

Unions charge Nassau County discriminates against women

HAUPPAUGE — The battle for pay equity for 14,000 Nassau County employees represented by CSEA escalated dramatically on May 24 when CSEA, AFSCME and three members of Nassau County CSEA Local 830 filed sex discrimination charges against the county with the U.S. Equal Employment Opportunity Commission (EEOC).

The CSEA/AFSCME complaint, signed by CSEA Regional President Danny Donohue, charged Nassau County with maintaining sex-segregated job classifications and underpaying employees in traditionally female jobs.

"We proved that Nassau County employment is shot through with sex discrimination," Donohue declared. "Then we called on the county to put an end to it. They've refused to recognize a problem exists and stonewalled on the issue right down the line. Now they'll be forced to act."

Donohue said the joint CSEA/AFSCME complaint was strongly supported by CSEA President William L. McGowan and Executive Vice President Joseph E. McDermott, both of whom are also AFSCME International Vice Presidents.

A CSEA/AFSCME report issued April 7 documented widespread sex discrimination in county government, including nearly complete domination of the lowest three salary grades by women workers and

(Continued on Page 6)



CSEA REGION I PRESIDENT DANNY DONOHUE signs complaint charging Nassau County with maintaining sex-segregated job classifications and underpaying employees in traditionally female jobs. Watching the historic action in the union's battle for pay equity are, from left, Nassau County CSEA Local 830 Executive Vice President Rita Wallace, AFSCME Assistant Coordinator of Women's Activities Marilyn DePoy, and AFSCME New York Area Director Steve Fantauzzo.

Second layoff wave reduced to ripple

ALBANY — "With one hand they were laying off hundreds of workers; with the other hand they were trying to fill 1,000 jobs. They were recognizing at the end of May the patient care problems and staff shortages we foresaw and warned them about in early April. They were finally recognizing the tremendous impact of early retirements and normal attrition, but only after staffing levels were reaching the critical point.

"In other words, the State was handling the late May round of layoffs with the same on again, off again efficiency that has characterized their workforce management efforts all Spring. The result was still more chaos and still more hardship."

That was the way Bruce Wyngaard, CSEA's associate director of research, described the late May layoffs in the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities.

According to official State announcements, 352 employees were laid off in the two agencies May 27, with 192 OMH jobs lost earlier in the month. The totals were substantially lower than the

earlier projections mainly because more employees from OMH (1,843) and OMRDD (993) took the State up on its early retirement offer than from any other agency.

But, like all the other "numbers" generated in the State workforce reductions this spring, these layoff figures are also subject to change.

"The last round of layoffs was supposed to be effective May 27; but just two days earlier the Division of the Budget authorized OMH and OMRDD to fill 1,000 direct client care positions immediately," explained Wyngaard. "It will be a while before we really have a bottom line on what happened. But basically, almost every CSEA-represented employee will be offered some job alternative.

"The jobs offered might be at lower grades, in different titles, or perhaps at another facility. Some will not be reasonable job alternatives. But jobs are being offered, and in many cases, this will give our members a reprieve from layoffs."

Authorization to fill the thousand positions came only after it became obvious that staffing ratios were reaching dangerously low levels.

(Continued on Page 8)

Voting reminder for board seats

Eligible CSEA members are reminded that the deadline for returning ballots for the election of new members of the State Executive Committee and county educational representatives to the statewide Board of Directors is 5 p.m., June 15.

Replacement ballots may be obtained by contacting Brenda L. Smith, the Independent Election Corporation of America, 7 Delaware Drive, Lake Success, New York 11042; telephone number (516) 437-4900.

Replacement ballots will be counted as valid provided they are received on or before the June 15 deadline and are accompanied by a signed affidavit.

Ballots will be counted on June 15.



Deadline is July 25

New labor education program to offer free summer courses

ALBANY — The Labor Education Action Program, CSEA/LEAP, is moving full speed ahead. High school equivalency programs will begin this summer, and plans are just about wrapped up to offer tuition-free courses this fall.

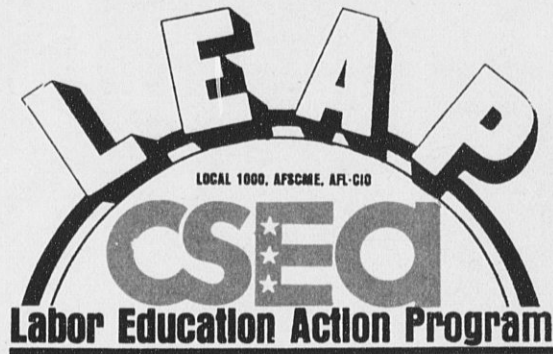
Director Tom Quimby explains that LEAP, a three-year project funded with state monies for employees of the administrative, institutional and operational bargaining units, seeks to promote

career advancement through education and training.

High school equivalency programs, tailored to the individual needs of participants, will begin July 16 in New York City and on Aug. 8 in other parts of the state. Applications may be obtained at two locations: World Trade Center, Room 5500, New York City; or, CSEA/LEAP, Room 518, 488 Broadway, Albany, N.Y. 12207.

Meanwhile, LEAP will shortly issue its Fall 1983 catalog of tuition-free courses. They were designed based on membership surveys, reviews of job descriptions, and interviews with both union officials and management personnel. Catalogs and applications will be available, starting June 24, at state training and personnel offices. Supplies will also be distributed to CSEA local presidents.

The deadline to apply for tuition-free courses will be July 25. Applications have been streamlined. A supervisor's signature will only be required if the course conflicts with working hours. And, applicants will be able to submit their forms directly to the LEAP office for processing.



Insurance option change reminder

CSEA members who participate in the Basic Group Life Insurance Plan are reminded that requests to increase coverage by changing from Option B to Option A must be made prior to Aug. 1.

Change of Insurance Option Cards may be obtained by calling or writing: CSEA Insurance Dept., 33 Elk St., Albany, N.Y. 12207. Telephone No. is (518) 434-0191.

Local 806 election results

AUBURN — CSEA units within Local 806 Cayuga County have announced results of recent elections for new officers to serve three year terms.

Re-elected to a second term were: Mike Piscioti, president; Ginger Green, secretary; Kris Gonyea, treasurer. Steve Androsko, newly elected vice-president, completed the county unit team.

New officers for the City of Auburn Unit include: Greg Menges, president; Patty Lupien, vice-president; Jim Brazee, secretary; Elaine Schmidt, treasurer. Brazee and Schmidt were incumbents.

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

DON'T BUY

All trade unionists and their families are asked not to patronize the products and services of the boycotted firms listed here. This list is updated every other month.

COORS BREWERY (Since April 1977), Coors, Coors Light, Herman Joseph's 1868, George Killians Irish Red Ale. AFL-CIO Brewery Workers, DALU Local #366.

• INDIANA DESK (Since May 1982), Medium and high priced desks. Also sells to institutions, i.e., states, municipalities, boards of educations, etc. United Furniture Workers of America.

• KOSMOS CEMENT CO. (Since March 1982), Kosmos Portland Cement, Kosmos High Early Cement, Kosmos Air Entraining Cement, Kosmos Masonry Cement. United Cement, Lime, Gypsum and Allied Workers International Union.

• MAGIC CHEF (Since February 1983), Magic Chef Kitchen Ranges, Molders and Allied Workers.

• EQUITABLE LIFE ASSURANCE SOCIETY (Since February 1983), Service Employees International Union

• STERLING RADIATOR (Since February 1983), United Auto Workers

• BROWN & SHARPE (Since February 1983), Measuring and Machine Tools and Pumps, International Association of Machinists

• PROCTER & GAMBLE (Since December 1981), Powder Detergents: Tide, Cheer, Oxydol, Bold. Liquid Detergents: Ivory, Joy, Dawn. Bar Soaps: Zest, Camay, Ivory. United Steelworkers of America.

• R. J. REYNOLDS TOBACCO CO. (Since 1955) Cigarettes: Camel, Winston, Salem, Doral, Vantage. More, Now, Real. Smoking Tobacco: Prince Albert. Little Cigars: Winchester. Bakery, Confectionery and Tobacco Workers International Union.

• SEATTLE FIRST NATIONAL BANK (Since 1979) Withdraw Funds. United Food and Commercial Workers International Union.

• IOWA BEEF PROCESSORS (Since 1982), Meat and Meat Products. United Food and Commercial Workers International Union.

• BRUCE CHURCH INC. ICEBERG LETTUCE (Since May 1979), Red Coach, Friendly, Green Valley Farms, Lucky. United Farm Workers of America.

SOLIDARITY CENTER

Information of interest to union members and all friends of Labor

Determination pays off as union, Onondaga Co. finalize 2½ year pact

SYRACUSE — After 10 solid months of negotiations, interlaced with impasse, mediation, fact-finding and several informational picket lines, CSEA determination finally paid off when a new contract was officially signed with Onondaga County.

According to Roger Kane, CSEA Collective Bargaining Specialist, and Sue Smith, committee chairperson, the new agreement will provide wage increases and other improved benefits for more than 3,700 county employees.

Terms of the 2½ year pact include:

- Salary increase of 2 percent, retroactive to Sept. 1982.
- Salary increase of 5 percent, effective Jan. 1, 1983.
- Salary increase of 7 percent, effective Jan. 1, 1984.

In Sept. a salary step compression will be implemented, followed by a second compression in 1984 on the employee's anniversary date with the county.

Other contract benefits cover an improvement in employee dental insurance with the county picking up an additional 25 percent of dependent costs.

Onondaga County also agreed to provide physical examinations for drainage and sanitation employees.

Employees will also receive an additional vacation day in exchange for the county proposal to credit the vacation on the employee's anniversary date.

The new contract also provides improvements in the grievance procedure and meal allowances.

After reviewing the new agreement, Kane paid special tribute to Sue Smith and the members of her negotiating committee. "It is certainly worth

noting that the county originally proposed no additional raises for 1983, nothing in 1984, and continuously attempted to diminish many fringe benefits that existed in the former agreement," Kane remarked.

"I also want to personally thank the membership of Onondaga County Local 834 who lobbied and picketed the county legislature and other officials

during the long period of negotiations. Without their efforts and support this new agreement would contain fewer benefits," Kane concluded.

In addition to chief negotiator Kane and Chairperson Smith, the committee included: Len Foster, Cathy Zeronicky, Frank Forte, Tom Murphy, Sheri Ranger, Jim Adsitt, Fred Baur, Palmer Burbidge, Bill Egloff and Fred Carlton.



IT'S OFFICIAL! — After more than 10 months of solid bargaining, members of the CSEA Local 834 Onondaga County negotiating team were on hand to watch County Executive John H. Mulroy sign the final agreement with CSEA. Taking part in the ceremony were, seated left to right, Cathy Zeronicky, Frank Forte, Collective Bargaining Specialist Roger Kane, Local 834 President Tom Murphy, County Executive Mulroy, Committee Chairperson Sue Smith, Sheri Ranger, Jim Adsitt. Standing, left to right, Fred Baur, Palmer Burbidge, Bill Egloff and Fred Carlton. Len Foster, also a member of the team, could not be present.

Union names Gifford new meeting coordinator

ALBANY — CSEA has announced the appointment of Patricia Hardy Gifford to the position of meeting coordinator.



Patricia Hardy Gifford

An Albany native, Gifford, 31, formerly worked as the convention sales director for the Albany County Convention and Visitor's Bureau.

Gifford holds a Bachelor of Arts degree from Syracuse University where she studied education and human resources. She also attended Cazenovia College, where she received her Associate of Arts degree.

In her new post, Gifford is responsible for coordinating state and county workshops; the annual delegates meeting; committee meeting and making the travel arrangements for members and staff.

Presently, Gifford is undertaking a major project: setting up new procedures for Board of Directors, committee and staff meetings.

Her office is located on the second floor of the union's statewide headquarters on 33 Elk St. in Albany.

Seed monies approved for Albany campus day care

ALBANY — Start-up funds for a day care center at Albany's State Office Building Campus have been released by the labor/management Day Care Advisory Committee.

The \$30,000 in seed money will be used for such expenses as first-year insurance, salary of a director, purchase of equipment and incorporation fees.

The center will accommodate 105 children from eight weeks to five years old. However, it will still only meet a fraction of the demand for day care on the campus, where the labor/management committee has already received more than 500 applications covering nearly 800 children.

The center, which will be 19th in the statewide network of workplace child care facilities, will be located on the ground floor of Building 4. Space will be provided rent-free, but once it opens, the center must be financially self-sustaining.

