

The Public SECTOR

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Wednesday, March 7, 1979



CONSULTING ON CANDIDATES — CSEA's statewide Nominating Committee has compiled slates of candidates formally nominated for statewide offices and the state executive committee. Shown discussing potential candidates are Jon L. Schermerhorn, vice chairman of the committee, and committee chairperson Jerry Frieday.

McGowan vs. Cadieux

ALBANY — Candidates have been formally nominated for the four elected statewide offices of the Civil Service Employees Assn. for this year's election, and the slates named by the union's statewide nominating committee consist of well-known activists.

Incumbent statewide CSEA President William L. McGowan, who is completing his first 2-year term as president of the 260,000-member union, was nominated for re-election, and Kenneth F. Cadieux of Rockville Centre was nominated to oppose Mr. McGowan. Mr. Cadieux was also a presidential candidate two years ago, and among his numerous union activities, he serves as chairman of the important statewide Constitution and By-Laws Committee.

Incumbent Executive Vice President Thomas H. McDonough, renominated for re-election, faces two challengers nominated by the committee. James L. Corbin of East Moriches, former president of the Suffolk County CSEA Local and presently chairman of the statewide Insurance Committee, was nominated along with Felton King of Brooklyn, President of the Staten Island Developmental Center CSEA Local 429.

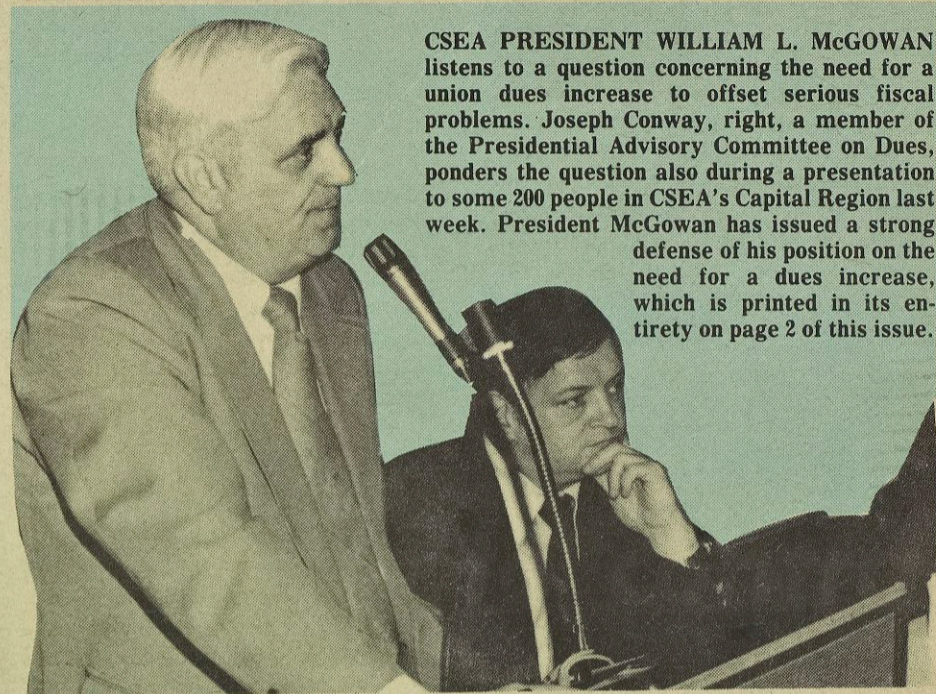
In the race for Secretary, incumbent Irene Carr of Oneonta will face Helen Cugno of Staten Island, currently secretary of CSEA Region 2.

Incumbent statewide Treasurer F. John Gallagher of Mohawk will be challenged by Joseph E. McDermott of Schenectady, currently serving as President of CSEA Region 4.

In addition to the nominations for the four statewide offices by the CSEA Statewide Nominating Committee, prospective candidates can be placed on official ballots if they obtain the approximately 4,400 signatures needed for independent nomination on official petition forms.

Prospective candidates for the four statewide offices seeking additional information on independent nomination through petitions should contact their Regional office for details.

Members of the union's State Executive Committee are also up for election this year. Candidates nominated by the statewide nominating committee for those key positions will be published in the next issue of The Public Sector.



CSEA PRESIDENT WILLIAM L. MCGOWAN listens to a question concerning the need for a union dues increase to offset serious fiscal problems. Joseph Conway, right, a member of the Presidential Advisory Committee on Dues, ponders the question also during a presentation to some 200 people in CSEA's Capital Region last week. President McGowan has issued a strong defense of his position on the need for a dues increase, which is printed in its entirety on page 2 of this issue.

Delegates focus on dues increase

ALBANY — Several hundred official CSEA delegates are expected to attend the union's Special Delegates Meeting set for March 11-13 at Convention Hall, Empire State Plaza here. Although a number of business items are on the agenda, undoubtedly the number one order of business will focus on the crucial question of increasing the union's annual dues.

A CSEA Presidential Advisory Committee on Dues, along with key union leaders, have criss-crossed the state over the past few weeks to

present detailed programs supporting a recommendation for setting CSEA dues at 1 percent of salary. The committee will present a detailed report to the delegates prior to a vote on the matter.

Meetings of the state bargaining units delegates Sunday night will precede the opening of the business session, set for 9 Monday morning, March 12. The business session is scheduled for all day Monday, and will continue from 9 a.m. to 2 p.m. on Tuesday, March 13.

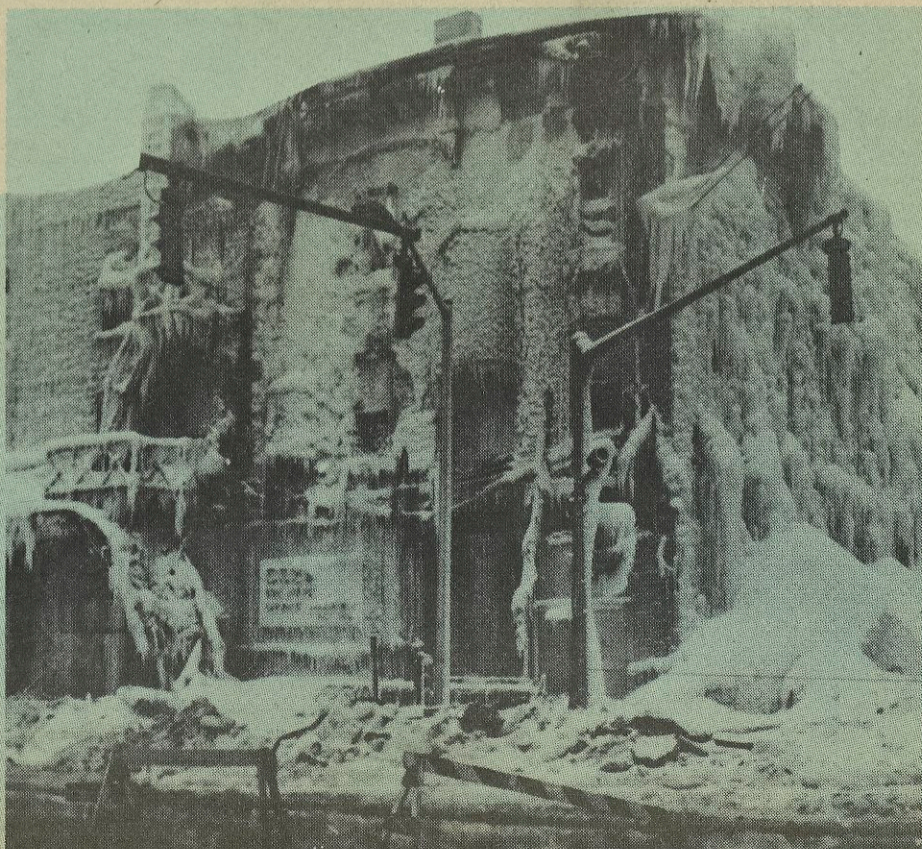
PS&T update

ALBANY — CSEA attorneys on Tuesday filed legal briefs with the State Court of Appeals, asking the court to uphold an earlier order by the Appellate Division of State Supreme Court in the tangled PS&T union representation election situation. The Appellate Division had ordered the Public Employment Relations Board (PERB) to conduct a detailed handwriting investigation of showing of interest cards filed by the Public Employees Federation (PEF) which led to the PS&T representation election last April. Oral arguments before the Court of Appeals are set for March 20.

