

# Evaluation plan moratorium needed to iron out wrinkles

ALBANY — CSEA President William L. McGowan has won agreement from the Governor's Office of Employee Relations for an immediate moratorium on ratings under the controversial Employee Evaluation Program for state workers pending correction of abuses of the system.

CSEA had demanded the moratorium in response to numerous complaints of double ratings, supervisors threatened by superiors for not meeting arbitrary "quotas", and some cases where a rater told employees they would receive one rating, then gave them a different rating.

Under the terms of the moratorium, all increment eligible employees who have already been evaluated shall receive their increment adjustment as scheduled this month and employees rated "outstanding" shall receive performance awards in the near future.

"We have taken the necessary steps to ensure

that those employees eligible for increments and bonuses based on the first round of ratings receive the money they deserve," President McGowan said in announcing the moratorium, "but we also must ensure that the disasters of the first round of evaluations — whether real or imagined — don't happen again."

The moratorium is the first point of a three point CSEA program to deal with the evaluation problem. A Presidential Task Force of rank and file members from across the state was to be appointed by Mr. McGowan to analyze member complaints about the program and make recommendations for changes. The union has also notified the state that in instances where corrective action is needed and not taken by the state, the union will file improper labor practice charges with the Public Employment Relations Board and take other legal action.

"This program provides \$9 million to our

members in these three bargaining units beyond the negotiated salary increases," the union president said, "and it also, for the first time, allows for accelerated movement through the increment steps for all employees regardless of their ratings. Those members who were otherwise ineligible for anything but general salary increases are now eligible for \$300 cash awards, so there is something for everyone in the program. We want it to work and we still feel it can work but since the state bungled implementation by failing to properly train its managers and then added insult to the injury by creating widespread confusion about 'quotas', we have concluded that it is in the interest of our members to stop the whole process in place and get these problems identified and corrected before we go any further."

While the Presidential Task Force is meeting and the moratorium continues, appeals taken under the evaluation procedures will continue to be processed, increments will continue to be paid and performance awards given to employees rated "outstanding" who are not increment eligible.

The union leader said he would direct the Task Force to move as quickly as possible in evaluating the program's failures and drafting recommendations so that the next scheduled round of evaluations — set for April — will not be needlessly delayed.

## Public SECTOR

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Employees Association

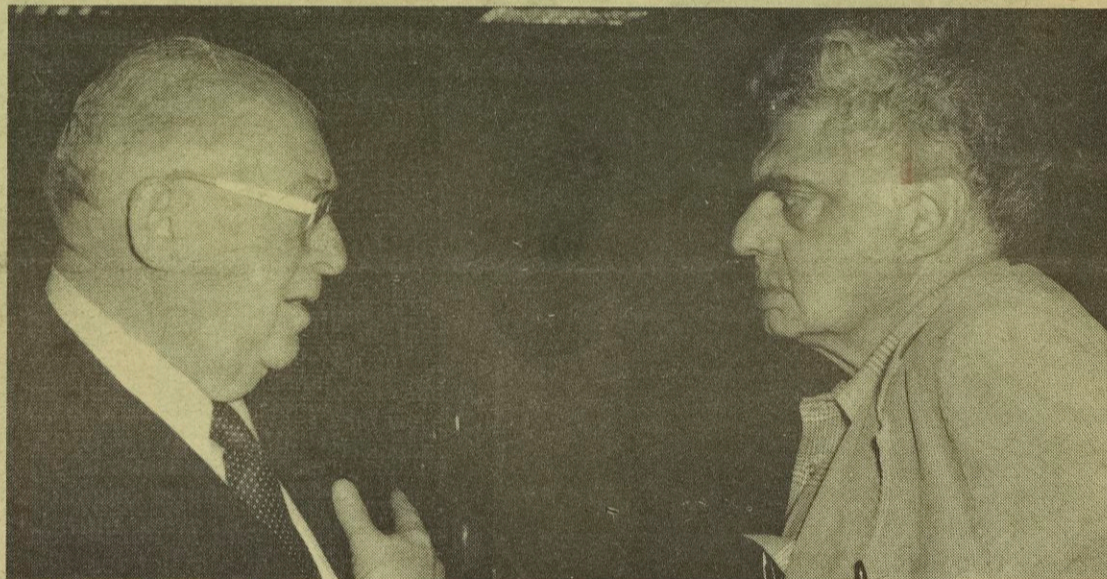
Vol. 2, No. 14 (ISSN 0164 9949)  
Wednesday, January 16, 1980

### Increments coming

ALBANY — CSEA members in the state's Institutional, Operational and Administrative bargaining units will be receiving increment adjustments in salary checks this month.

While some failures on the part of state agencies to file proper authorizations with the Department of Audit and Control may delay some increment adjustments due this month, it is anticipated that the increment eligible employees on the Administrative payroll will receive increments on January 16 and eligible employees on the Institutional payroll will receive increments on January 23.

Any employees who were increment eligible but who did not receive an increment in the appropriate paycheck, should contact their personnel office.



**INTERNATIONAL CONFAB** — AFSCME International President Jerry Wurf, right, listens as CSEA Region I President and AFSCME International Vice President Irving Flaumenbaum discusses public employee problems. The discussion occurred during a recent meeting of AFSCME's International Executive Board held at the Harrison Conference Center in Glen Cove, Long Island.

## Union freezes political contributions

ALBANY — CSEA President William L. McGowan has ordered an immediate freeze on union political contributions to legislative candidates contingent upon the actions of individual lawmakers in voting upon Governor Carey's proposed state budget for the coming 1980 fiscal year.

The State Legislature returned to Albany last week, and soon will be deliberating on the governor's proposed state budget which is expected to call for a reduction of over 3,000 state jobs through attrition and the possible closing of several psychiatric centers.

The contribution freeze temporarily cuts off a quarter of a million dollars or more expected to be distributed by the union to sup-

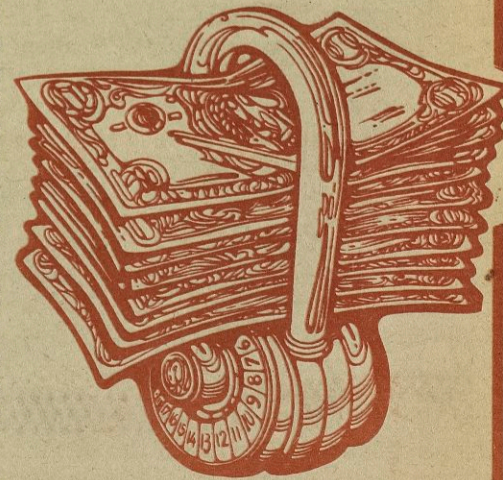
port legislative candidates for State Senate and Assembly seats in 1980. In the 1978 statewide races, CSEA contributed \$250,000 to help elect individual legislative candidates and another \$150,000 for various statewide candidates.

CSEA strongly opposes a reduction in the state workforce, by attrition or any other means, and is especially adamant over announced but vague plans by the state to shut down a number of as yet unspecified psychiatric centers. Union President McGowan recently met with Robert J. Morgado, the governor's secretary, to express strong displeasure over the projected closings and to reinforce union insistence that the "Morgado

Agreement" negotiated between CSEA and the State be adhered to. That agreement called for an increase in the staff / patient ratio throughout the state mental hygiene facilities and a promise to retain in new community health care centers any Mental Hygiene employees who might be adversely affected by any state facility closings.

Campaign contributions, always an important factor in candidates' election bids, are especially significant this year since political parties will be trying particularly hard to gain control of the Legislature. Legislative districts will be reapportioned based on the 1980 census, and the party controlling the Legislature based on the

1980 election results will have an important advantage.



# CSEA 1980 PRESIDENTIAL STRAW POLL



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



## REPUBLICAN

Do You Recognize the Name?