Applauding the release of start-up funds for the long awaited day care center, CSEA President William L. McGowan commented: "It's good news. Day care has become a right of parents who must work for a living. This is an example of what can be accomplished when labor and management work together."

GOER Director Thomas F. Hartnett noted that 60 percent of families with young children today are two-paycheck families and that "quality day care is crucial to the peace of mind parents need to be able to concentrate on their work."

Energy talk slated for County workshop June 8-10

ALBANY — "Power and the People," a seminar on the future of energy in New York, will be presented to CSEA County Workshop participants by Karen Burstein, executive director of the state's Consumer Protection Board.

The energy seminar is among highlights of the June 8-10 meeting expected to attract some 250 County delegates to Kutsher's Country Club.

The Irving Flaumenbaum Memorial Workshop will also feature a seminar on employee assistance

programs for local governments and workshops on safety, communications, internal organizing, utilizing CSEA resources, and setting the foundation for local negotiations.

"How Games are Played: The impact of Reagan's cuts in human services programs" will be the topic of a seminar presented by Al Russo of AFSCME and hosted by CSEA's Social Services Committee.

"It will be a full program," promised Field Services Director Paul Burch. "We'll have nearly a score of

information tables, where delegates can ask questions or pick up materials, and there will be another PEOPLEthon Run to raise contributions for AFSCME's political action arm."

The annual workshop concludes with a general business meeting which this year will feature a legislative update, a report of the Local Government Task Force, and a new report on the Job Training Partnership Act.

Public Sector

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 Local 1000, AFSCME, AFL-CIO
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COPING with LAYOFFS

How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-342-6272. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

You may be eligible for dues-free membership

ALBANY — A year's dues-free membership is available to any CSEA member who is laid off and placed on a Civil Service Preferred List.

Applications, available at CSEA Headquarters or any of the six regional offices, require the signature of the employee's personnel officer to verify layoff status.

Once completed, the forms should be returned promptly to: CSEA, 33 Elk St., Albany, N.Y. 12224.

Dues free membership expires if an employee is returned to the payroll.

How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

NAME _____
 ADDRESS _____
 CITY _____
 SOC. SEC. NO. _____
 STATE _____ ZIP _____

Mail to: CSEA Employee Benefit Fund
 14 Corporate Woods Blvd.
 Albany, NY 12211

(Do not send payment at this time)

—PLANNING ON RETIREMENT?—

**Know your retirement benefits
 Maximize your retirement income**

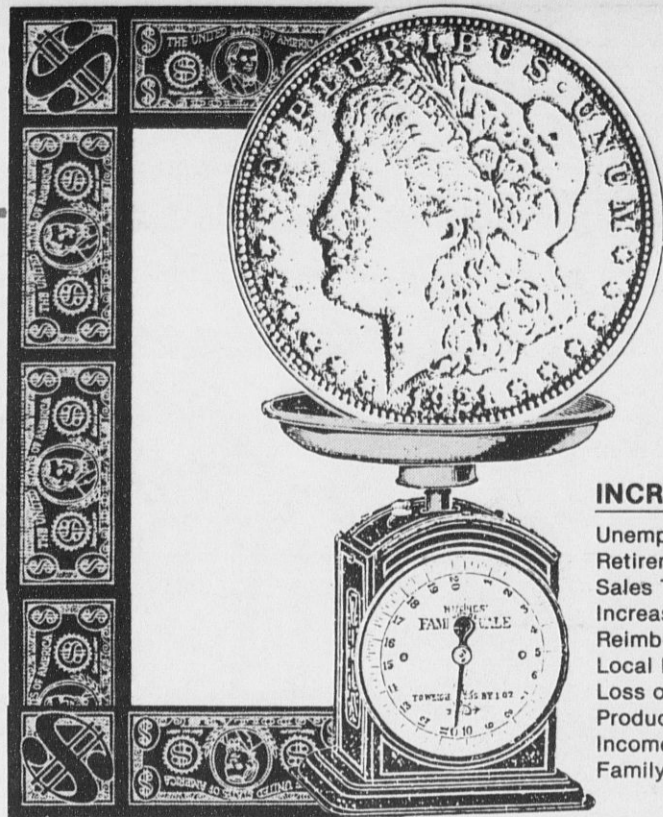
Return coupon for FREE consultation to:

Manager-Retirement Counseling Services
 Jardine Ter Bush & Powell Inc.
 433 State St., Schenectady, N.Y. 12305

NAME _____
 STREET _____
 CITY _____ STATE _____ ZIP _____
 PHONE NUMBER HOME _____ WORK _____
 APPROXIMATE RETIREMENT DATE _____
 SOCIAL SECURITY NUMBER _____

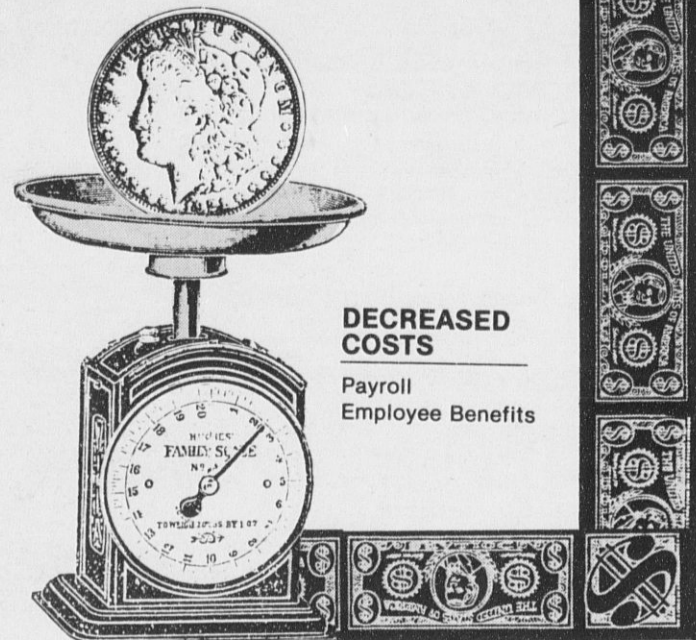
Public Employee Layoffs

DO THEY REALLY SAVE MONEY?



INCREASED COSTS

- Unemployment Insurance
- Retirement System Payments
- Sales Tax Decreases
- Increased Soc. Services Costs
- Reimbursement Losses
- Local Economic Impact
- Loss of Vital Services
- Productivity Losses
- Income Tax Decreases
- Family and Social Impact



DECREASED COSTS

- Payroll
- Employee Benefits

Public sector policy-makers often propose layoffs as a cost-saving strategy. It's a strategy that's fairly popular for two reasons — it's a highly visible way to cut costs when there are political pressures to do, and the benefits appear easy to measure in terms of decreased expenditures for personal services and employee benefits.

The first point is undeniable. Public sector layoffs receive a lot of press and often seem to be accepted by the public as evidence that "something is being done" to reduce the expenditure of their tax monies.

It's the second point that needs closer scrutiny. Do public employee layoffs really save money? Not necessarily, says a recent CSEA Research Department study.

While it is obviously true that laying off five employees with average salaries of \$10,000 will save \$50,000 in personal services appropriations, it is not necessarily true that the layoffs will produce a net saving of \$50,000 to the locality. According to the study, there are other costs associated with layoffs that must be considered — costs which, all too often, are not computed by the governmental sponsors of layoffs and not publicized.

The costs associated with layoffs, as well as the total savings to governments, are outlined below.

COSTS ASSOCIATED WITH LAYOFFS

• Unemployment Insurance

Most governments participate in the New York State Unemployment Insurance Program under the benefit reimbursement option. This means that the government must reimburse the Unemployment Insurance Fund, on a dollar-for-dollar basis, for benefits paid to former employees. Most employees are entitled to Unemployment Insurance benefits equal to one-half of their former weekly salary up to a maximum of \$125 per week for 26 weeks. (The State Legislature is currently considering raising this amount to \$175 per week.)

The cost to the locality is dependent on the length of time the individual is expected to be unemployed. In times of high unemployment, such as we are currently experiencing, it is reasonable to assume that the individual will remain unemployed for the entire 26 weeks.

• Retirement System Payments

Payments to the New York State Employees' Retirement System are made in June of the calendar year following the end of the State fiscal year. This means that the locality will be required to make Retirement System payments for employees who are no longer providing services to the taxpayers of the locality. The cost of these payments can be estimated by determining the salaries of the individuals involved and multiplying the salaries by the appropriate Retirement System contribution rate.

• Reimbursements

Many local government functions are reimbursed by federal and state sources. When reimbursed positions are eliminated through layoffs, revenues are also decreased, drastically reducing any savings to the locality. Costs may actually increase because Unemployment Insurance benefits may not be reimbursable.

• Termination Benefits

Upon termination, payment is often made for unused vacation, personal and compensatory time.

• Social Services Costs

When laid-off employees exhaust Unemployment Insurance benefits, they may become eligible for medical assistance, welfare or food stamps. These costs are shared by federal, state and county governments and are difficult to estimate, but should be computed when localities propose layoffs.

• Tax Losses

Local government workers pay state and federal income taxes, state and local sales taxes and local property taxes. Unemployment Insurance benefits are not subject to income taxes which is a loss to the state and federal governments. The reduced income available can lead to lower expenditures and lower sales tax receipts for the locality. Also, laid-off

employees may not be able to pay local property taxes, causing a loss of revenue to Local governments.

• Local Economic Impact

Layoffs remove large amounts of money from the local economy and can, therefore, reduce the income of local businesses, who, in turn, spend less. This income loss produces a multiplier effect that is much greater than the amount of the original layoffs.

• Costs Due to the Threat of Layoffs

The actual or rumored use of layoffs leaves employees with a feeling of employment insecurity which affects their productivity, their relationship with management and their commitment to continue working for the organization. Costs associated with these include lost productivity, increased grievances and increased voluntary quits.

CALCULATING THE COST OF LAYOFFS

Assume that a local government proposed to lay off four individuals with the following characteristics at the beginning of the fiscal year:

- A. \$10,000 annual salary, 2 weeks accumulated vacation, Tier III in Retirement System.
- B. \$12,000 annual salary, 1 week accumulated vacation, Tier II in Retirement System, works in a department which receives 75 percent reimbursement.
- C. \$13,500 annual salary, no accumulated vacation, Tier II in Retirement System.
- D. \$14,000 annual salary, 2 weeks accumulated vacation, Tier I in Retirement System, works in a department with 25 percent reimbursement.

All employees receive an average of 30 percent of salary from employee benefits.

Savings to Local Government

Combined four salaries total \$49,500
Employee Benefits (\$49,500 @ 30%) total \$14,850
Total Savings \$49,500 + \$14,850 = \$64,350

Total Costs

Unemployment Insurance	\$12,375
Retirement System	7,790
Vacation Payments	1,153
Reimbursement Losses	16,250
Total	\$37,568

Payroll Savings less Total Costs equals Actual Savings
\$64,350 - \$37,568 = \$26,782

ATTRITION PROGRAMS: AN ALTERNATIVE

An attrition program used with a limited hiring freeze can often avoid many of the costs associated with layoffs.

The government can target those areas which are to be eliminated and over time use transfers and not fill vacancies until the goals are met. This eliminates Unemployment Insurance costs, the loss of reimbursements, loss of property and sales tax revenues, increased social services costs, the loss of valuable employees due to the threat of layoffs and damage to the local economy.

The locality will still be responsible for Retirement System costs, and termination benefits, as well as some salaries, and employee benefits during the time the attrition program is being implemented, but the employees will be providing valuable services to taxpayers. Thus, an attrition program requires salary and benefit payments for services provided, while layoffs require payments while no services are provided.

CONCLUSION

Overall, it is usually more economical for a government to reduce the size of the workforce through attrition since layoffs are much more expensive than they initially appear.

Clerical workers polled on work hazards

ALBANY — "The better response, the better it will be for all of us" says CSEA President William L. McGowan in a letter to 17,000 state clerical workers who are being sent questionnaires about possible workplace hazards. The mailing, sponsored by

CSEA's standing Safety and Health Committee, aims to gather general information about working conditions, and particular data about the effects of new office equipment such as VDTs (video display terminals) on clericals. The questionnaire is pre-

addressed and postage-paid. It is also both voluntary and confidential.

Clerical workers are urged to mail back the questionnaire within 24 hours of receiving it.

SAFETY IT CAN'T HURT

CSEA addressing key health concerns about VDT's



IRENE CARR, CSEA statewide secretary, is pictured at recent legislative hearings on proposed legislation concerning video display terminals.

