

Public SECTOR

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Wednesday, July 16, 1980



OSHA SIGNED — As CSEA President William L. McGowan watches over his shoulder, Gov. Hugh L. Carey signs historic OSHA bill.

OSHA bill inked

'Right to know' also signed

ALBANY — With CSEA President William L. McGowan looking on, Gov. Hugh Carey on July 1 signed legislation making occupational safety for public employees a part of the laws of the State of New York.

For CSEA, the enactment of public employee OSHA legislation marked a major legislative victory that is expected to turn the tide on an occupational injury rate in the public sector of this state that is more than 30 percent higher than the occupational injury rate in the private sector in New York.

"We have finally won equality with our Brothers and Sisters in the private sector in the area of job safety," commented President McGowan during a press conference with the Governor at the State Capitol.

The signing of the public employee OSHA legislation, CSEA's number one legislative priority this year, was one of two major safety victories for the state's public employee union. So-called "Right to Know" legislation was also enacted by the Legislature and signed into law by the Governor.

This Legislation was originally drafted by the Legislature as a measure to require private sector employees in New York State to inform all employees of the presence of toxic substances in work locations and to provide education and training on at least an annual basis for employees routinely exposed to these substances.

The legislation was monitored by CSEA's lobbyists who objected to the exclusion of public employees from its protection, and at a joint hearing of the Assembly Committee on Environmental Conservation and the Sub-Committee on Toxic and Hazardous Substances, the lead sponsor of the legislation, Niagara County Assemblyman Joseph Pillittere, agreed to an amendment to the legislation to include public employees under its protection.

For a workforce of more than 900,000 employees previously unprotected by any occupational safety standards, 1980 became a windfall year for public employee safety.

Both measures contain provisions that make them effective in January 1981. In the interim period special task forces established by the state will begin to establish procedures to ensure that an effective administrative system is in place to enforce the laws when the legislation takes effect.

The public employee OSHA legislation provides several major gains for CSEA members including:

- the statutory right for a public employee to initiate a complaint about safety conditions at a work location. The law expressly forbids management from taking any form of retaliatory action against the complaining employee.

CONGRATULATIONS are exchanged between the Governor's Office of Employee Relations Director Meyer Frucher, left, and CSEA President William L. McGowan immediately following the signing of the OSHA legislation by the governor. OER Director Frucher said the signing fulfills a commitment by Gov. Carey during contract negotiations last year to support a reasonable occupational safety bill, and that the current CSEA-State contracts were designed to pave the way for such legislation. Frucher also worked to gain legislative support for CSEA's OSHA bill, testified on behalf of it in legislative hearings, and wrote a memorandum of support for the OSHA bill to Governor Carey. OSHA was CSEA's number one legislative priority, and the bill moved through the Legislature this year with strong bipartisan support.

- the integrity and thoroughness of enforcement is assured by a provision allowing a representative of employees the right to accompany an inspector during the investigation of an alleged safety violation.

- there is a "feedback" provision that requires the Industrial Commissioner of the State of New York to respond to complaints by issuing a report on the findings of each complaint inspection.

- the legislation establishes procedures for the training of employees in effective safety procedures.

- centralized reporting of occupational accidents will become a reality for the first time. This procedure, never used before in New York State, allows administrators to identify specific types and locations of occupational accidents that generate worker injuries.

- the law incorporates all of the rules and regulations of the federal Occupational Safety and Health Administration (OSHA) into the New York public employee OSHA program.

The Right to Know legislation will provide public employees who are exposed to toxic substances with the following improvements.

- employees have a right to know the nature of the toxic substances to which they are exposed and particularly the health hazards posed by these substances.

- requires employers to keep track of employees exposed to toxic substances on a routine basis and to keep these records available for a period of forty years from the exposure date so that those exposed can be identified should the need arise at some future date.

- the law mandates special education and training for persons routinely exposed to toxic substances on a regular basis, at least annually.

"These bills are proof to all public employees that this union cares about their well-being," President McGowan told reporters.



Performance evaluation system revised

ALBANY — A revised Performance Evaluation System for CSEA's statewide Operational, Administrative and Institutional bargaining units has been hammered out, and will become effective on Oct. 1 — although actual ratings may not begin until at least Nov. 1, 1980.

The system, part of the union's 1979-82 contracts for the three units, allows outstanding employees to rise to the top of the state's salary scale faster than they could under the old "increment" system, and provides incentive for excellence among veteran employees, too. When it was learned that many employees were not being rated strictly according to their job performance under the old system, the system was temporarily suspended.

"Before the system can begin again," CSEA President William L.

McGowan said at the time, "We have to make sure that people are being rated exclusively on how well they do their job, and not on any extraneous factors."

A simpler, more understandable and somewhat less subjective system has now been created, according to MARTIN LANGER, director of the CSEA/State Committee on Performance Evaluation, which revised the system.

"The biggest difference between the two plans is that this one mandates that all supervisors will initially be trained in the concepts and ideas of the new system and eventually given technical instruction on how to determine job standards and rate employees," Mr. Langer said.

Previously, supervisors, because they lacked training were prone to rating employees on personality and other irrelevant factors.

Professional consultants will be employed by both CSEA and the State when each conducts training programs for union leaders and the State workforce respectively. Additionally union representatives will be invited to attend management's training sessions for supervisors. The union's training sessions will be for local officers and leaders, so that all employees at all work locations will know how the system works and what their ratings are if they disagree with their ratings for any reason.

Individuals will retain the right, as they have, to appeal ratings to local appeal Boards. Additionally for handling procedural problems as well as alleged misapplications of job standards, labor/management committees will be established at each work location. Unresolved issues will go before a neutral for resolution.

Another major difference is that the revised system has three categories instead of four. Employees will be rated as "Unsatisfactory," "Effective" or "Outstanding."

"Formerly, the employees understandably looked at the four categories as two good ones and two bad ones," Mr. Langer noted. "So, many of them felt insulted at receiving a 'Satisfactory' rating, which was one of the two lowest ratings, when really, a 'Satisfactory' rating meant you were performing your job in a perfectly effective manner. We feel that the new system makes more sense."

Serving with Mr. Langer on the committee that worked out the new system were Marie Romanelli, representing the Administrative unit, Marilyn McFee, representing the Operational unit, and Bill Chacona, of the Institutional unit.

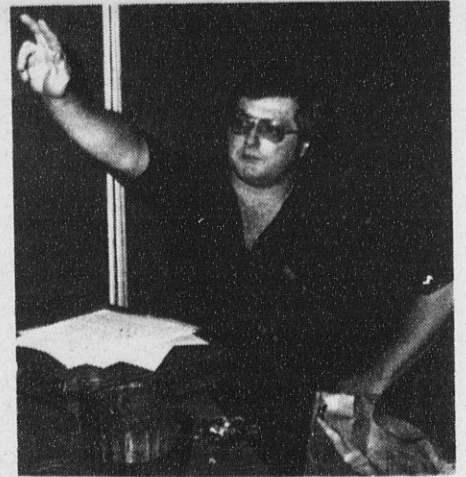
Recently, CSEA's Presidential Task Force on Performance Evaluation — leaders of the three units from around the state, convened in Albany to hear details of the new plan.

The Force will participate in the union's training sessions this summer, and will continue to be involved during the implementation of this revised system.