YES NO

Ronald Reagan

WHO WOULD YOU VOTE FOR?

check one

John Connally

George Bush

Howard Baker

OTHER: \_\_\_\_\_

## DEMOCRAT

Do You Recognize the Name?

YES NO

Ted Kennedy

WHO WOULD YOU VOTE FOR?

check one

Jimmy Carter

Jerry Brown

OTHER: \_\_\_\_\_

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

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

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

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

## Court openings

NEW YORK — The Office of Court Administration has announced the opening of filing for an open-competitive examination to fill positions in the title of Law Stenographer in the Unified Court System throughout the State.

The examination for Law Stenographer, No. 45-526, will consist of a written test, to be held on February 23, 1980, and performance tests in stenography and typing, which will be held at a later date. The minimum starting annual salary for Law Stenographer may vary from \$10,714 to \$12,263, depending on locale.

Filing will extend to January 16, 1980. Applications and announcements can be obtained in the courts and court agencies throughout the State, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, New York 10007.

## Calendar of EVENTS

### JANUARY

- 19 — CSEA President William L. McGowan informational meeting with Region VI presidents, Holiday Inn, Batavia. County Division presidents, 9:45 a.m.; State Division presidents, 1:15 p.m.
- 19 — Region IV Workshop, grievance procedure, 9:30 a.m.-3:30 p.m., Holiday Inn, Latham.
- 21 — Region III Mental Hygiene meeting, 1 p.m., Holiday Inn, Newburgh.
- 23 — Ossining Correctional Facility Local 161 installation, noon.
- 25 — Binghamton Local 002, general membership meeting, 7:30 p.m., First Ward American Legion, Clinton and Grace St., Binghamton.
- 26 — Region I workshop, Safety and Health, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.
- 26 — Staten Island Developmental Center Local 429 installation, 8:30 p.m., Le Cordon Bleu, 96-01 Jamaica Avenue, Queens.
- 27 — New York City Local 010 installation, 3 p.m., Theresa's Catering House, Massapequa.

### FEBRUARY

- 6 — Westchester County Local 860 Executive Board Meeting, 7:30 p.m., 196 Maple Avenue, White Plains.
- 16 — Binghamton 002 Valentine Dinner-Dance, 6:30 p.m., Banquet Master's Restaurant, Endicott.

## Review election

EAST MEADOW — The recent election of officers of the Medical Center Unit of Nassau County CSEA Local 830 is being reviewed by the Long Island Region I Election Committee, Local 830 President Nicholas Abbatiello notes.

The review was caused by a protest to the Dec. 5, 1979, unit elections by 19 losing candidates, Abbatiello said.

In the election, the slate of seven officers and 12 board of directors headed by incumbent President Doris Kasner defeated a slate headed by Esther Phillips.

The victory margins ranged from 18 votes to 54 votes among the 1,022 votes cast, he said. Ms. Kasner's victory margin was 44 votes, he said.

Abbatiello said the protest was made to the local Region I and to the statewide Elections Committee.

## Local installation

MASSAPEQUA — New York City Local 010's installation of officers will be held at Theresa's Catering House, Massapequa, on Jan. 27, 1979.

Tickets for the dinner dance are limited to 300, Local 010 President Joe Johnson said. He said those interested in purchasing the \$25 tax-deductible tickets should contact the local's office at (212) 625-2008, 625-2257 or 732-4534.

Installing officer will be CSEA President William L. McGowan. CSEA Executive Vice President Thomas McDonough will be master of ceremonies. Guest speaker will be Kings County Surrogate Bernard Bloom, Johnson said.

He said cocktail hour starts at 3 p.m. followed by the program at 4 p.m. and dinner and dancing from 4:30 to 8 p.m.

The other officers to be installed are Rose Feurman, first vice president; Nancy Gonzales, second vice president; Willie Raye, third vice president; Joseph Dec, treasurer; Marie Robinson, financial secretary; Madeline Koehan, corresponding secretary; and Ruth Joseph, recording secretary.

Johnson said in addition to the installation, the program will include the inauguration of the Solomon Bendet Camp and Scholarship Fund of New York City Local 010.

42 YEARS OF SERVICE — Isabel M. Paddock, center, was honored recently upon the occasion of her retirement after 42 years with the Warwick Valley Central School District. Orange County CSEA Local 836 President Albert Ruggiero, left, participated in the program honoring Ms. Paddock, as was Naomi Kaplan, right, President of the Warwick CSEA Unit.



# Suffolk sets health and safety standards

RIVERHEAD — Capping a two-year drive by the CSEA, the Suffolk County Legislature established Health and Safety standards for County employees in its final session in 1979.

The long-sought law was hailed by Long Island and Statewide CSEA officials as an important victory in the union's campaign to force New York

State to extend Occupational Safety and Health Act (OSHA) standards and enforcement procedures for state and local government employees.

"The new law will be mutually beneficial to the county and to employees. It will save money on compensation and retraining for the county and will guarantee employees working conditions that are free from

hazards," said Ben Boczkowski, Suffolk County Local 852 president. As grievance chairman, Boczkowski started the CSEA campaign for the law two years ago, and worked closely with the bill's sponsor, Legislator William C. Richards (R-C-Kings Park).

"We hope that we can persuade

other, local governments, to adopt the minimum standards that Suffolk now has," Irving Flaumenbaum, CSEA Region I president said. "It saves money on compensation and it's good management, to say nothing about being humane and decent."

The new law, which should go into effect in mid-February, creates the position of Public Safety Officer, appointed by the county executive who will establish and promulgate minimum standards for "safe and healthy working conditions."

A Health and Safety Board will also be established consisting of members of the Legislature, three CSEA members, other labor organizations, the Commissioners of Buildings and Grounds and the Health Services Departments. Members of the Board may bring possible safety and health dangers to the attention of the Public Safety Officer. The Board may also review safety grievances.

The law provides for an arbitration procedure if an employee's complaint is not acted on within two days. Arbitrator's recommendations are not binding, however.

"This is only a first step but its something we felt we had to establish to protect employees from dangerous working conditions," Boczkowski said. He warned however, that the CSEA will not be "satisfied until OSHA is adopted in the County."

The County, under the law, is now obliged to furnish employees with working places that are free from conditions that are judicially recognized as inherently dangerous or likely to cause death or serious injury.

The County is also required to keep records of all work-related accidents in each department. "Now we can at least show the County in black and white the extent of the problems," Boczkowski said.

## Local election

SARATOGA SPRINGS — The process of electing officers for the Saratoga Spa Capital District Parks Local of the Civil Service Employees Assn., placed into trusteeship by CSEA President William L. McGowan last October, has been started under the direction of Capital Region CSEA President Joseph McDermott.

Ballots, which were mailed last week, will be counted on January 22 and the results will be announced January 25.

The Local was placed into trusteeship, and McDermott appointed sole trustee, because no elections for officership were being conducted during 1979 as required by the CSEA constitution.



**MEMBERS OF SUFFOLK COUNTY LOCAL 852's** executive board met recently to review and discuss the establishment of health and safety standards for Suffolk County workers, capping off a 2-year effort by the union for such coverage. Local 852 executive board members are, from left standing, Fourth Vice President Richard Protosow, Recording Secretary Jo Ann Fleischman. First Vice President Frank Kost, Treasurer Dotty Victoria, Third Vice President Ken Horsford, (sitting) Second Vice President James Farrell, Executive Vice President Bob Kolterman, President Ben Boczkowski and Sergeant at Arms George Kuyava.



## Brunswick pact

BRUNSWICK — A two year contract containing raises of 50 cents per hour in January 1980 and five percent in January and July 1981 was ratified by Town of Brunswick employees, represented by the Civil Service Employees Assn.

