account for reductions in the state workforce over the one or two year period sufficient to meet the governor's ultimate employment targets.

In addition to the obvious humanitarian advantages of avoiding layoffs, the state would avoid increased costs for unemployment benefits, payment of vacation and "lag" accruals, and productivity reductions which accompany actual layoffs.

Moreover, even those New Yorkers subject to the increase would effectively recoup about half of the cost of it through deductions in federal income tax liability. The obvious effect is to increase federal contributions to state services.

State employees have incurred enormous personal financial sacrifices over the past decade to help bail out New York. In addition to enormous losses in real earnings which we estimate at up to 40 percent in 1975 dollars, state employees have seen their pension benefits cut from Tier I to Tier III.

Even this year, state workers are in the midst of a payroll "lag" system that will give them one less paycheck in this fiscal year than they normally would be entitled to, and they have also accepted a 10 percent minimum contribution toward their health insurance premiums.

When times are as bad as they are now, CSEA thinks it makes far more sense to impose a temporary, deductible income tax increase on high income families that have benefitted significantly from tax cuts over the past two years, rather than to worsen the state's economic conditions, cut services to all New Yorkers and wreak financial havoc on 8,500 families by laying off state workers.

CSEA

William L. McGowan, President

The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

**Your letter, today, can help save jobs
—see legislators listing, Page 12**

Erie County rejects contracting of jobs

Union research program credited with key role in saving nearly 50 jobs

BUFFALO — Nearly 50 jobs in Erie County have been saved from contracting out. And the county Legislature has gone beyond simply defeating the proposed measure affecting the in-home health services jobs by declaring they should continue to be performed by county workers.

Credit for the success, according to Local 815 President John Eiss, should go "to our continuing political action, and very importantly, to an excellent research report, prepared under the pressure of a very short deadline, by our research department at CSEA headquarters."

The defeated plan had called for the elimination of the In-Home Health Division in the county's Social Services Department and the contracting for \$898,041 worth of services with the Coordinated Care Management Corporation.

The county administration's proposal, Eiss said, as designed as part of a statewide pilot project that sought to show how \$7.8 million in Medicaid dollars could be saved annually, statewide, by keeping the elderly out of nursing

homes and hospitals if they can be cared for at home.

"But Cindy Chavonec and Kathy Albowicz (of CSEA's research staff), working with limited information and under a deadline, put together a document that would remove doubt in anyone's mind as to the reliability of the program already in place, and the savings that would be accomplished by keeping it in place," Eiss continued.

After the county Legislature defeated the contracting proposal, Eiss said several legislators informed him they were impressed and aided in their consideration by the research paper, which was delivered to each lawmaker before the vote.

"Many said the paper either changed their minds or gave them needed ammunition to shoot it down," Eiss continued. "I even received a letter from the Legislature's chairman, Richard Slisz, complimenting our 'excellent report,' calling it comprehensive and well done.

"I don't think it's too often that a measure is defeated, and then a resolution passed to declare the feelings of the Legislature that county workers should perform county services in the face of a contracting out proposal," Eiss said. "But that's exactly what happened, and we're extremely pleased with our research department. They just don't get the credit they deserve."



LOCAL 815 PRESIDENT JOHN EISS — he credits union's research effort with major role in defeating effort to contract out jobs in Erie County.

Suffolk social service worker latest victim of on-the-job violence

RIVERHEAD — Yet another public employee has been severely beaten on the job by a member of the public.

In the latest incident, Dominick Zito, 41, was beaten by a 300-pound female welfare applicant following an interview at the Riverhead County Center offices of the Suffolk County Department of Social Services.

Zito was treated and X-rayed at Central Suffolk Hospital after the attack, and has been on sick leave and under the care of an orthopedic doctor, physical therapist and dentist since.

Incidents of on-the-job violence at the hands of members of the public have apparently been increasing. For instance, a caseworker at the Nassau County Department of Social Services was slashed on the throat and narrowly escaped death recently, and there have been scores of other incidents.

Security personnel in the Suffolk case were praised, however, for their prompt response. Two civilian security guards were on the scene, and were joined by four deputy sheriffs who happened to be in the building. In Nassau, CSEA officials said

Social Services Commissioner Joseph D'Elia had responded energetically to the security problem and had secured plans for renovations of the client-interview area of the Mineola offices that would isolate members of the public from employees. The design provides for interview booths with plexiglass separating employees from clients.

Zito suffered cuts, bruises, loosened lower front teeth and undetermined injuries to his neck and back. The attack came about 20 minutes after a man and his wife had been escorted out of his office because they became abusive. The woman reportedly returned and suddenly attacked Zito, whose back was turned to her. He said he was knocked over his office chair to the floor and beaten and kicked, until rescuers arrived.

Zito, who said it was the first time in six years on the job as a community service worker doing initial screening interviews that he had had any trouble with a client.

"It seems ironic," he said, "because all my co-workers call me the 'bleeding heart.'"

Niagara United Way pledges to respect rights of organized labor

NIAGARA — The United Way of Niagara has become the latest in a lengthening list of United Way affiliates across New York State responding to the concerns of organized labor about the anti-union activities of some organizations receiving United Way funds.

The Niagara organization adopted the United Way's "labor resolution" on Jan. 31, pledging to respect the rights of organized workers, according to Susan Hager, executive director of the United Way of New York State.

CSEA President William L. McGowan issued a call for United Way affiliates receiving support from CSEA members to adopt the policy respecting the rights of workers to organize and

respecting bargaining relationships as well as the negotiated terms and conditions provided in contracts.

CSEA asked for the voluntary action after the AFL-CIO and AFSCME expressed growing concerns that some organizations supported with United Way funds collected with the help of organized labor were using those funds in anti-union activities.

The union continues to recommend that locals and units involved in fund-raising activities with United Way affiliates determine if that affiliate has adopted the labor policy. If not, the local or unit is asked to contact President McGowan's office.

Southampton votes to affiliate with CSEA

SOUTHAMPTON — Employees of the world-famous resort Village of Southampton have voted to affiliate with CSEA.

The village had been one of the few in Suffolk County still lacking union representation, and had backed away from organizing after flirting with the idea several times in recent years.

The lack of formal contract rights and protections finally prompted village workers to petition for an election. They voted 17-3 to affiliate with CSEA.

The new unit, attached to Suffolk Local 852, immediately demanded negotiations for a formal contract.

GOER agrees to enforce rights of permanent workers in layoff units

ALBANY — CSEA has triumphed in getting the Governor's Office of Employee Relations to agree that permanent employees have the right to displace any temporary or provisional job holder in the same job title anywhere in New York State.

The agreement was reached on Jan. 24 as the result of a union grievance which charged the state with failing to comply with Section 20.2 of the State/CSEA contracts. The section requires, in part, that "when permanent employees are to be laid off within a given layoff unit and there are provisional or temporary employees in the same title in another layoff unit not projected for layoff, such provisional or temporary employees will be displaced in order to provide continued employment for those affected permanent employees."

For instance: now, a (permanent) stenographer working for the Office of Mental Retardation/Development Services in New York City can displace a (provisional) stenographer working in the Nassau-Suffolk layoff unit.

Previously, if there were no provisionals or temporaries that could have been replaced in New York City, the employee would have been laid off, even though there were provisional/temporary appointees in other layoff units.

Layoff units define the geographic area in which employees may exercise seniority rights. And, the state was attempting to confine displacements to temporaries and provisionals within the affected employee's layoff unit only.

CSEA Attorney Pauline Rogers Kinsella adds, "the State of New York has agreed with our position that 'other layoff units' means not only other geographic areas within the same department or agency from which the employee is being laid off, but other department or agency layoff units within, and outside, the employee's geographic area." Thus, permanent employees may also displace temporary or provisional appointees with the same job title in other agencies.

The state will have the new procedures in place for any layoffs which may occur in the future.

Pilot project offers free advancement courses

ALBANY — A new pilot program designed to help lower-graded clerical and secretarial employees prepare for job advancements will be tested in the Capital Region during March.

Under the pilot project, free educational courses will be provided to 120 grade 3, 4 and 5 employees in CSEA's Administrative Bargaining Unit only.

"This is another opportunity for CSEA Administrative Services Bargaining Unit members to break out of deadend job situations," says CSEA Region IV President Joseph E. McDermott of the Clerical and Secretarial Employee Advancement/Program (CSEA/P) project.

CSEA/P is offering the first 120 eligible CSEA members to apply, the opportunity to take part in one of four courses to be offered. The course to be offered are: 'Goal Setting and Career Planning' (14 hours); 'New York State Merit System' (7 hours); 'Preparing for a Job Interview' (14 hours); and 'Resume Preparation' (7 hours).

The courses will begin about March 7 and continue through the end of March. Classes will

be held at 7 p.m. weeknights at locations yet to be announced.

DEADLINE FOR ENROLLING IS TUESDAY, FEBRUARY 15, 1983. INTERESTED CSEA MEMBERS MAY ENROLL ON A FIRST COME, FIRST SERVED BASIS BY CONTACTING THEIR CSEA LOCAL PRESIDENT. INFORMATION MAY ALSO BE OBTAINED BY CONTACTING BETTY KURTIK OF THE CSEA/P LABOR-MANAGEMENT COMMITTEE AT (518) 473-0667 OR 473-3416.

"I want this pilot project to succeed so that this opportunity can be offered to our statewide Administrative Services Unit membership," McDermott said. "I have told our Local presidents to search out and encourage interested members to take this opportunity so that we do not let this possible chance for career advancement slip from our members' grasp."

Interested members should select two possible courses in the event their first choice is closed out.

APPLY! Free Course! **NOTICE** APPLY! Free Course!

CSEA MEMBERS
ADMINISTRATIVE BARGAINING UNIT (only)

Your union is offering you an opportunity to break out of your deadend "job ghetto." You are eligible to join this FREE pilot education program if your title is in GRADE 3, 4 or 5.

CSEA / P COURSES
(Clerical & Secretarial Employee Advancement / Program)
ARE BEING OFFERED MARCH 7 through MARCH 31, 1983.

Enrollment will be limited to 120 eligible members
First Come — First Eligible!

INTERESTED CSEA MEMBERS SHOULD APPLY TO THIS LOCAL CSEA OFFICER:

LOCAL OFFICER _____ Telephone No. _____

Courses ▶ Goal Setting & Career Planning (14 Hours)
N.Y.S. Merit System (7 Hours)
Preparing for a Job Interview (14 Hours)
Resume Preparation (7 Hours)

Classes ▶ Weeknights — 7:00 p.m.

Enroll ▶ by FEBRUARY 15, 1983

Class Locations ▶ To Be Announced

INFORMATION OTHER THAN COURSE DESCRIPTIONS IS AVAILABLE FROM:
Betty Kurtik — CSEA/P @ (518) 473-0667 or 473-3416

For Region VI stewards, officers

A skills seminar

ROCHESTER — A number of Region VI members will be beneficiaries of the CSEA Labor Institute's combined seminar on internal organizing and advanced steward training, on March 4 and 5.

The normally separate courses will be combined to enable stewards and officers to approach a wider variety of workplace problems, according to Sally Bouton, of CSEA's Education and Training Department.

Members will receive CSEA Labor Institute credit for both courses, scheduled to begin at 7:45 p.m., Friday, March 4, at the Rochester Rowntowner Motor Inn, 800 Jefferson Rd.

Only 120 people will be accommodated for the seminar, which will continue on Saturday at 9 a.m. till about 4 p.m. Region VI President Robert L. Lattimer has requested that local and unit presidents submit the names of members wishing to attend, to the region office no later than Friday, Feb. 25.

Bouton said the seminar will provide the more experienced steward or officer with enhanced skills and abilities to deal with complex situations in the workplace.

Emphasis will be placed on effective communications tools for investigating and presenting grievances, application of an internal organizing plan to build the strength of the local or unit, and a variety of creative techniques for solving workplace problems.

A special thanks from the family of Tom McDonough

The family of Thomas H. McDonough wish to take this opportunity to extend our thanks to all our friends for their generous and warm support during our time of sorrow. Particular thanks to Doctor William Conway, our physician and friend; the doctors, nurses, and clergy at St. Peter's Hospital, who under Doctor Conway's guidance, provided such excellent care to Tom during his hospitalization; the Midway and West Albany Rescue Squads, who responded with such dedicated effort; all CSEA officials, staff and friends whose caring support provided much comfort; all of our dear friends who so unselfishly provided spiritual support and the many of you who expressed their sympathy through flowers, cards, food, visits, calls, and donations to St. Peter's Hospital facilities. Special thanks to Father John Provost of St. Francis de Sales Parish in Albany, and Father Paul Roman of St. Mary's Parish in Granville for the beautiful service and for the many words of consolation and encouragement they provided. The Memorial Service at St. Francis de Sales Church, provided by Bill McGowan, CSEA President, for those friends who could not travel to Granville, was especially appreciated.

May God bless you all.

PAULINE McDONOUGH
and FAMILY

Public Sector

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

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

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

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

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

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



CSEA/WESTCHESTER LOCAL 860



STATEWIDE TREASURER BARBARA FAUSER, right, discusses financial management techniques with CSEA Region III Supervisor of General Accounts Cathy Bruno, left. The discussion occurred during one of two seminars for local treasurers conducted by Treasurer Eleanor McDonald, center, and CSEA Fauser in Region III this month.



Unselfish service earns a tribute for Rose Ditch

SYRACUSE — For the past 17 years Rose James Ditch has devoted much of her life to helping the handicapped residents at Syracuse Developmental Center.

At a dinner given in her honor, Region V President James Moore and nearly 200 of Ditch's friends and fellow employees paid tribute to her dedication to her job and for the 14 years of unselfish service to CSEA Local 424.

During her 17 years at the mental retardation facility, Ditch worked in food service and later became a seamstress. She ended her career with the state as a housekeeper.

In recalling her union activities, Santo DeVito, president of Local 424, noted that Ditch not only served as treasurer of the Local for 14 years, she was also a member of the CSEA Region V Women's Committee, and active with the Political Action and Employee Assistance Program at Syracuse Developmental Center.

"We are going to miss Rose," DeVito said. "She loved her job and the residents here at the facility. She was also totally dedicated to CSEA and her fellow members. She is, and will continue to be, a true inspiration to all of us."

CSEA LOCAL 424 at Syracuse Developmental Center recently honored Rose James Ditch for her 17 years of dedicated state service and 14 years as local treasurer and other union activities. Shown at a dinner in her honor, Region V President James Moore, right, and Local 424 President Santo DeVito, left, presented awards while Tom Ditch adds a smile of approval as his wife receives honors.