ALBANY — If you are among the rapidly growing number of employees who spend the workday in front of a video display terminal (VDT) and are concerned about possible health hazards, answers to your concerns may be on the way.

"We've been looking at the VDT issue from a number of different directions at CSEA, and now it looks as though several things are coming together," said CSEA Statewide Secretary Irene Carr.

"The Safety and Health Committee is conducting its survey on possible VDT hazards, and is hoping for a good response from our clerical workers. The committee is also obtaining a training film which CSEA will be making available to members who work at VDTs.

"And then we're also working on the problem from a legislative perspective, working to secure passage of a bill governing the operation of VDTs."

Carr testified in April at legislative hearings on proposed legislation, citing the increasing number of CSEA's clerical members who work on VDTs and who are concerned about possible health hazards.

Proposed legislation has been introduced in

the Senate Labor Committee (Senate bill number 6528), and in the Assembly (bill number 7158), where it has moved from the Labor Committee to the Assembly Ways and Means Committee.

"All the discussion about VDT safety has produced more heat than light," Carr stated, adding that there are no OSHA standards in effect governing the equipment and that sponsored studies have been inconclusive.

Health concerns have centered on radiation, vision problems, musculoskeletal effects and stress.

"Concern about the safety of continuous use of a VDT is not expressed only by those who want to avoid work or by boisterous unions looking for a cause between contract negotiations," Carr stressed. "And we have noted that some employers have taken steps, voluntarily and in conjunction with the union, to minimize the health risks.

"We're hoping that the VDT bill introduced this session will be the kind of bill we're looking for, and that we can obtain passage of legislation which will serve to protect the health of public employees who operate this equipment.

Nassau charged with sex discrimination

(Continued from Page 1)

differences of as much as \$1,900 a year in starting salaries between traditionally male and traditionally female jobs.

Complainant Stephen Goldberg, a social welfare examiner I, charged his job — a job dominated by women — pays less than such jobs as painter or maintenance machinist, "jobs which require less or the same skill, effort and responsibility."

"There hasn't been a woman promoted in my department since I last was," declared Correctional Clerk II Dorothy Garage, another complainant. Garage charged Nassau County has refused to promote her to correctional clerk III even though she passed a qualifying examination and the job has been budgeted by the county Sheriff's Department for the last two years.

"Nassau County has never employed a woman as a correctional clerk III," according to Garage's complaint.

"Our union is taking a hard look at all laws governing public employees," said Local 830 President Jerry Donahue. "We intend to use all appropriate laws to help our members win upgradings."

Under Title 7 of the 1964 Civil Rights Act, the EEOC has 180 days to investigate the complaints and work out a solution. If the county and the union don't reach an agreement, CSEA can then request a letter from EEOC granting it the right to sue Nassau County in Federal Court.

Winn Newman, AFSCME's special counsel for minority and women's affairs and the national expert on pay equity, is serving as counsel in the case. CSEA attorneys from the firm of Roemer and Featherstonhaugh are assisting.

"Nassau County has denied its moral responsibility to county women workers," declared Regional President Donohue. "Now it will have to face up to its legal obligation."



Reform Package

Congress has enacted a \$165 billion Social Security reform package designed to restore financial solvency to the system in both the near and long term. Most changes adopted by Congress were recommendations of the National Commission on Social Security Reform. From the outset of the Commission's work, AFSCME efforts, along with the AFL-CIO, were directed toward changes that would raise revenues rather than reduce benefits. For the most part, these efforts were successful.

Most of the changes are positive and are reforms that AFSCME actively supported. Some examples are bans on future withdrawals from Social Security by public employers and mandatory coverage under Social Security

of all non-profit organizations. Partial progress was also made on reducing the impact of public pension offsets. On the other hand, AFSCME's position was that new federal workers should be covered by Social Security only after enactment of guarantees that the retirement plans of federal employees would not suffer. AFSCME also was unsuccessful in its fight against raising the Social Security retirement age to 67 on a gradual basis beginning in the 21st century.

The beneficial aspects of the reform package are very significant and will guarantee the economic well being of the Social Security system for the foreseeable future. A summary of the changes of most concern is listed here.

- **Ban on Withdrawals** — State and local governments covered by Social Security may no longer "opt out" if termination has not taken effect by the date of enactment of the legislation. In addition, state and local governments which have withdrawn from the system may voluntarily rejoin. Once having rejoined, the governmental entity is precluded from terminating coverage.

- **Coverage of All Nonprofit Workers** — Social Security coverage on a mandatory basis is extended to all workers of nonprofit organizations as of Jan. 1, 1984.

- **Coverage of all New Federal Workers** — Social Security coverage on a mandatory basis is extended to all federal employees hired on or after Jan. 1, 1984.

- **Acceleration of Payroll Taxes** — Social Security payroll tax increases will be accelerated. The current 6.7 percent tax will increase to 7 percent in 1984, 7.05 percent in 1985, 7.15 percent in 1986, 7.51 percent in 1988 and 7.65 percent in 1990. A tax credit equal to the Social Security tax increase scheduled for 1984 (0.3 percent) will be granted for 1984 only.

- **Delay of Cost-of-Living Adjustment** — The cost-of-living increase scheduled for this July will be delayed until January, and from then on, future increases will come in January.

- **Raising of Retirement Age** — The retirement age will gradually rise from 65 to 67 in the next century. It will rise by two months a year to 66 by 2009, then to 67 by 2027. Workers may still opt for early retirement at 62, but at a penalty of 25 percent of full benefits in 2009 and 30 percent in 2027. Under current law, early retirees are penalized 20 percent.

- **Reducing Impact of Public Pension Offset** — For workers who become eligible for a public pension based on non-Social Security-covered employment after June 1983, the amount of the public pension used for purposes of the offset against Social Security dependents' or survivors' benefits will be two-thirds of the public pension. Currently there is a dollar-for-dollar reduction.

- **Elimination of "Windfall Benefits" for Workers With Pensions From Non-covered Employment** — For workers who are first eligible for Social Security benefits and for government pensions based on non-Social Security-covered employment after 1985, Social Security benefits will be calculated in a manner which precludes "windfall" benefits.

RUN

in the Second Annual
CSEA COUNTY WORKSHOP



THURSDAY, JUNE 9th

Time: 5 p.m.

1 1/2-mile course

KUTSHER'S in the Catskills! Join in the fun...have your Local or Unit sponsor a runner to help raise monies for use in the 1984 Federal elections. Awards will be presented to the first three male and female finishers in the race. The Local or Unit sponsoring the most participants will receive a special prize. *Every runner* will receive a **PEOPLE T-shirt** and refreshments will be provided to the runners following the race.

TO ENTER, fill in the form below and obtain a minimum of \$25 in pledges before the date of the race. The participant who raises the greatest amount in pledges will receive the **Grand Prize of \$50!** In accordance with Federal law, the PEOPLE Committee will accept contributions from members of AFSCME and their families.

PEOPLE *Fun Run* REGISTRATION FORM

CSEA, Local 1000, AFSCME, AFL-CIO

Name _____

Address _____

ENTRY PLEDGES COLLECTED Check \$ _____ Cash \$ _____

In consideration of this entry being accepted, I, for myself, my heirs, executors, administrators, waive, release and forever discharge any and all rights and claims for damages which I may have against the sponsors of this race, their officers, agents, representatives, employees and associates.

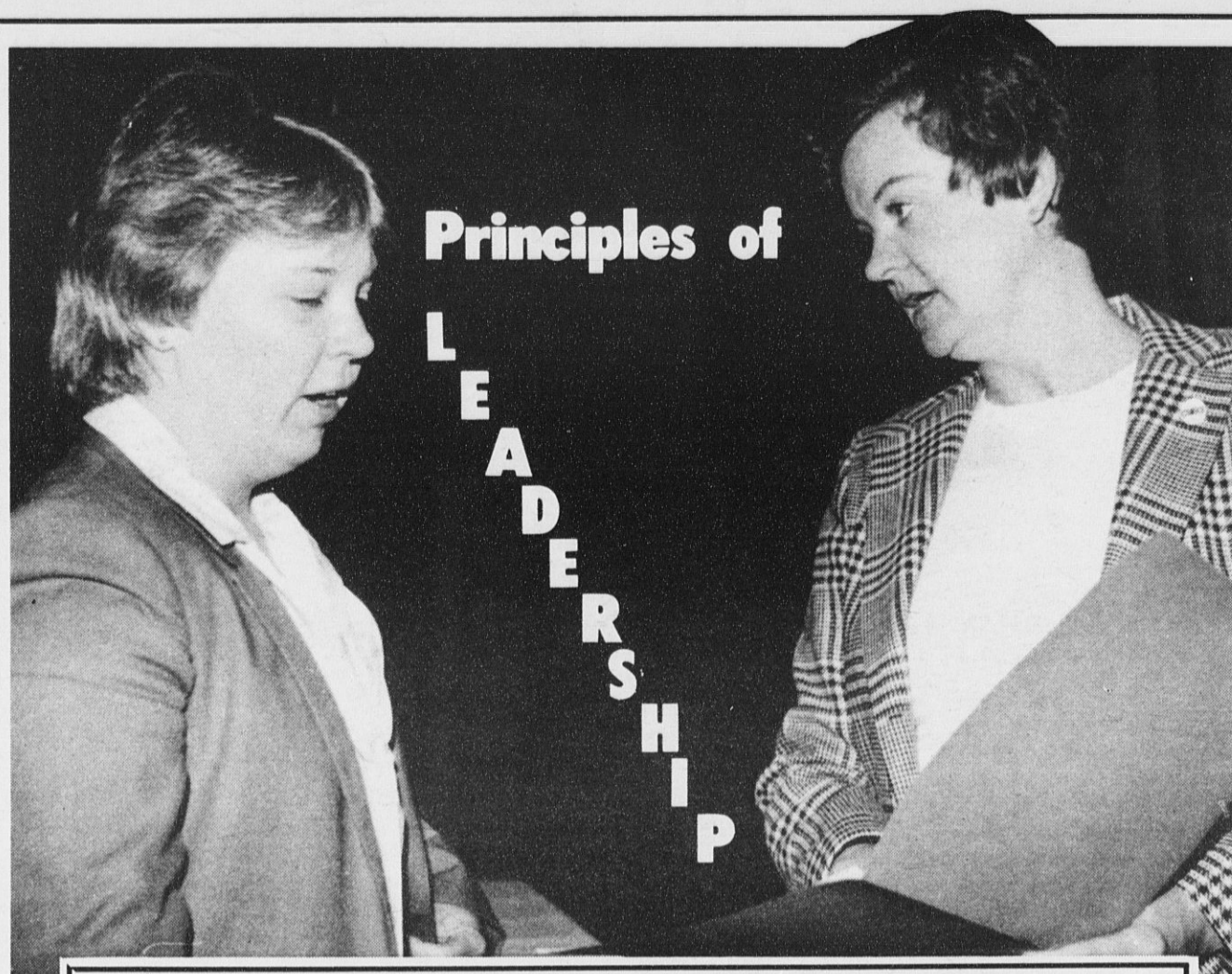
► Signature _____ Date _____

If runner is under age 18, parent/guardian must sign below:

Signature _____ Date _____

Local/Unit Name & Number _____

CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000, American Federation of State, County and Municipal Employees, AFL-CIO



Principles of LEADERSHIP

ON THE LEADING EDGE — Instructor Sally Bouton, left, talks with Jerry Friedday of SUNY Buffalo Local 602 at leadership workshop held in Buffalo recently.

For Western Region members, a look at styles of leadership

BUFFALO — Some 30 members of CSEA Western Region VI recently explored the basics of leadership in a day-long seminar held at the Buffalo Convention Center.

Conducted by CSEA Training and Education Specialist Sally Bouton, the "Principles of Leadership" seminar was specifically geared toward helping union officers and members use leadership skills more effectively in their day-to-day dealings with fellow unionists and management.

The seminar also focused on group dynamics, and highlighted various methods union leaders can use to achieve their goals in group situations.

Assembling into small groups, participants studied five distinctive styles of leadership: the "social leader," the "team builder," the "organization leader," the "do-nothing leader" and the "task pusher." They learned characteristics of each type of leader and how these styles would best be used in different situations.

"While all of the leadership styles are appropriate at certain times, it's important to know when to use each one," said Bouton. When interacting with another person, added Bouton, it's also helpful to know

which particular style is being used on you so you can respond accordingly.

The seminar also covered several factors which may influence the roles of union leaders, such as the purpose of the group, the expected life span of the group, demographics, philosophy and members' expectations.