"The idea behind the system was always good," President McGowan said. "It allows employees to go through the salary scale in from 18 months to 4 years depending on performance, where under previous contracts, it took everyone five years to reach the top of scale, no matter how well or badly they did their job. And even if you get the lowest rating, the longest you can now have an increment withheld for is a year."

"The system also gives a \$321 bonus to all outstanding employees who have already reached the top of their scale, so they have some incentive to continue to excel."

In accordance with contract provisions one half of one per-cent of the state's payroll has been segregated for awards. This translates to a pool of \$4.8 million



CHUCK GREGORY, President of Binghamton Psychiatric Center CSEA Local 441 and a member of the President's Task Force, asks a question about the revised performance evaluation system during last week's meeting to learn details of the system.



MARTIN LANGER, Director of the CSEA/State Committee on Performance Evaluation, explains the revised system to members of CSEA's Presidential Task Force on Performance Evaluation last week in Albany.

dollars for this purpose.

As with the previous plan, the revised system provides for a statewide appeals board for unsatisfactorily rated employees who want to carry their ratings protests beyond the local level. That board will continue to consist of a management representative; a CSEA representative; and a neutral person to be agreed upon by both sides. All three members of this board maintain the right to vote.

"While this revised system will work toward correcting many of the problems which surfaced during the first round of evaluations these problems will not be totally corrected overnight. The key to this system will be the creation of appropriate job standards. Given the thousands of titles which exist in the three bargaining units, the development of standards for each of those titles cannot be accomplished during the next few weeks," Langer said.

McGowan blasts gov for retiree rejections

ALBANY — In a stunning blow to the hopes of thousands of retirees living on fixed incomes in New York State, Gov. Carey has vetoed both the modest increase CSEA won for the retirees in the state legislature this year, and their \$2,000 death benefit.

CSEA President Bill McGowan said the vetoes represent "an abandonment of career public employees who have been forced by inflation to live out their lives in virtual poverty."

He would not rule out the possibility that the union would attempt to have the legislature override the vetoes of the two bills, both of which passed the legislature by overwhelming majorities.

The average pension of state employees last year was less than \$4,000, but McGowan noted that, "for most of the more than 100,000 people affected by these bills, the pension is more like \$2,000 a year. It is a disgrace for the Empire State to spend tens of millions of dollars on it home for the giants of industry while denying its own employees a decent standard of living in their retirement."

The state recently allocated more than \$30 million for the relocation of the offices of the American Stock Exchange.

The pension supplementation bill would have provided a three percent increase in the pensions of public employees who retired since 1976; a seven percent increase for those who retired between 1976 and 1970; and a three percent increase for those who retired prior to 1970.

"Those people have had their purchasing power cut in half by inflation," McGowan pointed out. "The veto of this bill is a cruel denial of basic economic dignity to a group of people who served our state for many years."

The death-benefit bill would have made survivors of state employees who retired before Sept. 30, 1966 eligible for a death benefit of \$2,000. Survivors of employees who retired since that date are presently eligible for a benefit, upon the death of the employee, of either \$2,000 or \$3,000, depending on the date of retirement.



Patriotism main theme of program on America

MILAN — You couldn't escape the patriotism here last month. Not only was it Flag Day, but Department of Transportation CSEA Local 507 had designated it as "I Am an American Day" as well.

As one drove into Wilcox Memorial Park, flags tied to trees with yellow ribbons greeted you; 53 flags, one for each of the hostages in Iran.

The hostage situation is what prompted Local 507 member Bill Michitsch to organize the celebration. Michitsch said he felt unions should take a stand on the hostages.

"We just wanted to do something to show the community and the country that our union has not forgotten the hostages," Michitsch said.

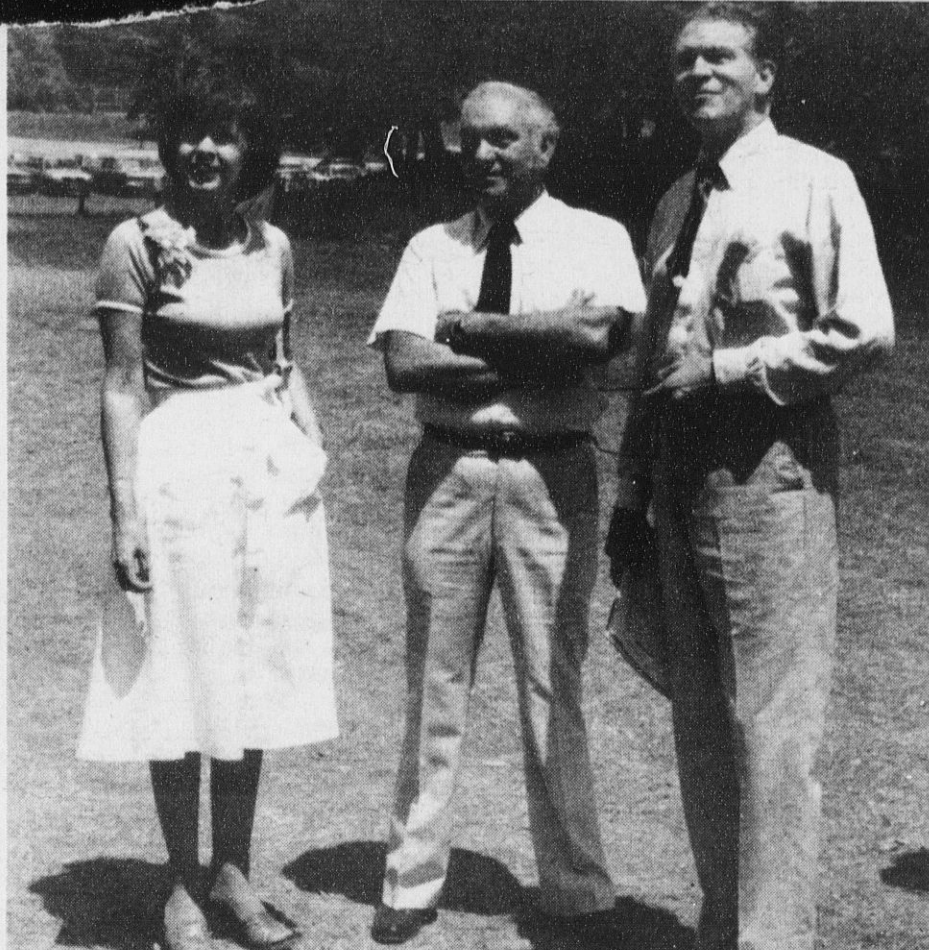
Ceremonies included the raising of the flag to half mast in honor of the eight men who died in the abortive attempted rescue of the hostages.

There were speeches by Dutchess County Executive Lucille P. Pattison and a spokesman for New York State Assemblyman Stephen Saland, both of whom received strong CSEA support in recent elections.

Both read proclamations declaring June 14 "I Am an American Day" throughout the county and the state.

Congressman Hamilton Fish Jr. also spoke, saluting Michitsch's efforts. Besides being a patriotic day, Fish referred to it as one for the family, an important American institution.

CSEA members and their families dotted the lakeside beach, enjoying the hot, sunny day, the speeches and the music.



SPEAKERS AT "I Am An American Day," sponsored by CSEA Department of Transportation Local 507, include Dutchess County Executive Lucille Pattison, left, and Congressman Hamilton Fish, Jr., right.