The increases, say Brunswick CSEA Unit President Joe Montepare and CSEA Capital Region Field Representative Joe Bakerian "bring the town employees' salaries to a level competitive with the rest of the county."

Other provisions in the agreement call for an increase in the mileage rate, additional sick leave accumulation and personal leave and improvements in the vacation schedules.

The life insurance policy provided by the county for employees will be increased to \$10,000 and the health insurance plan has been converted from the statewide plan to Blue Cross / Blue Shield to include a number of improvements, among them the dollar prescription plan, effective in 1981.

CHATHAM — The employees of the Chatham Central School District, represented by the Civil Service Employees Assn., have ratified a three-year contract with the school district, granting them salary increases of 40 cents per hour, retroactive to August 1, 1979, and seven percent increases in the hourly wage rates for August 1980 and 1981.

An adjusted schedule of increases was established for new employees,

starting with those hired after August 1, 1979.

The district has agreed to increase its share for the cost of the employees health insurance program to 85 percent for family coverage and 100 percent for individual in 1980, and 100 percent for each in 1981. In addition, the employees now have the Community Health Plan option.

Other benefits include a sick leave buy out of 75 cents per hour for ac-

cumulated hours at the time of retirement, new contract language for leaves of absence, personal leave, seniority and posting of job vacancies and the establishment of four new titles within the bargaining unit (librarian, bookkeeper, payroll clerk-confidential and cashier).

On the negotiating team were Terry Fenoff, Paul Nahaus, Elmer Keller, Jeannette Fiero and Ed Borsch.

## Ready To Retire?

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- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

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Retiree Division

Civil Service Employees Assn.

33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name \_\_\_\_\_

Street \_\_\_\_\_ Apt. \_\_\_\_\_

City, State \_\_\_\_\_ Zip \_\_\_\_\_

Date of Retirement \_\_\_\_\_

## Three-year pact ratified in Chatham

**Special notice to State employees:**

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

(clip here)

PS 12/26

**EMPLOYEE BENEFIT FUND**

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

Name: \_\_\_\_\_

Address: \_\_\_\_\_

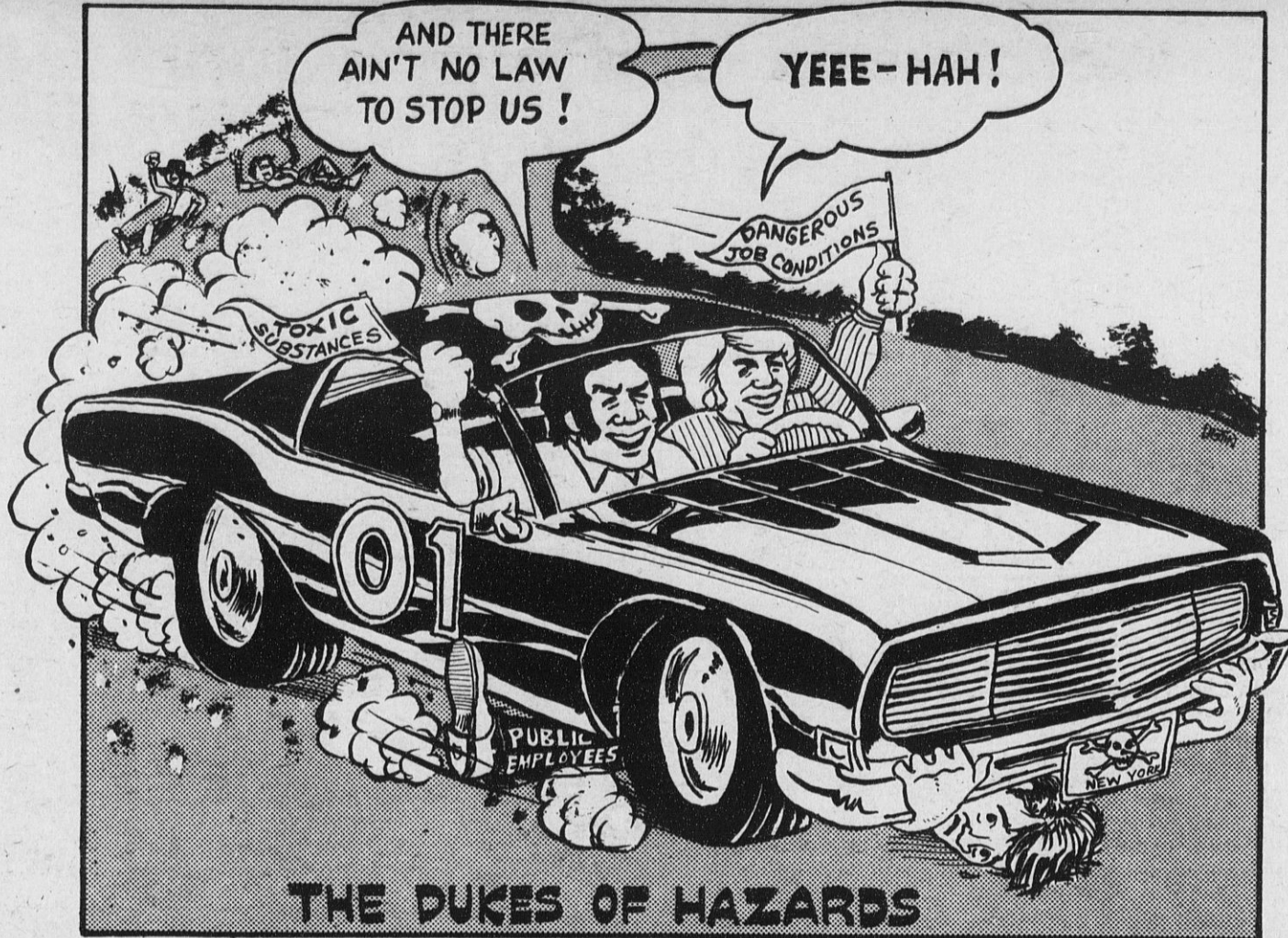
City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

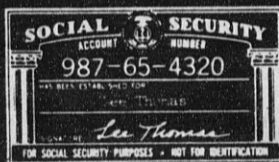
**Heart telethon set**

Richard Tarmey, Chairman of the 1980 Heart Telethon in the Montgomery-Schoharie County areas, has issued an appeal to all CSEA Locals, Units and members in the Greater Tri-County Capital District to actively support the Heart Telethon scheduled for Sunday, February 3, 1980 from Channel 8 Cablevision.

Mr. Tarmey is urging all CSEA State, County, and other subdivision Locals and Units, including retirees, to participate in this worthwhile event by tuning in and, if possible show some CSEA "HEART" with generous contributions.



**questions and answers**



**Q. My neighbor is no longer able to work because of a spinal condition. I suggested he apply for disability benefits, but he doesn't think he has enough social security work credit. How long does a person have to work under social security to be eligible for disability payments?**

**A.** The amount of work needed for disability benefits depends on the person's age when he or she becomes disabled. A worker who becomes disabled before 24 needs credit for 1 1/2 years of work in the 3-year period ending when the disability begins. Workers who are 24 through 30 need credit for having worked half the time between 21 and the time they become disabled. At 31 or older, a worker needs credit for at least 5 years of work out of the 10 years ending when he or

she became disabled. Workers 43 or older need additional credit depending on their age and when their disability began.

**Q. My neighbor thinks I might be able to get SSI payments because I have very little income. The only assets I own are my furniture, household goods, and personal belongings. Would they count against me?**

**A.** An individual may have resources (assets) worth up to \$1,500 and be eligible for SSI. Not all resources are counted toward this \$1,500 limit. Starting November 1, 1979, personal effects and household goods with a total equity value (actual value less money owed) of \$2,000 or less are not counted. If the total equity value exceeds \$2,000, the excess is counted toward the

resource limit. (Prior to November 1, personal effects and household goods with a total market value of \$1,500 or less did not count.) For more information, contact any social security office.