"Whether it is a grievance committee, negotiating committee, social group or any other special interest group working within the CSEA structure, the purpose of that group must always be clearly defined in order to motivate its members," said Bouton. "Union leaders must establish common ground between their particular groups and the goals of the union." The field representative, she noted, plays a key role in establishing this common denominator.

Also discussed during the session were behavioral attitudes of union leaders and how they may affect relationships and accomplishments within a group.

"Programs such as these will help union leaders develop their skills, but there is still an awareness problem in that many of them don't know how they come across with fellow members and management," said Bouton.

McEntee offers plan for economic growth

PHILADELPHIA — In a recent major economic policy address to the Wharton School, University of Pennsylvania, AFSCME President Gerald W. McEntee declared that "monetary and fiscal policy should walk hand in hand if we are to promote economic growth."

McEntee's remarks came in an address to a government - industry - labor symposium sponsored by the Wharton School.

McEntee identified re-industrialization as one of the nation's economic priorities but cautioned that "there has been a failure by national policymakers to address the perhaps irreversible decline of the nation's traditional basic industries: steel, autos, and metal fabricating."

He offered the following five-point program for sustained, long range economic growth:

- Better coordination among the national policymakers concerned with monetary and fiscal policy. For example, McEntee noted that "the Federal Reserve chairman won't even tell Congress what the reserve's goals are for such important factors as Gross National Product, interest rates and national employment."
- The formulation of taxation and spending policies that are congruent with the economic realities of the 1980's. "It is past time to put our tax structure in order," McEntee said. "This nation's business community has not paid its fair share of the tax burden for decades." The AFSCME president noted that corporate taxes accounted for 26 percent of all federal revenues in 1950, but only 12 percent of all federal revenues in 1980.
- Curbing military spending, which McEntee characterized as "an exercise in self defeat at its current levels."
- Reassessment of domestic spending priorities to insure that human infrastructure support for the poor, the elderly and the sick be continued.
- Serious consideration by national policymakers of "national economic planning." In this regard McEntee said that "if our goal is to revitalize and strengthen the nation's economy and industry, we will never get there as long as private policy rewards the use of private dollars that thwart that intent."

Job offers, retirements reduce layoffs

(Continued from Page 1)

with institution administrators calling for emergency measures and predicting loss of accreditation.

"Members at many of the facilities had already been working forced overtime and double shifts," Wyngaard commented. "We were already stretched to the limits, even before a couple of thousand workers opted to retire. The patients didn't disappear; they still needed care.

So obviously something had to be done.

"On the whole, the individual agencies have cooperated and worked closely with us in re-employment efforts and addressing concerns expressed by CSEA," Wyngaard noted. "Five years ago, for example, you wouldn't have seen these re-employment lists, attempts at re-training and some of the continuity of employment efforts.

"However, between GOER, the Civil Service

Department, the Budget office and Audit and Control, there were mixed signals and delayed decisions and foul-ups.

"So the final result was that we came down to the final few hours before OMH and OMRDD got the go-ahead to start replacing early retirees and filling enough positions to take care of patient needs. Unfortunately this resulted in hardships all around."

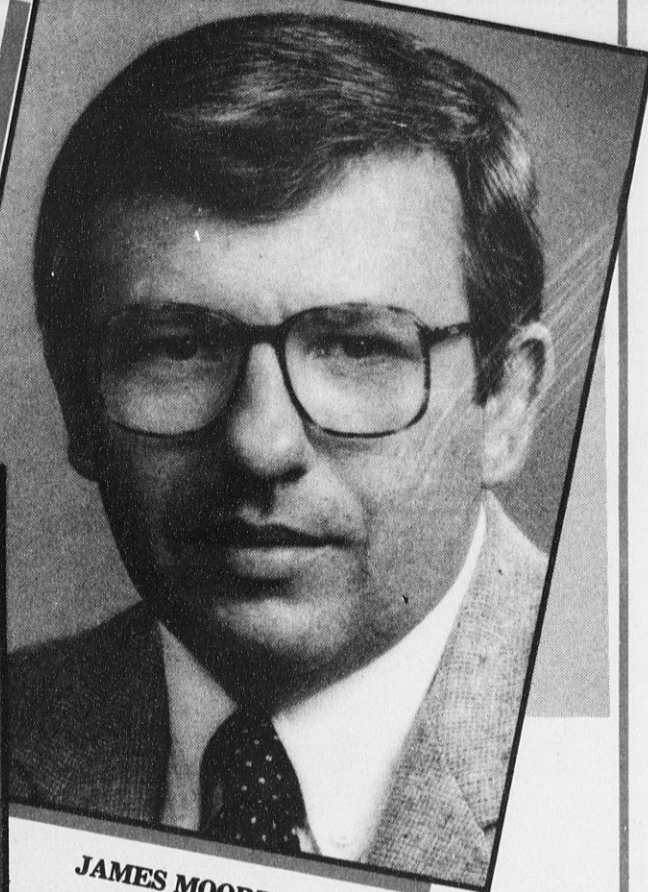
Members of the task force which met in Albany recently to discuss the fate of the Marcy Psychiatric Center included Edward "Bud" Mulchy and Sue Bucrzinski. The group was headed by Region V. President James J. Moore.



EDWARD "BUD" MULCHY



SUE BUCRZINSKI



JAMES MOORE

CSEA clashes with state again over Marcy prison conversion plan

ALBANY — A group of CSEA Region V officers, headed by Region President James Moore and a union legal representative, met recently with state officials in Albany to get a first-hand report of state plans for a prison on the grounds of the Marcy Psychiatric Center.

Members of the task force which met at the Legislative Office Building included: Moore; CSEA Legal Counsel James Featherstonhaugh; Bud Mulchy, president of Local 414 at Marcy and chairman of the team; John Giehl, president of Local 425 at Utica Psychiatric Center; Jon Premo, president of Local 422 at Rome Developmental Center; and Sue Bucrzinski, Region V Mental Hygiene Board of Directors representative.

State officials attending included the state director of operations, deputy and assistant deputy directors of the Governor's Office of Employee Relations and an assistant director of the Department of Corrections.

In the course of discussion, Moore expressed the union's firm position of concern for the patients and employee jobs at the Marcy facility.

"We are firmly opposed to the transfer of any Marcy patients downstate," Moore said, "and if the state continues with its prison plan at Marcy, we want some commitment in writing that it will mean no loss of jobs."

During the meeting, Dr. Henrik Dullea, director of state operations, said Gov. Cuomo is committed to the concept of a prison at Marcy.

Task Force chairman Mulchy presented state

officials with copies of a CSEA-suggested pilot project to convert Marcy Psychiatric Center into a multi-use facility. In brief, the plan calls for:

- Retaining Marcy Psychiatric Center and using the complete campus.
- Expansion of the Children & Youth Unit and Adolescent Services for the entire Central New York region.
- Movement of the Division for Youth from the Central New York Psychiatric Center and expansion of service to the entire Central New York region.
- Expansion of the Alcohol Treatment Center and Drug Abuse Unit to include service to the 4,000 statewide prison inmates with drug related problems.

State officials agreed to study the CSEA proposal, but offered no written commitment for saving jobs. Verbally, officials did promise to make every effort to retain any displaced state employees in Oneida County.

Following the 90-minute session, Moore commented, "Although we did not get the commitment from the state we wanted concerning the retention of jobs, we did get a straight answer regarding Gov. Cuomo's position. We don't like it and we want to tell him so at the earliest opportunity."

"I plan to meet with Task Force Chairman Bud Mulchy and his committee as soon as possible to discuss our next course of action," Moore said. "We are going to continue the fight for as long as it takes to resolve the problem in the best interest of the patients at Marcy and the employees who serve them."

Suffolk County ordered to reconsider custodial employee's bid for promotion

HOLTSVILLE — Score one for the Suffolk County Unit of CSEA Local 852. Arbitrator Gerald Sobol has ordered the county to reconsider T.J. Scott's application for a promotion to custodial worker III.

On Dec. 8, 1981, the county posted a job vacancy for the position at the Suffolk County Community College. On Feb. 1, 1982, the job went to someone with less seniority than Scott even though the CSEA contract specifies: "In the case of non-competitive and labor class employees, advancement shall be made on the basis of seniority and qualifications for the job. When job qualifications are substantially equal, seniority shall be the determining factor."

The county justified itself by maintaining that Scott had a "poor attendance record." It cited testimony by the community college's

personnel director, who had a "clear recollection" that the grievant was brought up on disciplinary charges in 1976. But, all references to those charges were removed from Scott's personnel file in 1977.

CSEA, meanwhile, argued that time and attendance was not a factor which could be considered when filling vacancies. Moreover, an employee has only one personnel file and once that has been cleared, nothing previously in it is considered relevant.

Sobol agreed. The arbitrator found that the county "improperly considered the previous disciplinary action taken against the grievant in 1976 and subsequently expunged from his personnel file" and directed the county to reconsider Scott's application for the promotion.

The award is another victory for CSEA's legal assistance program.

EARLY RETIREMENT PLAN DOUBLES EXPECTATIONS

8,491 choose to retire early under plan

ALBANY — The final tally by the State Employees' Retirement System listed 8,491 state workers opting for early retirement. The figure was more than twice as many retirees as state officials predicted.

The number is more than half the number of retirement applications normally processed in a full year, so retirement system officials expect it

will take several months to complete all the necessary pension calculations.

New retirees will receive advance checks equalling approximately 75 percent of the "no option" retirement allowance. The first advance check for May retirees should be mailed by June 29. Then, as calculations are completed, retirees will receive their normal pension checks, as well as a

lump sum payment of any balance due.

More than 2,800 of the early retirements were in the Office of Mental Health (1,843) and Office of Mental Retardation (993). Large numbers of applications were also posted in State University (817), Department of Transportation (668), Department of Labor (525), Office of Court Administration (422) and Department of Taxation and Finance (389).

Retirement incentive may extend to political subdivisions

ALBANY — The state's popular early retirement option may be extended to employees of political subdivisions if the state Legislature looks favorably on several pending bills.

Actively endorsed by CSEA, the legislation would give localities three years in which to opt to extend the retirement incentive plan to their employees. The legislation stipulates that the local governments offer the plan in conjunction with a workforce reduction program.

"This basically means that any county, city, town, village or school board choosing to take the State up on its offer would have to demonstrate some cost-savings, and would have to get its plan approved by the state comptroller," CSEA's chief lobbyist, James Featherstonhaugh, explained. "This should pave the way for passage of this legislation in the remaining few weeks of the session."

Once the political subdivision's plan is approved, public employees would be given a three-month period in which to opt for early retirement. Qualified workers 55 and older could receive extra service credit toward their pensions.

Another bill calls for some SUNY and about 500 City University of New York employees to be offered special supplemental annuities in return for retiring early.

EFFECTS OF LAYOFFS

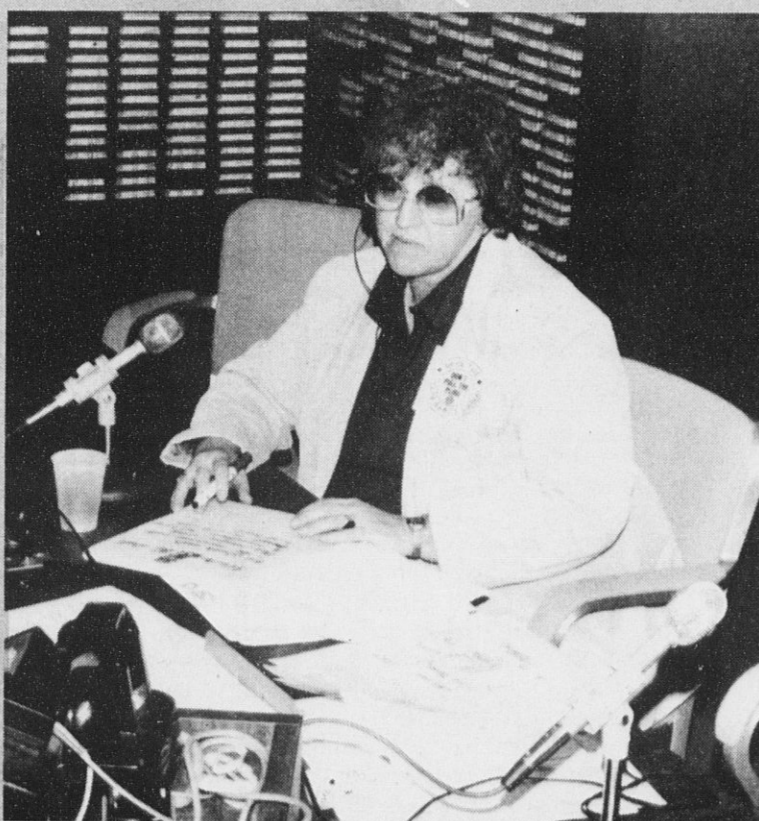
Attending a meeting recently to discuss employee rights under Gov. Cuomo's layoff plan were, from left, Harlem Valley Psychiatric Center Local 409 President Robert Thompson, Wassaic Developmental Center Local 426 President Harold Ryan and Region III Field Representative John Deyo. The meeting was held at the request of Region III President Raymond O'Connor. On hand were representatives from the state Department of Civil Service, who explained the background of the layoffs and how the state was going to give those who were laid off placement on a preferential hiring list.