PERB had appealed the order of the lower court to conduct further investigations into charges of forgery surrounding the showing of interest cards, and was joined in the appeal by PEF. The Court of Appeals could rule on the case as early as mid-April.

In a related development, CSEA is mailing letters to all PS&T unit members informing them of misleading claims regarding insurance benefits and programs contained in material recently sent out by PEF.

BURNED OUT — This ice-encrusted structure is all that remained in the aftermath of a fire on February 17 which destroyed the building housing the CSEA office in Utica. Thanks to cooperation from area union Locals and units, the operations were quickly reopened at a new location. See Page 11 for additional details.

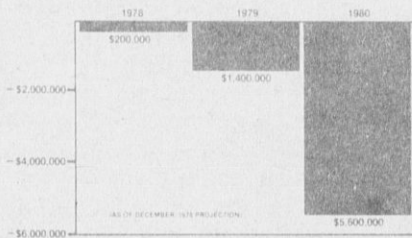


President's Message

For CSEA delegates, the moment of truth is here

In the history of every major labor union there has been a crucial decision, a "moment of truth", when the leadership and membership had to decide once and for all if they would stand together in strength for principle, or divide and fall for the sake of convenience. Next week, CSEA's statewide delegates will decide how CSEA will handle its "moment of truth". Will we enact a dues

CSEA's DEFICIT



structure that will make us strong and independent, or will we take the expedient route and let this union continue to wallow in financial chaos for another decade?

Every CSEA member has a stake in what happens at this Spring Convention. If we capitulate to convenience and take the traditional path of emasculating a sound dues structure proposal, then the resulting financial crisis will force massive layoffs of the union's professional staff to occur, with resulting reductions in services to the membership. And that will only be the beginning.

Massive deficits will begin to accumulate and even more drastic cuts in the union's services will have to be contemplated. The Legal Assistance Program, which has a magnificent record of representing our membership, could face cutbacks; programs for membership services could face cutbacks; the frequent meetings of your union representatives and the costs involved in those meetings could face cutbacks; more delays in negotiations and processing of grievances and disciplinary proceedings could result and, generally, CSEA would begin to retreat into the "social club" that it used to be.

Less than one year ago, the Board of Directors of this union took a giant step in reinforcing

CSEA's evolution into a real labor union when we affiliated with the American Federation of State, County and Municipal Employees, AFSCME, AFL-CIO. Instantly, CSEA became the single largest segment of the largest union in the AFL-CIO and a part of the largest federation of public employees in the world.

The affiliation opened new doors for our members such as direct input into federal legislation which now accounts for a huge chunk of all funds spent by state and local governments. We have already joined hands with AFSCME in this area to win reform of the critical CETA program and to win some modification in President Carter's wage and price guidelines which had initially sought to make public employees the whipping boy of inflation, once again.

This same legislative cooperation now extends into New York where we have joined with AFSCME in a new state legislative operation to use the influence of our combined New York membership of 400,000 people to make the Governor and Legislature listen to our demands for reform of the infamous Taylor Law and other legislative needs of our membership.

Already we have worked together to begin a joint advertis-

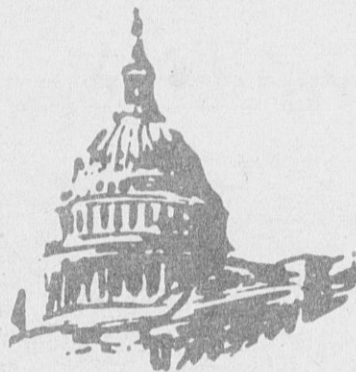


ing effort to show New York voters that public employees perform important, meaningful jobs vital to their interests. We want the public to extend to you the same dignity and respect due any honest, hard-working men and women. In the future, educational programs and leadership and staff training sessions are being planned as we continue to explore more areas of cooperation with AFSCME to benefit all our members.

This affiliation has brought many benefits to our members already and still more are forthcoming, but it has also brought financial obligations. We must pay dues to AFSCME on your behalf, but our basic dues have not been increased to adjust for the AFSCME "per capita". By 1980, our flat dues would have to be increased to \$93.30 just to cover the cost of affiliation and leave CSEA with the

same basic dues it had three years ago!

Such a dues rate, in addition to being inadequate, would be terribly inequitable. Right now, for example, a member earning \$7,000 per year pays \$58.50 in dues which amounts to about 0.8% of that member's income. If we were to continue a flat dues rate and raise the dues to the \$93.30 previously mentioned, that same member would be paying 1.3% of his or her annual salary in union dues! By comparison, consider our members who are fortunate enough to earn \$20,000 per year. At



the \$58.50 rate, they are presently paying less than 0.3% of their income for dues, but if a flat dues structure of \$93.30 were adopted, they would still be paying less than 0.5% of salary for dues!

How could any labor union ask its lowest paid members to pay a greater share of their income for union dues than higher salaried members paid? How can a labor organization ask those who can afford it least, to pay the most?

At the request of the Delegates, I appointed an Advisory Committee on Dues to study the fundamental problems confronting the fiscal stability of our union and to formulate a proposal that would solve our financial problems and be equitable to the membership. After months of exhaustive work, the



Committee has recommended a dues structure of one percent of base salary for all CSEA members.



CSEA President
William L. McGowan

Under this proposal, every union member would pay an equal proportion of their income for dues. Those in the lower income bracket would pay less in actual dollar amounts than those in the higher income brackets, but every member would pay their fair share towards support of their union. The Committee found that the percentage system is used by most major unions for this very reason and the one percent level is in keeping with the mainstream of other unions' dues.

Let's be honest, there is no way that anyone will ever convince you to joyfully embrace this dues proposal. Nobody likes to pay more for anything, it's never popular. You should remember, however, that we're not talking about popularity here, we're talking about survival of this union! We're talking about necessity versus expediency. The easiest thing for me to do, particularly now, would be to turn my back on this problem as others have in the past and let it blow over until next year. But there is no longer any time to let this blow over. We can't put this off any longer. We must bite the bullet now and do what is best for our union even at the expense of popularity. If we don't, then we are not fit to be called leaders.

As I said at the outset of this column, every union sooner or later must stand at the crossroads and choose the direction in which it must go. The action your Delegates take next week will determine this union's direction for years to come. We can continue to drift aimlessly along the easiest path or we can do what must be done and take the path to achievement.

I want every CSEA member to know that I, as the President of this organization, stand on the side of a strong, united CSEA that can do the job today and be ready for the challenges of the future. I am convinced that the only way to achieve this goal is to put this union back on a sound financial foundation. I whole-heartedly endorse the recommendation of the Advisory Committee on Dues for a new CSEA dues structure of one percent of base salary!

William L. McGowan

WILLIAM L. MCGOWAN
President





REGION V MEETING — This photo was taken during the recent CSEA Presidential Advisory Committee on Dues meeting conducted in the union's Central Region. From left are Committee Chairman Howard Cropsey; CSEA Region V President James Moore, and CSEA Statewide President William L. McGowan. The special committee has concluded a series of meetings that took it into each of CSEA's six regions to discuss the union's financial situation with Local presidents.

School's custodian reinstated

EAST GREENBUSH — A custodial worker with the East Greenbush Central School District has been reinstated to his job with full back pay and benefits, as the result of successful legal action by CSEA.

Charles Stocking was appointed as a non-competitive custodial worker with the district on Sept. 19, 1977. The district attempted to terminate him without a hearing on March 7, 1978, even though at that point Mr. Stocking was already a permanent employee.

"Rensselaer County Civil Service Commission rules call for a minimum probationary period of eight weeks and a maximum of 26 weeks," said Atty. Michael Smith, the CSEA attorney who handled Mr. Stocking's case. "They also state that an appointment becomes permanent upon completion of the minimum term, unless the person is given written notice prior to his completion of that minimum term, that his probationary period is being extended. And you can't just terminate a permanent employee without a hearing."

In the case of Mr. Stocking, no such notice was given.

Accordingly, Justice Con G. Cholakis, presiding over the special term of the Albany County Supreme Court, found the union position to be correct, and ordered the school district to reinstate Mr. Stocking with full back pay and benefits, retroactive to the date on which he was terminated.

Schenectady must provide parking

By Deborah Cassidy

SCHENECTADY — A Public Employment Relations Board arbitrator has ruled that the City of Schenectady must negotiate a plan with the Civil Service Employees Assn. to provide City Hall employees with off-street parking spaces for a minimum of 60 cars, after the City took away a lot for their use.