**Q. My daughter, who is severely handicapped, attends vocational training at a local institution. I've heard that people in public institutions aren't eligible for SSI payments. Does this rule apply to my daughter?**

**A.** In general, a person who is an inmate of a public institution is not eligible for SSI payments. However, if a person is a resident of a public institution primarily for approved educational or vocational training, he or she may be eligible for SSI. For more information, contact any social security office.

**CSEA/AFSCME**  
the union that works for you

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

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

**Change of Address for 'The Public Sector'**

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

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

Name \_\_\_\_\_ Local Number \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**MY NEW ADDRESS IS:**

Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Agency where employed \_\_\_\_\_  
My social security no. \_\_\_\_\_ Agency No. \_\_\_\_\_

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# Westchester unit may adopt no contract, no work position

WHITE PLAINS — Westchester County Unit President Raymond J. O'Connor is asking the almost 6,000 members of the unit to support a no contract-no work position.

O'Connor is asking for that commitment in a questionnaire mailed to the membership. The questionnaire deals with member suggestions for negotiating the next CSEA-county contract.

The present contract expires at the end of 1980.

O'Connor is hoping such a commitment will place the county on notice that negotiations cannot be dragged out and the county must come through with a descent offer.

In a letter sent to the membership, O'Connor said: "In order to endorse a no contract-no work position for January 1, 1981. This will put the administration on notice that we will not stand for delays or stalling tactics and that we are determined to achieve a fair, just and equitable contract that will protect our wages from the erosion of inflation."

Also in the letter, O'Connor warned "negotiations that will begin next year (1980) are going to be very critical to us and chances are they will be extremely difficult. We have a lot of work to do to insure the success of these negotiations."

He sent the letter and questionnaire in December so the unit, which is part of CSEA Local 860, will arrive at its negotiating positions early. He pointed out how delays helped force the unit to accept what has been termed a poor contract in 1978.

O'Connor said: "More importantly, that delay cost us all dearly, in that we were forced to settle for a poor economic package or strike. If we are going to take strong action in the

future, let it be on our terms, not theirs."

In a related matter, O'Connor spoke at a public hearing before the Westchester County Board of Legislators on Dec. 17. The salary of the 1980 legislators were expected to increase more than 23 percent with the approval of the 1979 board. That approval was voted three days later.

O'Connor, in part, said: "We approached the county executive and the Board of Legislators with a request for an economic adjustment. It

was rejected by the county executive, and the Board of Legislators received our request with resounding silence. . .

"One reason for our request for an adjustment was that in the next round of negotiations, it is going to be difficult for us to catch up to the cost of living."



WESTCHESTER UNIT PRESIDENT Raymond J. O'Connor speaks before the Westchester County Board of Legislators December 17 during a public hearing on a proposed salary increase for managerial personnel, including the legislators. The present CSEA-Westchester contract expires at the end of 1980.

## Directory of Regional Offices

REGION 1 — Long Island  
(516) 691-1170

REGION 2 — Metro Region  
(212) 962-3090

REGION 3 — Southern Region  
(914) 896-8180

REGION 4 — Capital Region  
(518) 489-5424

REGION 5 — Central Region  
(315) 451-6330

REGION 6 — Western Region  
(716) 634-3540



Above, AMONG THOSE ATTENDING the Westchester County CSEA Local 860 annual Christmas party last month were Local 860 First Vice President Carmine LaMagna, Putnam County CSEA Local 840 President Millicent DeRosa, Local 860 President Pat Mascioli and CSEA Rregion III President James Lennon.



Above right, THIS GROUP AT THE LOCAL 860 party are, from left, Unit Sergeant at Arms Anne Reale, Unit Second Vice President Marlene High, CSEA Collective Bargaining Specialist Ron Mazzola, Unit President, Raymond J. O'Connor, Westchester Local Third Vice President Janice Schaff, and Unit Treasurer Jim Marino.

Right, THE LOCAL 860 PARTY COMMITTEE is joined by Local 860 President Pat Mascioli, second from left. Committee members are Grace Ann Aloisi, Pug Lanza and Eleanor McDonald.



SILENT TESTIMONY to deteriorating condition of Dam 10, the Court Street Dam on the Genesee River in downtown Rochester, is this "reinforcing rod" (see arrow) that reinforces nothing except union claims that the structure is unsafe.



ROCHESTER — "It's a disaster waiting to happen."

That's the description given the safety situation on Dam 10 of the state canal system by Robert L. Lattimer, president of Western Region 6 of the Civil Service Employees Assn.

Lattimer, who together with Regional Director Lee Frank recently inspected the Court Street dam (as it is more commonly known), said the safety conditions for workers on the deteriorating structure on the 200 ft. wide Genesee River in downtown Rochester are "incredible."

Among the violations are lack of guard rails, loose railings, rusting support beams under steel mesh walkways, uneven walkways, lack of lights, and loose or missing mesh screens.

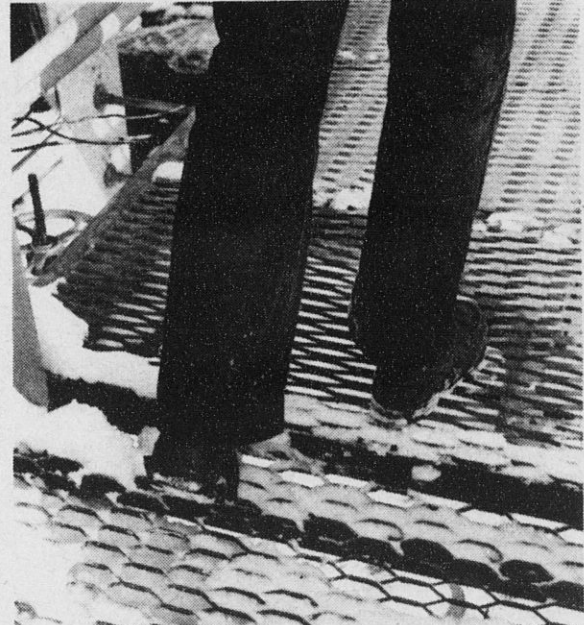
Dale Hatch, President of CSEA Local 504, to which the workers belong, said he had given the final

CRACK IN OUTER WALL OF DAM is pointed out by CSEA Region VI Director Lee Frank. This crumbling wall serves as a walkway for workers who have to make sure control gates function properly.

CRACK IN OUTER WALL OF DAM is pointed out by CSEA Region VI Director Lee Frank. This crumbling wall serves as a walkway for workers who have to make sure control gates function properly.



CSEA REGION VI PRESIDENT Robert L. Lattimer pushes gently on "protective screen" at edge of a crumbling concrete walkway that workers must use. Additionally, a number of guardrails are loose and wobbly.



UNEVEN STEEL MESH WALKWAY is supported, in places, by beams which are rusting away. There are no lights here nor elsewhere on the more than 300 feet of walkways, even though the dam must be manned 24 hours daily. At left are visible some of the tangle of wires which are strewn all over the aging structure.

DALE HATCH, President of Barge Canal Region 4 CSEA Local 504, performs one of dangerous jobs required of workers, that of clearing debris from lock gates. He must lean out over water and gate with a long pike pole, and there are no guardrails or other protective devices to prevent falling into the water. Visible in the background, the privately-run hydro-electric facility of the Rochester Gas and Electric Company gates have adjustable guardrails and life line chain hooks for safety.



## Rochester's Court Street Dam

# Union grievance might prevent "a disaster waiting to happen"

deadline to the state a month ago after having advised the state of the conditions on the dam for "several years."