STAFFING SHORTAGE AT MIDDLETOWN PC PROBED

CSEA Local 415 President Alex Hogg, standing right, led a recent meeting with state legislators on how to ease the staff shortage at the Middletown Psychiatric Center. The shortage is partly responsible for the death of a 23-year old patient there in May. Seated are Assemblymen Lawrence Bennett (D-Newburgh) and William Larkin (R-New Windsor). Also at the meeting were Assemblywoman Mary McPhillips (D-Goshen), and a representative from the office of State Senator Linda Winnikow (D-New City). Standing next to Hogg is Council 82 representative John Ippolito. Facing Larkin is PEF representative Harry Blatt.

Barge canal controversy aired on call-in radio show



TOBIN PONDER'S QUESTION — Joan Tobin, CSEA Department of Transportation board representative, takes a moment to think about a question concerning the use of prisoners to maintain the park areas around the state barge canal system locks. The union is strongly opposed to such a concept, and Tobin made that clear to the inquiring caller.



WAITING FOR CALLS — Eastern Barge Canal President Harold Kenyon, left, and State Sen. Hugh Farley appear eager to answer questions concerning the state barge canal cut-back situation. The two men, supporters of maintaining and improving the canal system, appeared for two hours recently on "Contact," a call-in talk show on Schenectady radio station WGY-AM.

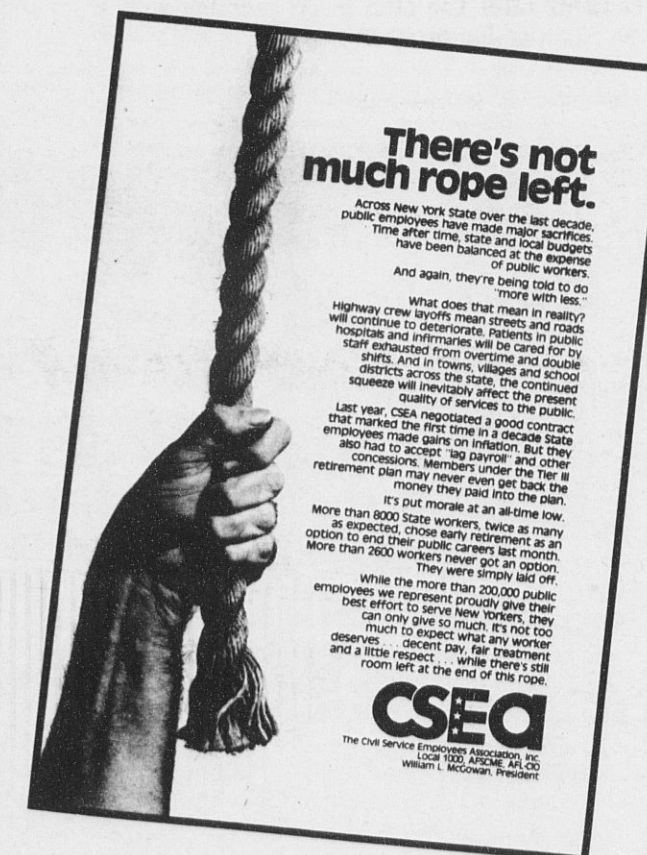
New union ad campaign to boost public image of public employees

ALBANY — "We want people to know that public employees in New York are near the end of their rope. That they've made sacrifices, they've made concessions, they've been laid off — but most of all that they've had enough!" emphasized CSEA President William L. McGowan, describing the idea behind the union's new statewide advertising campaign.

"There's so much misconception about public employees that we felt we needed to use advertising to tell the public the real story," he explained. "Editorial writers and television reporters seem to love the governor's slogan about how we're all going to 'do more with less.' Well, we wanted New Yorkers to realize that public employees have been 'doing more with less' for a long time. There's a limit to how far people can be stretched, and we've reached it!"

Although the ad cites the specifics of state employee layoffs and early retirements, it also points out the serious squeeze political subdivision employees have found themselves in.

"School districts contract out our jobs. Counties,



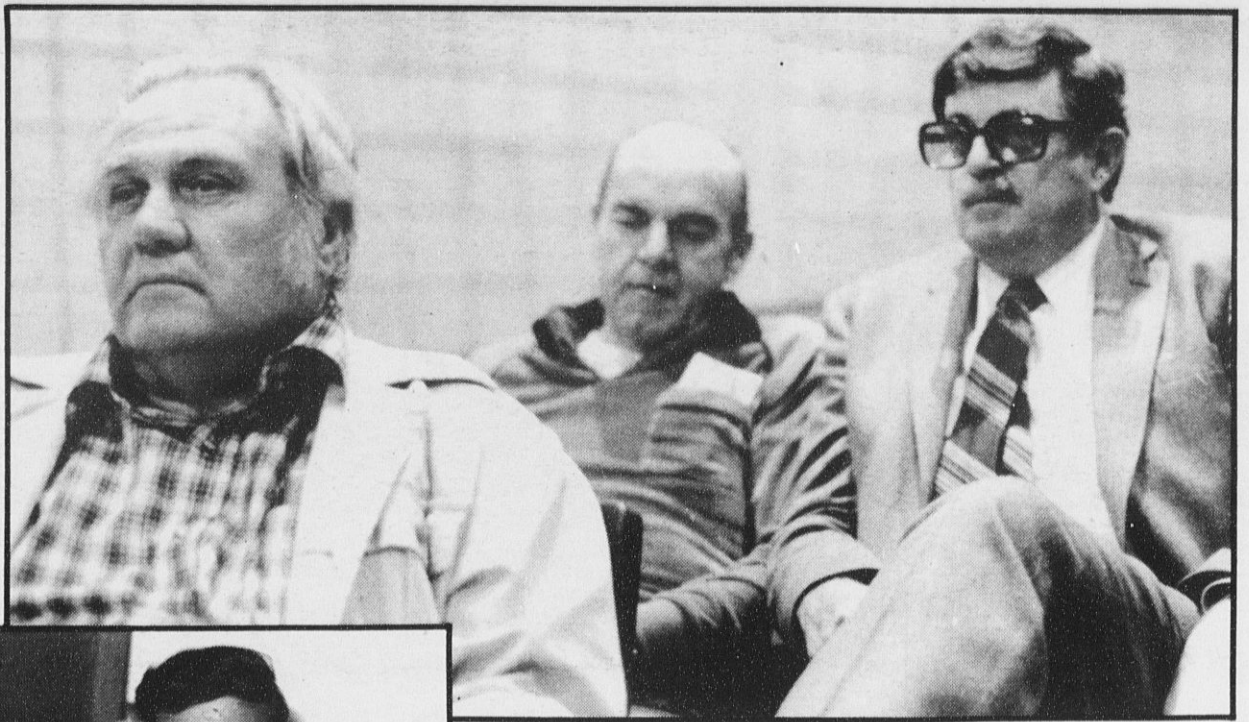
cities and towns balance their budgets by laying off employees. Local governments refuse to bargain in good faith," McGowan said. "At budget time they come at us with an ax. They conveniently forget the services that the people of New York expect and that we work hard to provide."

Newspapers in which the ads are scheduled to appear on Sunday, June 5, include the New York Times and major dailies in Buffalo, Long Island, Albany, Troy, Rochester, Syracuse, Utica, Binghamton, Westchester County, Elmira, Middletown and Poughkeepsie. The ads will appear Monday, June 6, in the Daily News, and dailies in Schenectady, Watertown and Plattsburgh.

The ad is reproduced on page 20 of this issue.

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"School districts contract out our jobs. Counties,

There's not much rope left.

Across New York State over the last decade, public employees have made major sacrifices. Time after time, state and local budgets have been balanced at the expense of public workers. And again, they're being told to do "more with less."

What does that mean in reality? Highway crew layoffs mean streets and roads will continue to deteriorate. Patients in public hospitals and infirmaries will be cared for by staff exhausted from overtime and double shifts. And in towns, villages and school districts across the state, the continued squeeze will inevitably affect the present quality of services to the public.

Last year, CSEA negotiated a good contract that marked the first time in a decade state employees made gains on inflation. But they also had to accept "lag payroll" and other concessions. Members under the Tier III retirement plan may never even get back the money they paid into the plan.

It's put morale at an all-time low. More than 8000 State workers, twice as many as expected, chose early retirement as an option to end their public careers last month. More than 2600 workers never got an option. They were simply laid off.

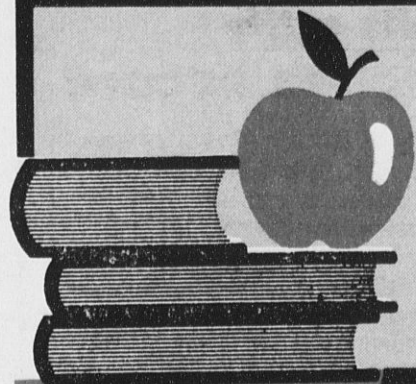
While the more than 200,000 public employees we represent proudly give their best effort to serve New Yorkers, they can only give so much. It's not too much to expect what any worker deserves — decent pay, fair treatment and a little respect — while there's still room left at the end of this rope.

CSEA
The Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO
William L. McGowan, President

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Congratulations,

CSEA Scholarship Winners

The winners of the \$500 CSEA Scholarship Awards for the 1983-84 season have been announced. Eighteen awards — three in each of the union's six regions — have been given to eligible high school seniors who are the dependents of CSEA members.

Each year the union awards the scholarships to help

students and parents meet the spiraling costs of higher education. Winners are determined by several factors, including academic performance, class rank, test scores and extracurricular activities.

Following is a list of the winners in each region.

LONG ISLAND REGION I

DAPHNE WOODARD

Daphne is the daughter of Mary Woodard, a therapy aide at Pilgrim Psychiatric Center, and a member of Local 418. She plans on attending Virginia Union University.

SUSAN BORUCH

Susan is the daughter of Rose and Michael Boruch. Rose is a payroll clerk with SUNY Stony Brook and is a member of Local 614. Susan plans on attending Pennsylvania State University.

MICHAEL GLASSER

Michael is the son of Linda and Elliott Glasser. Linda is a secretary at the Suffolk County Department of Civil Service and is a member of Local 852. Michael plans on attending Vassar College in the fall.

CAPITAL REGION IV

TERI-JO CROUSE

Teri-Jo is the daughter of Karen and Robert Crouse. Robert is a laborer for the New York State Department of Transportation and is a member of Local 501. Teri-Jo plans on attending SUNY at Geneseo in the fall.

TIMOTHY F. MORGAN

Timothy is the son of Judith and Charles O'Leary. Judith is a clerk for the New York State Department of Health and is a member of Local 664. Timothy plans on attending Norwich University.

PATRICIA ANN HOFFMAN

Patricia is the daughter of Catherine and Leonard Hoffman. Catherine is a secretary for the Stephentown Elementary School and is a member of Local 871. Patricia plans on attending Hudson Valley Community College.

METROPOLITAN REGION II

BELINDA I. KATZ

Belinda is the daughter of Eleanor and Wallace Katz. Eleanor is an investigator at the Crime Victims Compensation Board and is a member of Local 010. Belinda plans on attending Colgate University in the fall.

DARRYL WAYNE WISHER

Darryl is the son of Estelle and Zack Harris. Estelle is a dietary aide at Creedmoor State Hospital and is a member of Local 406. Darryl plans on attending St. John's University in the fall.

KELLY CARSTENSEN

Kelly is the daughter of Esther and Theodore Carstensen. Esther is a secretary at SUNY Maritime College and is a member of Local 010. Kelly plans on attending Manhattan College in the fall.

CENTRAL REGION V

LINDA JO FIKE

Linda is the daughter of Beverly and Gordon Fike. Gordon is a groundskeeper for the Herkimer County Community College and a member of Local 822. Beverly plans on attending the State University at Plattsburgh in the fall.