AMONG THOSE ENJOYING the CDPC dance program were, from left, Valerie Chaput, Mary Elizabeth Posniewski, Albany State student Scott Mescon, a volunteer aide; CDPC staffer Paulette Young, Donna Martin, CDPC staffer Emile Nadeau, and Lydia Barnes.

Unique aid to Olympics

ELMIRA — When the call went out to the CSEA membership to support the Special Olympics held last month at Elmira College, CSEA Local 437 at the Elmira Psychiatric Center responded in a unique way.

According to Pat Kelly, secretary of Local 437, a group of employees at Elmira Psychiatric Center decided to forego celebrating Father's Day with their families to volunteer their time to the worthy cause.

"We wanted to pitch in and do our part," Ms. Kelly said, "so twenty-two of us helped to prepare and serve Sunday breakfast to the Special Olympians and staff members. We estimated that with preliminary meetings to organize the group and a full day Sunday, it amounted to over 225 hours of volunteer service."

Addie Kelley, president of Local 437, praised the group for its effort, and singled out Ms. Kelly for serving as team leader.

Calendar of EVENTS

July

- 19—Black River Valley Local 015 family picnic, 11 a.m., Wescott Beach State Park.
- 21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 21—Region III Mental Health labor/management meeting, 1 p.m., Hudson River Psychiatric Center, Poughkeepsie.
- 23—Saratoga County Local 846 general membership meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 23—Capital District Retirees Local 999 clam steam and steak roast, 1-8 p.m., Krause's Halfmoon Beach and Grove, Crescent.
- 23—Capital Region Employee Assistance Program pre-implementation program, Empire State Plaza, Albany.
- 24—Rockland Psychiatric Center Local 421 retirement dinner for Ruverna Ward, 7:30 p.m., Villa Venece, Orangeburg.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.
- 26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.
- 26—Southern Region III workshop, "women in the labor movement; issues and problems," 9 a.m.-4 p.m., Holiday Inn, Newburgh.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.
- 16—Rensselaer County Local 842 annual steakroast, 1 p.m., Krause's Halfmoon Beach, Crescent.
- 20—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.

Clients and staff organize dance program at psy center

ALBANY — Clients and employees of developmental centers, halfway houses and hostels from throughout the Capital District recently joined the patients and staff of the Capital District Psychiatric Center for a summer's evening dance organized by two CDPC employees and some of the clients they care for.

Several members of the CDPC Local of the Civil Service Employees Assn. assisted by serving as

chaperones at the dance.

According to Emile Nadeau, a licensed practical nurse, the party was arranged by he and Paulette Snead, a mental hygiene therapy aide, in an effort to boost the morale of the patients by providing them with an opportunity to organize and host an event for themselves.

The affair included refreshments, a band for dancing and entertainment by staff and clients.



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Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer
Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



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McCarthy elected a board rep

ALBANY — The CSEA Statewide Elections Procedures Committee has announced that George McCarthy, President of Local 423 at the St. Lawrence Psychiatric Center, has been elected Region V Mental Hygiene Representative to the State Executive Committee.

The official results of the July 3rd tally were 577 for McCarthy; 295 for Charles Gregory, President of Local 441 Binghamton P.C.; and 238 votes for William Krivyanik, President of Local 449 at Broome Developmental Center. There were also 28 write-in votes cast.

McCarthy is a resident of Ogdensburg and has been actively involved in CSEA activities for a number of years. He is presently serving his third term as President of Local 423.



CONDUCTING THE COUNT — Greg Szurnicki, left, chairman of the CSEA Elections Procedures Committee, and Bob Tarsitano, a committee member from Region I, check eligibility of voters as part of the procedure of counting ballots for the election of a Region V Mental Hygiene representative on the union Board of Directors.



SUFFOLK COUNTY LOCAL 852 Executive Vice President Robert Kolterman, left, swears in Anthony Rignoli as the president of the Town of Brookhaven Blue Collar Unit while the members of the Unit Executive Committee look on.

Safety Hotline

800-342-4824

The Editor:
On behalf of the membership of Unit 5/6, Local 334, Judiciary Employees, based in Binghamton, I should like to take this opportunity to extend our sincerest appreciation to all of the CSEA staff and members who made the non-judicial employee cover-in bill a reality.

It would be very difficult to list the names of all of the people who worked so hard and so long to bring about the cover-in. Indeed, a few names would inevitably be omitted and rather than make it seem as though those people's contributions were deemed less worthy than others, a blanket thank you is offered. The tragedy which has been averted by the enactment of this bill is hard to imagine. The livelihoods of hundreds of CSEA members literally hung by a thin thread for what seemed a very long time. Many people who had absolutely nothing to gain by a cover-in pitched in and pushed long and hard — some, I am afraid to say, pushed much harder than the people who stood to lose everything. To all of you who helped, lobbied, wrote letters, spoke out, offered your support and your prayers, a great debt of gratitude is owed. It is my hope that this small measure of thanks goes toward that debt.

Paul R. Goodman
Secretary, Unit 5/6, Local 334
Judiciary Employees,
CSEA/AFSCME

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

Change of Address for 'The Public Sector'

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

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

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

map available

A new four-sheet multicolor map of the Empire State has been published by the New York State Transportation Department. The 1980 map replaces the 1974 edition and has been thoroughly revised.

The map is printed in five colors on four 39x54 inch sheets. The scale of the map is 1:250,000 — one inch represents approximately four miles. Map sheets can be used individually or joined together to form a 9x7 foot State wall map.

The map has four overlapping sheets — North, Central, South and West. Each sheet costs \$2.50. Orders must include payment and should be sent to the Map Information Unit, New York State Department of Transportation, State Campus, Albany, N.Y. 12232.

Workshop for women

NEWBURGH — Southern Region III will hold a workshop on women in the labor movement: issues and problems at the Newburgh Holiday Inn, 9 a.m.-4 p.m. on July 26. The meeting is open to all members of CSEA Region III.

Taking part in the program will be CSEA Education Director Thomas Quimby, Region III Womens Committee Chairman Barbara Schwartzmiller and her committee, and Robert McEnroe and Anita Patterson of AFSCME.

CSEA'S BARBARA PICKELL

She keeps an eye on pension investments and seeks the conscience of corporations

BINGHAMTON — Should the First Chicago Corporation stop investing in South Africa? Should Kellogg's stop advertising its cereals during Saturday morning children's television shows? Should the Weyerhaeuser Corporation develop a new wildlife habitat policy for its managed woodlands?

One CSEA member spends long hours studying and worrying about issues such as these.

As a member of the Proxy Subcommittee of the Comptroller's Advisory Council, Barbara Pickell recommends the CSEA vote on scores of issues raised by stockholders of the many companies in which the \$11.8 billion Common Retirement Fund has investments.

"As CSEA members and as public employees we don't often think about it, but we actually own big blocks of stock in hundreds of companies," the president of the Broome County CSEA Unit said. "What unions and governments nationwide are just now beginning to realize is that all this pension fund money is a major economic force — a force which could be used to shape corporate policy."

It has been estimated that pensions are the largest single source of capital for the U.S. economy, and that pension funds own between 20 and 25 percent of the stock of companies on the New York and American exchanges.

"Unions are just now beginning to flex their economic muscles," Barbara added, citing the pressures that have been brought against J. P. Stevens & Co. as an example. "Pension funds must be invested profitably, of course. But as stockholders we must also have a conscience. We must remind corporations of their social and moral responsibilities."