According to City of Schenectady unit president Edward Kearney, the employees were told last July by City Manager Wayne Chapman that the lot they had been using for approximately eight years would undergo construction and then be open to downtown shoppers as part of a free park-

ing program. Employees would be allowed to use the lot on a first come first serve basis.

"When the lot reopened, the employees found that they had to come to work a half hour to 45 minutes earlier in order to get a space and even then 60 percent of us had to park elsewhere," said Kearney. The employees were in competition with early shoppers, students, owners of nearby firms and out of town visitors.

The CSEA appealed the City Manager's action claiming that it was in violation of the "Maintenance of Benefits" article in the employees' contract, since the parking benefit was based on past directives from

management. The union also accused the City of discrimination because it said the City provided parking for administrators and other personnel.

Arbitrator Louis Salkever specified that the negotiated lot should be "within two city blocks of City Hall" and parking permits should be provided along with "warnings to violators and a prominent sign advising of the restrictive nature of the parking spaces."

Kearney said that he has contacted management to negotiate an agreement and is awaiting a date.

Legislative hearing set

DELHI — Following the county's rejection of the fact finder report, a legislative hearing was scheduled for February 28, 1979 in Delaware County.

Ron King, CSEA Field Representative, and chief negotiator for nearly 400 county employees, is hopeful that the County will offer an acceptable compromise prior to the hearing date.

PERB mediator sent to Sidney Hospital

SIDNEY — The Public Employment Relations Board (PERB) has assigned Sally Gillespie to serve as mediator in the contract negotiations between CSEA and the Sidney Hospital in Delaware County scheduled for February 26, 1979.

New contract for Schenevus Schools

SCHENEVUS — CSEA and the Schenevus Central School District (Otsego County) have agreed upon a 2-year contract. The agreement includes salary increases of 5 3/4 percent the first year, 7 percent the second year, plus a paid leave provision.

Ron King, CSEA Field Representative, and chief negotiator for the Schenevus non-instructional employees, expects both sides to ratify.

Grace Hillery, regional leader, dies

Grace Hillery, former president of the Western Conference (predecessor of Western Region 6) and of Buffalo Chapter (now 003) and a founder and first president of Buffalo-Niagara Frontier Retirees Local 903, died suddenly Sunday, February 18, 1979 while visiting in Mexico City.

A 35-year veteran of state service, as an underwriter for the State Insurance Fund, she also devoted her life to CSEA, locally as well as on several statewide committees. She was also a founder of the Niagara Frontier state employees credit union.



Pilgrim PC gives award

GIL NOBLE, center, WABC-TV journalist, producer and news program host, receives a pair of special awards from representatives of Pilgrim Psychiatric Center's Martin Luther King Memorial Committee. Making the presentations are Al Carlson, left, chairperson of the Martin Luther King Scholarship Fund; and Clayton Chesson, right, chairperson of the Martin Luther King Memorial Committee.

Mahopac wins new contract

By Jack Murphy

MAHOPAC — After more than nine months of negotiations clerical workers in the Mahopac School District have reached a contract settlement calling for a 16 percent wage increase over a three year period.

The agreement, which affects library aides, teacher aides, typists, PBX operators, stenographers and secretaries, is retroactive to July 1, 1978. The agreement lifts a two-year wage freeze imposed under a 1976 contract.

Evelyn Smithie, president of the 50-member unit of CSEA Putnam County Local 840, said the contract retains a job-security clause first granted in 1976, and also provides a \$5,000 life insurance policy, broadening of educational benefits and an expansion of steps for incremental salary increases.

"The monies may not be great when you consider the cost of living," said Ms. Smithie, "but we have job security and I believe it's a good contract."

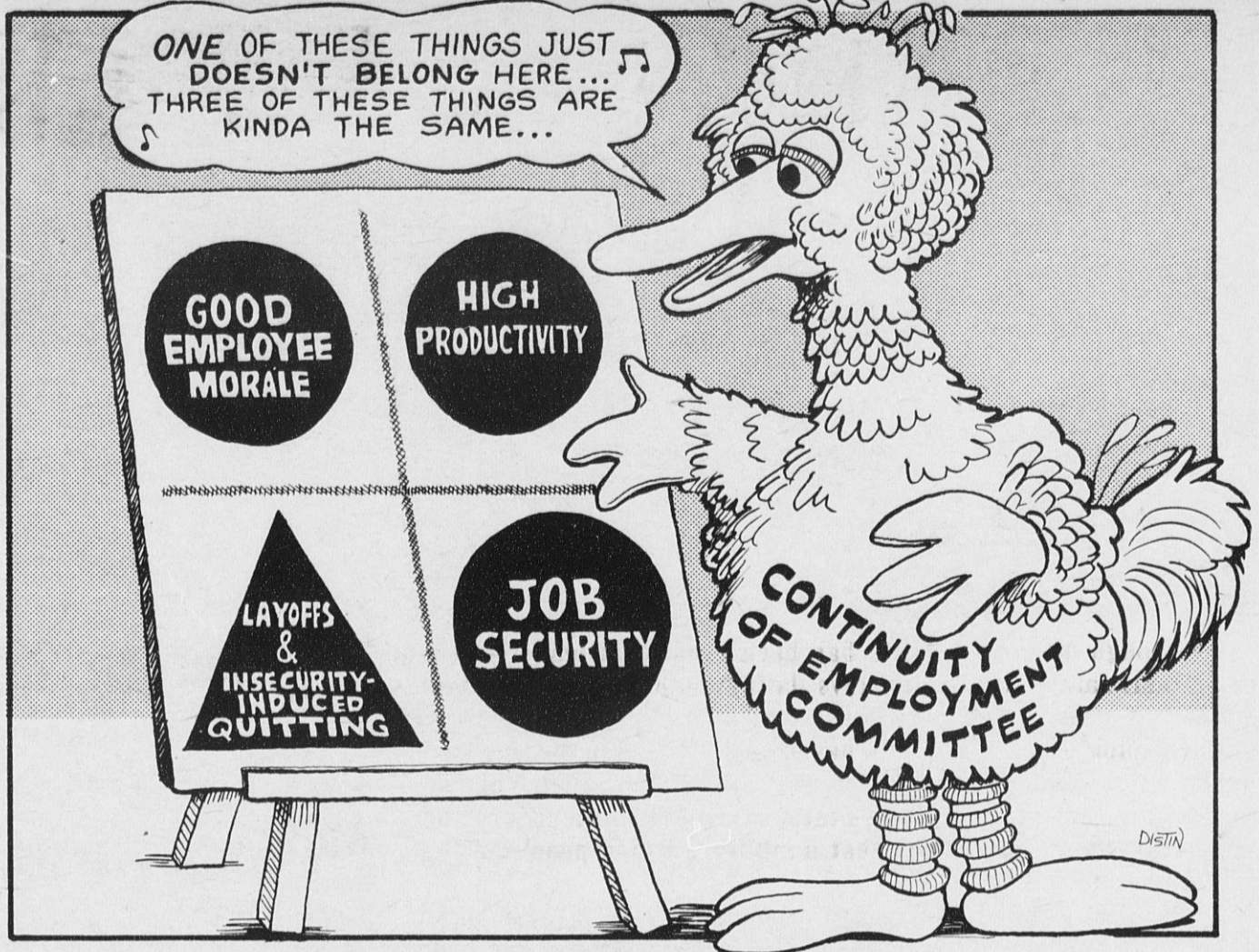
The agreement provides for a five percent wage increase for 1978-79 and 5½ percent for each of the two succeeding years.

The agreement was ratified by a unanimous vote of the workers and passed by a split vote of the school board

over the objections of one school board member who sought to delay ratification until a public airing of contract provisions could be held.

Larry Scanlon, CSEA field representative, worked with the negotiating team which included Ms. Smithie, Maureen Schmitz, Mary Ellen Tulper and Natalie Wilson.

According to Scanlon, the talks dragged on so long because "the school board changed their negotiating team three times."



Ice show discount tickets available

ALBANY — Civil Service Employees Assn. members in the Capital Region can obtain discounts on tickets to the annual Ice Capades Show to be held at the RPI Field House in Troy.

The agreement, worked out by the Region Activities Committee, calls for a one dollar discount on adult tickets for the April 4th and 5th 8 p.m. shows and a special rate for youth tickets purchased by mail before March 26. For envelopes or more information see your Local president.

Elections Timetable

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

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

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send 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. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

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Public SECTOR

& OSHA

A special report concerning occupational safety and health situations and conditions pertaining to public employees in New York State, and the continuing efforts by The Civil Service Employees Association to obtain health and safety standards for public employees no less than those promulgated by the Occupational Safety and Health Act (OSHA) of 1970.