LORRAINE OPRAMOLLA

Lorraine is the daughter of Joyce and Robert Opramolla. Joyce is a stenographer at the State University College at Oneonta and is a member of Local 635. Beverly will attend the Webb Institute of Naval Architecture in the fall.

MARLENE BROWN

Marlene is the daughter of Leona and Richard Brown. Leona is a public health nurse in Jefferson County and is a member of Local 823. Marlene plans on attending the University of Vermont in the fall.

SOUTHERN REGION III

TINA DuBOSE

Tina is the daughter of Maggie and William DuBose. Maggie is an audit clerk in Westchester County and is a member of Local 860. Tina plans on attending Southern State College in the fall.

DAWN MARIE ALBANO

Dawn is the daughter of Richard Albano, a laborer in the town of Eastchester and a member of Local 860. Dawn plans on attending Hofstra University.

BARBARA HELEN SCHWARTZ

Barbara is the daughter of Jeanette and Jack Schwartz. Jeannette is a cafeteria manager at the Post Road School and is a member of Local 860. Barbara plans on attending Tufts University in the fall.

WESTERN REGION VI

ROBERT DAVID GARRICK

Robert is the son of Dolores and James Garrick. James is a tax compliance agent for the State Department of Tax & Finance and is a member of Local 012.

CORT ANASTASIO

Cort is the son of Kathryn and Frank Anastasio. Kathryn is a clerk for the Corning School District and a member of Local 851. Cort plans on attending Brown University in the fall.

SHARON MARIE WAGNER

Sharon is the daughter of Jean Rasmus. Jean is a clerk-typist for the Maryvale School System and a member of Local 868. Sharon plans on attending Daemen College in the fall.

Scholarship presentations are tentatively scheduled throughout the regions for late June. Photos of the winners will be published in a later edition of *The Public Sector*.



ANCIENT BRIDGE LIFT EQUIPMENT on the State Barge Canal is prepared for handling commercial and recreational boat traffic now that the canal system is open for the season. CSEA Local 524 President Frank Langdon, center, and William Hoadley, left, observe as John Clarke works on the equipment. CSEA is fighting a plan by the state to layoff 164 full-time maintenance employees who help keep the important canal system functioning. The union maintains that the decades-old equipment requires constant, year-round upkeep. Under the unpopular state proposal, the maintenance employees would be laid off in December and rehired next spring as "seasonal" employees only.

Elmira units ratify City reaches accord

ELMIRA — City of Elmira Unit members of Local 808 recently voted to accept a new one year contract that promises an increase of 43 cents per hour for hourly employees and \$900 to salaried workers.

According to Jack Wood, unit president and chairman of the negotiating committee, the new agreement also assures the present insurance coverage will be retained by the employees.

In announcing the terms of the agreement, Wood also took the opportunity to thank the members of his negotiating team for their time and effort. The team included: Mike Cerio, Mike Zito, Ed Jaskolka and Jim Menechella. Joe Reedy, CSEA Collective Bargaining Specialist, served as chief negotiator for the unit.

Water Board agreement

ELMIRA — Members of the Elmira Water Board Unit of CSEA Local 808 Chemung County recently voted to accept a new two-year contract calling for salary increases of 6 percent each year, and other improved benefits.

In addition to the wage hike, which is retroactive to Dec. 20, the 50 employees affected by the contact may also take advantage of a new credit union savings clause.

Other benefits include a continued allowance for work clothing and improved contract language dealing with work hours.

According to a unit spokesman, the employee insurance plan will remain the same, except those on the family plan will pay \$100.

CSEA Collective Bargaining Specialist Joe Reedy negotiated for the unit, along with a committee that included: Unit president and team chairman Duane Bauman, Janet Dove, Judy Shabanowitz, Carol Gehret, Charles Rybak, Yustin Fesetch, William Raatz, Michael Della Sala and Roy Crawford.

Arthritis: Disease dates back to the dinosaurs

Your great-great-grandfather may have grumbled about his "gout." Your grandmother may have moaned about her "rheumatism."

Today, you may suffer from that age-old, painful inflammation of a joint and properly call it "arthritis."

But only the names have changed. It's the same old disease that has been found in the bones of dinosaurs and swimming reptiles that lived 180 million years ago. It has shaped the pictures of Neanderthal man as a hunched-over figure because the best-preserved backbone of that early creature is bent by what we know as arthritis. Normally, he probably walked upright.

Arthritis is not a single disease. Although the word literally means "inflammation of a joint," the general term refers to any one of more than 100 related disorders. They can show different characteristics. They may involve various organs and structures in the body. They can arise from diverse causes — degenerative, inflammatory, infectious, biochemical, metabolic, allergenic. Injury may lead to arthritis. Genetic inheritance may make some people prone to the disease.

Arthritis has been called everybody's disease because it knows no bounds of age, sex, race, occupation, social or economic standing.

If we live long enough, most of us will have some form of arthritis — from mild to serious. Some children don't have to wait long. A form of juvenile arthritis can affect a six-week-old infant.

Osteoarthritis is the most common form in man and animals. Often called "wear and tear arthritis," it was long believed to be due entirely to aging. Now we know it is a progressive degenerative disease and most of us have signs of it in our bones by the age of 30. However, symptoms don't usually show up until around 40, unless there is serious injury to a joint. Generally, women are afflicted about twice as often as men, most often after the menopause.

Stiffness and pain are the most common symptoms. The discomfort is usually greater during rest than during exercise. The pain may be particularly troublesome at night. The stiffness is often most noticeable upon arising in the morning.

While osteoarthritis can strike any joint, the most common targets are the weight-bearing ones — hips, knees and spine — and, for reasons not fully understood, the tips of the fingers, the base of the thumb, and the big toes.

Like the moving parts of a well-oiled machine, our joints have slippery bearings called cartilage. The cartilage has unique chemical and biological properties to create friction-free movement superior to any man-made lubricant.

But along the way, for reasons not yet clear, the cartilage, or bearing, becomes defective or roughened. Friction sets in. Over time, whole sections of cartilage may be worn off and expose the underlying bone it was supposed to cushion. When that happens, bone grates on bone, causing

pain and reduced mobility.

Treatment for this kind of primary osteoarthritis is aimed at relieving the pain, preventing disability, and keeping the patient functioning at acceptable levels. To do this, your doctor may prescribe aspirin and such physical measures as heat and exercise. Weight-reduction is very important for overweight patients whose arthritis involves weight-bearing joints.

The second most common form of arthritis — rheumatoid arthritis — can be more crippling than osteoarthritis, more of a mystery, and more widely generalized throughout the body.

Rheumatoid arthritis may strike suddenly in its acute form with fever, swelling of the joint and intense pain. Most often, however, it progresses silently and insidiously. There may be vague aches and pains, chronic tiredness, loss of appetite and weight, and stiffness that is generally relieved with activity.

The disease is often symmetrical, affecting the same joints on both sides of the body. While it may strike at any age, the acute phase usually occurs between the ages of 20 and 35, often during or following a period of intense physical stress.

Aspirin and other anti-inflammatory drugs are useful in controlling pain. Measures to bolster the patient's general health are particularly important. Sometimes symptoms will subside. Good treatment aims at inducing and prolonging these remissions.



Work and Health

A 'considerate' move in Otsego Co.

COOPERSTOWN — "Consideration" means more than just lip service when it comes to filling vacancies in Otsego County.

The CSEA contract specifies that in filling vacancies, "consideration will be based on seniority and qualifications in the selection of employee applicants." So when Deborah German, a nursing assistant at the Meadows Nursing Home, did not get a promotion to physical therapy aide, she filed a grievance. Then, with help from CSEA legal assistance program, she finally did get the promotion.

Here is how it happened.

The county was looking to fill the position of physical therapy aide. It had nine candidates to choose from, most of whom were in-house applicants.

Four finalists were chosen. Following interviews, German — with nine years service — was passed over and the job went to another employee with only 3.5 years service.

Later, testimony at an arbitration hearing on the grievance revealed that a primary reason German did not get the job was because the county was looking for, "a strong male replacement" to fill the vacancy. Accordingly, Arbitrator Thomas J. Maroney concluded that:

- "Consideration" as used in the CSEA contract means more than just granting an interview and then appointing whomever the county pleases.

- If one applicant is by far the more senior and more qualified, he or she must be given the position.

- Seniority was not given any meaningful consideration because the county, "wanted a man to fill the vacant position."

The arbitrator, therefore, ordered the county, which belongs to CSEA Local 839, "forthwith" appoint Deborah German as a physical therapy aide.



CSEA LOCAL 600 donated and dispensed free coffee and lemonade to visitors attending the recent Diamond Jubilee Open House at SUNY Agricultural and Technical College at Alfred. Manning the refreshment booth are Michael Crandall, left, and Local 600 President Randie Brewer, right.

OCA lag battled

ALBANY — CSEA is fighting back. Non-judicial personnel of the Unified Court System can be confident that the union will take every step possible to prevent the Office of Court Administration from having its own individual interpretation of the "lag payroll."

Payroll officers there were told March 24 that when employees separate from service, they will not receive their two weeks "lagged" pay at their final salary. Instead, they will be paid at the rate earned during the "lagging" process, that is between March 24 to April 6, 1983.

CSEA Board member Thomas Jefferson explains that this action is "contrary to negotiations," while CSEA Attorney Stephen J. Wiley has written OCA demanding to know why such a policy, "clearly at variance with the provisions of the contract," was adopted.

Court rules LPN was wrongfully terminated

GOSHEN — The state Supreme Court has ruled that Linda DeSuze, a licensed practical nurse at the Orange County Home and Infirmary, CSEA Local 836, was wrongfully terminated.

DeSuze has been unable to work since March 20, 1981, because of a medical disability. Eight months later, she was served with a notice of discipline alleging patient neglect. She was also charged with unauthorized absence.

The matter went to arbitration and the notice of discipline was withdrawn. The year from the day she was unable to work was deemed "official leave without pay." The county, then, decided it could terminate DeSuze on March 20, 1982. It cited a provision of the Civil Service Law which permits termination if an employee has been unable to perform duties for one year or more because of disability other than work related.

CSEA, however, disagreed and argued that termination was not possible until one year after March 20, 1982, the day the "official leave without pay" expired. The union's legal assistance program also came to the rescue.

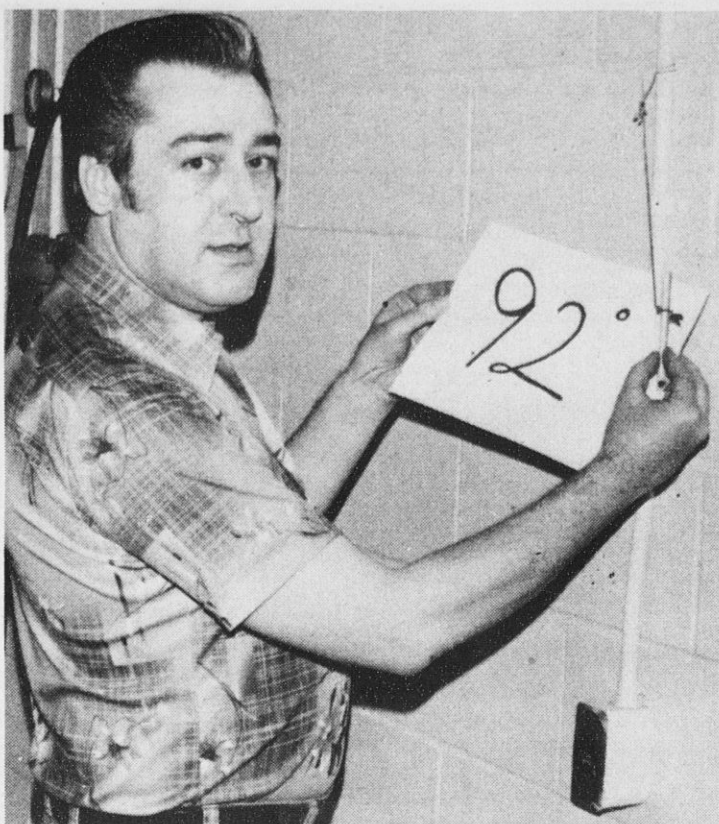
On appeal, the Supreme Court faulted Orange County for an interpretation of the arbitration award which was, "strained and without merit." It also ordered that because of the time it took to get a decision, DeSuze should have at least until January, 1984, to be absent without fear of termination.