CSEA REGIONAL OFFICES

LONG ISLAND REGION I

Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

I

METROPOLITAN REGION II

100 Church St.
Room 1620
New York, N.Y. 10007
(212) 587-8200

II

SOUTHERN REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

III

CAPITAL REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

IV

CENTRAL REGION V

Suite 308
290 Elwood David Road
Liverpool, N.Y. 13088
(315) 451-6330

V

WESTERN REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540

VI

After asbestos is found in auditorium booth

Cultural Center 'perfectly safe'

ALBANY — When workers recently noticed a small amount of asbestos dust inside a projection booth at the 450-seat auditorium of the Empire State Plaza's Cultural Education Center here, it naturally caused a great deal of concern. But after testing by representatives of the state Health Department, the area is described as "perfectly safe."

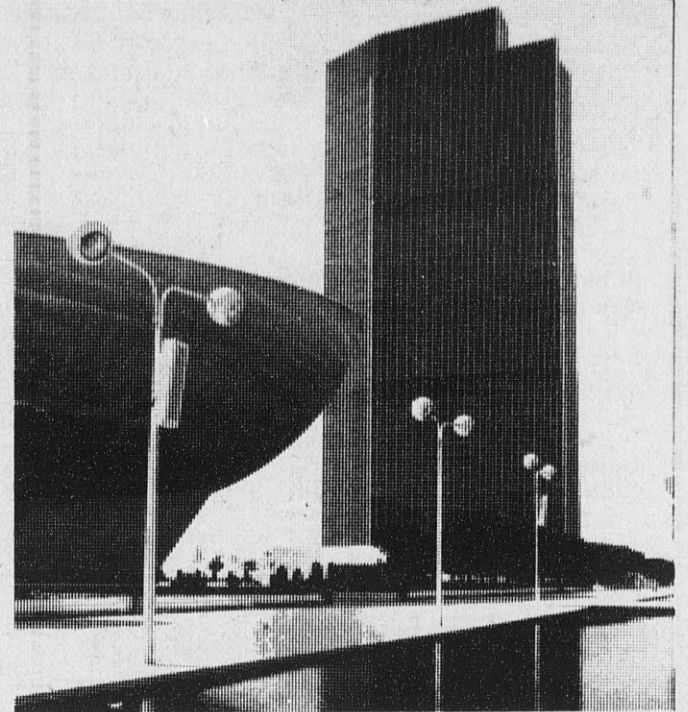
Apparently a contractor installing a new audio visual system cut into the asbestos wallboard without taking the standard procedure for such work beforehand. A spokesman for the state Office of General Services said the proper OSHA-mandated procedure should have included screening off the work area, wetting the asbestos cement wallboard before cutting into it, and collecting the dust afterwards. There were

reports that the contractor, however, was unaware that the wallboard contained asbestos.

In any event, the projection booth is an enclosed area with its own ventilation system, which greatly limited the spreading of the small amount of dust, and the Health Department said an air check of the entire auditorium and the booth itself showed only normal levels of asbestos. The auditorium had been locked and closed during the renovation, further limiting the possibility of general exposure to the dust.

The CSEA Capital Region office is monitoring the situation, and all CSEA Locals with members assigned to the general area of the problem were notified, according to Angela DeVito, CSEA Region IV OSHA representative.

Empire State Plaza



Blame cast on state for death of Wassaic client

WASSAIC — "The blame for that client's death should be placed on the State of New York," charges Region III Field Rep. John Deyo, commenting in response to the death of a 53-year-old resident of the Wassaic Developmental Center in eastern Dutchess County on Friday night, Jan. 14.

On that night, Richard Grissow was killed on the grounds of Wassaic in a car-pedestrian accident. Troopers at the scene attributed the accident, in part, to broken street lights.

CSEA Local 426 President Harold Ryan says, "There was not one light on that hill (where the accident took place) Friday night." Ryan also made a tour of the facility the following Monday night and counted 91 street lights out.

Ryan notes, "Our main concern is for the safety of our employees and clients. Our workers fear rape, mugging, even gasoline thefts from their cars because this place is so dark at night." He adds, "What makes it worse is that the taxpayers have had their money wasted once by the State, and the problem still hasn't been corrected."

Ryan points out that a contractor had been paid to make repairs to the street lighting system well over a year ago, but they were found to be unsatisfactory. "Now," says Ryan, "another contractor has been hired by Albany, and who knows how long it's going to take to have the proper lighting installed? This time, we hope the lights work."

According to Ryan, "Our local has been

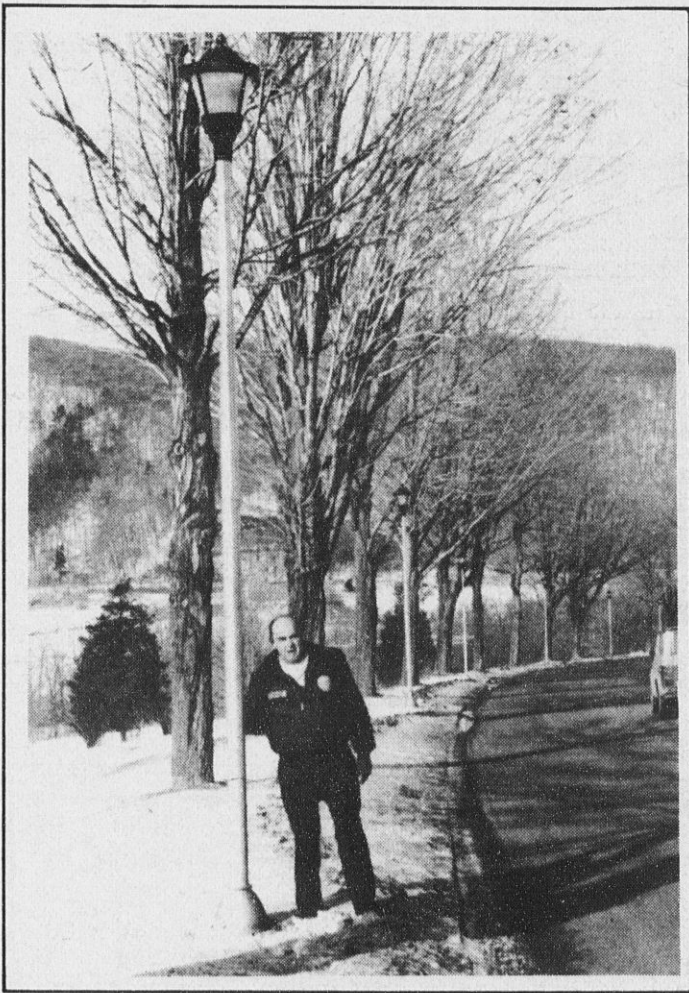
complaining about this for about eight months, and all we've gotten is a run around, even from Commissioner Zygmund Slezak in Albany. Unfortunately, nothing seems to get done unless someone's seriously hurt or killed. Now that that has happened, let's see how long it takes to get those street lights put in. I hope it's not too long, because each night those lights are out means another night when a life could be lost."

On his tour of the facility Jan. 17, Ryan took the Administrator on Duty and showed her a resident walking down the middle of an unlighted road. The client couldn't be seen until the car's headlights made him visible.

That's not the only concern of Local 426, which represents 2400 employees at Wassaic. Even though there are signs stating a 15 m.p.h. speed limit, it is unenforceable because the Department of Transportation has not been called in to certify that speed. Ryan says safety officers at Wassaic have been told not to give out tickets for speeding.

The Public Sector has learned that the son of a facility administrator even got a ticket, but it could be squashed because there's no official speed limit other than the state limit of 55. Says Ryan, "Having no street lights and an unreasonably fast speed is a deadly combination."

Local 426 is calling for immediate action to have a lower enforceable speed limit approved by D.O.T., and to have working street lights installed throughout the Wassaic Developmental Center.



LOCAL 426 PRESIDENT Harold Ryan at the scene of a fatal car-pedestrian accident at the Wassaic Developmental Center in eastern Dutchess County. Troopers say non-working street lights were partly to blame for the mishap, which left one client dead. Local 426 has been pushing for working street lights for over eight months.

Upgradings negotiated for Wyoming Co. welfare examiners

WARSAW — Mid-contract labor-management negotiations have resulted in an upgrading for approximately 20 Wyoming County welfare examiners, boosting their pay by about 20 percent.

"They had been wrongly placed to start with," said Field Representative Robert Young, who teamed with Penny Bush, president of the county employees unit of CSEA Local 861, to work out the upgrading.

The county's welfare examiners will now be placed at pay grade 10, up from the previous level of grade 7. Senior welfare examiners will remain at pay grade 12.

The upgrading will be step for step, with workers retaining their increment level in addition to the pay boost. This could mean an increase in pay by as much as \$2,200 for some, according to Young.

"The county saw the inequity in the wide disparity from welfare examiner to senior welfare examiner, and they were very cooperative in correcting it," said Young.

The Wyoming County unit is in the second year of three-year contract which calls for an \$800 across-the-board pay boost plus increments in the third and final year.

It's too late to change penalty, says arbitrator

The Town of Queensbury tried to change a disciplinary penalty against two town workers eight years after it enacted the original punishment, but an arbitrator has ruled against the town.

"It would be wrong for the law to allow such a delay in punishment," Dona Bulluck, CSEA counsel in the arbitration, explained. "If the town had corrected the punishment shortly after the incident, it may have been allowed. But an eight-year delay is far too long."

On Jan. 18, 1974, CSEA members William Hughes and Ronald Havens were disciplined for an infraction of the town rules.

At that time, both had to sign involuntary resignations and leave town service with the understanding they would be rehired shortly with full accruals and benefits. Hughes was rehired Feb. 1; Havens Feb. 25.

However, in February 1982, the town reduced the workers' pay rates and vacation entitlements on the grounds that their seniority credits were improperly computed since they included service prior to their involuntary resignation date.

The town based its actions on contract language which defines seniority as "continuous time in service." Since both men had breaks in service, the town attempted to have them forfeit all time served prior to their discipline.

For Havens, that would have meant a loss of five years of service, and for Hughes, a loss of six years' seniority.

In his decision, Arbitrator Louis R. Salkever noted, "The pay and vacation time treatment accorded Hughes and Havens by the town is consonant with a 'substitution by practice,' without formal notation of a suspension in replacement of 'involuntary' resignations."

He concluded, "Imposition of a penalty eight years after its occurrence, short of the most heinous offense, would not be countenanced in our judicial system. How can we be less judicious in our employee relations?"

Hughes and Havens were awarded full recovery of time and incremental pay lost due to the town's improper action.

Legal representation was provided by CSEA's Legal Assistance Program.

Employee wins back work schedule, conditions

ITHACA — It took more than 14 months for the grievance procedure to run its proper course, but patience and the efforts of CSEA legal assistance finally paid a dividend for William Baker when he was recently notified of reassignment to his former work schedule and conditions.

Baker, a water treatment plant operator for the City of Ithaca, and member of the City of Ithaca Administrative Unit of Tompkins County Local 855, filed a grievance in October 1981 claiming the terms of the contract had been violated when the city unilaterally changed his work schedule from a regular Monday through Friday, 7 a.m. to 3 p.m. shift.

In his grievance Baker claimed the city had violated a long-standing past practice regarding his working conditions and had failed to notify CSEA in writing at least seven days before "any changes in working methods or conditions."

At the PERB arbitration hearing last month, CSEA Regional Attorney John Rittinger argued that by not negotiating Baker's change of work schedule with the union, Baker suffered a "diminishment and impairment" in benefits, privileges, wages, hours and working conditions. Rittinger further argued that the city had unilaterally changed a past practice and denied the grievant the option of overtime pay and no reasonable warning of days and times he would work.

Although the arbitrator's decision did recognize the right of the city to direct the workforce and reorganize for maximum efficiency, it also pointed out the contract language clearly states that the union should be notified in writing before any changes in working methods and conditions are implemented.

The arbitrator directed the city to reassign Baker, effective immediately, to the same schedule and working conditions he held prior to Oct. 7, 1981.

New Orangetown contract gives employees several new benefits

ORANGETOWN — It was a long time in coming, but well worth the wait. A contract between this Rockland County town and its CSEA employees has been resolved by a fact finder, and members made substantial gains in the two-year pact.

Town employees were granted two retroactive pay increases for 1982 — 6.5 percent effective Jan. 1 and 3 percent as of July 1. An 8 percent raise took effect Jan. 1, 1983. The pay hikes are in addition to increments where due.

The town must also provide safety shoes to those employees whose jobs require such protection.

Bereavement leave will no longer be charged to employees' sick leave. Two days off with pay will be granted in the event of the death of an employee's spouse, parents, or children.

Employees will be granted the option of taking a four-hour rest period during emergencies, such as

snowstorms.

If Orangetown must lay off personnel, seniority by job classification will be the determining factor in the layoffs. All substitutes, temporary, part-time, provisional, and probational employees assigned to that classification will be laid off before any permanent employees. If any permanent workers are to be laid off, the furloughs will be in reverse seniority, and those employees have the right to be reclassified into a lower grade.

Collective Bargaining Specialist Manny Vitale calls the contract "a fair agreement where CSEA employees won a number of additional benefits."

Vitale credits the work of the negotiating committee, chaired by Orangetown Unit President William Fitzgerald. Other committee members were Donald Fanell, Michael Menegant, Muriel Kelleher and Clark Brown.

Cornwall school district pact approved

CORNWALL-ON-HUDSON — Pay raises of 16 percent spread over the two-year term of the agreement and a change in the definitions of full- and part-time employees are just two of the highlights in a contract approved between the Cornwall School District Unit of Orange County Local 836 and the Cornwall Board of Education.

Workers got an initial increase of 8.5 percent retroactive to July 1, 1982, and will get an additional 7.5 percent across-the-board effective July 1. Those who work on holidays will be paid time-and-a-half in addition to the regular day's pay, with the exception of Thanksgiving, Christmas and New Year's Day, when the rate will be double time in addition to regular holiday pay.

Part-time employees are now categorized as those who work four hours or less per day. Any time more than that classified an employee as full-time.

The number of accumulated sick days has been increased to 200. In addition, bereavement leave has been extended to cover the death of a grandchild and any relative living in the employee's home.

Collective Bargaining Specialist Manny Vitale hammered out the agreement with the help of the CSEA Negotiating Committee. That group was chaired by Unit President Ken Woodruff, and contained members Alvin Clark, Robert Hunter and Joseph Bradley.