Although New York State has been a national leader in occupational safety and health laws dating back well into the last century, a major blemish on the state's otherwise good intentions in the occupational safety field has always existed in the fact that public employees, of which there are nearly one million working men and women in the Empire State, have never been covered by standards and requirements that apply to working people in the private sector.

The Civil Service Employees Association, the largest labor union in New York State representing public workers, has consistently fought for extension of occupational safety and health provisions to the public sector. Again this current Legislative Session, CSEA has a bill introduced which would provide public workers protection equivalent to that of the OSHA Federal legislation of 1970. Through the articles and reports in this special section, and in future editions of *The Public Sector*, we will expose conditions that cry out for correction through such statutory legislation.

Workers safety CSEA's concern

ALBANY — "A safe working environment is not a privilege. It is a right," Nels Carlson, CSEA collective bargaining specialist, says.

Carlson is the staff liaison to the union's safety committees and is the key staff member for on-the-job safety of CSEA members.

CSEA became especially heavily involved in safety issues in 1977 following the election of William L. McGowan as president of the union, Carlson said.

The union has a number of safety committees from the State and regional levels down to the department level.

There are many areas of concern regarding the on-the-job safety of CSEA members. Carlson identified five of those areas.

- Need for OSHA legislation, bringing the same safety requirements of private sector to the public sector. Such legislation is expected to be considered by the State Legislature this year.

- Toxic substances. The work environment of many CSEA members contains harmful levels of many toxic substances.

- Stress. Many CSEA members are subject to various illnesses from on-the-job stress.

- Sanitary conditions, including

bathroom facilities and hospital sanitation.

- Fire safety of work environments, including fire inspections.

Of OSHA, Carlson said: "It is hypocrisy for government to require private enterprise to protect its workers but not to require the same protection for government workers.

"State and local governments lack concern for the workers. They must change their attitude toward safety. A safe working environment is not a privilege. It is a right."

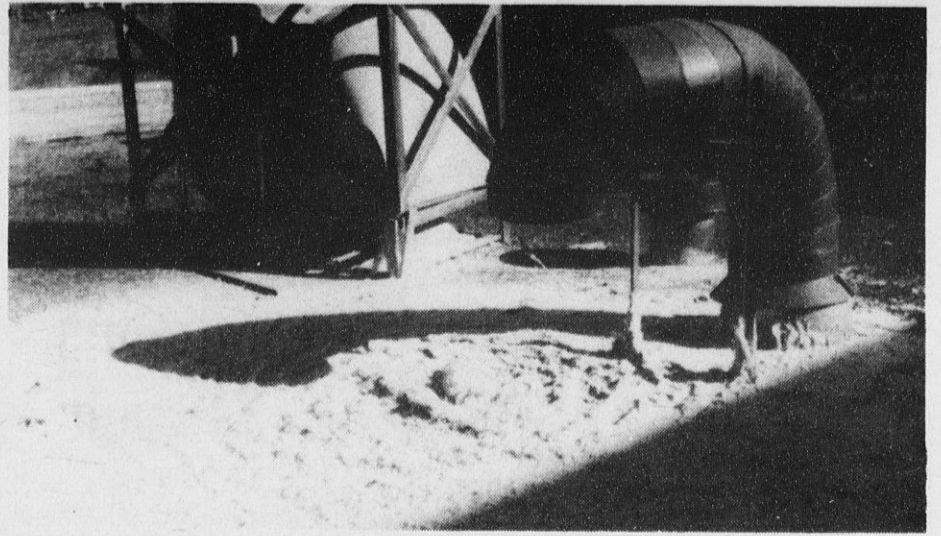
An October 1978 inspection of the Wassaic Developmental Center, Wassaic, by Carlson found numerous safety hazards including:

- A lint filter sitting unattached for four years while highly flammable lint collected, Carlson said.

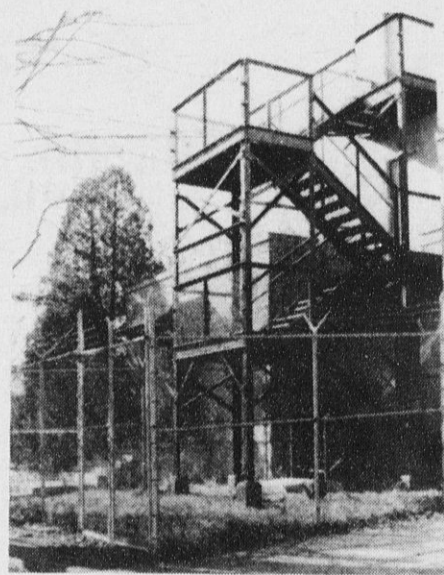
- Electrical circuit breakers were bypassed permitting potentially unsafe amounts of current to flow through the electrical system.

- A fire escape led to a small, locked, fenced-in yard with barbed wire atop the fence.

Carlson called attention to a 1975 New York State Department of Labor study which found the incidence of accidents among public employees to be more than 200 percent higher than the



HIGHLY FLAMMABLE LINT collects at the Wassaic Developmental Center while a lint filter (left) sits unattached. The photograph was taken during an October 1978 inspection by CSEA Collective Bargaining Specialist Nels Carlson.



FIRE ESCAPE TO NOWHERE — In case of fire at the Wassaic Developmental Center, staff and patients could "escape" down one fire escape leading to a locked, fenced-in yard with five strands of barbed wire atop the fence. The photograph was taken during an October 1978 inspection of the facility by CSEA.

NELS CARLSON, CSEA Collective Bargaining Specialist and staff liaison to the union's important Safety Committee. "State and local governments lack concern for the workers. They must change their attitude toward safety," he says.



incidence of accidents among other members of the work force.

He pointed out in addition to the suffering by the individual and his family from an accident, there also is a high monetary cost involved.

"Supervisors must be educated that safe working conditions save money," he said.

In 1970-71, the last year statistics were available, employee injuries for all levels of government in the State cost \$54 million, of which \$15 million cost the State and \$39 million cost local governments, Carlson said.

Carlson said the work environments of many CSEA members contains hundreds of toxic substances. While the one state employee who contracted rabies received a lot of publicity, the situation goes far beyond one isolated employee. A few of the hazardous safety conditions mentioned by Carlson were:

- Silica sand used in sand blasting is a known carcinogen (cancer-causing agent).

- Pesticide 245-T is under investigation by the U.S. Environmental Protection Agency and is partially banned because it is strongly suspected of being a carcinogen and a cause of birth defects.

- Asbestos, which was used in the construction of buildings prior to 1970, is a known carcinogen.

- Toluene, added to paint to speed drying, causes damage to blood and many vital organs.

- Four-hundred DOT employees were given blood tests last year. Approximately 10 percent were found to have high levels of lead in their blood. Carlson said he thought the cause might be sand blasting of lead-based paints.

Carlson also said stress was an important factor causing heart attacks, ulcers, high blood pressure and other illnesses. He called attention to a recent study of 22,000 workers in Tennessee where the four most stress-filled jobs were: laborer, secretary, inspector and clinical lab technician.

He said the sanitary conditions at a number of DOT facilities — including toilet, washing and eating accommodations — were abominable.

He also called attention to the laundry facilities at hospitals and mental hygiene facilities where he claimed contaminants get mixed with wash.

Improper building inspections for fire safety drew Carlson's criticism. He called the program "totally inadequate."

Under OSHA, a union representative would be able to accompany the inspector, Carlson said.

'A safe working environment is not a privilege. It is a right.'



MEMBERS OF THE CSEA State Safety Committee are (from left): Elaine Todd, Region VI; Bernard Dwyer, Region IV; Kermit Pearl, Region V; Edward Greevy, Region VI; James Ott, Region III; and Arthur Allen, Region I, Chairman. Also on the committee is Gennero Fisetti, Region II. The Committee works closely with the governor's Office of Employee Relations.



CITATION FOR RECKLESS ENDANGERMENT OF EMPLOYEES OF THE PUBLIC, the "CREEP Award," will be given by the CSEA State Safety Committee to call attention to unsafe working conditions. CSEA Collective Bargaining Specialist Nels Carlson asks that any unsafe conditions be reported to him at CSEA headquarters, 33 Elk Street, Albany.

OSHA supported by State

The following are excerpts from "Need for public employee coverage", from a massive report prepared by the State Department of Labor under the title "Planning for Occupational Safety & Health for Public Employees in New York State."