The "conscience" of the NYS Common Retirement Fund is the Proxy Subcommittee, established by Comptroller Edward Regan in 1979. Its nine members include representatives of CSEA and three other public employee unions.

Under Securities and Exchange Commission regulations, any stockholder may raise an issue at annual stockholders meetings, usually held in the spring. Arguments on these issues are distributed in writing to all the company's stockholders. Any stockholder may vote in person at the annual meeting or by mail by filling out a proxy.

In general, company management recommends AGAINST these social issues raised by stockholders, and unless a stockholder signifies he or she is FOR the proposal, the proxy is counted as voting with company management and against the proposal.

That's where the New York committee comes in.

"Pension funds must be invested profitably, of course. But as stockholders we must also have a conscience. We must remind corporations of their social and moral responsibilities."



BARBARA PICKELL, right, is active in numerous union situations. Here, as president of the Broome County Unit of CSEA Local 804, she discusses union business with one of her members.

Committee members study each proxy statement, and the committee then recommends a vote to the Comptroller. In Barbara's case, she discusses issues with CSEA President William L. McGowan and CSEA legal staff before casting her vote.

"The Comptroller has pledged to vote according to the wishes of the committee," Barbara said, adding that he stood firmly by the committee even in one instance when a corporate officer called to dissuade him.

So Barbara and the other committee members spend hours deciding that one company should not expand its operations in South Africa, that a nuclear power plant should establish a committee to report to stockholders on the disposal of hazardous wastes, or that a third company should stop marketing infant formula in Third World countries.

Although Barbara readily admits that most shareholder resolutions are easily defeated by corporate management's huge blocks of votes, she's not discouraged.

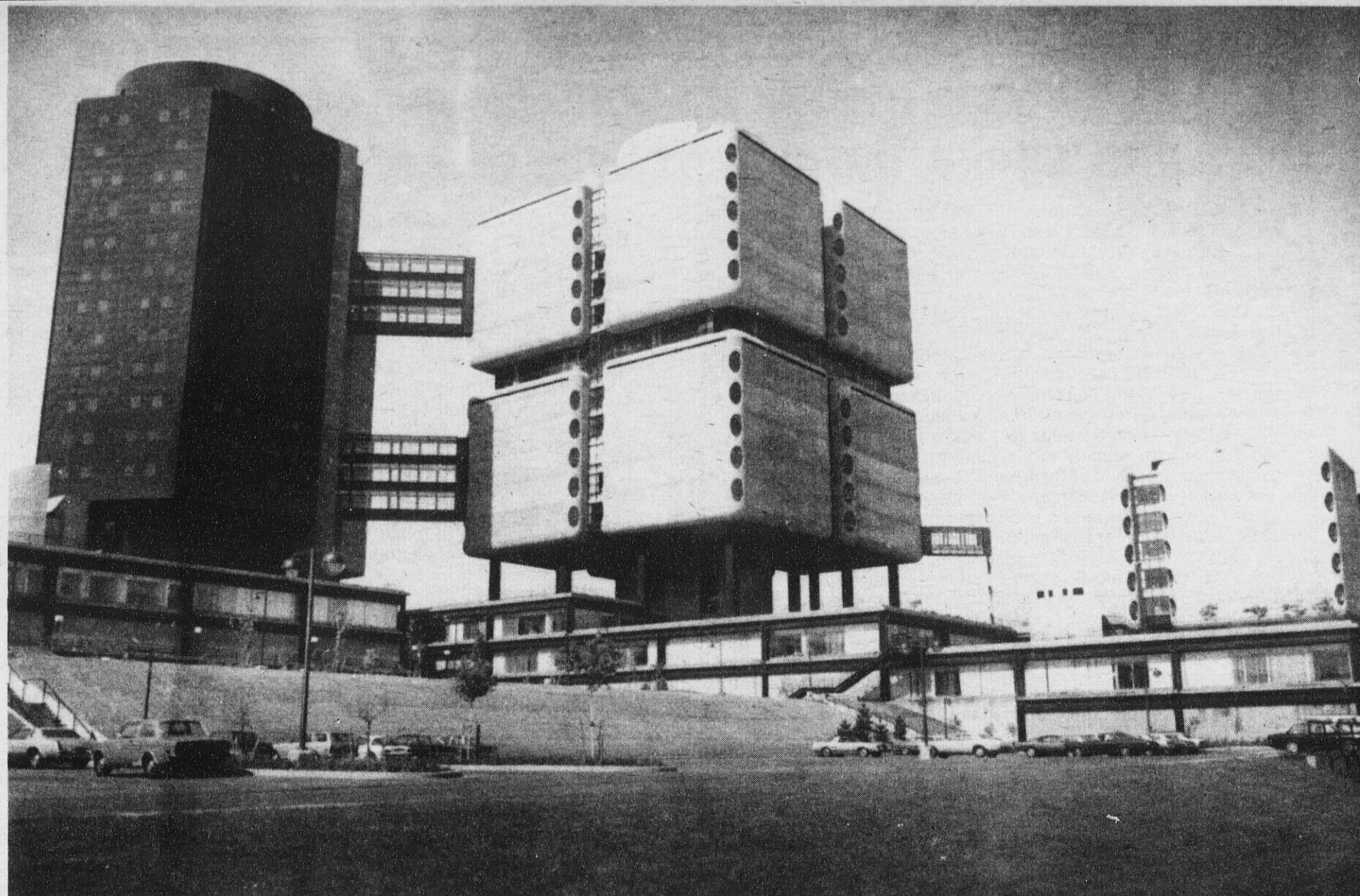
"This idea is just getting started. When unions and governments all over the country realize how much economic power they have through their pension funds and start using that power, corporations will have to listen."



TWO EAP AGREEMENTS SIGNED — Employee Assistance Program pacts were signed recently for employees of the State Health Department and the Wilton Developmental Center. In photo at left, CSEA Capital Region President Joseph E. McDermott, left, signs the EAP agreement for the Health Department as Dr. David Axelrod, Health Department Commissioner, and CSEA Local presidents Doris Rabinowitz, Labs and



Research, and C. Alan Mead, Health Department, review language. In photo at right, the Wilton Developmental Center EAP agreement signing included, from left, Acting Local President Fran Wilusz, EAP Representative James Murphy, EAP Coordinator Rose Haley, and Daniel T. Donohue, Acting Director of the Wilton Developmental Center.



THIS MASSIVE 13-story, \$150 million University Hospital at SUNY Stony Brook was dedicated in May. Because of this new complex, the SUNY workforce is expanding at about 100 new employees a month, resulting in the rapid expansion of CSEA Local 614.

Rapid growth of membership both blessing and a burden

STONY BROOK — While the State's medical and administrative brass were landing the opening of the \$150 million, 13-story University Hospital at SUNY at Stony Brook, at a May dedication ceremony, Charles Sclafani, President of CSEA Local 614, had mixed feelings.

For the president of the 1,400-member local, the completion of the hospital, the last building in the mammoth Health Sciences Center, could make his rapidly growing chapter, which encompasses the Health Science Center and the State University campus, the largest in the CSEA. However, the problems of helping a new work force that is expanding by as much as 100 employees a month and dealing with a new management are making life difficult at best for the 27-year old labor leader.