Reagan record on civil rights assailed

WASHINGTON — The social and economic policies of the Reagan administration are making the struggle for equal opportunity a major civil rights challenge of the 1980s, the Leadership Conference on Civil Rights charged at its 33rd annual meeting here.

AFL-CIO President Lane Kirkland told the participants that the labor and civil rights movements "knew that Reaganomics was a disaster, and our people couldn't afford to wait . . . and we were right," Kirkland said.

LCCR Chairperson Benjamin L. Hooks, who is also executive director of the NAACP, characterized the Reagan administration's record on civil rights as "disastrous."

Peru school custodians join CSEA unit

PERU — A unit of 31 custodians in the Peru Central School District has joined CSEA.

The Peru Central School Board of Education voluntarily recognized CSEA as the bargaining agent for the school workers after Charles Scott, CSEA field representative, informed them that the employees wanted to join the other non-teaching employees in the district already represented by the union.

During the interim, CSEA will represent the janitors through their contract with the district and will merge the custodians into the larger CSEA unit in June when the contract expires.

Union urges creation of pension fund board

ALBANY — A high-level CSEA official has reiterated the union's long-held position that a board of trustees with public employee representation should be placed in control of investing the common funds of the state public employee pension funds.

CSEA Attorney James D. Featherstonhaugh testified before a State Democratic Task Force on Jobs hearing here recently that with changes in the administration of those investments and in the standards used for investments, the assets of the retirement systems could provide New York State with an exceptional resource to boost economic development.

Featherstonhaugh, calling for appointment of a board of trustees to replace the state comptroller as the sole trustee, said "no single person should have sole and unfettered discretion over the investment of \$18 billion belonging to other people." He said the establishment of the board, with public employee representation and a guarantee that some of the members be experienced in investments and financial affairs, would provide the necessary diversity and expertise to operate a fund of that size.

And, he said, the union strongly supports changing the standard used for investments from the funds from the present "legal list" system to a "prudent person" standard to more effectively utilize the funds assets for investments to spur economic development within New York State.

That type of investment standard, similar to that employed in federal law in the employee retirement income security act, was embraced by Gov. Mario Cuomo in his message to the Legislature last month, Featherstonhaugh noted.

CSEA has urged creating a board of trustees for several years, and Featherstonhaugh told the Task Force that it should forge ahead in support of such a proposal. He also disputed State Comptroller Reagan's contention that such a change should be by constitutional amendment, saying "it seems to me that the constitutional amendment approach is merely a red herring that will have the effect of putting off serious consideration on the board of trustees issue indefinitely."

The union attorney closed by telling task force members, "I would like to . . . make clear that CSEA is ready to work with you in utilizing, to the extent consistent with general fiduciary responsibilities, the assets of the common retirement fund to stimulate economic development in New York State."



ATTORNEY JAMES FEATHERSTONHAUGH

New civil service exam study booklets due this month

ALBANY — Three new instructional booklets are being added to the five already available under the new educational service being offered by CSEA to help members improve their Civil Service exam test scores.

Expected to be available Feb. 28, the booklets will be just in time to help those taking the Senior Clerical Series being given by Civil Service March 26.

The exam series will be for the positions of Senior Account Clerk, Senior Audit Clerk, Senior Clerk, Payroll Clerk II, Purchasing Assistant I and Senior Statistics Clerk.

"The first five booklets, which were designed for those taking the PATT exam, will also be very helpful for the senior clerical exam series," noted CSEA Education Director Thomas Quimby. "The three new booklets deal with supervision, purchasing and payroll practices and basic algebra, focusing in on the material covered in the senior clerical exams."

All eight study booklets, as well as a four-part videotape program soon to be available, were developed in cooperation with the New York State School of Industrial and Labor Relations, Cornell University, under a grant from CWEP, the joint labor/management Committee on the Work Environment and Productivity.

"The booklets are self-study guides with lots of practice problems or questions," Quimby explained. "They review basic areas of knowledge as well as test-taking skills, so some of them should be helpful for members taking a wide variety of state and local exams, not just these particular tests."

The three new booklets are:

- Booklet 6 SUPERVISION. This booklet contains 50 questions on supervision, and includes a self-study guide with full explanations.

- Booklet 7 PURCHASING AND PAYROLL PRACTICES. This booklet contains information on purchasing and payroll practices and principles, as well as sample exam questions, and a self-study guide with full explanations.

- Booklet 8 BASIC ALGEBRA. This booklet describes basic algebraic methods and provides plenty of practice questions. It's designed for those who have previously had a difficult time with algebra. It also includes work with elementary statistical methods and computations.

Orders are being accepted now, but the three new booklets aren't expected to be available for mailing until Feb. 28. There is a cost of \$1.50 for each of the eight booklets in the series. CSEA members may order copies directly from the union by using the coupon below.

Listed below are the exams being given March 26 and the list of booklets that will be helpful for each exam.

- | | | |
|-------------------------|---|------------------------|
| Senior Account Clerk | } | Booklets 2, 3, 4 and 6 |
| Senior Audit Clerk | | |
| Senior Clerk | | |
| Payroll Clerk II | } | Booklets 2, 4, 6 and 7 |
| Purchasing Assistant I | | |
| Senior Statistics Clerk | } | Booklets 3, 4, 6 and 8 |

Order today

CIVIL SERVICE EMPLOYEES ASSOCIATION

Date _____

ATTN: CSEA EDUCATION DEPARTMENT
33 ELK STREET,
ALBANY, NEW YORK 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered, and I have enclosed a check or money order for \$_____ to cover the cost of this order.

- #1 BASIC MATH
- #2 ARITHMETIC REASONING
- #3 UNDERSTANDING AND INTERPRETING TABULAR MATERIAL
- #4 UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL
- #5 PREPARING WRITTEN MATERIAL
- #6 SUPERVISION
- #7 PURCHASING AND PAYROLL PRACTICES
- #8 BASIC ALGEBRA

Send to:

Name _____
Address _____
City _____ State/ZIP _____
Social Security Number _____ CSEA Local _____
Employer _____

Inflation slows but still outstrips the purchasing power of average worker

WASHINGTON — Inflation slowed markedly in 1982, increasing 3.9 percent as measured by the government's consumer price index, but the advance still outstripped workers' purchasing power, the Bureau of Labor Statistics reported.

Real earnings, the inflation-adjusted income of production and non-supervisory workers in the private sector, declined one-tenth of 1 percent during 1982 despite a five-tenths of 1 percent rise in December, BLS said. The decline followed a drop of 2.4 percent during the previous 12-month period.

Gross weekly earnings in December averaged \$270.92, compared with \$269.97 the month before. But after adjustment for the impact of inflation since 1977, December weekly earnings averaged only \$167.65.

In its report on consumer prices, BLS noted that the 1982 inflation rate was the lowest annual rise since a 3.4-percent increase in 1972 when wage and price controls were in effect. The CPI posted a seasonally adjusted three-tenths of 1 percent decline in December.

Labor leads call for fairness in budget

WASHINGTON — An American battered by recession and strained by social conflict can't afford another year of "disastrous" Reagan administration policies, AFL-CIO President Lane Kirkland has warned.

Labor's protest at the "stay-the-course" theme of President Reagan's recent State of the Union address was joined by major civil rights and women's organizations. In a statement read by Kirkland at a news conference at AFL-CIO headquarters, they called on Congress to inject "fairness and equity" into the government's budget and policy decisions.

Only the wealthy have been "immune from the pain of Reaganism," the joint statement stressed.

NAACP Executive Director Benjamin L. Hooks protested Reagan's continued use of domestic spending as a scapegoat even though it is the President's tax cuts that have brought about record deficits.

AFSCME President Gerald W. McEntee said 12 million jobless Americans don't share President Reagan's confidence that "America is on the mend" or his opposition to large-scale job programs.

The president of the National Organization for Women, Judith Goldsmith,

told the news conference that women are "tired of empty gestures" from an administration that regards serious human rights issues as merely "image problems."

Other signers of the statement included President Dorothy S. Riding of the League of Women Voters, National Urban League President John Jacob and Auto Workers President Douglas Fraser.

A host of other unions issued statements sharply critical of portions of the President's State of the Union message directly affecting their members. They included federal employee and postal unions angered by Reagan's plan to freeze all pay raises and retirement benefits for both federal civilian employees and persons in the military services.

Kirkland acknowledged the "relatively moderate tone" used by Reagan. "But the substance of the program that he put forward," Kirkland stressed, is "clearly the same old stuff — further cuts for the poor, further tax breaks for employers, and a continuation of the same doctrine."

As for Reagan's call for "bipartisanship," Kirkland observed that a president who is riding high in the public opinion polls asserts a "mandate" for whatever he wants to put through. But "when the polls begin to slip, he calls for bipartisanship."

Reagan will be spelling out his Administration's proposals in greater detail in the budget proposals that will soon be sent to Congress. But these are some of the measures he outlined in his State of the Union message:

- A freeze of most domestic programs at current levels, without allowance for inflation. This would amount to a cutback in constant dollars. The president also said he will ask Congress to cut back on food stamp entitlements so that only the "truly needy" will be helped.

- A one-year freeze for federal civilian and military pay and pension programs.

- An employment program keyed to giving tax credits to employers who hire the long-term unemployed, providing some additional job training funds, more tax breaks for businesses under a revised Enterprise Zones proposal, and improving "incentives" for employers to hire youths for summer jobs. The temporary program of federal supplemental unemployment compensation would be given another short-term renewal.

Other segments of the president's speech included an education program composed of tax credits for parents who send children to private schools, grants to further math and science instruction and a constitutional amendment to allow "voluntary" school prayer.

Reagan also proposed a cumbersome standby surtax starting in fiscal 1986 that would take effect "only if Congress has first approved our spending freeze and budget control program." But Congress, he insisted, should not tamper with the tax cuts already scheduled — including a 10 percent reduction in July and future indexing of tax brackets.

The most influential Republicans in Congress have already said they want no part of Reagan's standby tax plan, but its inclusion in the budget presumably would allow the administration to project a future balanced budget despite record high deficits in the years immediately ahead.

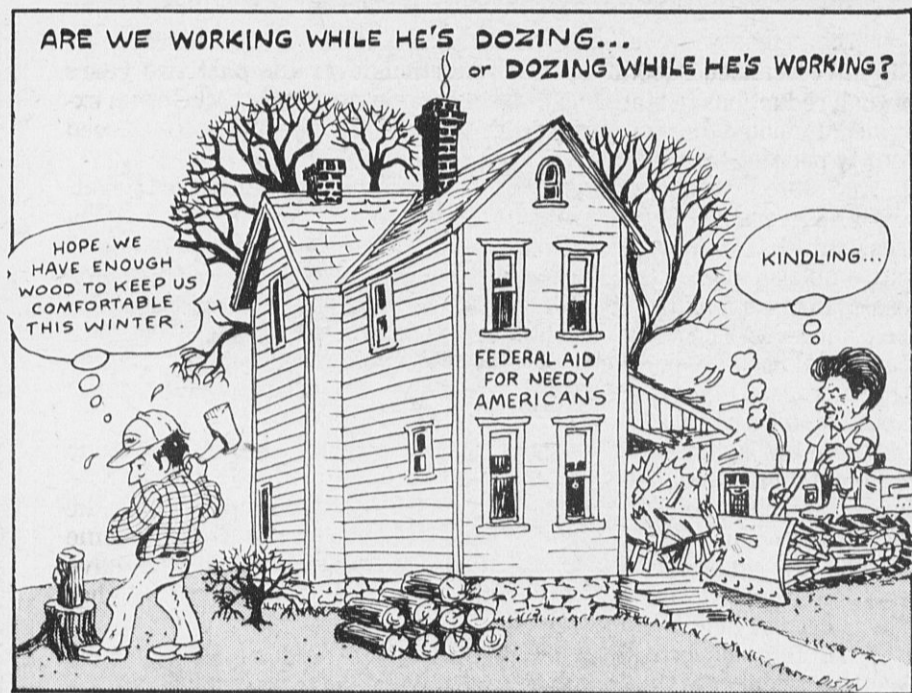
Kirkland said in response to questions from reporters that the president's freeze and cutback program is both "wrong" and "unfair." The heaviest blow would fall on social programs that have already been cut back the most during the administration's first two years.

As for what should be done, Kirkland responded:

"There should be a major program of industrial reconstruction. . . . There should be large-scale programs to create jobs doing useful work and providing public services. . . . There should be access to housing for people of low and middle incomes. . . .

"There should be provisions made for those millions who have lost their health insurance coverage and can't pay their medical bills for themselves or their families during those periods of unemployment, and who stand in danger of eviction."

These are among the problems that should have been addressed in President Reagan's State of the Union message, Kirkland said. But they weren't."



EVENTS Calendar

FEBRUARY

- 11-13—Central Region V Local presidents meeting, Hotel Syracuse, Syracuse.
- 15—New York Metropolitan Retirees Local 910 meeting, 1 p.m., Room 5890, 2 World Trade Center, New York City.
- 19—Region V Education Seminar for school district unit presidents and negotiating teams in Franklin, Jefferson and St. Lawrence Counties, 9 a.m., Raymond Hall, 8th floor, SUNY Potsdam, Potsdam.
- 22—Region II treasurers seminar, 1 p.m., Region Office, 100 Church Street, New York City.
- 25—CSEA Region II Legislative Breakfast with New York City assemblymen and senators, 8:30 a.m., Roosevelt Hotel, New York City.
- 26—CSEA Legislative Seminar, 9 a.m., Meeting Room 6, Empire State Convention Center, Albany.
- 28—Region I treasurers seminar, 7 p.m., Region Office, Hauppauge.

MARCH

- 4-5—CSEA Labor Institute program, Rowntown Motor Inn, Rochester.

Layoffs, taxes, local aid plan all unacceptable in state budget

In a public statement released to the news media, and reprinted on page 1 of this issue, CSEA President William L. McGowan has offered state legislators a viable alternative to mass layoffs of state employees in order to balance the next state budget. But layoffs are not the only problems the union sees in Gov. Cuomo's first Executive Budget. There are, say President McGowan and CSEA Chief Lobbyist James Featherstonhaugh, other inequities in the proposed budget as well. Some of those concerns, as well as some initial details of CSEA's proposed income tax plan to prevent layoffs or reduced public services, are discussed in the article below. And on the following pages are details of a new research report prepared by AFSCME and the Public Employee Department of the AFL-CIO which suggests that severe reductions in federal aid to states and localities are the chief culprit of state and local government budget problems. And on yet another page is a listing of state legislators and their mailing addresses in Albany. These are the people who will eventually vote on the new state budget, and you should let your legislators know how you feel about that document. Get involved with your union in preserving your future.