Union-backed candidates win in Port Chester



CONGRATULATIONS — Westchester CSEA Local 860 President Pat Mascioli, left, congratulates John Branca, center, and Gary Gianfrancesco, right, after the two were declared winners in race for two trustees positions in Village of Port Chester. Both Branca and Gianfrancesco were unanimously endorsed by the Local 860 Political Action Committee in the race.

A noxious health threat in Building 18



HEALTH HAZARDS — Kerry Thompson, above, notes the high temperature in OGS Building 18. The heat and noxious odors from chemicals stored in the building, right, create intolerable working conditions.



'Management told us it will address these problems shortly. I've been hearing that for years and 'shortly' has yet to arrive'

—Earl Kilmartin



SKULL AND CROSSBONES — Barbara Ferguson, above, works around containers bearing the familiar poison warning symbol. Yet management assures her these storage bins are harmless.

SPILLS, LEAKS, SLICKS AND PUDDLES cover the work area and storage space as CSEA Local 660 President Earl Kilmartin illustrates in photo at left.

• "I don't know what I'm breathing," Kerry Thompson said, "and management isn't telling me."

• "I handle packages which list cyanide as an ingredient. Management tells me it's harmless and expects me to believe them," Barbara Ferguson noted, adding, "is there a safe form of cyanide?"

• "There are spills, leaks, slicks and puddles of various types of liquids every day in here," CSEA Local 660 President Earl Kilmartin pointed out during an unannounced tour of the building area recently.

ALBANY — Thompson, Ferguson and Kilmartin all have onepending concern: poisonous chemicals stored in an overheated, poorly ventilated work area of Building 18 of the New York State Office Building Campus in Albany.

Thompson works in the darkroom area of the building which houses printing services, storage space and offices. Building 18 also adjoins the state automobile service area of the campus garage.

The darkroom area of the Office of General Service's (OGS) temporary print shop is excessively hot and filled with noxious chemicals. The thermostat registers at nearly 92 degrees. The exhaust fan is inadequate. A newly installed air conditioner appears to be compounding the problem.

Ferguson sits nervously at a desk surrounded by shelves of chemical agents, cleaners and solvents. Some of the containers bear skull and crossbones, warnings of the dangers of unnecessary exposure.

Other nearby containers bear no hazard warnings, yet some of these same unmarked bottles, jars and packages have been recently recalled by their manufacturers.

Recently, after a spill of chemicals in front of her office area, Ferguson was treated in the emergency room of a nearby hospital for five hours.

Kilmartin, during an unannounced inspection tour of the building, noted that flammable liquids were stored in areas surrounded by paper. Also, large drums containing flammable liquids were stored in crowded areas without proper ventilation.

"Sometimes the exhaust fans blow these fumes into the intake air vents and the system gasses the employees. Then we have to fight management when they want to dock the workers for going home," Kilmartin said. "It's totally wrong."

Within the past month, the print shop was emptied twice during work hours due to nauseating odors. Says Kilmartin: "Management told us it will address these problems shortly. I've been hearing that for years and 'shortly' has yet to arrive."

Yet OGS did make an attempt recently to correct the darkroom ventilation problem. An air conditioner was installed a few weeks ago. But this new system poses a new problem: in removing noxious odors from the darkroom, it dumps them in the automobile service area. Conversely, the air conditioner picks up the garage fumes and blows them into the darkroom.

When asked if any thought had been given to this obvious health threat, an OGS engineer indicated a flat "no."



Board of Directors

Meeting highlights

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors did not meet during April. The regularly scheduled monthly meeting was cancelled due to an impending snowstorm.

At the regular Board meeting in Albany on May 19, discussions covered a wide range of topics. In official actions, the Board:

- Accepted the proposed contract for the position of Executive Director. (Note: Subsequent to the Board meeting, the candidate declined to accept the position.)
- Approved a lease for Buffalo Local 003 to rent an office for a year at a total cost of \$3,600 to be paid by the local.
- Approved attendance at a state or county workshop by an additional delegate in the event the offices of President and Board Representative from a local are occupied by the same person. This approval of expenses was made retroactive to the April 1983 State Workshop.
- Approved a County Executive Committee recommendation that the Board of Directors strongly urge the CSEA Political Action Fund Trustees to follow their own constitution and by-laws with regard to holding regular meetings.
- Approved a County Executive Committee recommendation that a committee be formed to assume the functions formerly performed by the Statewide CETA Committee in monitoring federal-and state-funded job programs.
- Approved a State Executive Committee recommendation that President McGowan be mandated to take strong and immediate action to resolve the problems with the President of Local 010, especially in view of possible election protests due to misleading information published in the local's newspaper.
- Approved a Communications Department proposal for a newspaper advertising campaign, with a budget ceiling of \$50,000.
- Tabled a motion which would have created the position of Director of Safety/Health Maintenance and EAP. Approved the Personnel Committee's recommendation to abolish the position of Administrative Assistant, Education Department.
- Approved budget line items for the expanded Data Processing Department totaling a \$20,624 increase, with fringes increased by \$6,805. Approved funding for the upgraded position of Meeting Coordinator, Grade 15. Approved a separate budget line to track the Education Department's publishing and selling of booklets to members on how to improve their performance on Civil Service exams.
- Reviewed and approved the Legal Committee report.
- Approved a motion that President McGowan enter into negotiations to affiliate with the New York State AFL-CIO, and report back to the Board of Directors within 90 days on the progress of those negotiations.
- Accepted the Charter Committee Report, redefining the membership clauses of "city locals" by setting forth definite geographic boundaries.

Questions by CSEA members concerning the union's Board of Directors should be directed to that member's Board Representative, Local President, or to the Office of the Statewide Secretary. Copies of the Secretary's Board minutes are mailed to all Board Representatives and Local Presidents.

Onondaga workers honored for highway safety



SAFETY HONORS were awarded to 72 Onondaga County Highway employees at a recent ceremony in Syracuse. Representatives of the four county highway sections receiving their certificates of merit from

SYRACUSE — More than 70 members of the Onondaga County Highway Unit of CSEA Local 834 Onondaga County received the county's first annual Highway Safety Awards at an official ceremony held recently at the Everson Museum Auditorium in Syracuse.

County Executive John H. Mulroy presented the awards to the employees for "exceptional job performance and overall compliance with safety requirements and regulations."

According to Mulroy, a Safety Awards Committee comprised of labor and management members created the annual awards program to foster an active interest in safety, to involve workers in accident prevention and to recognize those who contributed to accident reduction. Selections were based on work attitude, job performance, condition of employee's work area and an unblemished record with regard to accidents and personal injury.

Employees honored from the **JAMESVILLE SECTION** included: James Boyd, Thomas Boyd, Alan Brisson, William Burns, Frank Cannizzo, William Clark, Joseph Curr, Michael Devine, Robert Devine, George Dobrovec, Edward Downing, Donald Dwyer, Charles Eamer, Robert Elhers, John Field, Gary Foster, Charles Harris, Douglas Leonard, Andrew Leiber, John M. Long, Donald Mauro, David Moltion, William Moltion, Louis Muller, Richard Neimer, Robert Nicholas Sr., Joseph Picciano, Raymond Reylea,

Onondaga County Executive John Mulroy were, left to right, Robert Nicholas Sr., Mulroy, William Belko, Clifford Isgar and Carl Rice. Looking on, in rear, is CSEA Highway Unit President Bill Igloff.

Louis Ryan, Donald Schlicht, Richard Smith, Virginia Stone, James Thrall, Douglas Tily, Peter Torak and James Walker.

From the **NORTH SYRACUSE SECTION**: Robert Bellinger, George Boyea, Charles Eastwood, Kenneth Issacs, Ferdinand Lepinske, Harry Lubbe, Carl Rice, Scott Sargent and Dennis Schuelke.

Those named from the **CAMILLUS SECTION** were: Michael Bellso, Leonard Czachowski, David Egloff, Joseph Guyder, Leon Isgar, Clifford Isgar, James Kilgalen Sr., Alonzo Luke, Lewis Palmer, Wayne Recore, Lisle Simpson and David Storie.

MARCELLUS SECTION awards went to: William Austin, William Belko, Raymond Bisgrove, Charles Blouir, Norman Hopkins, Glen Ireland, John Isgar, Donald Males, Charles Masters, Joseph Murphy, Francis Randall, Eugene Ryan, Roger Slater and John Thompson.

Michael W. Brown, a Safety Training Instructor, also received an award.

In a comment following the presentation of awards, CSEA Highway Unit President Bill Egloff said, "Naturally, we are pleased and proud to see county highway employees honored for their safety records. Equally important, from the CSEA viewpoint, is the fact that the awards were made by a labor/management committee working in harmony for safer working conditions for highway employees and the county they serve."

TIER III HAS TO GO.

For your INFORMATION

ANNUAL REPORT

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

The annual financial statements of the Civil Service Employees Association, Inc. for the year ended September 30, 1982 and 1981 are reproduced on pages 17, 18 and 19. Our 1982 fiscal year was a successful one with year end income results in line with our budgetary expectations. Expenditures were below our original estimates in many areas and this has resulted in a net increase to our general fund surplus of \$2.5 million. This surplus will be used to offset the reduction in grants from the International, as detailed in note four of the financial statements.

The reports of our independent certified public accountants, Coopers & Lybrand, and the CSEA Statewide Audit Committee have also been reproduced.

WILLIAM L. MCGOWAN
President

BARBARA M. FAUSER
Treasurer

To the Officers and Directors THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the accompanying statements of assets, liabilities and fund balances of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1982 and 1981, General Fund and Insurance Fund, and the related statements of revenues and expenses and changes in fund balances for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. at September 30, 1982 and 1981, and the results of its operations and changes in fund balances for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis except for the change, with which we concur, in the method of recording compensated absences as described in Note 9 to the financial statements.

Albany, New York,
December 6, 1982

Coopers & Lybrand
Certified Public Accountants

Statement of GENERAL FUND ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1982 and 1981

	1982	1981
ASSETS		
Cash, including interest bearing accounts and certificates - Note 2	\$10,311,023	\$ 7,982,501
Marketable securities at cost (market 1982 \$3,354,944; 1981 \$2,254,716) - Note 1	3,354,944	2,255,706
Dues receivable	637,402	874,665
Other receivables, deposits and prepayments	650,796	415,118
Grant receivable, AFSCME - Note 4	308,333	325,000
Due from Insurance Fund	126,006	183,003
Land and buildings, executive headquarters, at cost	1,120,399	1,120,399
Equipment, at cost, less accumulated depreciation (1982 \$527,895; 1981 \$501,001)	242,474	230,485
	<u>\$16,751,377</u>	<u>\$13,386,877</u>
LIABILITIES		
Accounts payable, taxes withheld and accrued items - Note 6	\$ 863,983	\$ 699,299
Compensated absences - Note 9	319,231	307,909
AFSCME per capita dues	762,480	715,331
Due to locals for share of dues	2,020,318	1,905,699
Dues collected in advance	20,965	8,300
	<u>\$ 3,986,977</u>	<u>\$ 3,636,538</u>
COMMITMENTS AND CONTINGENT LIABILITIES Notes 4, 6, 7 and 8		
GENERAL FUND BALANCES		
Fund for general operations and working capital: Undesignated	\$ 3,260,777	\$ 2,444,299
Designated by the Governing Board to offset future dues increases	4,500,000	3,000,000
Fund for contingency	2,754,368	2,199,019
Fund for building and equipment investment	1,332,238	1,302,454
Fund for additions to building and equipment	295,801	278,728
Fund for replacement of building - Note 1	621,216	525,839
	<u>\$12,764,400</u>	<u>\$ 9,750,339</u>
	<u>\$16,751,377</u>	<u>\$13,386,877</u>

Statement of GENERAL FUND REVENUES AND EXPENSES for the years ended September 30, 1982 and 1981