"New people are being hired from the private sector who are unfamiliar with civil service laws and problems. Moreover, we're having difficulty getting accurate job descriptions and titles for the new people. Finally, the main campus administration, and the Health Sciences Center management are squabbling over jurisdiction and both sides are issuing conflicting

directives to CSEA members," Mr. Sclafani said in an interview last week.

More than 800 people have already been hired in the hospital and total employment is expected to reach 2,700 by 1984 when the hospital will be fully operational. By the end of this year, the staff total should reach 1,975 according to the hospital administration. In addition to the 1,075 medical positions, service jobs will include attendants, laboratory technicians, computer operators and clerical and janitorial positions.

The University Hospital is part of the \$300 million Health Sciences Center complex located on a 250-acre site adjacent to the 1,100 acre State University campus. The Center features three towers rising from a five-level underground base. It was completed in three stages. A Clinical Sciences Tower opened in 1976. In 1978, a Basic Health Sciences Research Tower was completed. While the other towers are concrete block shaped structures, the twin towers of the new hospital are sheathed in dark brown glass panels and are connected by glass-enclosed corridor bridges. The entire Health Sciences

Center complex, the tallest habitable structure in Nassau and Suffolk Counties, has almost 2 million square feet in area, exceeding the interior floor space of the Empire State Building.

The new Hospital is a tertiary care facility. In addition to offering primary clinical care, and secondary care such as a community hospital it also offers tertiary, or third level, care which includes sophisticated treatment and unusual procedures for rare and complicated illnesses, such as transplantation and open heart surgery. Also, the hospital will eventually have a burn unit, a linear accelerator for cancer radiation treatment, a CAT scanner, and a full range of sophisticated laboratory and diagnostic services.

It will take a highly trained and dedicated medical and service staff to make the hospital successful, Mr. Sclafani said. To help make new employees' first days on the job a bit easier, Local 614 First Vice President Elizabeth Holt conducts briefings at the employee orientation every two weeks on the 13th floor of the hospital. In addition to explaining union rights, the contract and grievance procedures, Ms. Holt urges new

employees to join the union. "We're signing up two-thirds of the new employees that are coming. We tell them that since their dues are already being deducted they might as well join so they can vote on contracts and in union elections," Mr. Sclafani said.

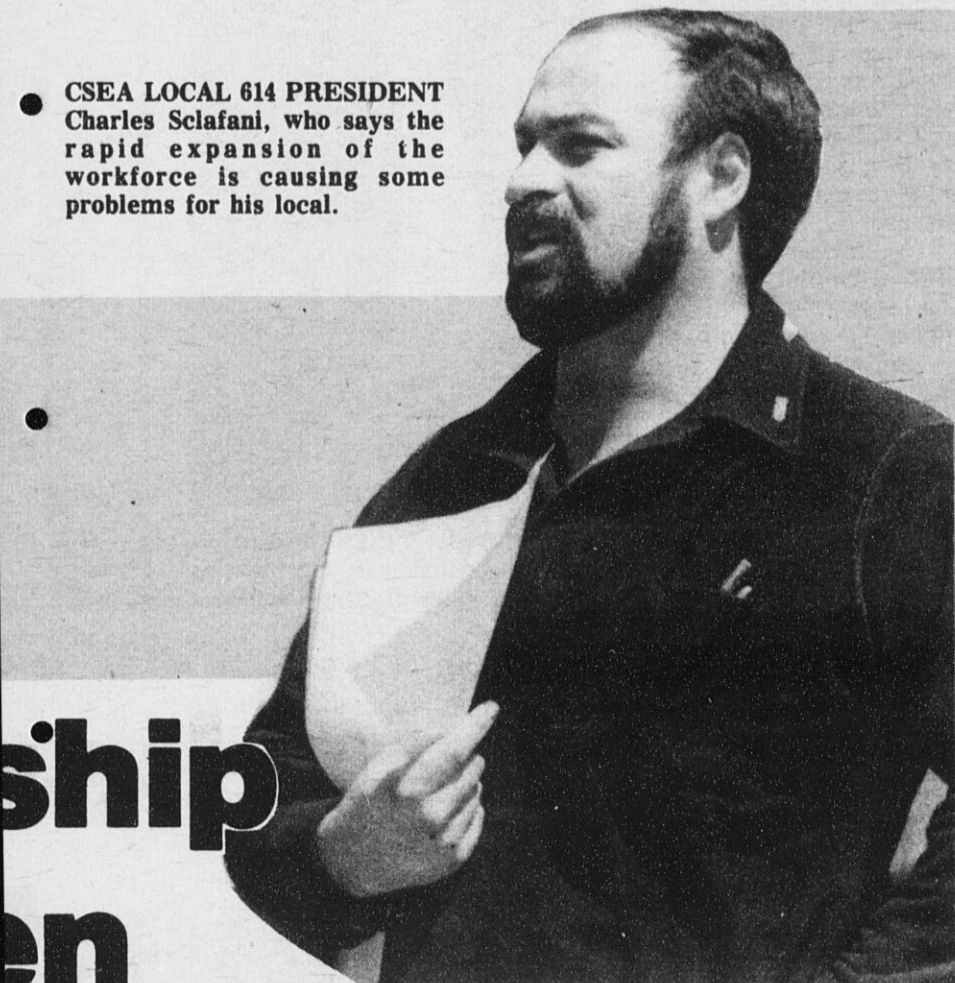
Once workers are hired at the new facility, they encounter other difficulties peculiar to the Hospital at the Health Sciences Center according to Mr. Sclafani, Joseph Chillemi, hospital shop steward, and Ted Ringeisen, shop steward for the Health Sciences Center.

Although physical examination are required by the hospital for all new employees, senior employees from the main campus who are working in the hospital part time or who have been transferred or assigned to work in the hospital, are also being made to take a physical. "That could jeopardize their careers," Mr. Sclafani said, "especially those members who have been employed for years without an examination requirement. We're taking that issue before a labor-management meeting," he said.

"Many workers hired for janitorial



SITTING IN ON THE ORIENTATION at the SUNY Stony Brook Medical Complex are, from left, Rita Krant, Joe Carapazza, Ted Ringeisen and Joseph Chillemi, all of SUNY Stony Brook CSEA Local 614.



CSEA LOCAL 614 PRESIDENT Charles Sclafani, who says the rapid expansion of the workforce is causing some problems for his local.

or custodial work at the hospital are put into housekeeping jobs and made to wear uniforms. They have never done that type of work," Mr. Chillemi said. "We're pushing the administration to set up special orientations for these employees."

While the hospital is gearing up, the near-by Health Sciences Center is still under a state-wide job freeze. "We're working with an acute shortage of men," said Mr. Ringeisen, "but SUNY has managed to hire new people from outside to fill vacancies in existing positions, ignoring seniority. We're starting to file grievances on a case by case basis."

Cashiers at the hospital have been directed by the administration to collect fees at the privately-run parking concession. "That's out-of-title work and we're fighting it in labor-management meetings," Mr. Sclafani said.

The CSEA recently won parking privileges for power plant operators who, because they carry their own tools and have to be on 24-hour call, needed parking, Mr. Sclafani argued. The administration relented and granted 15 spaces. However, the CSEA was unable to overturn a court

ruling that SUNY was allowed to charge parking fees at new state facilities.