ALBANY — Take a \$1.8 billion state budget deficit, then add \$80 million in increased sales taxes and "user fees," limit portions to schools and local government, and then cut 8,500 active state employees and 6,000 additional jobs and what do you get?

A budget that is unfair to public employees, and all low and middle income New Yorkers, answers CSEA President William L. McGowan.

The union leader took Gov. M. Cuomo's first Executive Budget to task February 1, telling capitol reporters that Cuomo's announcement of mass layoffs created "Black Tuesday" for public workers.

CSEA wasted little time in summoning reporters to criticize the budget's plans to trade off increased fees, expanded sales taxes and huge cuts in state employment to balance what the governor said was "the highest budget deficit in the history of New York State."

While McGowan and CSEA Chief Lobbyist James Featherstonhaugh told newsmen they didn't dispute the state's grave financial decision not to increase the state's business or personal income taxes at all while he was proposing increases in regressive sales taxes and user fees and wholesale layoffs of state workers.

And while it's hardly a surprise to reporters that CSEA opposes state employee layoffs, there was wide coverage of the CSEA alternative proposal for a temporary increase in the maximum state personal income tax for higher income New Yorkers.

"We believe that any reduction in public services should be brought about by gradual measures which balance the interests of all New Yorkers," McGowan told the press. "Mass layoffs put all of the financial burdens on only a small segment of the state's population. An alternative that makes more sense is a reduction in services through attrition coupled with temporary revenue enhancements by an increase on income taxes for New Yorkers in higher income brackets."

Specifically, the CSEA plan would increase the state's maximum personal income tax rate from the present 10 percent to 11 or 12 percent for a two year period. New Yorkers earning more than approximately \$36,000 a year would see a one percent increase and those earning more than \$50,000 would see a two percent increase. In both cases the increases would be temporary and offset by deductibility for federal income tax purposes.



CSEA PRESIDENT WILLIAM L. McGOWAN explains details of union's proposal to increase the state's maximum personal income tax rate to a reporter following a press conference held by CSEA to comment on Gov. Cuomo's first Executive Budget.



CSEA CHIEF LOBBYIST James Featherstonhaugh, right, is surrounded by news media representatives interested in information on union's proposal.

"The people who would be taxed temporarily are the same people who have realized substantial tax reductions over the past two years through reductions in state and federal income tax rates," McGowan explained. He noted the state's maximum income tax rate had been reduced from 14 percent since 1975.

And state layoffs were not CSEA's only complaint about the budget.

"The average CSEA member makes about \$17,000 a year," union President McGowan noted. "This budget, even with the mass layoffs of state employees, proposes to raise \$800 million through unfair expansion of sales taxes and higher fees for driver's license renewals, auto registrations, and so on. The problem is that everyone, whether they are a \$5,000 a year Social Security pensioner or a \$500,000 a year executive, will pay the same increased taxes and that is unfair. Taxes should be based on 'ability to pay,' and these taxes are not."

Again and again, McGowan and Featherstonhaugh hammered home the point that it can't be fair to raise taxes for low and middle income New Yorkers, cut their public services, throw 8,500 active employees on the streets, and not ask those fortunate enough to have a comfortable income to make any additional sacrifices at all; particularly when they have benefited from enormous tax cuts already and will receive another federal tax cut in July.

A similar concern about equity was raised later in the week by Assembly Speaker Stanley Fink who questioned the even-handedness of a budget that calls for more sacrifice in some areas, but not much in others. While the Speaker took no formal position on the issue yet, he said he would not rule out increases in "broad based taxes."

Senate Republicans, meanwhile, were complaining about the budget's plans for education aid which would, in part, redistribute aid from "wealthier" districts to "poorer" districts. They also broached some concern at what they saw as taking money from upstate communities to the benefit of New York City, a concern flatly refuted by the Cuomo Administration.

Clearly though, the legislature seems no more inclined to accept the Cuomo budget as proposed any more than it was ever inclined to accept a Carey budget as proposal. While the Administration's relationship with the lawmakers still seems cordial, the budget process has just begun.

With a constitutional mandate for a budget in place by the start of the state's fiscal year on April 1, the 1983 battle of the budget was quickly developing battle lines only one week after Gov. Mario Cuomo's first Executive Budget became public domain.

LAYOFFS: WHERE AND HOW MANY . . .



The
long
shadow
of layoffs
hangs over
thousands of
state workers

Virtually every agency a target

ALBANY — More than 8,500 current New York State employees will lose their jobs through layoffs in the coming months unless CSEA and other public service advocates can convince the state Legislature that Gov. Mario Cuomo's proposed state budget contains too many sacrifices for public services and too few for the wealthy.

The union has already gone on record in opposition to the Cuomo plan to cut more than 8,500 active employees while eliminating an additional 6,000 jobs through normal attrition, a proposed early retirement incentive program and an as yet unspecified "voluntary furlough" program.

CSEA is advocating increased state revenues through temporary taxes on high income families as an alternative to the layoffs. (see related story, page 9)

A budget review by CSEA's Research Department indicates the heaviest job cuts would come in the state's largest agencies. For example, Cuomo proposes to axe 2,015 jobs from the Office of Mental Retardation and Developmental Disabilities, mostly through "programmatic" reductions. In the state's Office of Mental Health, an additional 1,743 jobs would be abolished, but mostly through "budgeted" reductions. The effect, of course, is the same.

The State University would lose 1,569 jobs under the Executive Budget as proposed. The Department of Transportation would lose 693 jobs as well. Taxation and Finance would be cut by 365 jobs and Motor Vehicles would lose an additional 325 jobs. The Health Department would lose 257 jobs. Another big loser would be the City University of New York, targeted for 558 layoffs under the Cuomo plan.

Other state agency targets include: Education, 158; General Services, 162; Division for Youth, 155; Social Services, 163; Parks, 104; Environmental Conservation, 102; Audit and Control, 78; Commerce, 77; Worker's Comp, 78; and Substance Abuse Services, 50.

Virtually every other state agency would also be targeted, but for varying numbers less than 50.

All of the numbers listed above are for actual layoffs of active employees. The 6,000 jobs to be

abolished through attrition and early retirement would be additional.

CSEA's Research Department emphasizes that all of the layoff numbers are proposals contained in the Executive Budget. All are subject to change based on whatever action the state Legislature might take to amend the proposed budget. It is in that arena that CSEA will be the most active in attempting to modify the staggering layoff proposal.

The governor gave various agency executives until March 1 to outline how they proposed to implement the layoffs targeted for their agencies. Until then a facility by facility break down will not be available, yet some estimates in the Office of Mental Retardation and Developmental Disabilities have already surfaced.

Hardest hit would be the Craig Developmental Center where 584 layoffs are proposed as part of a phase out of the facility. Also hard hit would be Letchworth Developmental Center where OMRDD is proposing 466 layoffs.

Staten Island, which has already received hundreds of layoffs, is targeted for an additional 387 layoffs under the new budget. Wassaic Developmental Center would lose 242 positions to layoffs and Suffolk D.C. would lose 135. Others targeted for layoffs include: Newark D.C., 75; J.N. Adam D.C., 34; West Seneca D.C., 32; Monroe D.C., 9; Monroe Secure Unit, 4; O.D. Heck Autism Unit, 20; Westchester D.C., 40; Brooklyn D.C., 90; Fineson D.C., 95; Creedmore DMRU, 24; Manhattan D.C., 71.

But while some facilities would lose many positions through the proposed layoffs, others would increase staffing as clients are shifted as a result of the changes.

For example, a new MDU unit at Creedmore would create 132 jobs. At Rome D.C., 126 jobs would be added. Other increases would be at: Bronx D.C., 104; a new Metro Secure Unit at Brooklyn D.C., 78; DMRU Sagtikos at Suffolk D.C., 23; Letchworth Discrete Unit (Rockland MMRU), 85; Broome D.C., 46; O.D. Heck D.C., 46; Sunmount D.C., 39; Wilton D.C., 8; and Syracuse D.C., 64.

The net effect of the shifts brings the actual overall job loss through layoffs to 1,557 in OMRDD.

"I love New York' gets less funds

ALBANY — There will be a lot less of the "I Love New York" spirit in the upcoming fiscal year. Gov. Mario Cuomo has proposed cutting \$1.7 million from the popular advertising campaign as part of a 20.5 percent slash in funds to the state Commerce Department. In addition, the governor wants a 14 percent reduction in support for the arts and has even cut money for activities at the Empire State Plaza ice-skating rink.

Tuition at the State University of New York would rise \$250 a year under the spending plan, with dormitory fees going up \$150 and all students charged \$25 to pay for small computers.

In another belt tightening measure, a \$400,000 state plane will be sold, and the use of official cars curtailed. The use of outside lawyers by the Urban Development Corp. will also be significantly reduced. Meanwhile, the governor wants to create 7,000 new prison spaces and 7,000 units of permanent housing for the homeless.

In order to bolster the state's economic base, Cuomo wants a \$13 billion investment, through various bond issues, for projects including \$4 billion for water systems improvement, \$4.5 billion for highway and bridge improvements, \$1.25 billion for public works, \$1 billion for housing, \$730 million for public utilities capital conversion, and \$500 million for a regional development bank. These bonds are expected to create at least 100,000 permanent jobs.

In a move closer to home, the governor has chopped \$1.7 million from his executive chamber budget and announced that his son, Andrew, will serve as a \$1-a-year special adviser.

Some good news, and some bad

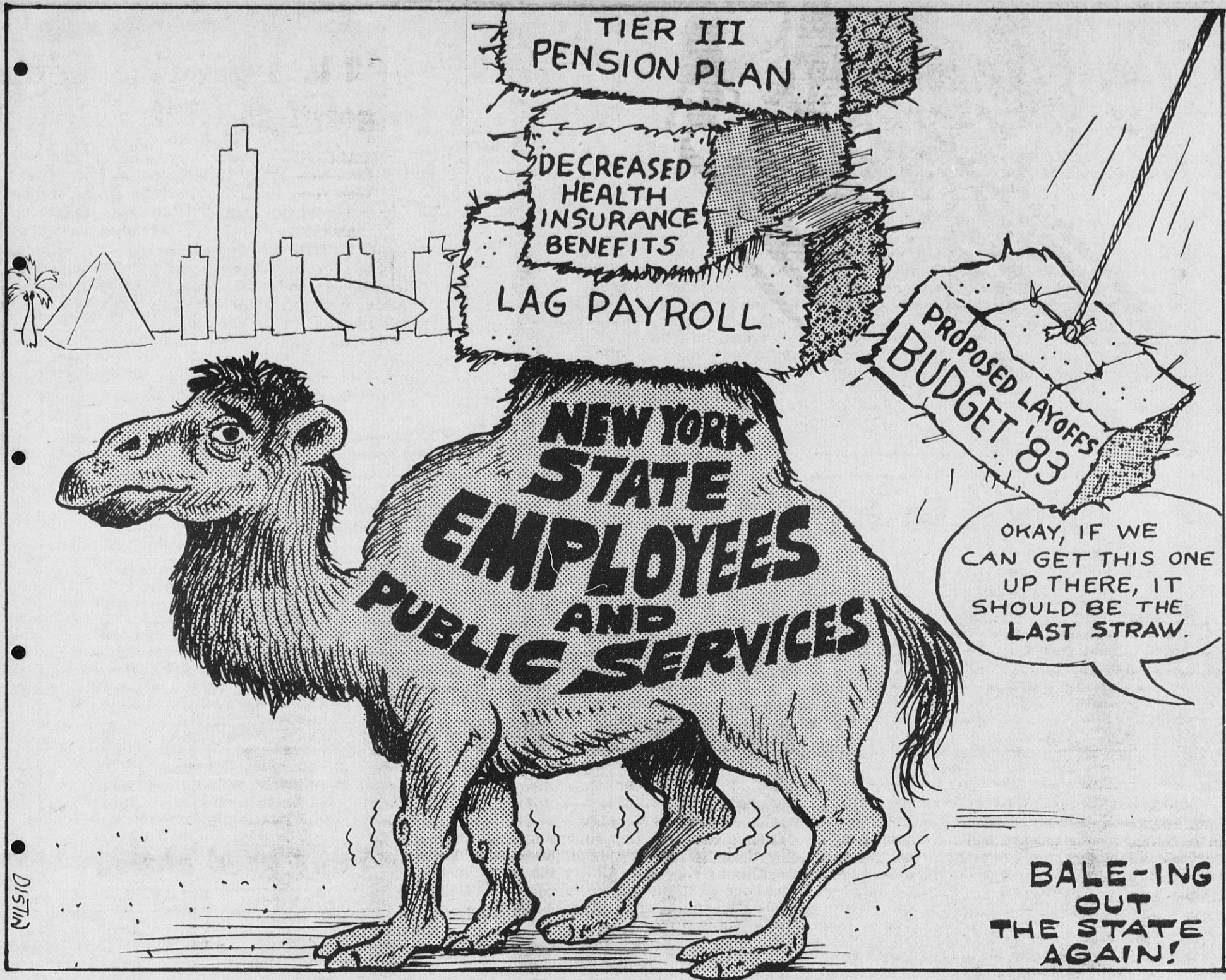
ALBANY — There is some good news in the state budget for New York State's 62 counties. The governor wants the state to take over a larger share of local Medicaid costs. Specifically, his five-year plan would freeze local costs at this year's level and then, through 1986, gradually reduce the local share to 10 percent. County governments would save an estimated \$6.1 billion.

But there is bad news, too. Cuomo wants to eliminate \$79 million in aid to small cities, cut \$34 million in funds to operate sewers, and put a \$800 million cap on local revenue sharing money. Road and bridge maintenance programs would also be slashed for an, overall, \$210 million reduction in general state aid to localities.

School aid has a new formula

ALBANY — Poorer school districts will get a bigger share of the pie under a new school aid formula that Gov. Mario Cuomo has proposed to the state Legislature.

Under the budget, 430 school districts would receive increased assistance while 273 wealthier districts would have to make do on less. New aid would be targeted to urban magnet schools and large cities would receive additional funding for occupational education. At the same time, textbook aid would be increased for all districts and, overall, public school aid will go up \$74 million if the state Legislature buys the plan.