Bill Showman, chief operator of the facility, said he has detailed the safety conditions in his reports every week for seven years. He said the only "improvement" in that time has been the installation of a gate to keep out trespassing youths. Since anyone can simply go around the gate, the situation is actually made more dangerous because now access is by way of the crumbling concrete edge.

Hatch says that the men have offered to correct some of the problems "if the state provided the concrete," and he had conveyed that message to the state during "at least three labor-management meetings." But he said except for the gate installation and "giving the men two life preservers," there has been no action on the part of the state.

He said that while the dam may not be in imminent danger of collapse, there is a crack in the west wall through which dye poured into the river can seep in two minutes.

Adding to the unsafe working conditions at the dam, he said, is the fact that, except for four out of the twenty-one shifts during a week, there is only one man working on the sprawling structure. His job is making sure the gates are operable, removing debris and other maintenance tasks.

The dam regulates water levels in the canal system, serves flood control functions on the Genesee River and provides hydroelectric power to the Rochester Gas and Electric Co. (RG&E).

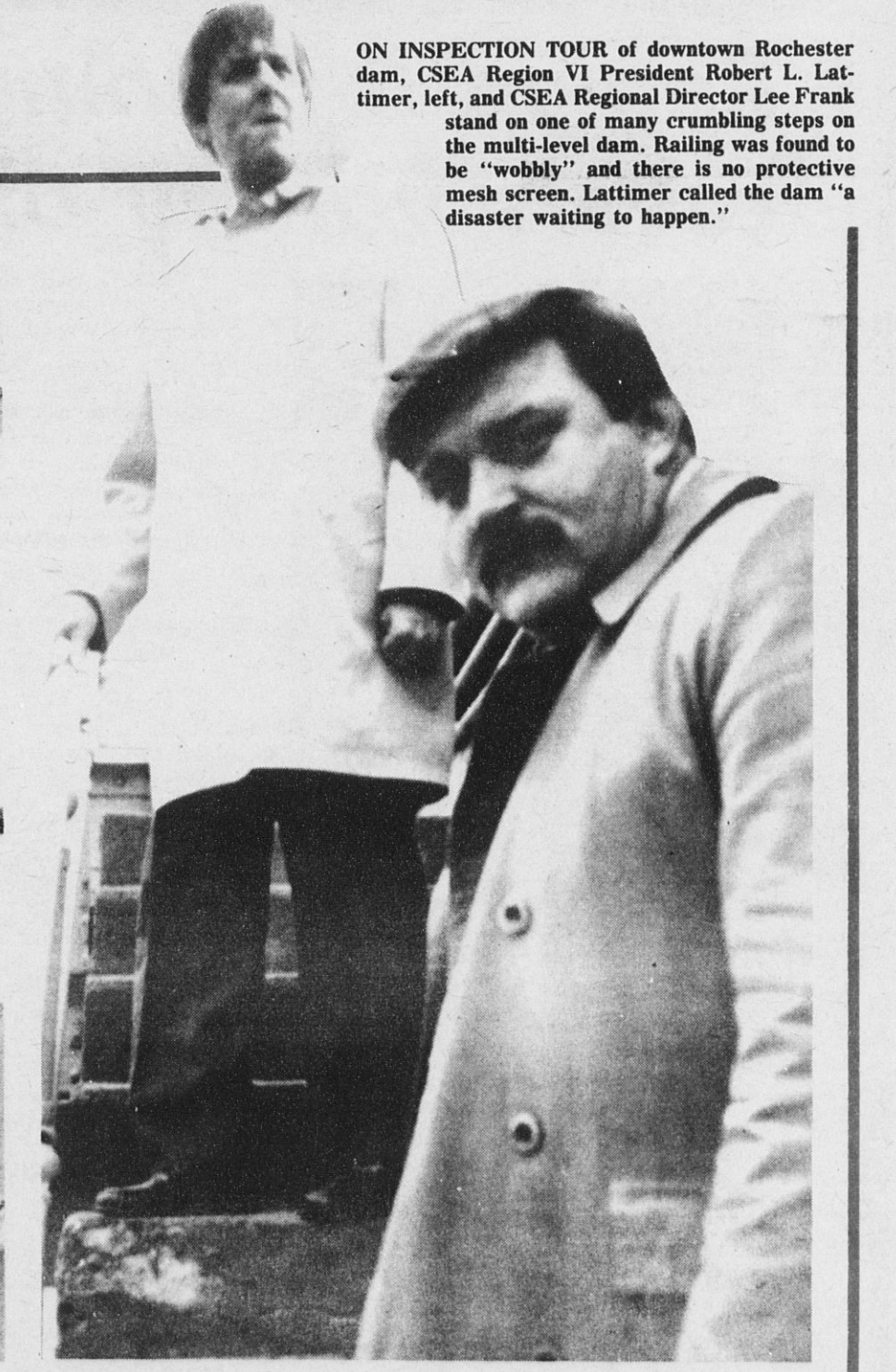
Lattimer said that the safety conditions at the RG&E facility "illustrate what happens when there are occupational safety laws protecting workers." The RG&E facility, he said, "is properly maintained, has adjustable safety railings, chain hooks for life lines and is well lit all over."

Lattimer has been in the forefront of the CSEA fight to get occupational safety standards for public employees.

OPERATOR BILL SHOWMAN says youths find dam "an attractive nuisance" and can get around gate put up by state to keep trespassers out only after he and other workers complained of problems. But while gate can be easily bypassed, the crumbling concrete edge can be a deadly hazard. Showman himself fell into the chilly Genesee River last April from a walkway, which he says should be barricaded at the "mainland end" in order to be safe. Fortunately, when Showman fell into the river he was able to reach a large log nearby, and he was working on one of four shifts out of twenty-one each week when two men are working at the same time. A trespasser might not be so fortunate.



ROCHESTER — As this issue of The Public Sector was going to press, a hearing was conducted on a grievance filed by the union over unsafe conditions at the Court Street Dam, as described in the accompanying article and photographs. As a result of that hearing, management has agreed to correct all deficiencies as enumerated in that grievance.



ON INSPECTION TOUR of downtown Rochester dam, CSEA Region VI President Robert L. Lattimer, left, and CSEA Regional Director Lee Frank stand on one of many crumbling steps on the multi-level dam. Railing was found to be "wobbly" and there is no protective mesh screen. Lattimer called the dam "a disaster waiting to happen."



# METROPOLITAN REGION II



## TRAINING WORKSHOP

### Region II training workshop covers variety of subjects



METROPOLITAN REGION II President Jimmy Gripper greets Suffolk County Board of Directors Representative Ed Garcia at the Region II Training Workshop.

GREAT GORGE, N.J. — Approximately 150 persons attended the Metropolitan Region II Training Workshop last month at the Playboy Club.

The program got underway with opening remarks by Region II Director George Bispham. CSEA Executive Director Joseph Dolan spoke on the resources of regional offices and of CSEA headquarters, and Region II President Jimmy Gripper spoke on local constitutions and by-laws and the duties of officers.

The afternoon program concluded with AFSCME Education Director Dave Williams speaking on shop stewards and communication.

That evening, an insurance panel was held with representatives of Blue Cross/Blue Shield, GHI, Metropolitan Life Insurance Co. and Ter Bush & Powell.