The excerpts give perspective to the size of the public employment field, its diversity, and its need for health and safety standards.

"The many and diversified activities conducted by the New York State government and the State's more than 8,500 political subdivisions, and the numerous occupations employed to engage in these, parallel to a very considerable degree the situation in the private sector. In many respects governmental operations are even larger, more complex, and more varied than those of the largest business enterprises.

"As employers, the State and its

political subdivisions — among other responsibilities — conduct a large insurance business and vast construction and engineering programs; own, maintain, and staff schools, hospitals and numerous other institutions; operate one of the largest universities in the world; engage in extensive conservation programs which include forest management and fish and game research; provide counseling, training and rehabilitation to unemployed and handicapped or otherwise disadvantaged persons; build, maintain, and regulate vast highway systems and canal facilities, operate and maintain public transportation systems; provide police and fire protection; obtain, treat, and supply clean water; operate sewage treatment facilities and provide collection and disposal facilities for garbage and other waste material, generate and supply electrical power...

"The facilities necessary to conduct such public programs are housed in structures ranging in size from six by eight foot toll stations containing a single employee, to a large hospital facility made up of 50 or more separate buildings populated by more than a thousand employees in addition to patients. Many thousands of individual structures are owned and operated by the State government; in addition State personnel are employed in more than 3,000 leased premises. The number of political subdivision facilities almost defies counting.

"In order to grasp some of the problems faced in the operation of public facilities, it is necessary to consider the varied specialized operations performed in these structures. The buildings house, for example, paint shops, machine shops, laundry and dry cleaning facilities, power plants, metal working shops, garages and vehicle repair facilities, storage operations, computers, laboratories, eating places, office complexes, first-aid stations, sewage treatment and water purification plants, and large communications processes.

"The range of occupations employed to perform the services involved in the public sector often mirrors job classifications in the private sector: clerk, physician, farmhand, meatcutter, pilot, seaman, and beautician, for example; but also includes many positions more or less peculiar to governmental functions.

"Thus, the considerations which make necessary an occupational safety and health program in private industry likewise exist in government employment. The gamut of occupations, the nature of the work, the variety of structures involved — all parallel conditions in the private sector which generate hazardous work situations. Many of the particularly high-risk occupations in private enterprise also exist in government. Cities, towns, counties and special districts as well as the State Department of Transportation and the Office of General Services engage in construction and engineering activities which give rise to hazardous situations identical to those in private industry. In other occupations that are almost exclusively associated with government — police, fire, sanitation, and certain institutional employees, for example — additional hazards beyond those found in the private sector are factors..."

Legislative profile

• Weprin plans to sponsor OSHA bill

ALBANY — OSHA (Occupational Safety and Health Act) legislation to protect public employees in New York state will receive "high priority" from the Assembly Committee on Labor, its chairman, Assemblyman Saul Weprin, says.

Weprin, who said he would be the bill's prime sponsor, said he was hopeful the bill would reach the floor of the Assembly in April or May.

The bill, after clearing the Labor Committee, must also clear the Assembly Ways and Means Committee before reaching the floor.

The State Senate also must pass the bill and Gov. Hugh L. Carey must sign the bill before it becomes law. The governor is on record in support of the bill.

The OSHA bill would extend to public employees the same safety protections now required for private sector employees.

Weprin also reported that his committee most likely will hold public hearings on the Comprehensive Employment and Training Act (CETA) program in New York State. He said the new CETA Law provides the State Legislature with input into the program.

His committee also plans to hold a workshop in April on women's rights regarding public and private employment.

Weprin said he was "sympathetic" to CSEA's position on

holding up legislative action regarding Unemployment Insurance benefits for non-teaching school district employees until after final court determination.

Legislation has been introduced to amend the present law, which would curtail possible Unemployment Insurance benefits.

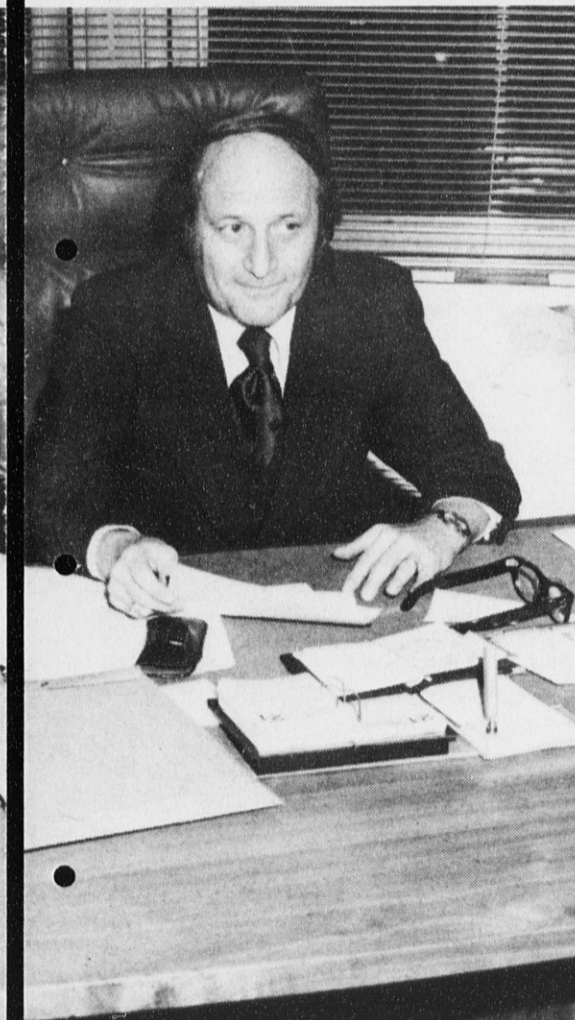
Weprin, a Democrat, representing the eastern part of Queens, said he was "optimistic" about his committee working with the Senate Labor Committee, which has a Republican majority.

For the last three years, Weprin has been chairman of the Assembly Commerce and Economic Development Committee. He said he hopes that experience would give him an additional insight regarding jobs as chairman of the Labor Committee.

He said he was in favor of making Agency Shop permanent and mandatory for all public employees.

Regarding the Taylor Law, he said many aspects of it were unfair and the law should be modified. He refrained from spelling out exactly what modification he had in mind.

Weprin said he "can support" Liverpool legislation, requiring contract grievances to go to arbitration; and requiring an expired contract to remain in force until a new contract is signed. Triboro "basically makes sense," he said.



ASSEMBLYMAN SAUL WEPRIN — says OSHA bill to receive high priority from his Assembly Committee on Labor.

CSEA backing OSHA Law

The Civil Service Employees Association strongly backs the extension of OSHA to public employees. The following is the union's official position on the proposed OSHA Law:

Safety in the work place is a legitimate concern, both to the government and to the employees affected. A safe work place decreases the likelihood of industrial accidents and concomitant social loss resulting from those injuries.

Public employees of the State and its political subdivisions are the only public employees presently not covered by any occupational safety or health standards.

Private sector employees are protected in their work places by either the Federal Occupational and Safety Act or the provisions of the New York State Labor Law.

In order to provide similar protection

to public employees within this state, this bill states that it is the public policy of the State of New York to assure, as far as possible, safe and healthful working conditions to public employees.

Specifically, it requires the industrial commissioner to adopt standards at least as effective as those promulgated pursuant to the Federal Occupational and Safety Health Act.

At the same time, it allows him to adopt more effective standards where he finds that such standards are necessary under the particular circumstances of public employment.

It provides for inspections of such work places by the commissioner or his designee, and allows either an employee or an employee organization to request an inspection in writing. Employees are entitled to accompany the inspector.

If the inspector finds an unsafe con-

dition, he issues an order to the public employer requiring him to remedy the unsafe condition. The employer must post a copy of the order, which will prohibit further work in a dangerous area or on a dangerous machine until the danger has been eliminated.

Once the inspector ascertains that the danger has been eliminated, the notice of unsafe condition is removed.

It is, of course, untenable to argue that public employees are somehow less entitled to safe and healthful working conditions than other employees.

This bill would do nothing more than apply current standards of safety and health enjoyed by private sector employees to the public sector. It would allow, but not mandate, a state to operate a "state plan" in conjunction with the federal government.