YOU CAN HELP PREVENT LAYOFFS

A letter, today, will do it. . .see page 12

Loss of federal aid causes fiscal chaos on local level

WASHINGTON — A comprehensive research report prepared jointly by AFSCME and the Public Employee Department of the AFL-CIO concludes that “state and local governments are facing a financial squeeze of a size and scope unknown since the Great Depression.”

The cause: a 19-month recession compounded by severe reductions in federal assistance to state and local governments during the same period.

The result: fiscal chaos.

Among chief findings are that overall, since 1981, state and local governments have suffered a loss of \$57 billion in federal assistance, and those losses have grown each year.

Key programs such as employment and training, community services, center for disease control and economic develop-

ment have been cut by more than 50 percent, the report shows. And, by 1985, if current spending trends continue, overall federal aid to states will fall to pre-Great Depression levels.

Among the startling figures contained in the lengthy document is this one of prime importance to public employees and all New Yorkers; New York ranks 4th among all states in the per capita loss in federal aid, and leads the nation in per capita loss in federal assistance for Medicaid.

Anticipated reductions in Federal aid is one reason why a serious deficit must be made up in order to balance the next state budget. In the next issue of the Public Sector, we'll examine this important research report in detail and discuss the direct relationship between reduced federal aid and a faltering state economy.

Your letters CAN change the budget

The Executive Budget submitted by Gov. Mario Cuomo, and strongly opposed by CSEA as unfair to public employees and lower and middle income New Yorkers in general, is still just a proposal. It can be changed. And the people who can alter it, the people who must approve the State Budget in its final form, are the members of State Legislature. CSEA feels with deep conviction that the proposed budget must be changed, and the union has proposed an alternative measure to prevent mass layoffs. Now we must convince as many members of the State Legislature as we can to support the union's alternative in arriving at a final state budget. And you can help, in fact you must help if our efforts are to succeed. How? By writing, immediately, to your senator and assemblyman, in your own words, that you are opposed to mass layoffs and drastic service cuts as proposed in the governor's Executive Budget. And that you favor CSEA's plan for a temporary increase in the state's maximum personal income tax rate for higher income earners.

Use your own words and handwriting to tell your legislators where you stand on the proposed State Budget. Following is a suggested sample of information to include:

"I am a State taxpayer and public employee, and I am strongly opposed to proposed mass layoffs and drastic reduction of public services in the Executive Budget. All New Yorkers, and not just public employees and average income families, must share in the sacrifices necessary to balance the budget.
"That's why I support CSEA's plan for a temporary increase in the state's maximum personal income tax rate for higher income earners, and I urge you and your colleagues to do the same. This realistic proposal would render mass layoffs and service reductions unnecessary and aid the state's economy."

REMEMBER — Sign your name and address and send your letters immediately. Today, if possible.

Keep in touch with your assemblyman

MEMBERS OF THE NEW YORK STATE ASSEMBLY ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE ASSEMBLYMAN c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

DIST. ASSEMBLYMAN

1	Joseph Sawicki, Jr.	50	Joseph R. Lentol
2	John L. Behan	51	Joseph Ferris
3	I. William Bianchi	52	Eileen C. Dugan
4	George J. Hochbruckner	53	Victor L. Robles
5	Paul E. Harenberg	54	Thomas F. Catapano
6	Robert C. Wertz	55	William S. Boyland
7	Thomas F. Barraga	56	Albert Vann
8	John C. Cochrane	57	Roger L. Green
9	John J. Flanagan	58	Elizabeth A. Connelly
10	Antonia P. Rettaliata	59	Eric N. Vitaliano
11	Patrick G. Halpin	60	Robert A. Straniere
12	Philip B. Healey	61	William F. Passannante
13	Lewis J. Yevoli	62	Sheldon Silver
14	Frederick E. Parola, Jr.	63	Steven Sanders
15	Angelo F. Orazio	64	Richard N. Gottfried
16	May W. Newburger	65	Alexander B. Grannis
17	Kemp Hannon	66	Mark Alan Siegel
18	Barbara A. Patton	67	Jerrold Nadler
19	Armand P. D'Amato	68	Angelo DelToro
20	Arthur J. Kremer	69	Edward C. Sullivan
21	Gregory R. Becker	70	Geraldine L. Daniels
22	George H. Madison	71	Herman D. Farrell
23	Gerdi L. Lipschutz	72	John Brian Murtaugh
24	Saul Weprin	73	Jose E. Serrano
25	John F. Duane	74	Louis Nine
26	Leonard P. Stavisky	75	John C. Dearie
27	Nattie Mayersohn	76	Aurelia Greene
28	Alan G. Hevesi	77	Jose Rivera
29	Cynthia Jenkins	78	Gloria Davis
30	Ralph Goldstein	79	George Friedman
31	Anthony S. Seminerio	80	G. Oliver Koppell
32	Edward Abramson	81	Eliot L. Engel
33	Alton R. Waldon, Jr.	82	Vincent A. Marchiselli
34	Ivan C. Lafayette	83	Nicholas A. Spano
35	Helen M. Marshall	84	Gordon W. Burrows
36	Denis J. Butler	85	John M. Perone
37	Clifford E. Wilson	86	Richard L. Brodsky
38	Frederick D. Schmidt	87	Peter M. Sullivan
39	Stanley Fink	88	John R. Branca
40	Edward Griffith	89	Henry W. Barnett
41	Helene E. Weinstein	90	Vincent L. Leibell, III
42	Rhoda S. Jacobs	91	William J. Ryan
43	Clarence Norman, Jr.	92	Robert J. Connor
44	Melvin H. Miller	93	Eugene Levy
45	Daniel L. Feldman	94	Mary M. McPhillips
46	Howard L. Lasher	95	William J. Larkin, Jr.
47	Frank J. Barbaro	96	Lawrence E. Bennett
48	Dov Hikind	97	Stephen M. Saland
49	Louis Fredo	98	Richard I. Coombe
		99	Glenn E. Warren
		100	Neil W. Kelleher
		101	Maurice D. Hinchey
		102	Clarence D. Lane
		103	Michael J. Hoblock
		104	Richard J. Conners (Vacant)
		105	Michael R. McNulty
		106	James Tedisco
		107	Robert A. D'Andrea
		108	Glenn H. Harris
		109	Andrew W. Ryan, Jr.
		110	John W. McCann
		111	John G. A. O'Neil
		112	Anthony J. Casale
		113	

114	H. Robert Nortz	132	Audre T. Cooke
115	William R. Sears	133	David F. Gantt
116	Richard S. Ruggiero	134	Roger J. Robach
117	Raymond T. Chesbro	135	James F. Nagle
118	Michael J. Bragman	136	Richard C. Wesley
119	William E. Bush	137	R. Stephen Hawley
120	Melvin N. Zimmer	138	Joseph T. Pillittere
121	Hyman M. Miller	139	Matthew J. Murphy
122	Clarence D. Rappleyea	140	Robin L. Schimminger
123	James W. McCabe	141	Arthur O. Eve
124	James R. Tallon, Jr.	142	John B. Sheffer, II
125	Hugh S. MacNeil	143	Dennis T. Gorski
126	George H. Winner, Jr.	144	William B. Hoyt
127	John R. Kuhl	145	Richard J. Keane
128	Michael F. Nozzolio	146	Francis J. Pordum
129	Frank G. Talomie, Sr.	147	L. William Gaxon
130	Louise M. Slaughter	148	Vincent J. Graber, Sr.
131	Gary Proud	149	Daniel B. Walsh
		150	William L. Parment

How to contact your state senator

MEMBERS OF THE NEW YORK STATE SENATE ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE SENATOR, c/o STATE CAPITOL, ALBANY NEW YORK 12224.

DIST. SENATOR

1	Kenneth LaValle	26	Roy Goodman
2	James Lack	27	Manfred Ohrenstein
3	Caesar Trunzo	28	Franz Leichter
4	Owen Johnson	29	Leon Bogues
5	Ralph Marino	30	Olga Mendez
6	John Dunne	31	Joseph Galiber
7	Michael Tully	32	Israel Ruiz Jr.
8	Norman Levy	33	Abraham Bernstein
9	Carol Berman	34	John Calandra
10	Andrew Jenkins	35	John Flynn
11	Frank Padavan	36	Joseph Pisani
12	Gary Ackerman	37	Mary Goodhue
13	Emanuel Gold	38	Linda Winikow
14	Anthony Gazzara	39	Richard Schermerhorn
15	Martin Knorr	40	Charles Cook
16	Jeremy Weinstein	41	Jay Rolison Jr.
17	Howard Babbush	42	Howard Nolan Jr.
18	Donald Halperin	43	Joseph Bruno
19	Martin Solomon	44	Hugh Farley
20	Thomas Bartosiewicz	45	Ronald Stafford
21	Martin Markowitz	46	Douglas Barclay
22	Anna Jefferson	47	James Donovan
23	Joseph Montalto	48	Martin Auer
24	John Marchi	49	Tarky Lombardi
25	Martin Connor	50	Lloyd Riford Jr.
		51	Warren Anderson
		52	William Smith
		53	L. Paul Kehoe
		54	John Perry
		55	William Steinfeldt
		56	Jess Present
		57	William Stachowski
		58	Anthony Masiello
		59	Dale Volker
		60	Waiter Floss
		61	John Daly

Dutchess County open house



DUTCHESS COUNTY EXECUTIVE Lucille Pattison recently held her fifth annual open house program, and several CSEA officials attended. In photo at left, Dutchess County Unit President Mary Rich is shown with Pattison, and in photo above, Dutchess County Unit Vice President Helen Zocco and Unit Political Action Chairman Carl Matheson talk with Congressman Hamilton Fish Jr., right.

Social benefits increase under review

ALBANY — Benefits for social insurance programs such as Workers' Compensation, Disability and Unemployment, will increase if a proposal being circulated by two top state legislators is approved, State Sen. Joseph Pisani, chairman of the Senate Labor Committee, and his Assembly counterpart, Frank Barbaro, are jointly considering proposals that would:

- increase to \$225 maximum

weekly Unemployment Insurance payments; and

- increase, in cases of total disability, weekly Workers' Compensation benefits to \$225 for injuries occurring after April 1, to \$275 for injuries after Oct. 1 and \$300 for those occurring after April 1, 1984.

Additional changes under consideration would require Administrative Law Judges to take

into account, in cases of partial disability, not only actual earnings but whether or not those earnings reflect the individual's skills and abilities. The new criteria could result in higher awards but would also require a more thorough review of the employee's record.

Finally, a 12-member Temporary State Commission on Workers' Compensation and Disability Benefits would be established.

open competitive STATE JOB CALENDAR

FILING ENDS FEBRUARY 14, 1983

Title	Beginning Salary	Exam No.		
Buoy Tender	\$11,500	25-887	Vocational Rehabilitation Counselor Assistant	15,770 25-759
Canal Maintenance Shop Supervisor I	17,102	25-720	Vocational Rehabilitation Counselor Assistant (Spanish Speaking)	
Canal Maintenance Shop Supervisor II	20,925	25-721	Workers' Compensation Examiner, Assistant	13,702 25-831
Canal Maintenance Supervisor I	17,102	25-722	Workers' Compensation Examiner, Assistant (Spanish Speaking)	
Canal Maintenance Supervisor II	20,925	25-833	Senior Clerk	11,700 or 20-985
Canal Structure Operator	12,163	25-888	Senior Clerk (Spanish Speaking)	11,798
Civil Engineer II, <i>New York City Only</i>	30,526 thru 35,664	20-984	Metropolitan Regional Director, Alcoholism Program Services	47,221 28-488
Farm Products Grading Inspector Trainee	14,668	25-608	Regional Director, Alcoholism Program Services	42,488 28-487
Industrial Hygienist Trainee I	15,473	25-902	Supervisor of Medical Malpractice Claims Reporting	24,569 28-481
Industrial Hygienist Trainee II	16,383	25-754	Thruway Commercial Representative, Assistant	15,089 28-480
Industrial Hygienist, Associate	26,640	25-756	Vending Services Specialist	17,694 80-067
Industrial Hygienist, Senior	20,492	25-755	<i>File Applications with NYS Department of Social Services</i>	
Maintenance Supervisor II	18,718	25-798	<i>Detailed announcements and applications may be obtained from the following locations:</i>	
Maintenance Supervisor III	20,925	25-799	ALBANY: Examination Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.	
Maintenance Supervisor IV	23,351	25-800	BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.	
Real Estate Appraiser (Mass Appraisal Systems)	22,132	25-836	NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.	
Real Estate Appraiser (Mass Appraisal Systems), Senior	28,778	25-838	LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).	
Real Property Information System Specialist, Associate	28,778	25-835	Special Test Arrangements Will Be Made For Saturday Religious Observers	
Real Property Information System Specialist, Senior	22,132	25-837	And Handicapped Persons When A Written Test Is Held.	
Rehabilitation Interviewer				
Rehabilitation Interviewer (Spanish Speaking)	12,852	25-785		
Unemployment Insurance Reviewing Examiner	17,694	25-843		
Unemployment Insurance Reviewing Examiner Trainee	16,711			



JOINING HANDS IN A SHOW OF SOLIDARITY at a Rev. Dr. Martin Luther King Day ceremony sponsored by AFSCME District Council 37 are (L to R): Metropolitan Region II Sergeant-at Arms Audley Batiste; New York City Local 010 President Joseph Johnson, Jr.; Manhattan Psychiatric Center Local 413 2nd Vice President Charles Perry; Brooklyn Developmental Center Local 447 1st Vice President Rajeevah Muwwakil;

Staten Island Developmental Center Local 429 President John Jackson; Region II President George Caloumeno; State Insurance Fund Local 351 President Harriet Harte; Brooklyn Developmental Center Local 447 President Denise Berkley; and Region II 1st Vice President and Downstate Medical Center Local 646 President Frances DuBose-Batiste.

1983 changes in Social Security, Medicare

EDITOR'S NOTE: A number of changes took place in Social Security and Medicare on Jan. 1. The changes are summarized in the chart below.