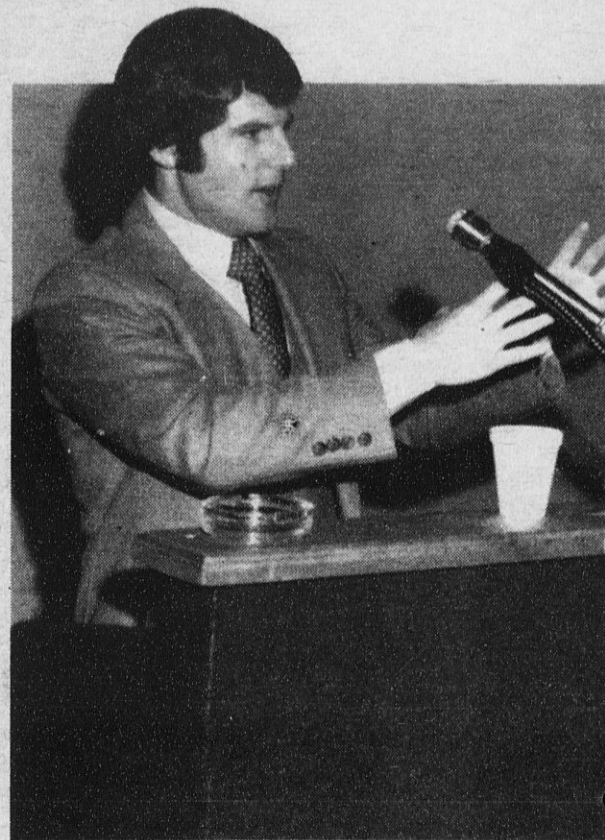
The following sessions started with statements by CSEA Director of Member Services John Carey and Collective Bargaining Specialists John Conoby, Robert Guild and Nels Carlson.

Conoby spoke on the new advancement program for clerical and secretarial employees from previously dead-end jobs. "To make it a reality requires work from the local level," he said.

Carlson recommended each local take advantage of the new CSEA-State contracts to establish local safety committees. He said public employees have a 30 percent greater chance of being injured on the job than private employees. "That should make you damn mad," Carlson said.

He said the State "is ignoring the safety of its

# Win or lose on strength



CSEA ATTORNEY Richard Burstein explains improvements in the Article 33 disciplinary procedure of the CSEA-State contracts.

employees . . . There is no law protecting your welfare . . . Safety is not a privilege. It is your right."

CSEA Attorney Richard Burstein and Regional Attorney Ted Ruthizer then spoke on changes in the disciplinary procedure — Article 33 — of the new contracts.

After AFSCME International Secretary-Treasurer William Lucy addressed the workshop, Martin Langer, executive director of the Work Environment and Productivity Committee, spoke on the employee evaluations.

Langer said most problems with the evaluations were caused by the State not properly training its supervisory employees and "all problems can be resolved." He said the Office of Employee Relations ordered some supervisors to reduce their ratings.

In the afternoon, Field Representatives Bart Brier and Al Sundmark and CSEA Attorney Pauline Rogers spoke on grievances, and Joseph Conway spoke on the Legal Assistance Program.

Conway announced this was the last time he would speak as chairman of the Legal Committee. He has been appointed chairman of the Legislative and Political Action Committee.

The afternoon session concluded with the workshop splitting into three bargaining unit groups for explanations of the contracts — Conoby with the Administrative Unit, Guild with the Institutional Unit and Carlson with the Operational Unit.

At the same time CSEA Treasurer John Gallagher and Assistant Supervisor of General Accounts Joseph A. Salvino conducted a Treasurer's Seminar.

The workshop concluded the next morning with an additional session by Langer and concluding comments by CSEA Education Director Thomas Quimby.

GREAT GORGE, N.J. — The importance of unity within locals and the winning of important grievances was stressed by a number of speakers at the recent Metropolitan Region II Training Workshop.

AFSCME International Secretary-Treasurer William Lucy said, "Grievances are won and lost based on the strength of the union. They have power. We can only muster cooperation. We must show them we are together."

"Togetherness is the key to a strong union. Unless we are together, we won't even have the respect of management, let alone the fear of management. He added, "Respect of the union leads to fairness by management."

CSEA Field Representative Bart Brier went one step further. "The Grievance procedure is not just a defense. It is a tool you can use to determine control of your workplace."

"Through a key grievance, the union can demonstrate its strength to management and

will establish the respect of management. This will force management to settle at a low level," Brier said.

Field Representative Al Sundmark added, "The grievance is our weapon, our sword."

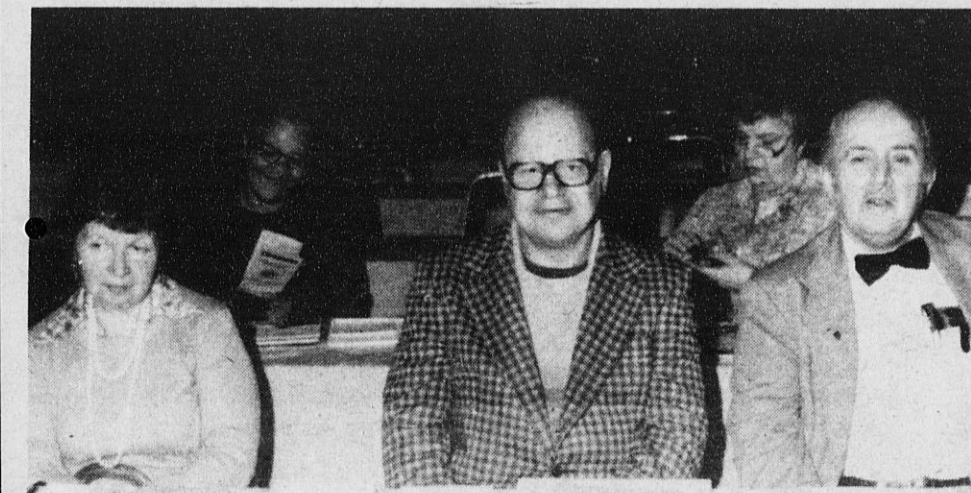
He stressed using proper investigative techniques in fighting grievances, including listening to the grievant, finding witnesses and taking notes. "Try to win at the first step," he said.

Lucy also spoke on the current political climate, lashing out at politicians who shoot from the hip about public employees.

"Politicians don't know their own jobs let alone ours. If politicians would spend one day in the wards of Willowbrook, Creedmoor or Manhattan State to see the work we do; or if they would work in an institutional kitchen without air conditioning; they would see the things we do are valuable to the quality of life in our society," Lucy said.



REGION II FIELD REPRESENTATIVE Bart Brier explains the importance of winning grievances to demonstrate a local's strength.



STATE INSURANCE FUND CSEA LOCAL 351 is represented by, from left, Frances and Norman Satz and Jim Byrnes at the Metropolitan Region II Training Workshop at the Playboy Club. Most of the 20 locals in the region were represented at the workshop.



Below, AFSCME INTERNATIONAL SECRETARY-TREASURER William Lucy, left, spoke to the Region II Training Workshop about unity. Listening is Region II President Jimmy Gripper.



AMONG THE MANY PERSONS attending the Region II Training Workshop is Charles Bell, left, of Creedmoor Psychiatric Center Local 406.



Left, EXECUTIVE DIRECTOR OF THE Work Environment and Productivity Committee Martin Langer spoke on the evaluations of State Employees. He also answered questions about the evaluations from those attending the Training Workshop.



MANHATTAN DEVELOPMENT CENTER LOCAL 443 sent a number of persons to the Region II Training Workshop including, from left, Walter Nash, Patricia Cooper and Mattie Bethel.



REGION II FIRST VICE PRESIDENT Felton King, left, of Staten Island Developmental Center Local 429 speaks with George Boncoraglio, center, of South Beach Psychiatric Center Local 446 and Tyrone Daniels of Local 429 during a break at the Training Workshop.



**Cindi Christiano**  
**Motor Vehicle License Inspector**

The car in front of you is signalling to make a *left* turn. As you cautiously approach it, the driver suddenly makes a *right-hand* turn directly in your path. You hit the brakes, narrowly avoiding a crash. What you don't know is that riding in that car is Cindi Christiano, who has just flunked that driver from getting a New York State Driver's license.