Union complaints prod State action

By Daniel X. Campbell

ALBANY — The Nelson A. Rockefeller Empire State Plaza, formerly the Empire State Plaza, originally the South Mall, is a 1.5 billion dollar governmental complex, which is now being considered a modern masterpiece of architectural design and engineering concepts. But the true purpose of the 98-acre complex is that of a functioning work location for nearly 12,000 governmental workers and, while the Plaza is a grandiose structure, it is a work location which has numerous problems which hamper the efficient, effective and safe administration of governmental employees assigned to it.

One of the major problems can be typified by the on going struggle of the public employees of the Department of Motor Vehicles who are housed in Swan Street Building of the Plaza. During the past two years, nearly one third of the 1,859 Motor Vehicle employees have filed a complaint concerning the heating, ventilating and air conditioning system in their work location, four floors of Cores 2 and 3.

During that time period while some individual problems were resolved by individual actions of the union and the employees, little if any substantial progress has been achieved in resolving the problem for the whole Department. Also during this time period, a check of personnel files and attendance records indicated that absenteeism increased along with the number of complaints concerning the HVAC system. CSEA was prepared to institute another series of grievances to resolve individual problems, but also, as a concerned employee representative, CSEA was looking to find a solution to the whole problem because of its effects on the total work force.

In September, 1978, Jean Book, president of the CSEA Motor Vehicles Department Local, John D. Corcoran, Jr., CSEA Capital Region Director and Donald McCarthy, CSEA field representative assigned to the CSEA Local, met with representatives of the Department of Motor Vehicles management and representatives of the Office of General Services, which is responsible for the operations of the Plaza plant including the HVAC system.

At that time, CSEA was receiv-

ing 20 to 25 complaints daily from Motor Vehicle members. At this meeting CSEA intended to announce that it planned to file contract grievances on each complaint until the whole problem was resolved. Jean Book commented on this action, "We were tired of waiting for a general resolution of the problem by management. We wanted action, not another round of put offs."

However, at this session, the first time all the involved parties really sat down to explain their individual views of the problem, a major breakthrough was achieved. Dennis O'Brien, a management representative of Motor Vehicles, says of the meeting, "We finally began to communicate on the same channel. All three groups began to tell the others what was happening from their particular viewpoint. And that was the key to the solution of the problem-communications."

Robert Mathes, OGS Plant Utilities Chief Engineer, recalled the session, "Everything was coming to a head. CSEA was real militant and wanted action; we all knew there was a problem and we knew together we could solve it."

Jack Corcoran, CSEA Capital Region Director remembers the session, "It was the first step. We had the facts; Management knew we were not kidding and OGS was willing to try to resolve the whole problem and not just this one desk versus that single work area. We left the session happy, yet cautious."

Following the session, the OGS operations engineers, Robert Mathes, John Postulka and John Barberis, took experimental steps to try and correct some of the design problems the Plant Utilities inherited, on acceptance of the building.

The Swan Street Building was originally designed to house wide open, wall to wall office spaces. However, the original plans were



INSPECTING A SPECIAL AIR DIFFUSER are CSEA Capital Region Director Jack Corcoran and Jean Book, President of the CSEA Department of Motor Vehicles Local.

scrapped when more employees were moved into the Plaza and because of this, partitions divided the work area into office areas and office areas were in turn partitioned into specific work areas etc. All of this was done while the HVAC system remained unchanged.

This lack of change caused an air circulation problem which varied from floor to floor and from section to section and even within singular work locations.

In order to attempt to solve the problem, the OGS operations engineers, divided the problem area into five sections. A chart system was developed for the daily recording of temperatures in various sections of the problem areas. In order to move the air through the existing system in a different manner than was originally designed a new system of air diffusers had to be designed, built and installed in the test areas. Robert Mathes handled the designing aspects for two new air diffusers while John Postulka and John Barberis built a machine to manufacture both types of air deflectors.

Last November, a report was issued indicating that the OGS operations engineers had installed 46 perforated baffle diffusers in one area and 120 perforated strips had been installed in the four other problem areas. Temperatures in the first test area were recorded and charted daily. The average room temperature was 72 degrees to 74 degrees; the cafeteria was running 75 degrees.

In order to balance the temperatures, the OGS operations engineers regulated fan discharges for even heat between cores. Also, OGS reprogrammed the central

automatic control facilities to start fans at an earlier hour.

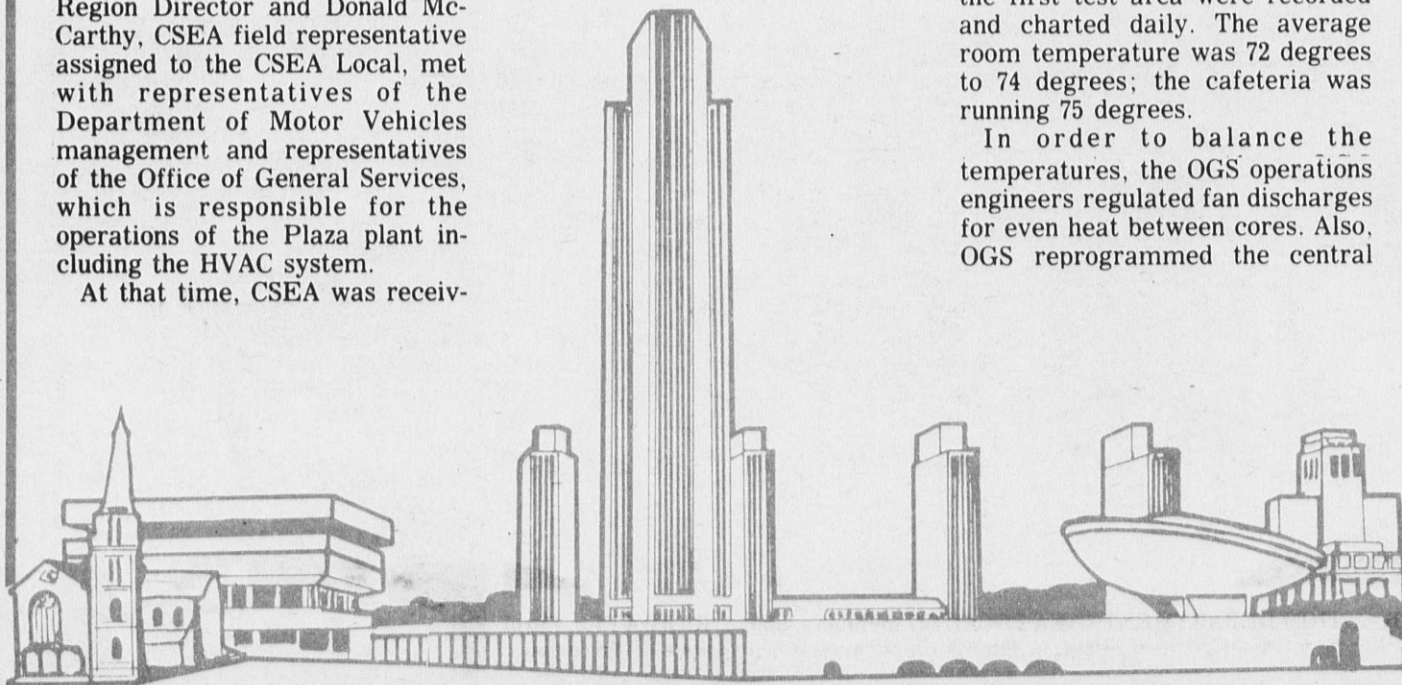
During this time, both the CSEA and Motor Vehicle Department management personnel worked together to monitor the situation of the employees in the experimental areas. All complaints were reviewed and corrective measures were taken by OGS. As time progressed, the experiment proved that the internal diffuser, the perforated baffle diffuser was not as effective in solving the air circulation problem as was the perforated strip.

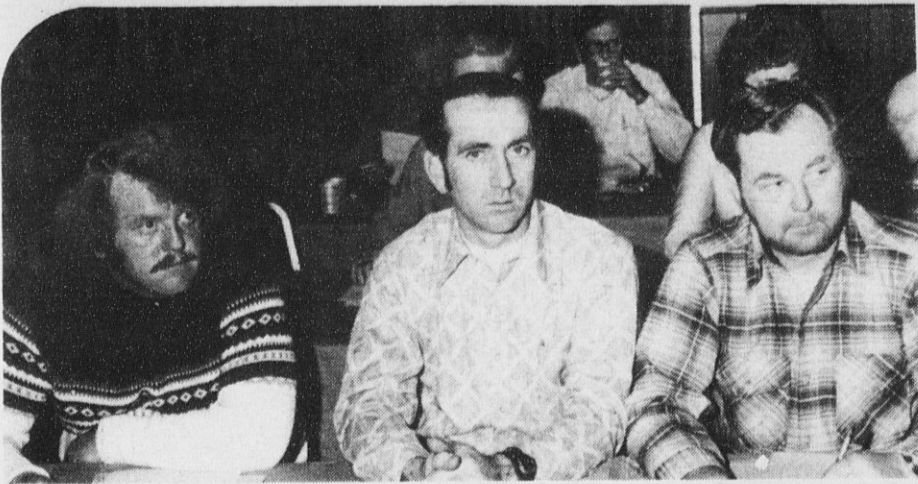
Robert Mathes, OGS Chief engineer commented on the experiment results, "The strip kept the air moving around in the work areas rather than blowing directly on the workers or away from them."