Changes in Social Security and Medicare Effective January 1, 1983		
	1982	1983
Wage Base: (The maximum amount of annual earnings on which Social Security taxes are paid.)	\$32,400	\$35,700
Earnings Test: (The amount people can earn annually without having any Social Security benefits withheld. For every \$2 earned over the exempt amount, \$1 in Social Security benefits is withheld.)		
Age at which earnings test does not apply	72	70
Age 65-70	\$6,000	\$6,600
Under age 65	\$4,400	\$4,920
Social Security Credits: (The amount a worker must earn to receive one quarter of coverage. A maximum of four quarters of coverage can be earned in a year.)	\$340	\$370
Medicare Hospital Insurance: Hospital insurance deductible and coinsurance		
Your cost for up to the first 60 days in the hospital:	\$260	\$304
Your cost for the 61st through 90th day in the hospital:	\$65 per day	\$76 per day
Your cost for the 60 reserve days	\$130 per day	\$152 per day
Skilled Nursing Facility: Your cost for the 21st through 100th day	\$32.50 per day	\$38 per day

Lewis County members ratify pact

LOWVILLE — A new one-year agreement providing a salary increase of 7 percent and other improved benefits for nearly 200 Lewis County employees was recently ratified by the members of CSEA Local 825.

The new contract, which has also been approved by the Lewis County Board of Legislators, became effective Jan. 1 and concluded more than seven months at the bargaining table.

Thomas Dupee, CSEA field representative, served as chief negotiator for the employees' committee, which was headed by Local President Fred Tabolt.

In addition to increased wages, the agreement provides an increase in uniform and uniform maintenance allowances for deputy sheriffs.

"Although it does not contain some things we had hoped for, it does offer additional money and some improvements in benefits at a time when the nationwide economy is feeling the pinch," said Dupee of the new pact.

"We arrived at the best contract possible under the circumstances, and I want to acknowledge the efforts of Fred Tabolt, Charles Lavika, Joyce Rice, Rita Bero, Jim Freeman, Kenneth Walker, and Ramona Salmon, the hard-working members of the negotiating team."

McEntee: Reagan's State of Union address all talk, no action

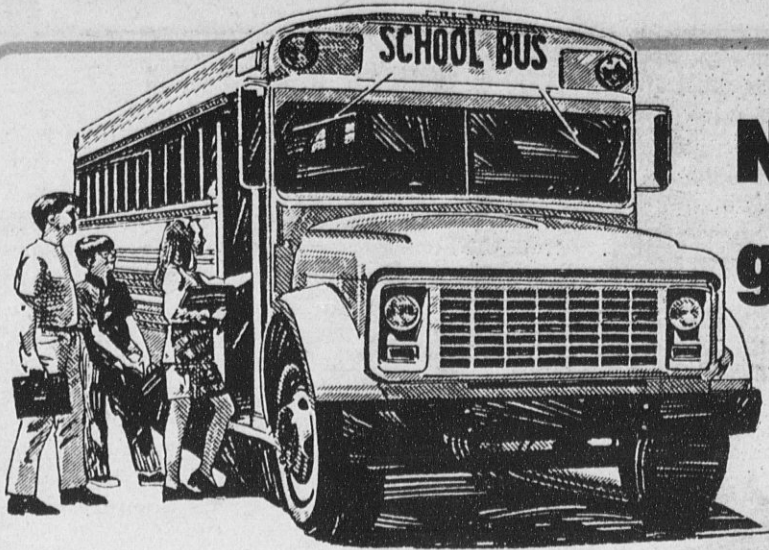
WASHINGTON — Reacting to President Reagan's State of the Union address, American Federation of State, County and Municipal Employees (AFSCME) President Gerald W. McEntee has branded Reaganomics as a "neon-flashing, star-spangled, 21-gun fiasco."

McEntee noted that a report released earlier by AFSCME and the AFL-CIO projected a \$57 billion loss in revenue to state and local government in 1982-84 as a result of cuts already enacted under the Reagan administration.

"President Reagan's State of the Union message expressed the administration's hope and optimism that our nation's economic woes will be solved. But, there were no new programs or policies proposed to match the president's expectations," said McEntee.

McEntee called on the administration and the Congress to propose a massive jobs creation program to get Americans back to work.

"Twelve million Americans are without a job, and I can assure you that they don't think that 'America's on the mend' as the president suggests," declared McEntee. "Unless the president modifies his positions, we're in for a guns and cheese vs. meat and potatoes debate. I agree with President Reagan that 'the government must take the lead in restoring the economy.' But, we need more than applause lines from the administration, we need action. If the president won't propose a substantial jobs creation program, I'm confident that the Congress will. And the American labor movement will support that effort."



North Syracuse bus unit gears up for contracting fight

'We treat our buses as classrooms on wheels.'

—Liz Wiemeier, unit president

By Charles McGeary

CSEA Communications Associate

NORTH SYRACUSE — The anonymous person who once said, "If you want something done, give it to a busy person," must have had Liz Wiemeier in mind.

The affable, quick-thinking president of the North Syracuse School District Transportation Unit is a veritable dynamo when it comes to serving the 95 drivers, mechanics and monitors in her unit.

In the nine years she has been president of the CSEA unit (one of four in her school district and the 23 units in Onondaga County Local 834), Wiemeier says she has never been confronted with more serious problems than the current threat of contracting out bus service to a private firm.

"Nothing remains a secret for long in this district," Wiemeier began with a wry smile. "When we learned school officials had talked to private sector bus companies who pay no taxes in this district, we decided to swing into action and go directly to the entire school board and the taxpayers."

After forming a committee and discussing the problem with CSEA Field Representative Jack Miller, Wiemeier began to prepare her presentation to the school board.

"The more I worked on it, the more I was convinced we had an important message to tell," she said.

"I wanted to stress the importance that every driver, every mechanic and monitor places on the safety factors. I wanted the school board and every concerned parent at the meeting to know we live, eat and breathe safety every minute on

the job. Safety is a way of life for us and it shows in our record. We are proud to say we have the best safety record in the state. And, to go with it, we have the best preventative maintenance program and the best DOT inspection record in the state.

"We also wanted board members and parents to know we (bus drivers) treat our buses as 'classrooms on wheels.' We insist on maintaining discipline and encouraging good manners and courtesy on our buses. We want to create good habits that will carry over into the classroom and, hopefully, when they go home."

In her final preparation, Wiemeier also included impressive figures covering the average length of service of unit members, low employee turnover rate, and financial comparisons between local ownership and contracting out.

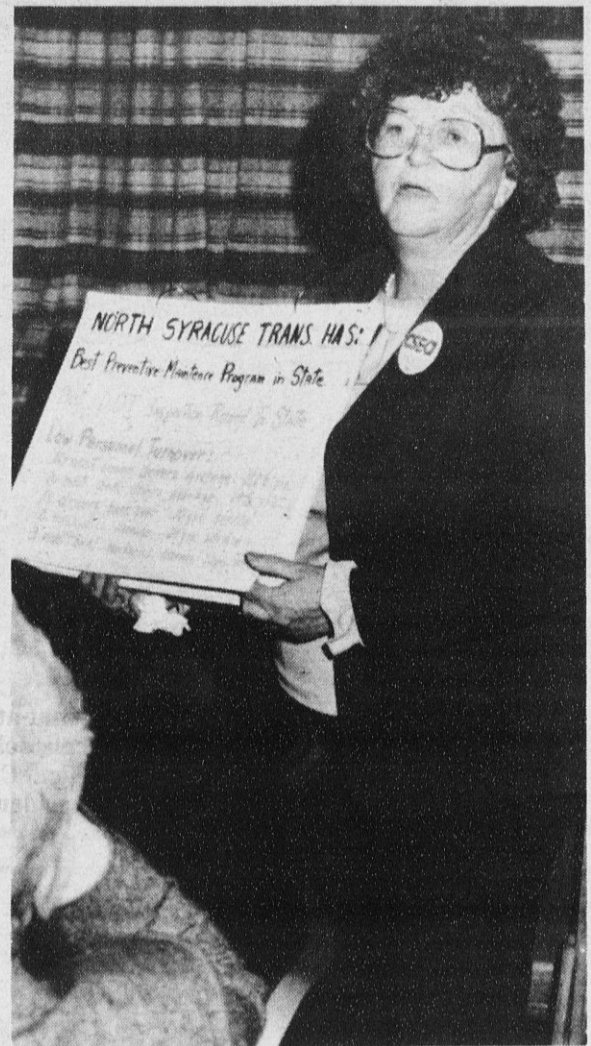
At the conclusion of her 20-minute presentation at a recent open board meeting, Wiemeier received a rousing ovation from the standing-room-only crowd.

A school official was later heard to say, "It was a good presentation — one I'm sure required a lot of time to prepare — but, I'm never surprised any more by Liz Wiemeier. When she sets out to do something, consider it done!"

When someone repeated the official's remark to Wiemeier after the meeting, she smiled and said, "That's nice to hear, but we still have a long way to go. Now we're going after more signatures on those petitions (anti-contracting) being circulated in the district."

At last count there were more than 2,000 names on the petitions, with more coming in every day.

No one in North Syracuse School District is betting Liz Wiemeier will not get the job done.



SAFETY FIRST — Liz Wiemeier, president of the North Syracuse School District Transportation Unit, calls attention to her unit's top-rated safety and maintenance record during a recent presentation at an open meeting of the school board. Wiemeier heads a unit of 95 bus drivers, mechanics and monitors, who are fighting the threat of bus contracting by the school district.

Ill effects of new Albany County health plan lead to PERB hearing

ALBANY — "Albany County workers are now suffering a loss of health insurance benefit coverage due to the ineptness of the county administration," charges CSEA Collective Bargaining Specialist Patrick Monachino.

Monachino, assigned to assist four CSEA bargaining units in Albany County, says the county illegally terminated its statewide health insurance plan at midnight, Jan. 31, and instituted its own plan Feb. 1.

"After months of warning the county that it wasn't prepared for the switch, we find that the county was, in fact, unable to provide health insurance cards and drug prescription cards to their employees prior to the transfer date," Monachino says. "This failure on management's part means that current employees and retirees will be burdened with an out-of-pocket expense for prescription drugs and possibly other normally covered charges until the county gets its act together and distributes the proper cards."

CSEA cited one instance in which a county employee

will have to pay \$58 bi-weekly for prescribed drugs which previously only cost the individual \$2. The person will now have to apply for reimbursement of the charge and wait for the insurance carrier to process the claim.

"If that's the efficient, effective manner in which county management is going to administer this program, then our members are certainly not being covered by 'the same, if not a better program,' which the county promised," said Monachino.

CSEA believed that a formal Public Employment Relations Board hearing on its improper practice charge could be eliminated if the parties could agree to a stipulation of facts concerning the county's refusal to comply with a PERB recommendation of this matter. Since Albany County would not comply to that stipulation, a PERB hearing is scheduled for Feb. 15.

"We're going to demand that the county be required to rejoin the statewide plan, pay our members any incurred benefit losses, and negotiate the change with us according to the terms of the Taylor Law," Monachino says.



PATRICK MONACHINO, collective bargaining specialist

Several of CSEA's legislative proposals are channeled into the Senate Education and Assembly Education Committees. These important committees represent the first step in a long chain of lawmaking procedure.

In the articles below, these committee's chairmen and ranking minority members talk about their roles, views and philosophies on state government.

These are the second in a series of legislative committees to be profiled in the Public Sector.



Senate Education Committee

By Gwenn M. Bellcourt
Assistant Editor

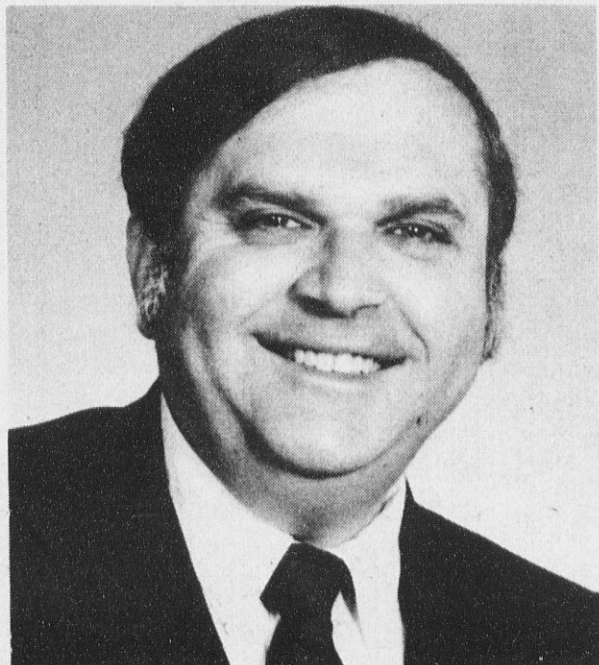
It took more than four years for the CSEA-endorsed "Alternatives to Austerity" bill to pass in the Senate, says Education Committee Chairman James Donovan (R-47th Dist.), only to meet considerable opposition and eventual death in the Assembly.

"It didn't even die a dignified death . . . no matter what we do over here, it still has to make it in the other house," remarked the senator, who co-sponsored the bill with Assembly Education Committee Chairman Leonard Stavisky.

Back on CSEA's legislative roster again this year where it is referred to as the "Contingency Budget" bill, it's a proposal which would include such vital services as lunch programs, health education and transportation in austerity school budgets, instead of placing them on the ballot as separate referendums.



Senator James Donovan
Committee Chairman



Senator Howard Babbush
Ranking Minority Member

This bill is one of a number of CSEA legislative proposals that will come before the committees of the state Senate and Assembly during the current legislative session.

Donovan said his earlier bill went through the gruesome test of public hearings, staff analysis and partisan conferences. This isn't unusual, he said, because this determination of whether a bill complies with the state education law is a major part of his role as senate education committee chairman.

The chairman has complete control over the agenda. With nine Republicans and six Democrats, Donovan has a comfortable edge over which bills get reported out of and which bills die in committee.

Or so says the ranking minority member of this committee, Senator Howard Babbush, (D-17th Dist.) "I have little control or influence, except when the Republicans need votes. Then I rally my members together."

Babbush, a four-term senator from New York, described his role as one of "loyal opposition" tempered by a good working relationship with the chairman.

Like Donovan, Babbush supported the "Alternative to Austerity" bill and advocates equalizing state aid for districts which operate their own bus services.

Yet on the topic of Gov. Cuomo's "Save Harmless" phase-out proposal in the recently submitted state budget, both committee leaders differ.

Donovan feels that Cuomo "will get little if any support in his own party" for the provision which grants select school districts the same amount of funding as the previous year, regardless of student attendance (a primary factor in the state education funding formula).

Senator Babbush "greatly favors" phasing out the funding guarantee, as it will "equalize distribution of poorly needed funds," he explained.

The two committee leaders say they look forward to a good working relationship with the new governor and his administration. "I hope the seeds of friendship the governor is planting will germinate," Donovan analogized. Remarked Babbush: "The new governor is a great asset. He's much more accessible than previous governors."