"The CSEA has its work cut out for it in the Health Sciences Center," said Irving Flaumenbaum, Region I President and AFACME International Vice President, "but we have a good hard-working president and diligent officers at local 614 and that's half the battle."

Advising Mr. Sclafani and his Local are CSEA experts from Albany including Nels Carlson, collective bargaining specialist and Research Analyst Frank Abbey, as well as Nick Pollicino, Long Island regional field representative and Attorney Lester Lipkind.

"We realize that this is a new operation and that things will be screwed up a bit, but we won't stand for member's rights being abused. This hospital, I am told, will have some of the best medical brainpower in the county. Only the service employees can give it the support and help it needs to operate efficiently. If the medical staff, administration and service employees work together, Stony Brook will be able to fulfill its potential as a great national hospital," Mr. Sclafani said.

Irate Ulster County unit levels bad faith charge

KINGSTON — A grievance has been filed by the Ulster County CSEA Unit charging the county government with "acting in bad faith."

Joe Van Dyke, unit president, explained that large numbers of employees from various sections are signing grievances as a way of registering their dissatisfaction with management's treatment. Specifically, Van Dyke noted that the grievances seek the immediate reinstatement of Robert F. Schwenk as Nursing Home Supervisor.

Schwenk was suddenly terminated from his position at the Ulster County Infirmary on June 4 because, according to Van Dyke, "he had a good relationship with employees."

County employees have been without a contract since the end of the year, Van Dyke noted, and have been victims of such management actions as not paying them for Leap Year Day, granting of selective pay raises to a number of employees in the bargaining unit, and the firing of Schwenk.

Van Dyke says it all adds up to, "great unrest among the employees and that's why we are filing grievances because the county is clearly violating Article 1 of the collective bargaining agreement by not acting in good faith."

The unit president also attacked Ulster County Personnel Director Thomas Costello for, "trying to stop Schwenk from taking a civil service test that he was clearly eligible to take." Van Dyke announced that Costello told Schwenk that he would not give him a pass to be admitted to a test given on June 21 for the position of Assistant Administrator, and only after Schwenk said he would contact his attorneys did Costello call him back to tell him he would be admitted.

"That's the kind of situation we have here, and that's why we all feel so exasperated," he concluded.



ATTENDING THE SIGNING of a new contract for the Amityville Public Library Unit of Suffolk County Local 852 are, from right, Carole Perricone, unit president; Jose Sanchez, CSEA staff; Sanders Kurtz, library attorney; and Edmund Budde, library board president.

Agreement reached on pact for Amityville library unit

The Amityville Library CSEA has reached agreement with management on a two-year contract which gives each full-time employee a \$2,400 salary increase according to Jose Sanchez, CSEA field representative who negotiated the contract.

The first payment of \$1,400 was made retroactive to July 1978, in addition, full-time employees will receive two salary increases of \$500, one this month, and another in January 1981. Part-time employees will receive pro-rated increases according to their hours, Mr. Sanchez said.

The Amityville librarians, library clerks, custodial and maintenance staff will also receive other improved benefits, including three weeks vacation after eight years on the job; a three-step grievance procedure and binding arbitration in the last step.

Local 421 says member falsely accused; seek contributions for a support fund

ORANGEBURG — Rockland Psychiatric Center CSEA Local 421 President Eva Katz is asking other CSEA locals and units to donate money to support a CSEA member who has been suspended without pay for four months and may continue in that situation for more than a year.

Mrs. Katz said Robert Johnson, a 26-year-old CSEA member with an unblemished record, has been falsely accused of striking a patient at Rockland Children's Psychiatric Center (RCPC). Johnson's arbitration is in limbo while CSEA and the State battle in court to have the accusing patient's medical record reviewed in the arbitration, she said.

Johnson also was arrested and charged with Assault based on the word of the patient, she said.

CSEA Field Representative



EVA KATZ, President of CSEA Local 421, is championing the defense of Robert Johnson, who she says has been falsely accused of assaulting a patient.

Thomas Brann believes the State is attempting to make Johnson the fall guy because the patient badly injured another patient which could lead to a law suit.

Since being suspended on March 8, 1980, Johnson has received funds from Local 421 and from a raffle run by the local. Mrs. Katz said she used her own money to post Johnson's bail.

"I am asking locals and units to please donate what they can afford to help an unjustly accused member of our union," Mrs. Katz said. For additional information, Mrs. Katz can be reached at (914) 359-7206.

She asks that donations be made to the Local 421 Robert Johnson Fund.

Explaining the story of Johnson's situation were Mrs. Katz, Brann, Local 421 Executive Vice President Robert Coleman, RCPC Unit President Willie Trotman and RCPC Grievance Chairman Glenda Davis. Their story follows.

On March 6, 1980, Johnson placed a patient on restriction (no cigarettes and other privileges). The patient was a 17-year-old male with an 11-year history of aggressive behavior.

On March 7, at 5:30 p.m. in the dining room, the patient picked up a chair and threw it across the room, striking another patient in the head. The second patient lost an eye from being hit by the thrown chair.

The first patient was returned to his cottage and complained of a re-occurring ear ache. He was seen by a doctor.

On March 8, he complained that his jaw hurt and was taken that morning to a private hospital. His jaw was bruised but not broken.

At 6:30 p.m. that day, the patient was taken to a dentist where a hairline fracture in his jaw was discovered.

"Isn't it strange that the hospital found no fracture in the morning but a fracture was found later that evening," Brann said.

At 5 p.m. that day, Johnson, while at work, was suspended without pay. The patient had

claimed that Johnson struck him in the head on March 7 shortly before going to the dining room.

Mrs. Katz said: "I have known Johnson for many years. I know he did not do it."

The patient claimed he threw the chair because Johnson had hit him. Johnson was on the other side of the dining room from where the chair was thrown.

On March 12, the notice of discipline asking Johnson's termination was received.

"It appears to me that Rockland Children's Psychiatric Center is attempting to absolve itself from responsibility for one of its patients losing an eye.

"They are trying to blame Johnson for something he didn't do," Brann said.

On March 17, Johnson was arrested and charged with Assault based on a statement by the patient.

An arbitrator heard the State's case against Johnson on April 21 and May 1. The only evidence against him was the claim by the patient that Johnson had hit him.

CSEA has demanded the patient's medical records be made public for the arbitration. The State has refused, which has halted the arbitration.

The demand for the medical records was heard in State Supreme Court on April 24. Justice John Marbach ruled in CSEA's favor on May 19. The State is appealing the decision.

Appeals could keep the arbitration in limbo for more than a year.

Representing CSEA and Johnson at the arbitration and in Supreme Court has been Regional Attorney J. Martin Cornell.

Johnson's criminal case is tied up in the courts as the State is fighting the release of the patient's medical records for a criminal trial.

The criminal case also has been delayed by the death in June of Johnson's attorney, William P. Volin.

Since Johnson was suspended on March 8, Local 421 has been



FIELD REP. THOMAS BRANN says it appears that the State is trying to make Robert Johnson a fall guy.

negotiating with the State to reassign Johnson or to allow him to use his accruals. The State on both the facility and agency level has refused.

On May 16, Mrs. Katz wrote to Philip Scott, acting director of the Office of Mental Health Office of Employee Relations (OMH OER) asking for Johnson to be reassigned or allowed to use his accruals.