Jean Book, CSEA Local president, notes "The daily complaints fell as each section was worked on, sometimes a problem developed, but that was the exception, not the rule. The employees were really happy to see some action being taken, so they were willing to put up with a trial and error situation."

CSEA, OGS and Department of Motor Vehicle management are scheduled to meet again in the near future to review the situation. In light of the on coming seasonal change, CSEA plans to review the HVAC situation on a quarterly basis so that the seasonal changes can be dealt with in a logical basis and not a last minute crash situation. But CSEA is now confident that with communications, cooperation and creative engineering the HVAC problem can be resolved in a positive beneficial manner.

Jack Corcoran, CSEA Regional Director, summed up the situation, "The Plaza is just another work location. But due to its colossal size, the problems seem colossal also. But the Plaza was designed and built by people and people working together will eventually be able to solve all the colossal problems of the Plaza."





AMONG THE PARTICIPANTS were Clarence R. Briggs of Washington County, and Henry R. Moulton and Milo L. Barlo, both of Warren County, and all members of Department of Transportation CSEA Local 676.



CSEA REGION IV PRESIDENT JOSEPH McDERMOTT, left, and Regional First Vice President Timothy McInerney conducting the workshop.

Election workshop

MENANDS — Three Local elections in Region IV were overturned three years ago and had to be done over because of violations of CSEA's nomination and election procedures.

To help avoid such instances, Capital Region IV President Joseph McDermott and Regional First Vice President Timothy McInerney conducted a workshop on Local nomination and election procedures at a workshop on Feb. 24 in Menands.

The three elections were voided

because a member of a Local's nominating committee was elected, a violation of the union's procedures, McDermott said.

He and McInerney stressed the importance of "doing it right" as they went through the entire nomination and election process for the approximately 60 persons who attended the workshop.

McDermott said: "The secret is to be fair and tell everybody what you are doing" as well as following the procedures to avoid problems with the nominations and the elections.



RENSELAER COUNTY LOCAL 842 members Dick Slaten and Virginia Van Dyck listen intently during workshop seminar.

Crossing guard settlements in Buffalo, Hamburg

BUFFALO — School Crossing guards represented by Erie County Local 815 have their jobs guaranteed for the duration of their new two year pact and will now receive \$16.05 per day, retroactive to June 1, 1978 and \$16.55 effective June 1, 1979, according to CSEA Field Representative Bob Young, who was chief negotiator.

HAMBURG — Village of Hamburg school crossing guards, represented by CSEA Local 815, have a job guarantee clause for the duration of the new two year contract signed last week.

They will also receive raises and one quarter of their unused sick leave as severance pay.

Joining CSEA Field Representative Bob Young on the negotiating team were Unit President Ruth Kulik and Dorothy Lavelle.

Jefferson BOCES votes to join union

Jefferson County Local 823 of CSEA became stronger by one unit when employees of Jefferson BOCES voted overwhelmingly for CSEA to become their official bargaining representative. The final tally of the mail-in ballots counted Friday, February 23 showed 29 votes for CSEA with 7 employees voting for no union. The new units temporary officers will be named in the near future, according to Richard Grieco, President of Local 823.



CHERYL SHELLER, left, of Saratoga County CSEA Local 846 was among those attending a presentation by the CSEA Presidential Advisory Committee on Dues for CSEA Region IV leaders.

Region IV dues meeting

ALBANY — A presentation by the CSEA Presidential Advisory Committee on Dues attracted a turnout of approximately 200 persons from CSEA Capital Region IV on February 23.

Regional President Joseph McDermott summing up the meeting, said: "A majority of the region's delegates appear to want a solution to CSEA's financial situation. They accept there is a need for a dues increase."

PAYING CLOSE ATTENTION to presentation on need for a dues increase, below, are Steve Ivery of the Division for Youth CSEA Local 551 and Bob Goodwin of State Police Headquarters Local 697.



EDUCATION DEPARTMENT CSEA LOCAL 657 members, above, Richard Fila, Carol Strokes and Gerald Vincent listen to discussion of financial conditions of the union.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
FILING ENDS MARCH 12, 1979		
Associate Accountant (State Accounts)	\$18,301	No. 36-651
Associate Accountant (State Systems)	\$18,301	No. 36-653
Senior Accountant (State Accounts)	\$14,075	No. 36-650
Senior Accountant (State Systems)	\$14,075	No. 36-652
Cartographic Technician I	\$ 7,997	No. 36-695
Cartographic Technician II	\$ 9,481	No. 36-696
Cartographic Technician III	\$ 11,904	No. 36-697
Highway Reports and Inventory Assistant	\$ 7,152	No. 36-700
Assistant Director of Engineering Research and Development	\$25,095	No. 39-340
Director of Engineering Research and Development	\$30,945	No. 39-341
Senior Pharmacy Inspector	\$15,624	No. 36-702
Senior Budget Examiner	\$18,301	No. 36-710
Senior Budget Examiner (Employees Relation)	\$18,301	No. 36-711
Senior Budget Examiner (Management)	\$18,301	No. 36-712
Senior Budget Examiner (Public Finance)	\$18,301	No. 36-713
Assistant Director of Housing Management Bureau	\$25,095	No. 39-347
Supervisor of Office Services	\$14,075	No. 36-694
Senior Narcotics Investigator	\$16,469	No. 36-701
License Investigator II	\$14,075	No. 36-693
Senior Excise Tax Investigator	\$14,075	No. 90-044
FILING ENDS APRIL 2, 1979		
Senior Building Guard	\$ 8,454	No. 36-704
Housing Management Representative	\$18,301	No. 36-707
Senior Housing and Community Development Representative	\$21,450	No. 36-708
Senior Housing Management Representative	\$21,450	No. 36-709
Senior Purchase Specifications Writers (Electrical)	\$18,301	No. 36-714
(Electronics)	\$18,301	No. 36-715
(Furnishings and Textiles)	\$18,301	No. 36-716
(Mechanical)	\$18,301	No. 36-717
Assistant Building Structural Engineer	\$14,850	No. 36-718
Urban Park Patrol Sergeant	\$11,904	No. 36-719
Senior Nursing Station Clerk	\$ 7,565	No. 36-720
Toll Equipment Maintenance Supervisor 1	\$13,465	No. 36-721
Administrative Assistant	\$14,075	No. 36-723
Director of Soils Mechanics	\$30,945	No. 39-350
Assistant Director of Soils Mechanics	\$25,095	No. 39-349

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

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
FILING ENDS MARCH 26, 1979		
Beginning Office Worker (Capital District Only)	\$6,165	No. 20-998
FILING ENDS MARCH 19, 1979		
Cartographic Technician I	\$7,997	No. 24-944
Cartographic Technician II	\$9,481	No. 24-945
Cartographic Technician III	\$11,904	No. 24-946
Health Department Investigator I	\$13,304	No. 24-954
Highway Reports and Inventory Assistant	\$ 7,152	No. 24-950
License Investigator I	\$11,250	No. 24-943
License Investigator I (Spanish Speaking)	\$11,250	No. 24-943
Narcotics Investigator	\$14,850	No. 24-951
Pharmacy Inspector	\$14,075	No. 24-957
Senior Budget Examiner	\$18,301	No. 24-960
Senior Budget Examiner (Employee Relations)	\$18,301	No. 24-961
Senior Budget Examiner (Management)	\$18,301	No. 24-962
Senior Budget Examiner (Public Finance)	\$18,301	No. 24-963
Youth Education Coordinator	\$14,075	No. 27-880

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

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
History Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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



BENEATH A THICK LAYER OF ICE, the words "CSEA Civil Service Employees Association" are barely visible in the aftermath of a fire which destroyed the building housing the Utica offices of the union.