And the governor's proposed budget, which was presented to legislators earlier this month?

The projected 14,000 layoffs of state workers are "horrendous," says Babbush and furloughs are "even nastier." While he predicts austerity for the state work force, layoffs are a "last solution . . . I'd rather raise taxes." He added that massive layoffs are highly unlikely.

Donovan posed a different approach. The nine-term senator suggested that public employee unions "sit down with Gov. Cuomo and talk the matter over," alluding to a "special influence" with the governor's office.

The elimination of Tier III and the Agency Shop bill are strongly favored by Babbush and strongly opposed by Donovan. Yet both committee leaders agree that if the controversial retirement system doesn't come up for a vote in both houses this year, it probably never will.

"Tier III has difficulties because of the implications of the new budget," Babbush pointed out. "We're truly facing a fiscal crisis."

. . . BULLETIN . . .

ALBANY — Shortly after the interviews with the ranking members of the Senate Education Committee were conducted this week, and just as this issue of **The Public Sector** was going to press, the Senate Committee reported an important CSEA program bill out of committee and to the floor of the Senate for further consideration.

The committee reported Senate Bill 1333, which is CSEA's "contingency budget bill," out of committee and sent it to the full Senate. The proposed bill, of extreme importance to all non-teaching school district CSEA members, would establish a procedure whereby school districts could tax for items now not austerity budget items.

The Committee: An Overview

Legislative committees within the Senate and Assembly play a major role in the process of a bill becoming a law.

Both the Senate and Assembly have 30 committees. These committees deal with a wide and diverse range of topics, from aging to transportation.

Legislative committees are comprised of a chairman and members. The number of members within the various committees range from eight to 27, depending upon the importance of the committee and the number of bills that must be reviewed by the committee.

The main function of a committee is to review bills which fall within its particular field of expertise. Committee meetings are usually held on a weekly basis, with certain bills being reviewed at the upcoming meeting.

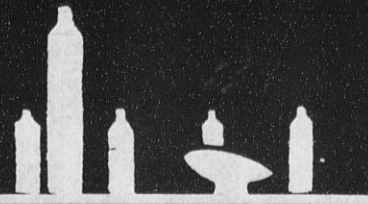
At the meeting, the bills on the agenda are voted on by the members. There are several ways a bill is dealt with. The members may vote to pass the bill, otherwise known as "reporting the bill" out of committee to first reading on the legislative calendar. In some instances, usually at the end of the legislative session, the bill may be reported directly to third reading for immediate action by the legislature.

A bill may be reported to another committee for their review. Or, a bill may be "held" by the committee. This means no definite action is taken on the bill. It is held for further discussion and may appear on the agenda for action at a later date. It can also be "killed" in committee. This term applies when a bill is held in committee and no action is taken on it. The bill is never allowed to the floor of the legislature for a vote.

SENATE EDUCATION COMMITTEE FOR 1983

NAME	ADDRESS
JAMES H. DONOVAN, CHAIRMAN (R)	Utica State Office Bldg., Utica, N.Y. 13501
ROY M. GOODMAN (R)	270 Broadway Suite 2400 New York, N.Y. 10007
NORMAN J. LEVY (R)	30 S. Ocean Ave., Room 305, Freeport, N.Y. 11520
TARKY J. LOMBARDI, JR. (R)	804 N.Y.S. Office Bldg., Syracuse, N.Y. 13202
JOSEPH R. PISANI (R)	251 North Ave., New Rochelle, N.Y. 10801
JAY P. ROLISON, JR. (R)	34 Catherine St., Poughkeepsie, N.Y. 12601
JESS J. PRESENT (R)	910 Hotel Jamestown, Jamestown, N.Y. 14701
KENNETH P. LaVALLE (R)	1779 Middle Country Rd., Centereach, N.Y. 11777
JOHN D. CALANDRA (R)	25 Westchester Sq., Bronx, N.Y. 10461
HOWARD E. BABBUSH (D)	270 Broadway, Rm. 1002, New York, N.Y. 10007
JOHN D. PERRY (D)	1134 Titus Ave., Rochester, N.Y. 14617
MARTIN M. SOLOMON (D)	2075-86th St., Brooklyn, N.Y. 11214
GARY L. ACKERMAN (D)	46-07 Kissena Blvd., Flushing, N.Y. 11355
CAROL BERMAN (D)	1 Johnson Pl., Woodmere, N.Y. 11598
WILLIAM T. STACHOWSKI (D)	Room 159, Donovan Office Bldg., 125 Main St., Buffalo, N.Y. 14203

Lawmaking: An analogy to collective bargaining



The Assembly Education Committee

By Gwenn M. Bellcourt
Assistant Editor

Lawmaking is very similar to collective bargaining, says Assembly Education Committee Chairman Leonard Stavisky (D-26th Dist.). Both sides take a position, negotiate a compromise and agree on a mutual package.

"It may sound simple," said the Queens assemblyman, "but it requires a very delicate balance of interests." For example, the chairman cited the variety of organizations where bills originate — from state and local education agencies, school boards and school supervisors to public employee unions and parents groups.

As a courtesy, Stavisky will introduce legislation from any of these sources, but only if he "feels comfortable" with it's intent. He added: "I must have a valid interest in it."

The Assembly Education Committee handles anywhere from 700 to 1,000 bills a year. And considering the size of his committee — a total of 28 members — Stavisky says he can't be "provincial" in his views.

"I must be fair to all members . . . my role is a catalyst, an initiator, an advisor, a listener," noted the eight-term assemblyman.

In a separate interview, the committee's ranking minority leader, Assemblyman John Flanagan (R-9th Dist.) described himself as a "veteran labor negotiator."

Flanagan, an attorney who has represented both school boards and teacher's unions, notes that although the Democrats control the agenda, "it's very much a bi-partisan effort."

"I put in my demands, they respond or vice versa and we come up with a solution," explained Flanagan, who represents Suffolk County, where there is a heavy concentration of CSEA members.

Yet a compromise wasn't reached on the CSEA-endorsed "Alternative to Austerity" bill on the floor of the Assembly last year. Stavisky, who co-sponsored the bill with Senate Education Commit-

tee Chairman James Donovan, attributes the defeat to what legislators perceive as a loss of "voter authority."

"Education is the only area where voters can have a say on expenditures. They watch the local, city, state and federal budget result in increased taxes. This is their one chance to vent their opposition to budgets," Stavisky said, pointing out that "it's unfair education is singled out for voter resentment."

If passed, the "Alternative to Austerity" bill again being considered this year would include services such as lunch programs, health education and transportation in a school's austerity or contingency budget.

Both committee leaders support equalizing state aid for districts which operate their own bus services, thus putting these schools on par with those which contract out for bus services. Stavisky notes that several bills have been passed to narrow this funding gap.

In related issues, Stavisky termed the "Save Harmless" clause in the state education law a "mindless grab bag." He said the governor is on the right track by phasing out the provision, which guarantees select schools the same amount of funding as the year before.

"What we're doing is paying for pupils who have already graduated," noted the committee chairman. "It can't be rationalized . . . it bears no relationship to the number of students, the wealth of a district or educational needs."

Flanagan, on the other hand, called for the continuance of the controversial clause. "I'm a strong advocate of rural and suburban schools, and these schools would be greatly harmed," he added.

Both committee leaders favor the repeal of the Tier III retirement system and the permanency of Agency Shop. The projected layoffs of 14,000 state workers were also an issue of mutual concern for the two assemblymen.

"The budget will probably be balanced through

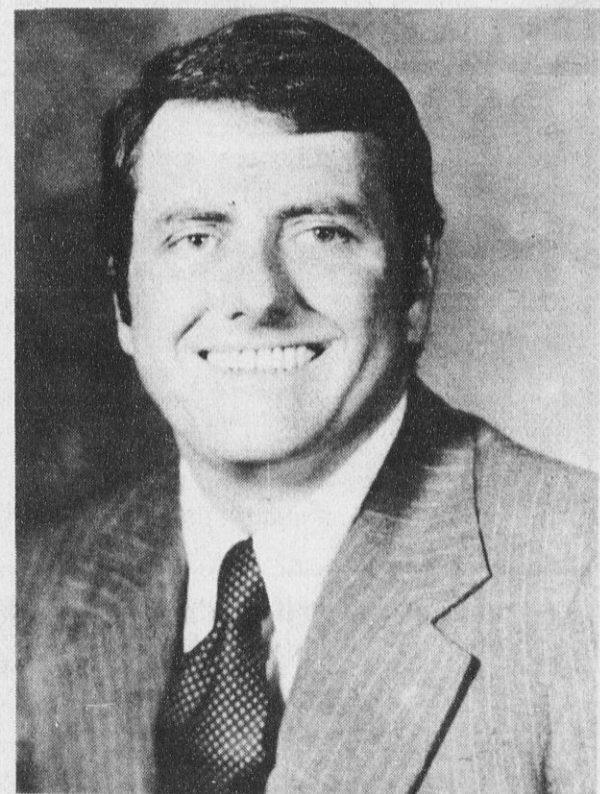
tax incentives," Flanagan said. Monumental layoffs are out of the question."

Stavisky attributed the huge state budget deficit to President Reagan and his "misguided version of the New Federalism."

The state is suffering from a recession, not caused by the governor or the Legislature, but by a loss of federal aid, Stavisky said, adding that "we (the state) cannot be expected to bail out Ronald Reagan."



Assemblyman Leonard Stavisky
Committee Chairman



Assemblyman John Flanagan
Ranking Minority Member

ASSEMBLY EDUCATION COMMITTEE FOR 1983

NAME	OFFICE	NAME	OFFICE
LEONARD P. STAVISKY, CHAIRMAN (D)	142-04 Bayside Ave., Room 836, Flushing, N.Y. 11354	ELIOT L. ENGEL (D)	177 Dreiser Loop, R., 3, Bronx, N.Y. 10475
EDWARD GRIFFITH (D)	270 Broadway, Room 738, New York, N.Y. 10007	MICHAEL J. BRAGMAN (D)	708 S. Main St., North Syracuse, N.Y. 13212
JAMES W. McCABE, SR. (D)	167 Main St., Room 716, Owego, N.Y. 13827	DOV HIKIND (D)	5212-13th Ave., Brooklyn, N.Y. 11219
GEORGE J. HOCHBRUECKNER (D)	P.O. Box T, Room 622, Port Jefferson Sta., 11776	CYNTHIA JENKINS (D)	226-18 Merrick Blvd., Laurelton, N.Y. 11413
ANGELO F. ORAZIO (D)	210 Post Ave., Room 626, Westbury, N.Y. 11590	BARBARA J. PATTON (D)	126 N. Franklin St., Hempstead, N.Y. 11550
ALBERT VANN (D)	1360 Fulton St., Room 519, Brooklyn, N.Y. 11216	WILLIAM J. RYAN (D)	983 Main St., Peekskill, N.Y. 10566
STEVEN SANDERS (D)	125 E. 23rd St., Suite 600, New York, N.Y. 10010	ERIC N. VITAIANO (D)	61 Central Ave., Staten Island, N.Y. 10301
JOHN R. BRANCA (D)	5 E. Prospect St., Mt. Vernon, N.Y. 10550	JOHN J. FLANAGAN (R)	237 E. Main St., Huntington, N.Y. 11743
GLORIA DAVIS (D)	639 E. 169th St., Bronx, N.Y. 10456	WILLIAM E. BUSH (R)	5102 W. Genesee St., Camillus, N.Y. 13031
DANIEL LEE FELDMAN (D)	1126 Kings Hwy., Brooklyn, N.Y. 11229	MICHAEL J. HOBLOCK (R)	Room 723, LOB, Albany, N.Y. 12248
AURELIA GREENE (D)	1188 Grand Concourse, Suite D, Bronx, N.Y. 10456	FREDERICK E. PAROLA (R)	3700 Hempstead Tpke., Levittown, N.Y. 11756
PATRICK G. HALPIN (D)	101 N. Wellwood Ave., Lindenhurst, N.Y. 11757	TONI P. RETTALIATA (R)	1783 New York Ave., Huntington Station, N.Y. 11746
FRANK J. BARBARO (D)	6808 Bay Parkway, Brooklyn, N.Y. 11204	GREGORY R. BECKER (R)	8 Freer St., Rm. 212, Lynbrook, N.Y. 11563
		RAY T. CHESBRO (R)	67 South Second St., Fulton, N.Y. 13069
		JAMES TEDISCO (R)	609 State St., Schenectady, N.Y. 12305

Persistent efforts of local president help save Westchester Developmental Center

WINGDALE — It looked like it was going to be a bleak Christmas for about 300 CSEA employees at the Westchester Developmental Center in eastern Dutchess County. Local 432 President Gary Eldridge had been told in April that the center, located on the grounds of the Harlem Valley Psychiatric Center, would be closed down by Dec. 31.

"What a great present we all thought we were going to get from New York State," says Eldridge.

But instead of being a Scrooge, the state turned out to be Santa Claus. Now the campus is not only open, but is in a rebuilding phase, due to the many months of hard negotiating by Eldridge.

The phase-down toward the eventual closing of Westchester Developmental Center started last spring. The staff dwindled to about 100 at its lowest point. During this time, Eldridge started a special task force made up of CSEA local presidents and management from nearby Wassaic Developmental Center and Harlem Valley. He wanted those employees who were due to be furloughed to be allowed to transfer to the neighboring facilities and be protected during the move.

Through his negotiations, Eldridge was able to have Westchester employees transfer without any probationary period with accrued vacation time, and a chance to bid for pass days. Normally, any transfer to another facility requires that employee to be on a period of probation.

Still, Eldridge didn't want the Westchester facility to close. He went to work, getting the backing of the Clients Rights Committee.

Says Eldridge, "Those parents knew this facility was better for their children than any other their sons and daughters may be sent to. They received good care here, and the parents exercised their clout to keep our place from closing."

There were nine months of meetings with Westchester's directors, the Board of Visitors, the CSEA Region III Labor-Management Committee, Regional President Raymond J. O'Connor and candidates for political office, as well as membership meetings.