On June 2, Mrs. Katz received an answer from OMH OER that the RCPC administration, headed by Director Safa Saribeyuglu, was against changing Johnson's status, so OMH was against it as well.

"The court cases may take a long time. The State does not want the arbitration to continue until all their appeals are exhausted.

"It also appears that OER in Albany is not doing its job. It just follows the line of the facility management," Brann said.

17 LPNs to get out-of-title pay

NEW YORK CITY — Seventeen LPNs at Manhattan Psychiatric Center (MPC) will be paid for out-of-title work performed since February 1980.

The Governor's Office of Employee Relations ruled in June 1980 in favor of the MPC Local 413 members and against the state facility and the State Office of Mental Health.

The LPNs, Grade 9, had been placed in supervisory positions which are supposed to be filled by Therapy Assistants, Grades 11 and 13.

MPC was directed in the decision to immediately discontinue the practice and to pay the employees for the out-of-title work.

Involved in bringing the out-of-title grievance to a successful conclusion were Local 413 President Ismael Lopez and Grievance Chairman Mohamed Hussein and CSEA Field Representative Al Sundmark.

Illegal attempt at termination is halted

VALHALLA — Westchester County Corrections Officer Jeffrey D. Agosta recently was reinstated to his position after the county attempted to terminate him illegally.

Action by Westchester County CSEA Unit Business Agent Carmine DiBattista and Regional Attorneys Arthur Grae and James Rose led the way for Agosta's reinstatement.

Agosta was hired in June 1979, and the letter appointing him stated he would be required to serve a one-year probation. Approximately six months later he was terminated.

However, Westchester County Civil Service Rules state probationary appointments must have a minimum period of 12 weeks and may be extended to not more than 52 weeks.

Also, the State Court of Appeals, has ruled that Civil Service employees may not be appointed and extended at the same time, as was done in the letter appointing Agosta to his probationary status as a corrections officer.

When these facts were brought to the attention of the County Attorney's Office and litigation was begun, the county agreed to reinstate Agosta.

Management structure of union reorganized

ALBANY — CSEA President William L. McGowan has announced finalization of organization of the management structure of the state's largest public employee union.

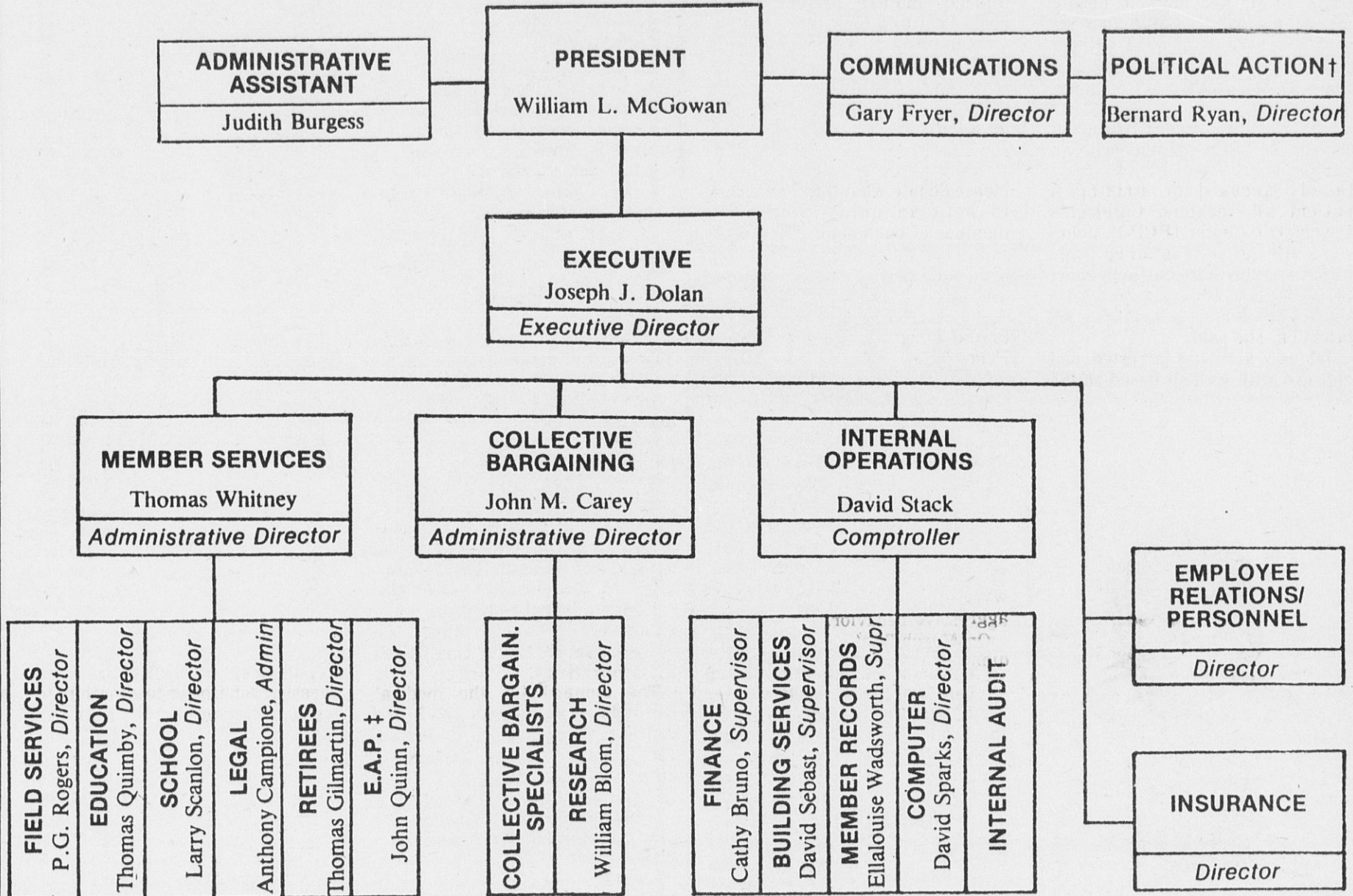
"A union can only serve the interests of its members if it has a good

professional staff that is organized to provide efficiency and accountability," the union leader said. "We believe that we now have an administrative structure that will allow us to meet the needs of our membership within the limitations of our resources."

The chart reprinted below outlines the organization of the union's professional staff. The names of the supervisors in the areas of responsibility appear on the chart except in instances where a position is presently vacant.

Civil Service Employees Association

33 Elk Street / Albany, N.Y. 12207 / (518) 434-0191



† Located at 99 Washington Avenue, Suite 2220, Albany, N.Y. 12210 (518) 465-6211

‡ Located at 1215 Western Avenue, Suite 104, Albany, N.Y. 12203 (518) 438-6821

State bargaining unit responsibilities

ALBANY — CSEA members in the union's three state bargaining units are represented on many levels by the union in dealings with management. The first line of defense, of course, is the CSEA Local which is in turn backed up by Regional officials and staff, but the union provides an additional resource through Departmental Representatives who can assist Local and Regional officials in dealing with management on an agency or departmental level.

John M. Carey, Administrative Director for Collective Bargaining for CSEA, says that while the union's state membership is divided into three state bargaining units under provisions of the state's Taylor Law and the union assigns a professional negotiator, called a Collective Bargaining Specialist or CBS, to head-up negotiations for contracts in these units, CBS's also act as resource specialists to provide detailed information to officials and staff on Departmental matters and to serve on labor-management committees in Departments.