Ms. Roark: I'm only flying during the day

By Deborah Cassidy

ALBANY — As she boarded the commuter plane from Elmira to Albany on February 26 to join State contract talks, Nancy Roark, Civil Service Employees Assn. Board of Directors representative for the Judicial Department and president of the Chemung County Local, joked with the pilot about holding back because it was a cloudy night. She didn't know that her casual concern was soon to become real.

The small plane which carried Ms. Roark in addition to another passenger, Roberta Fisk, and the pilot lost its lights and radio as it approached the Albany Airport. Thus began a three-hour ride through clouds and darkness, not knowing where it was or when or how it would land. According to Ms. Roark, the pilot would not fly low enough to see ground lights because he feared hitting something. "So we just kept watching the sky for stars," she said.

Missing the Albany Airport, the plane flew to Massachusetts, tracked

by the control tower on radar. "When we first lost all contact we never thought we'd be out there as long as we were," said Ms. Roark. "But we never panicked and never felt it was the end. I can't say why, but I just knew my time had not come yet."

"It was quite a feeling. Funny things ran through my mind and I most remember thinking of all the things I had left unfinished. Then I said to God, if you're through with me here, O.K.," she added.

The Albany Airport dispatched three search airplanes which found the commuter plane by spotting the flashlights shone through the windows by Ms. Roark and Ms. Fisk. Their pilot was able to follow the wing and tail lights of the other plane which flew above and to their left. One attempt to land back at Albany was foiled when the pilot lost the search plane in the clouds, but the two found each other again and the second landing attempt succeeded.

Some panic did set in, says Ms. Roark, when just prior to landing the



NANCY ROARK, the day after her frightening experience in flying from Elmira to Albany on union business, goes about her work at CSEA headquarters. "I can't say why, but I just knew my time had not come yet," she said.

three looked at the gas gauge and saw that it read empty. "Then the pilot turned to us and said, 'this is it girls.' Now its fate. And fate just let us land. We were lucky, because our landing brakes had also failed."

Seeing the runway as they began to descend was a feeling beyond relief, said Ms. Roark. "It was relief, but more than that too. I can only compare it to the feelings one has seeing her first child born."

Ms. Roark gives a great deal of credit to the control tower workers. "The only way they could follow us was on radar. They couldn't see us, but they managed to find us," she commented.

Ms. Roark says that she never really "was a flyer," but she comes to Albany often on union business and finds flying more convenient than driving. When asked if she'd fly again, she replied, "I can't say that this will stop me from flying, but from now I'm only flying during the day."

Fire destroys Utica office

UTICA — A 2-alarm fire which destroyed a building housing the Utica offices of CSEA only halted local operations temporarily following the February 17 fire, according to Region V President James Moore.

He noted that through the cooperation of CSEA Local 425 President Roger Piersall of the Utica Psychiatric Center, the union quickly opened a temporary office in the CAG Building, 1506 Whitesboro Street. Additionally, CSEA was able to retain its previous phone number for the temporary location, (315) 735-9272.

Office hours from 9 a.m. to 4:30 p.m. Monday through Friday are being maintained at the temporary location.

Wilton DC gets reserve power

WILTON — A switch to turn on a reserve power back up system has been installed at the Wilton Developmental Center to prevent power failures, reports Hank Kuczynski, treasurer of that Local of the Civil Service Employees Assn.

According to Kuczynski the Center has been plagued by numerous power failures in the past several months, creating a dangerous environment for clients as well as employees. "At times we've had to work without heat and lights," he said. The problem recurs because of a faulty generator.

"After several meetings with the management, the CSEA is pleased with the installation of the switch and feels that the matter has been resolved for the benefit of clients and employees," said Kuczynski.

Pay raise in Schenectady

SCHENECTADY — Pay increases of five percent or five hundred dollars, whichever is greater, in the first year and five percent or four hundred dollars in the second year were obtained in a two year contract between the County of Schenectady and the County unit of the Civil Service Employees Assn. The agreement also stated that all highway hourly employees making less than \$5.09 per hour will receive a 24 cents per hour increase and compensation for those engaging in out of title work or extra duties.

Additional benefits include mileage increases, the Community Health Plan option at a partial cost to the County, clarification of language governing all leave time, and malpractice insurance for all persons who provide nursing care for patients at any County owned nursing facility.

In other areas the County agreed to jointly seek with the CSEA to provide a career ladder for registered nurses, to establish a Labor-Management Committee and Agency Shop.

Calendar of EVENTS

MARCH

- 9,10,11—Central Region V Conference, Hotel Syracuse, Syracuse.
- 11 — Armory Committee meeting, 3 p.m., Region IV offices.
- 11-13—Special CSEA Delegates Meeting, Rockefeller Plaza Convention Center, Albany.
- 31—Region IV Workshop on Unemployment Insurance for non-teaching school district employees, 10 a.m., Holiday Inn, Saratoga Springs.

Nassau County victory

MINEOLA — In what is being hailed as an astonishing negotiations achievement, and what is probably a first under the decade-old Taylor Law, Nassau County employees represented by the Civil Service Employees Assn. have a tentative contract providing the 14,000 county workers between 19.5% and 24% in salary increases over the next three years.

It was only a few days ago that a legislative hearing under the Taylor Law began, with the Nassau County Board of Supervisors poised to mandate a one-year contract containing only a \$400 across the board increase. However, under extreme pressure from CSEA which had exposed millions of dollars in "fat" in the county budget, the Board instead announced the "discovery" of \$5 to \$7 million that could be used for negotiations, and instead of imposing a contract ordered the resumption of negotiations.

An all-night marathon bargaining session last

week, ending at 4 a.m. last Tuesday, resulted in a tentative 3-year pact. At presstime, Nassau County CSEA Local 830 President Nick Abbatiello said he expected members to vote on ratification by late this week.

The agreement calls for a \$400 increase, added to the salary schedule, retroactive to January 1, 1979; \$400 added to the schedule in July, 1979; a 7% increase next January, and a 6% increase plus cost of living adjustment that could raise the hike to as much as 7½% for the third year. Increments for those eligible will be paid in addition to the basic salary hikes.

A spokesman for the State Public Employment Relations Board said use of a legislative hearing to settle a contract dispute is rare in itself, but it is believed that to halt such a hearing and to resume bargaining has probably never occurred before in the State.

CHIEF UNION NEGOTIATOR George Peak, tells a press conference that there are millions of dollars in the Nassau County budget that should be used for a fair and equitable salary raise for the county's 14,000 public workers represented by CSEA.



NASSAU COUNTY CSEA LOCAL 830 PRESIDENT Nick Abbatiello speaks out forcefully to the Nassau County Board of Supervisors. Failure to reach a negotiated settlement, he stressed, would demonstrate the bankruptcy of the Taylor Law.

Efforts by CSEA led to contract

MINEOLA — The attention of some 14,000 public employees of Nassau County was riveted on resumed negotiations between the county and the Civil Service Employees Assn. after a solid showing of strength by the union succeeded in turning a legislative hearing in the contract dispute into renewed negotiations instead.

Bargaining, once all but concluded with a legislative hearing scheduled a couple of weeks ago, instead began again February 26 after the Nassau County Board opened its scheduled legislative hearing by announcing it had discovered \$5 to \$7 million in "unanticipated revenue" that could be applied to bargaining proposals.

CSEA had used a radio and newspaper advertising blitz to reveal that the county budget actually contained millions of dollars in "fat", and that, coupled with a detailed analysis of the county budget to prove the union's position, apparently helped convince the board members to resume contract talks rather than use the scheduled legislative hearing to impose a settlement.

Too, a big factor in the reversal of the situation was the staunch unity demonstrated by the rank-and-file members of CSEA in protesting what had been the county's final offer of a \$400 across-the-board raise, plus the elimination of over 400 jobs. The new found \$5 to \$7 million could, it is estimated, double the county's \$400 offer. The adjacent photos show the intensity of the union's solidarity of purpose.



WESTCHESTER COUNTY CSEA UNIT came in to Mineola to demonstrate the solidarity of the union behind the Nassau County workers. From left are Ray O'Connor, President of the Westchester County CSEA Unit; Peter Lojac of the Nassau County Parks and Recreation Department; Westchester County Unit Shop Steward Rick Paradiso; Pat Mascioli, first vice president of the Westchester County Unit; and Westchester County Unit Shop Steward John Smith.

DETERMINED CSEA MEMBERS jammed the Nassau County Board of Supervisors meeting room.