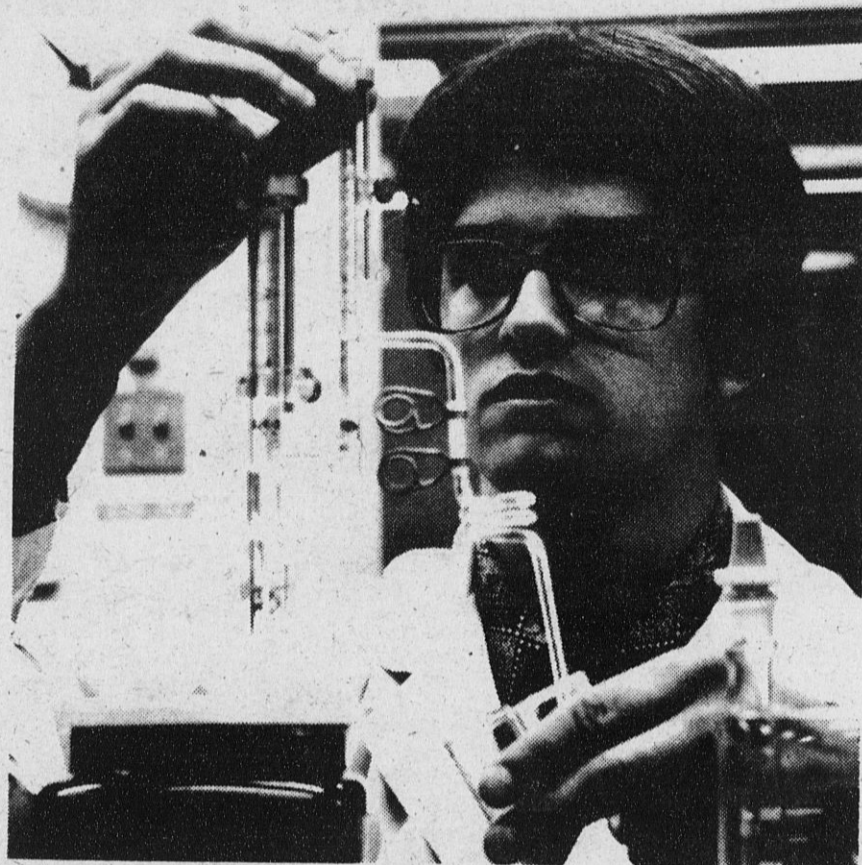
These are the kinds of risks Cindi must take every day as she road tests potential holders of

all classes of driver's licenses. And she's tough. They better know how to drive or they don't get the license.

Cindi Christiano, a public employee, helping keep unqualified drivers off the road. Because your life is at stake.

Public Employees... where would you be without them?

**PUBLIC EMPLOYEES...  
 Where Would You Be  
 Without Them?**



**Dan Sharron - Lab Technician**

Mercury is great for thermometers. But it's deadly in drinking water. Not to mention chromium and lead. That's why water samples from all over New York are continuously analyzed to be sure you're drinking what you think you're drinking and not being slowly poisoned.

As a lab technician, Dan Sharron literally has your life in his hands. He must be accurate and

precise. Because if there are pollutants in your water supply they can kill more than just fish.

Dan Sharron, a public employee. Helping keep water pure. So when you turn on the tap, there are no deadly surprises.

Public Employees... where would you be without them?

**PUBLIC EMPLOYEES...**



**Lois Evans - Therapy Aide**

It's enough to break your heart. This beautiful child is mentally retarded. You're trying to communicate with him. Nothing. You're trying to teach him how to walk. Nothing. To talk. Again, nothing. But you don't quit, because deep in the child's big brown eyes you can sense a precious human being trying just as hard as you are.

You're Lois Evans, Therapy Aide in the Department of Mental Hygiene. And you're not about to

let this child become another forgotten person. You use every ounce of skill at your command to help him grow as much as he is capable. Because if you don't, who will?

Lois Evans, a public employee. Helping those who literally cannot help themselves.

Public Employees... where would you be without them?

*"Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards."*

—CSEA President William L. McGowan



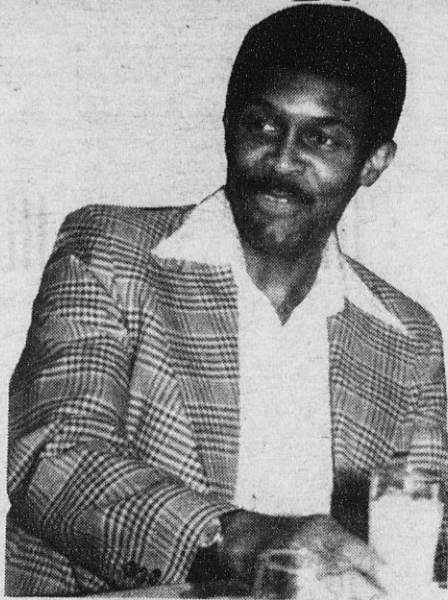
**CSEA / AFSCME**  
 the union that works for you



# Installation, party mark the holidays



**REGIONAL ATTY. CHARLIE SANDLER** is surprised as West Seneca Developmental Center CSEA Local 427 President Elaine Mootry presents him with a watch in recognition of 30 years of service to CSEA and its members during the Local 427 annual dinner and party last month in Cheektowaga. Ms. Mootry also is the Region 6 Mental Hygiene representative on CSEA statewide Board of Directors.



**GLENN WORTHY** was sworn in as a member of the local's Board of Directors.

**WEST SENECA** — New officers of West Seneca Developmental Center CSEA Local 427 were sworn in by CSEA Region VI President Robert Lattimer during the local's annual Christmas dinner and party last month.

Installed were President Elaine Mootry, Vice Presidents Debra Lee and Evelyn Hoffman, Recording Secretary Bill Kammerer, Corresponding Secretary Barbara Biniecki, Treasurer Dorothy Hartnett. Also, Delegates Joanne Busse, Marge Bourkney, Amelia Clay.

Installed as members of Local 427's Board of Directors were Ray Girard, Dave Franz, Mel Muck, Phil Heimborg, Cathy Nailor, Mary Busse, Glenn Worthy, Martha Lombardo, Richard Marks and Joan Weaver.

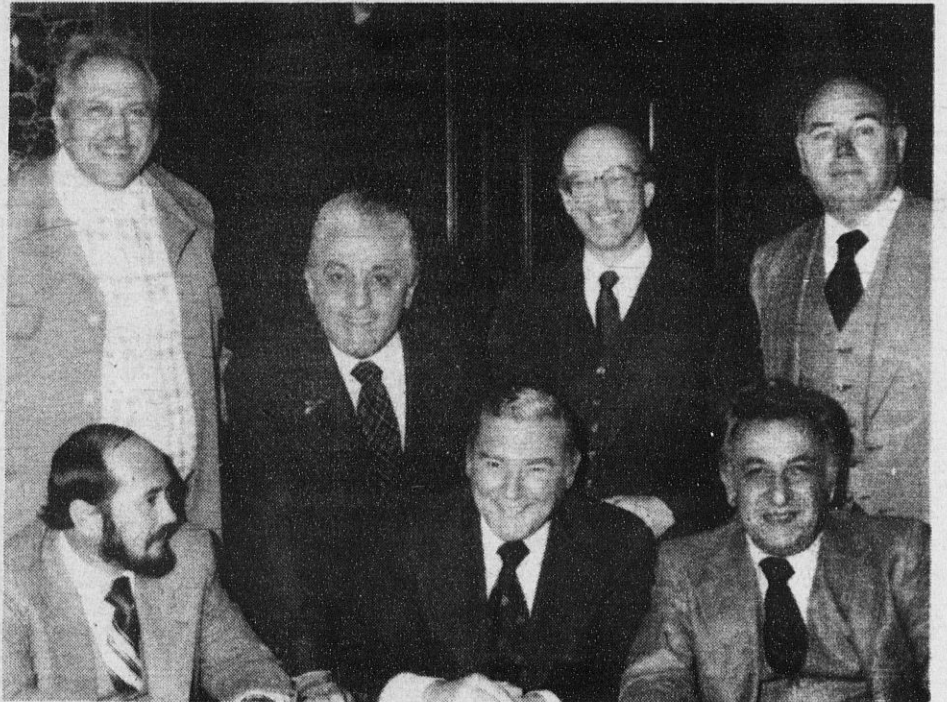


**AMONG NEW OFFICIALS** of Local 427, shown at dinner party following being installed, are Corresponding Secretary Barbara Biniecki and Vice President Debra Lee.