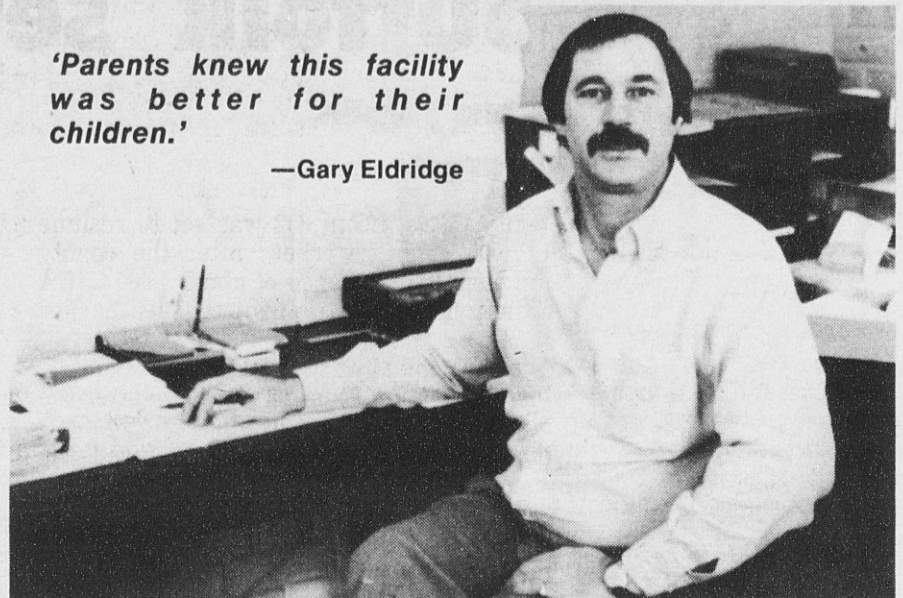
"We even got great support from the director and people in the personnel office. I guess they knew if the CSEA employees' jobs were going, theirs couldn't be too far behind."

In December, Eldridge got word that Westchester Developmental Center would not close. In fact, a rebuilding stage has begun.

According to Eldridge, fire tunnels, overhead passageways, and other safety features were improved, "and the buildings themselves are getting a good going-over."

'Parents knew this facility was better for their children.'

—Gary Eldridge



PERSISTENCE PAYS — Gary Eldridge, president of Local 432 at the Westchester Developmental Center in Dutchess County's Harlem Valley, is pictured at his desk. Eldridge's work has not only kept the facility from closing, but contributed to the renovations and new hirings that are taking place.

What about those employees who had transferred? Eldridge explains, "Many of them were unsatisfied working at Harlem Valley and Wassaic. They wanted to come back here, and a hell of a lot of them did." About 95 percent of those who did transfer came back to Westchester, and Eldridge credits that to a good working relationship between the union and management.

"Until Westchester County can build its own facility," says Eldridge, "we'll be right here. There are about 26 group homes in the county, but the people who worked here didn't want to go into community work. They really like it here."

Thanks to the efforts of Gary Eldridge, it looks like they'll get to work in Wingdale for some time to come.

Union files third IP against military and naval division

ALBANY — A third improper practice charge has been filed by CSEA against Major General Vito J. Castellano and his administration of the Division of Military and Naval Affairs.

In November, after the Capital Region had begun an organizational drive for all Albany area DMNA employees deemed public employees by PERB Director Harvey Milowe, DMNA informed all CSEA officers and delegates in armory locals that they were no longer eligible to use organizational leave for attendance at CSEA Conventions, since the "Conference of Armory Employees" had been disbanded.

All CSEA armory local offices and delegates were charged 40 hours of leave from their personal accruals for attending the October CSEA Convention.

"The region has already filed two IPs against DMNA for its actions against the rights of DMNA

workers who have been determined by PERB to be eligible for union membership," John D. Corcoran Jr., Capital Region director, explained.

"But this action is against a 25-year-old established past practice and it shows just how scared DMNA is of total unionization. If DMNA leadership thinks that CSEA is going to back off because of this, they are wrong.

"This action will just increase our commitment to our current armory members and our determination to organize the other downtrodden workers in DMNA. It's about time that the civilian employees had the same rights as the generals," Corcoran said.

CSEA looks forward to a PERB hearing on the IP in the near future. "DMNA top brass should get used to the PERB offices," Corcoran warned. "They're going to be spending a lot of time there."

CSEA staff openings

Internal auditor's position

ALBANY — CSEA is now accepting applications for the position of internal auditor.

The position, in the union's headquarters in Albany, is responsible for reviewing financial affairs within the union and providing assistance on budgets and the filing of required forms in accordance with federal regulations.

Qualifications for the position include a bachelor's degree in accounting plus one to two years of experience in internal or public accounting. A valid driver's license and car for business use are required.

Interested candidates should submit a resume, including salary history, to Personnel Director, CSEA, P.O. Box 125, Albany, N.Y. 12224.

**Calling CSEA?
Make sure
you have the
right number**

ALBANY — What a difference one telephone digit makes!

It has come to CSEA's attention that for some reason, numerous state workers mistakenly believe that the CSEA Headquarters is somehow tied into the state telephone system. Many believe that if they want to call Headquarters, all they have

to do is dial 4-0191.

Unfortunately, that means they are calling the Driver Education Office of the Department of Motor Vehicles. That number is 474-0191 and is part of the state tieline system.

The CSEA Headquarters phone number is 434-0191.

Legislature rejects Suffolk settlement

Political aspirations one reason, regional president charges

HAUPPAUGE — Suffolk County CSEA Local 852 was set to resume negotiations for a contract for 7,000 county workers after the county Legislature this week — before an overflow audience of about 1,000 CSEA members — refused to approve the four-year settlement reached earlier with County Executive Peter Cohalan.

The crowd, which had been complimented by Presiding Officer Louis T. Howard for their "very orderly demonstration," broke into jeers after the vote went 10-7 against the settlement.

Suffolk Local 852 President Charles Novo angrily denounced the legislators who killed the settlement, and Long Island Region I President Danny Donohue declared that they had placed their own political aspirations above all else.

The vote put seven Republican legislators in favor of the settlement, and six Democrats were joined by four Republicans in opposition.

Some of these, however, may have voted negatively because the Legislature earlier voted down a resolution to deny equal terms to exempt employees. Much of the debate centered on the disproportionate effect of granting equal pay increases to highly-paid appointees.

The settlement, overwhelmingly approved by the union earlier, had provided a 7 percent increase for 1982, and an increase in the salary scale of 14 percent this year and 8 percent in each of the following two years.

Many legislators conceded that the proposed settlement corrected many inequities of the previous contract.

The Democratic minority solidly objected that the settlement would cost too much money. However, the Legislature's own budget analyst, Donald Gruin, had reported that the county had sufficient funds already budgeted for the 1982 and 1983 terms and could pay the 1984 and 1985 in-



DANNY DONOHUE

'Suffolk employees have waited for 13 months. What the Legislature has done borders on the unconscionable.'

—Region I President
Danny Donohue

creases unless there was a sharp decrease in the county's expected revenues.

Strangely, the coalition that blocked the contract also had blocked the proposed repeal of the law guaranteeing equal terms for exempt personnel.

Novo and Donohue called on Cohalan to place the budgeted increases into an interest-bearing money-market account so that those to whom it rightfully belongs will receive some compensation for the delay.

Declared Donohue: "Suffolk employees have waited for 13 months. What the Legislature has done borders on the unconscionable."

Legal program restores rights to 3 L.I. members

HAUPPAUGE — The CSEA Legal Assistance Program has posted three significant victories in recent weeks in the Long Island Region.

The cases involved securing a \$4,996 raise for a Nassau County employee, reversing a disciplinary penalty for a Smithtown worker and securing the right of 14 Suffolk County probation officers to take a promotional examination.

The cases illustrated the range of employee rights enforced by legal action by CSEA — and also the patient determination of CSEA lawyers. All of the cases involved repeated court hearings.

In the Nassau County case, Supreme Court Justice Francis X. Becker in Mineola ruled that it was "self-evident" that CSEA was correct in demanding the top-step pay for a member who had been rehired in a lower grade after having been laid off.

CSEA protested, and then went to court, after the county rehired the member in 1979 at step 1 of a lower grade.

The judge found that the CSEA contract guaranteed that an employee rehired from a preferred rehiring list "shall receive the salary closest to but not higher than the salary he was receiving" before his layoff.

The ruling means the employee will be boosted from a step 1 rate of \$12,373 a year to the step 8 rate of \$17,369, with about \$15,000 in back pay that he had been denied.

The judge marvelled that "significant by its absence is any attempt by the county to justify their failure to give any effect to the contractual provisions. . . ."

The Town of Smithtown worker would similarly gain back any back pay since January 1980, along with restoration to a higher grade as a result of the CSEA legal defense.

Originally, the town highway commissioner had fired the employee, but CSEA won a court order reversing that. Then the commissioner demoted the employee from equipment operator to laborer, and CSEA won a second ruling setting that aside.

The Appellate Division of Supreme Court told the commissioner that a suspension for 30 days is the maximum that would be allowed in view of the minor and technical nature of the charges. "The penalty of demotion is so disproportionate as to shock one's sense of fairness," the court ruled.

The member must be restored to his equipment operator grade with more than \$15,000 in back pay that he had been denied.

Fourteen Suffolk County probation officers were ordered to be included on a civil service eligible list because CSEA took their case to Supreme Court Justice Joseph Jaspán in Hauppauge Supreme Court.

They had originally been barred from the test on

the ground that they lacked the required two years in grade. But CSEA argued that they had been improperly graded as probation officer trainees for two years despite state regulations limiting the trainee period to one year.

The difference determined whether they met the two year requirement.

First, a CSEA suit gained the right for the 14 members to take the examination for senior probation officer. But then it was necessary to return to court to force the county to recognize their test scores and include them in the list of eligibles.

At showdown time in court, the county settled the case by agreeing to recognize the 14 members as eligibles.

The Nassau case was argued by Barry J. Peek of the firm of CSEA's regional attorney Richard M. Gaba. Both Suffolk cases were handled by CSEA Regional Attorney Lester B. Lipkind.

Nassau local offers free exam prep course

GARDEN CITY — Nassau Local 830 has announced it will offer a free 'prep' course designed to coach its members on how to score well on civil service examinations.

The program was conceived to help about 500 provisional clerks for whom a qualifying examination was being prepared. The county has not been able to make any but provisional appointments in this category since 1972 because of protracted federal litigation challenging the

Nassau Civil Service Commission's examination.

The course will be useful to other members preparing for promotional examinations, according to Jerry Donahue, president.

Members interested should contact the CSEA office, 1101 Stewart Ave., Garden City 11530, or use the inter-office mail, requesting to be registered.

The course is tentatively scheduled for March 12.

Western Region honors McDonough with campaign to help needy

Proposal gets unanimous OK at Winter Conference

ROCHESTER—A full-scale drive to aid the needy in western New York will be underway soon in Region VI, to be conducted in memory of Tom McDonough, CSEA executive vice president who died unexpectedly on Jan. 16 of an apparent heart attack.

Members at the region's recent Winter Conference unanimously accepted a proposal by Region President Robert L. Lattimer to start a drive to collect canned goods, clothing and other non-perishable items to replenish supplies of charitable groups involved in aiding the unemployed, elderly and homeless.

"This will be a fitting tribute to Tom," Lattimer said of the drive that will seek to "ease some of the suffering brought on by the current and continuing economic decline in western New York."

Lattimer suggested that each of the region's 14 counties be considered a unit for purposes of the drive, and all locals within a county coordinate their efforts for collection and distribution of donated items.

Region VI Director Lee Frank said field representatives will be available to assist in coordinating the collection and distribution activities, and also suggested that local officers contact Ron Wofford, regional communications associate, for publicity assistance when plans have been stabilized.

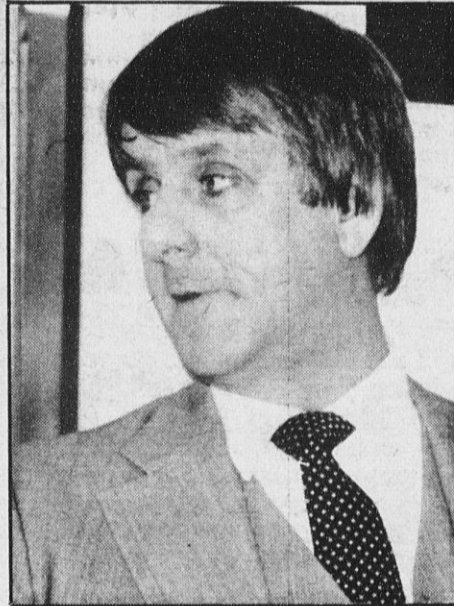
Other suggestions included forming a local committee or special task force and contacting the local United Way for further suggestions on disbursement of materials.

Lattimer said the drive will "be a positive indication to the general public that public employees are indeed concerned about their fellow citizens and are quite willing to assist those in need."

In other business, Region VI Attorney Ronald L. Jaros outlined improper practices as defined under the state's Taylor Law for region delegates.

His presentation included review of types of improper practices by an employer as well as an employee organization, distinctions and similarities of IP's versus grievances, and statutes of limitations on both.

Procedures and practices, practical considerations, staff and attorney functions regarding IP's were also covered.



ROBERT LATTIMER ... 'public employees are indeed concerned about their fellow citizens.'



TOM MCDONOUGH... a fitting tribute.

Details and changes in insurance programs were outlined for state and county CSEA members by Tim Mullen, CSEA director of insurance.

Regional representatives elected to the statewide nominations committee are Sheila Brogan, region secretary and Local 003 member, Tom Warzel, Local 602, and Barbara Bienicki, Local 427.

The Winter Conference weekend wound down with an appreciation dinner for volunteers in the eastern portion of the region who worked in the recent election campaign.

Region VI Political Action Committee Co-chairman Florence Tripi thanked all in attendance for their "hearty support for the CSEA political and legislative program."



BULLETIN . . . BULLETIN McDermott new CSEA executive vice president

Joseph E. McDermott, CSEA Capital Region president and an international vice president of AFSCME, has been elected statewide CSEA executive vice president by the union's Board of Directors as this issue of *The Public Sector* went to press.

McDermott was named to fill the unexpired term of the late Executive Vice President Thomas H. McDonough, who died unexpectedly of an apparent heart attack on January 16. Mr. McDonough had been re-elected to a 3-year term last May.

Under a provision of the union's Constitution, the statewide Board of Directors fills a vacancy in the office of executive vice president by appointing a successor from the union's six regional presidents.

C. Allen Mead has been sworn in as the new Capital Region president succeeding McDermott. Mead was elevated to the regional presidency from his former position as Capital Region first vice president.

Detailed information on both McDermott and Mead will be published in the next issue of *The Public Sector*.