	Fund for General Operations and Working Capital	Fund for Contingency	Other Funds	1982 Total	1981 Total
Revenues:					
Dues and fees:					
State	\$12,845,903			\$12,845,903	\$11,470,598
County	11,328,415			11,328,415	10,186,133
	<u>\$24,174,318</u>			<u>\$24,174,318</u>	<u>\$21,656,731</u>
Less:					
Refunds to locals	\$ 3,809,400			\$ 3,809,400	\$ 3,277,380
Political action provisions - Note 5	569,183			569,183	573,543
Affiliation dues - Note 4	8,939,593			8,939,593	8,314,612
	<u>\$13,318,176</u>			<u>\$13,318,176</u>	<u>\$12,165,543</u>
Insurance Fund reimbursement of expenses - Note 3	\$10,856,142			\$10,856,142	\$ 9,491,188
Employee Assistance Program Grants	371,094			371,094	412,264
AFSCME Grants - Note 4	322,872			322,872	276,864
Interest earned	3,750,000			3,750,000	5,925,000
Income from other sources	1,270,985	\$ 366,889	\$ 115,881	1,753,755	1,289,229
	31,675			31,675	62,075
	<u>\$16,602,768</u>	<u>\$ 366,889</u>	<u>\$ 115,881</u>	<u>\$17,085,538</u>	<u>\$17,456,620</u>
Expenses:					
Salaries, payroll taxes and other personal service	\$ 5,948,019			\$ 5,948,019	\$ 5,103,974
Employees' pension and group life insurance costs	742,118			742,118	637,919
Administrative travel, lodging and meals	771,128			771,128	823,338
Officers', directors' and committees' expenses	990,213			990,213	588,766
Official publication	735,810			735,810	1,123,990
Printing and communications	438,579			438,579	349,854
Legal services	1,849,589			1,849,589	1,732,672
Data processing services and equipment rental	397,238			397,238	375,062
General expense	201,202		68	201,270	157,525
Headquarters occupancy costs	170,609			170,609	157,837
Public relations programs	314,601			314,601	75,464
Travel allowance to locals	112,141			112,141	172,649
Regional offices, conferences, State and County workshop costs other than payroll	651,105			651,105	533,639
Delegate meetings, election expenses and organizational costs	689,108	2,840		691,948	448,135
Additions to fund for building and equipment investment representing purchases of equipment during year	38,530			38,530	10,789
	<u>\$14,049,990</u>	<u>\$ 2,840</u>	<u>\$ 68</u>	<u>\$14,052,898</u>	<u>\$12,299,613</u>
Excess of revenues over expenses before extraordinary item and the cumulative effect of change in accounting policy	\$ 2,552,778	\$ 364,049	\$ 115,813	\$ 3,032,640	\$ 5,157,007
Extraordinary income - Note 7					378,460
	<u>\$ 2,552,778</u>	<u>\$ 364,049</u>	<u>\$ 115,813</u>	<u>\$ 3,032,640</u>	<u>\$ 5,535,467</u>
Cumulative effect of change in accounting policy - Note 9					307,909
Income from operations	<u>\$ 2,552,778</u>	<u>\$ 364,049</u>	<u>\$ 115,813</u>	<u>\$ 3,032,640</u>	<u>\$ 5,227,558</u>

(Continued on Page 18)

ANNUAL REPORT

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Statement of CHANGES IN GENERAL FUND BALANCES
Years Ended September 30, 1982 and 1981

	General Operations and Working Capital	Contingency	Building and Equipment Investment	Additions to Building and Equipment	Replacement of Building	Total
Balance, October 1, 1980	\$ 815,656	\$ 1,751,882	\$ 1,313,513	\$ 243,776	\$ 426,859	\$ 4,551,686
1981 changes:						
Income from operations	4,859,643	261,137		32,798	73,980	5,227,558
Appropriations between funds	(231,000)	186,000	17,846	2,154	25,000	
Equipment additions			18,789			18,789
Depreciation on equipment			(47,694)			(47,694)
Balance, September 30, 1981	\$ 5,444,299	\$ 2,199,019	\$ 1,302,454	\$ 278,728	\$ 525,839	\$ 9,750,339
1982 changes:						
Income (loss) from operations	2,552,778	364,049	(68)	45,504	70,377	3,032,640
Appropriations between funds	(236,300)	191,300	48,431	(28,431)	25,000	
Equipment additions			38,530			38,530
Depreciation on equipment			(57,109)			(57,109)
Balance, September 30, 1982	\$ 7,760,777	\$ 2,754,368	\$ 1,332,238	\$ 295,801	\$ 621,216	\$ 12,764,400

NOTES TO FINANCIAL STATEMENTS

1. Significant Accounting Policies

Accounting policies conform to the fund accounting method for nonprofit organizations in accordance with generally accepted accounting principles. The Association reports on and maintains its records on the accrual basis of accounting, separating the accounts and records for the General Fund and the Insurance Fund.

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 3.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

Marketable securities are carried at amortized cost. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

Investment in land, buildings and equipment is stated at historical cost.

Depreciation is computed for equipment on the straight-line method based upon estimated useful lives varying from 5 to 10 years. No depreciation is provided on the investment in buildings. In lieu of depreciation for the headquarters building, the Board of Directors approved an annual appropriation from the General Fund of \$25,000 for forty (40) years to fund replacement of this building.

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 6.)

2. Cash in Interest Bearing Accounts and Certificates

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of \$1,750,000 with a banking institution. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987.

3. Group Life Insurance Reimbursement of Expenses

The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1981 and 1980. The effect of these studies was to increase fund income and balance of insurance fund by \$28,906 and decrease fund income and balance of insurance fund by \$12,264 for the respective years. General fund income and balance of fund for general operations were conversely decreased and increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1982 has not yet been initiated.

4. Affiliation Agreement

In April 1978, the Association entered into a three-year affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). The terms of the agreement provided for the Association to pay

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. INSURANCE FUND - FOR INSURED MEMBERS ONLY

STATEMENT OF ASSETS, LIABILITIES and FUND BALANCE (DEFICIT) as of September 30,

	1982	1981
ASSETS		
Cash	\$ 111,088	\$ 4,307
Due from insurance underwriter	190,623	194,930
	<u>\$111,088</u>	<u>\$194,930</u>
LIABILITIES		
Due to General Fund	\$126,006	\$183,003
FUND BALANCE (DEFICIT)		
Restricted for members insured under the group plan	(14,918)	11,927
	<u>\$111,088</u>	<u>\$194,930</u>

STATEMENT OF REVENUES, EXPENSES and FUND BALANCE (DEFICIT) for the years ended September 30,

	1982	1981
REVENUES		
Refund from insurance company	\$354,763	\$345,015
Interest earned	173	219
	<u>\$354,936</u>	<u>\$345,234</u>
EXPENSES		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 3	\$371,094	\$412,264
Other expenses	10,687	29,674
	<u>\$381,781</u>	<u>\$441,938</u>
	\$(26,845)	\$(96,704)
Fund Balance - beginning of year	11,927	108,631
Fund Balance (Deficit) - end of year	<u>\$(14,918)</u>	<u>\$ 11,927</u>

AFSCME a per capita tax of two dollars and ninety cents (\$2.90) per member each month. As part of the agreement, AFSCME issued an organizational activities grant to the Association of two dollars and sixty-five cents (\$2.65) per member per month for each of the first twelve months of the agreement and two dollars and forty cents (\$2.40) per member per month for each of the second twelve months of the agreement. This agreement was amended, effective January 1, 1981, whereby CSEA became a permanent affiliate of AFSCME incurring all financial obligations of an AFSCME local. As a permanent member, CSEA must pay the prevailing AFSCME per capita tax per member per month (\$3.50 1/1-12/31/82; \$3.25 1/1-12/31/81). The amended agreement also provided for an organizational grant of three million dollars (\$3,000,000) paid by AFSCME to CSEA upon execution of the agreement and for AFSCME to pay organizational grants to CSEA amounting to nine million six hundred thousand dollars (\$9,600,000) payable in varying monthly amounts ranging from three hundred twenty-five thousand dollars (\$325,000) to fifty-nine thousand dollars (\$59,000) over the next forty-eight months.

5. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$569,183 and \$573,543 recorded in the fund for general operations and working capital represent the amounts appropriated and

(Continued on Page 19)

ANNUAL REPORT

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

(Continued from Page 18)

transmitted to the political action fund for the years ended September 30, 1982 and 1981, respectively.

6. Employees Retirement Plan

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$689,117 and \$595,612 for the years ended September 30, 1982 and 1981, respectively. The estimated amount required to complete funding of the prior service costs is \$709,911 (over a remaining period of 15 years) recalculated as of the December 15, 1981 actuarial date. The Association's policy is to fund pension costs accrued. A change in the valuation assumptions and funding method during 1980 increased liability for funding of the prior service costs by \$321,213. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1981 is presented below:

Actuarial present value of accumulated plan benefits:	
Vested	\$2,823,366
Nonvested	653,270
	<u>\$3,476,636</u>
Net assets available for benefits	<u>\$5,348,408</u>

The actuarial present value of vested accumulated plan benefits as of December 15, 1980, calculated in accordance with the Accounting Principles Board Opinion No. 8, was \$3,721,927. Net assets available for benefits were \$4,658,811 as of December 15, 1980.

7. Litigation

The Association had instituted an action against a corporation which formerly provided computer services to the Association. The action was based upon a breach of contract. This action was successfully concluded during the

year ended September 30, 1981. The resulting settlement, \$378,460, has been accounted for as an extraordinary item in accordance with Accounting Principles Board Statement #30.

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1982, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

8. Lease Commitments

The Association is committed to various noncancellable leases for rental of office space for satellite and regional offices expiring at various dates. Minimum rental payments under such leases for the next five fiscal years are as follows:

Fiscal Year	Amount
1983	\$292,099
1984	253,733
1985	136,460
1986	97,520
1987	81,864
Total minimum payments required	<u>\$861,676</u>

9. Accounting Change

During the year ended September 30, 1981, the Association elected early application of the Financial Accounting Standards Board Statement No. 43, "Accounting for Compensated Absences". In prior years, no liability was recorded for employees' compensation for future absences, principally related to vacation pay. In accordance with the treatment prescribed by this Statement, the cumulative effect of the change was applied to the 1981 financial statements. The change resulted in additional expenses of \$307,909 for the year ended September 30, 1981.

The Special Auditing Committee met with representatives of our independent accounting firm, Coopers & Lybrand, at CSEA Headquarters on April 8, 1983 to review the Annual Financial Report of CSEA, Inc. for the fiscal year ended September 30, 1982.

A management letter was not issued by Coopers & Lybrand. The accountants found the internal controls adequate and functioning properly and felt a management letter was not needed. The representatives did, however, discuss some changes in the accounting policies which should be implemented in the 1983 fiscal year as a result of the publication, in 1981, of an "Industry Audit Guide for Not-for-Profits" by the American Institute of

Certified Public Accountants.

The changes are limited to the Plant Fund. At present, CSEA does not depreciate the Headquarters building. In place of depreciation, an annual transfer of \$25,000 is made from the General Fund to the Plant Fund. These funds are set aside and invested by the Plant Fund and would be used when it was time to replace the current Headquarters building. The representatives of Coopers & Lybrand explained in order to comply with the new industry guides, CSEA must begin depreciating the building. CSEA could continue to fund the replacement of the building. Comptroller Stack indicated that this new accounting policy would be implemented in the 1983 fiscal year.

Respectfully,
SPECIAL AUDITING COMMITTEE
 John Geraghty, Chairperson Joseph LaFreniere
 Alice Groody Mary Sullivan
 Charles Perry John Eiss
 Brian Dalton



RETIREES DOING THEIR PART — Membership in CSEA retiree locals enable retired public workers to continue performing a variety of important work on behalf of unionism. In photo at left, members of Westchester Retirees Local 921 are shown helping prepare election ballots for Westchester County CSEA Local 860. Nearly 10,000 envelopes had to be stuffed and labeled for the election, and ballots in the Local 860 election are due on or before June 15, with replacement ballots available on or after June 2. Shown, from left, are Gertrude DeVincent, Local 860 Election Committee Chairperson Don Lauro, Local 921 President Wilfrid Migneault, Donald Webster, Adele Pierce, Vivien Pelalver and Raymond Kunkler.



There's not much rope left.

Across New York State over the last decade, public employees have made major sacrifices. Time after time, state and local budgets have been balanced at the expense of public workers.

And again, they're being told to do "more with less."

What does that mean in reality? Highway crew layoffs mean streets and roads will continue to deteriorate. Patients in public hospitals and infirmaries will be cared for by staff exhausted from overtime and double shifts. And in towns, villages and school districts across the state, the continued squeeze will inevitably affect the present quality of services to the public.

Last year, CSEA negotiated a good contract that marked the first time in a decade State employees made gains on inflation. But they also had to accept "lag payroll" and other concessions. Members under the Tier III retirement plan may never even get back the money they paid into the plan.

It's put morale at an all-time low.

More than 8000 State workers, twice as many as expected, chose early retirement as an option to end their public careers last month. More than 2600 workers never got an option. They were simply laid off.

While the more than 200,000 public employees we represent proudly give their best effort to serve New Yorkers, they can only give so much. It's not too much to expect what any worker deserves . . . decent pay, fair treatment and a little respect . . . while there's still room left at the end of this rope.

CSEA

The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
William L. McGowan, President