Right, **THE HOT DOG WAGON** has become a trademark of Nassau County CSEA Local 830 parties, and Local President Nicholas Abbatiello serves a hot dog to CSEA Region I President Irving Flaumenbaum, left, during the local's Christmas party last month.



Far right, **AMONG THOSE ATTENDING** the Local 830 annual Christmas party were, front row from left, Village of Freeport Unit President Bob Ford, Collective Bargaining Specialist George Peak, and Field Representative Mike Aiello. Standing from left are Floral Park Unit President Phil Berlingieri, Local 830 President Nicholas Abbatiello, Regional Atty. Richard Gaba, and Field Rep John O'Sullivan.



**Above, A CASUAL POSE** is struck by these people attending the CSEA Region III annual Christmas party last month at the Holiday Inn, Newburgh.

**Left, THIS GROUP** adopted a slightly more formal pose as the roving photographer made the rounds of the Region III party.



## Lift suspensions

NEW YORK CITY — The illegal suspensions of the grievance chairman and two shop stewards of Downstate Medical Center CSEA Local 646 were rescinded on Dec. 17, 1979, according to Metropolitan Region II Director George Bispham.

Grievance Chairman Lloyd Graham and stewards Jay Helsgott and Al Mirabile were removed from suspension without loss of pay by Downstate Vice President Howard Dorfman following a meeting with union officials on Dec. 17, Bispham said.

Attending the meeting for the union were Bispham, the three suspended members, Local 646 President Frances DuBose, stewards Rupert Mayers and Anita Schiowitz, and CSEA Field Representative Bart Brier. Management people included Downstate Assistant Vice President for Facilities and Planning James McAvedy and Personnel Director Larry Kram, Bispham said.

He said the problems started when McAvedy instructed supervisors in the maintenance and operational areas of the medical center to require employees on legitimate union activities to obtain passes. Employees who violated the directive were to be charged with insubordination, he said.

Bispham said this was a violation of the CSEA-State contracts.

Graham was suspended on Dec. 10 and Helsgott and Mirabile were suspended on Dec. 12, he said.

Bispham met with the personnel director, Kram, on Dec. 13, and was told the suspensions were with pay and Vice President Dorfman would return from vacation on Dec. 17.

At the Dec. 17 meeting, Bispham said he told Dorfman the maintenance and operational employees were "prepared to walk" unless the suspensions were lifted and McAvedy was kept out of labor relations.

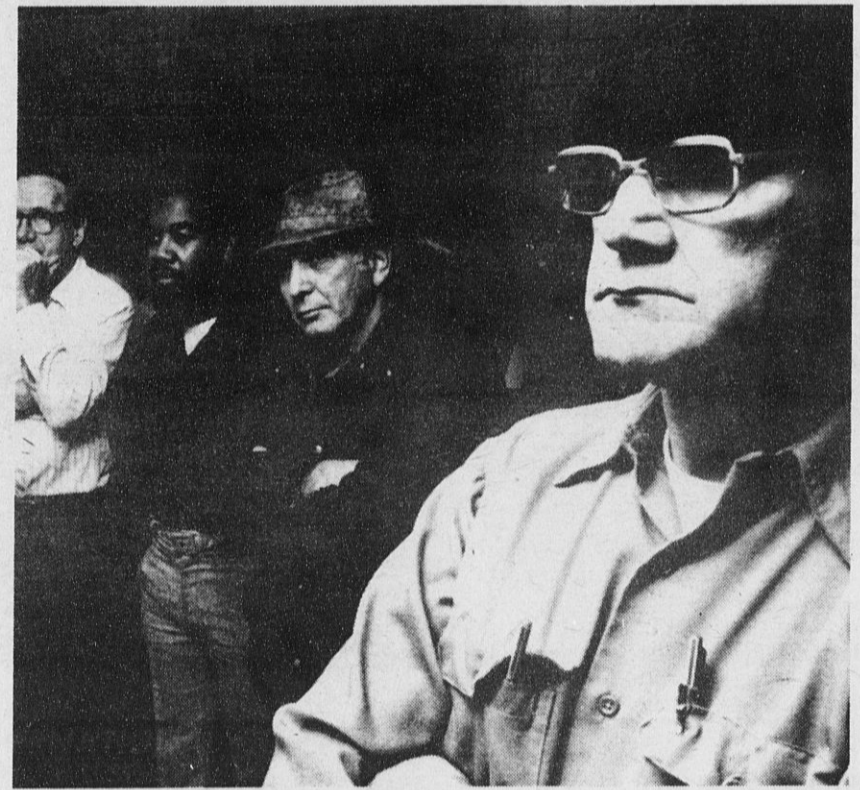
Bispham reported Dorfman said the suspensions were in error, labor relations would be left to the personnel department and CSEA grievance-related activities would not be interfered with by management.

Following the meeting with management, the results of that meeting were announced at a meeting of the operational and maintenance employees who were elated by the results, Bispham said.

"We served notice on any administrator in this region that we will not tolerate management interference with the internal operations of our union," he said.

LOCKING ARMS IN A SHOW OF UNITY following Downstate Medical Center CSEA Local 646's successful effort to have the suspension of three local officials rescinded are, from left, CSEA Field Representative Bart Brier; Local 646 President Frances DuBose; Metropolitan Region II Director George Bispham; and shop stewards Anita Schiowitz, Rupert Mayers and Al Mirabile. Mirabile is one of the three illegally suspended local officials. (Photos by Joseph Schuyler)

Below, THE FACES OF THESE DOWNSTATE MEDICAL CENTER operational and maintenance employees shows the concern those employees have for outcome of the meeting between CSEA and the hospital management on Dec. 17. Region II Director George Bispham said had the three suspensions not been rescinded, the employees were "prepared to walk."



## New supervisor named

BERLIN — The hiring of a new transportation supervisor in the Berlin Central School District is being hailed by the Civil Service Employees Assn. as an opportunity to foster better relations between labor and management.

The new supervisor, Douglas Carter, replaces a supervisor with whom the union had "a very poor rapport," says Joseph Bakerian Capital Region CSEA field representative.

Prior to hiring Carter, district officials held several discussions with the CSEA and told union representatives it would take their feelings into account when considering candidates for the position, Bakerian continued.

Welcoming Carter to the school district his first day, Shirley Sweeney, president of the Berlin School District CSEA unit, was quoted as saying "the union is looking forward to being able to bring critical problems to the supervisor and the board of education."

Bakerian noted that there was a devastating employee morale problem under the former supervisor "due to his practice of indiscriminately applying seniority and showing favoritism when assigning extra runs and overtime."

AN IRANIAN FLAG IS BURNED as part of a rally on December 20 sponsored by the Department of Public Works Unit of Nassau County CSEA Local 830. The rally was to show support of Americans being held hostage in Iran and to protest that hostage action. In this photo, DPW Unit President Ralph Spagnolo holds an American flag while Parks and Recreation Unit President Thomas Gargiulo, Local 830 President Nicholas Abbatiello and other members burn the Iranian flag.