CSEA Collective Bargaining Specialist John A. Conoby is the negotiator assigned to the Administrative Services Unit and Nels E. Carlson is the Collective Bargaining Specialist assigned to the Operational Services Unit. In a recent change in assignment, Collective Bargaining Specialist Paul T. Burch has been assigned to the Institutional Services Unit due to the illness of CBS Robert Guild who has been on a leave of absence for several months.

Mr. Carey said that an additional change is the assignment of Collective Bargaining Specialist John P. McGraw to deal with problems confronting the union in the Office of Mental Retardation. Additionally, Mr. McGraw serves as the Departmental Representative for the departments of Health, Corrections, Alcohol and Substance Abuse, State Police, Social Services and the Division of Housing.

Mr. Burch is Departmental Representative for the Office of Mental Health, the State University of New York and the departments of Labor, Banking, State, and Veterans's Affairs.

Mr. Conoby is Departmental Representative for the Division for Youth, Tax and Finance, Workers' Compensation, Motor Vehicles, Education, Parole, Commerce, Alcohol and Beverage Control, Audit and Control, Human Rights, Employee Retirement System, State Insurance Fund and Armories.

Mr. Carlson is Departmental Representative for the Department of Transportation, Office of General Services, Parks and Recreation, Environmental Conservation, Agriculture and Markets, Criminal Justice Services, Department of Law, Civil Service, Public Service Commission, and Insurance Department.

Part of the responsibilities in Departmental assignments and collective bargaining carries over into the area of joint labor-management committees created under the CSEA's contracts in the three state bargaining units, Mr. Carey said.

The labor-management committees on Safety and Health Maintenance and Parking, are the responsibility of Mr. Carlson. Mr. Burch deals with labor-management committees in the areas of mileage reimbursement, CETA, the State Employment Training Council, and Continuity of Employment. Mr. Conoby is responsible for labor-management committees dealing with Performance Evaluation and Career Opportunity. Mr. McGraw is responsible for the joint labor-management committee on the Quality of Working Life and Productivity.

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
Aging Services Representative	\$20,555	24-910
Cable Television Specialist I	\$14,860	25-244
Cable Television Specialist II	\$18,535	25-245
Public Health Sanitarian	\$14,045	25-224
Safety Field Representative (Fire), Assistant	\$12,830	25-235
Sanitarian Senior	\$17,570	25-225
Sanitarian Trainee	\$13,265	25-223
Training Technician, Senior-Commission of Corrections	\$17,570	25-220

EVALUATIONS OF TRAINING AND EXPERIENCE AND ORAL TEST

Title	Salary	Exam No.
Cytotechnologist	\$11,695	29-288
Cytotechnologist, Senior	\$13,125	29-289
Director of Mental Health Rehabilitation Services, Assistant	\$26,344	28-111
Director of Mental Health Rehabilitation Services	\$36,019	28-112
Photogrammetric Technician	\$ 9,655	28-105

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
Cashier	\$ 9,865	37-011
Principal Biostatistician	\$26,390	39-451
Assistant Director of Plant Industry	\$23,755	39-467
Senior Food Bacteriologist	\$16,420	37-074
Senior Food Chemist	\$16,420	37-075
Weights and Measures Specialist II	\$14,680	37-063
Associates State Accounts Auditor	\$21,345	37-059
Principal State Accounts Auditor	\$26,390	37-060
Employees Insurance Reviewing Clerk II	\$ 9,330	37-052
Motor Equipment Mechanic (No Filing Deadline)	\$11,695	30-217
Director of Educational Finance	M-6	39-470
Associate Bacteriologist	\$21,345	37-048
Prescription Examining Clerk II	\$ 9,865	37-049
Principal Sanitarian	\$21,345	37-062
Senior Bacteriologist	\$16,420	37-046
Senior Bacteriologist (Virology)	\$16,420	37-047
Senior Sanitarian	\$16,420	37-061
Mental Hygiene Therapy Assistant I	\$11,060	36-969
Director of Mental Health Rehabilitation Services	\$34,220	39-465
Mental Hygiene Therapy Assistant I	\$11,060	36-968
Chief Withholding Tax Accounts	\$20,255	37-051
Principal Clerk (Estate Tax Appraisal)	\$11,060	37-056
Senior Clerk (Estate Tax Appraisal)	\$ 8,825	37-055

Delegate election procedure will be evaluated by union

ALBANY — CSEA President William L. McGowan said last week that the union will evaluate the procedures used in the election of CSEA's delegates to the AFSCME International Convention and may make modifications before the next International Convention, scheduled for 1982.

The union leader said that numerous complaints and inquiries have been received from rank and file members who objected to the complex procedures used in the election of the 223 CSEA delegates to AFSCME'S Convention, particularly the use of "slates" to elect candidates.

"Some of our members are concerned that the slate system dampens free choice in the election process," Mr. McGowan said, "even though the procedures for the election allow candidates to run as both individuals and as members of slates.

"There seems to be a feeling that the slate concept detracts from free choice and we will take a look at that during our evaluation procedure. We are committed to a free and open electoral process and while we used one procedure in this election, that doesn't prevent us from modifying the procedure before the next convention if there is a good reason to do that."

The delegates elected by CSEA's rank and file members this spring were chosen under a Regional system with varying numbers of delegates from each Region depending upon the number of members in each Region. This was the first election of CSEA delegates to the International Convention and the procedure used in this election was new to everyone.

"There won't be another election of AFSCME Delegates for two years, but we will take a look at the procedure we used before then and make a decision about what changes, if any, are needed to keep the electoral process as free and open as possible," McGowan said.

OPEN CONTINUOUS STATE JOB CALENDAR

Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

Union rips Erie County comptroller; 'cloak and dagger tactics' labeled questionable, illogical and absurd

By Dawn LePore

BUFFALO — Cloak and dagger tactics employed by Erie County Comptroller Alfreda Slominski during recent time audit investigations ordered by her have county employees working in an atmosphere of growing fear and resentment.

CSEA workers feel that not only was the investigation, which resulted in 39 employees being charged with assorted time violations, unwarranted, but that Slominski's reasoning was questionable and her methods illogical and absurd.

"I just don't think the comptroller's doing her job," said Erie County Local 815 President John Eiss. "If it's her responsibility to monitor employees, then why do we need department heads and supervisors? After all, isn't it the supervisors job to supervise? If we need spies brought in, then why don't they dump the supervisors?"

Among the workers accused was a blind female employee who was charged with falsifying her time sheet.

"She's never even seen a time sheet. How could she be charged with falsifying one?" asked Charles Carpenter, president of the Social Services Department Unit of Local 815. He explained that she had never been required to sign a time sheet and that her supervisor has always taken care of that for her.

Carpenter said the employee, a senior clerk typist with 16 years service with the county, was very upset at receiving the charge — called a "written verbal reprimand" — which she couldn't even read. With the help of the Blind Association of Western New York, Carpenter

had the charge transcribed into braille for her, after County Social Services Commissioner Fred Buscaglia refused to do so.

When CSEA filed a grievance for the employee, Social Services officials offered to remove the charge from her file.

"It's just typical of what's been going on," Eiss said. "She (Slominski) has sent her spies around to watch the employees, but Social Services never bothered to verify any of the charges."

Grievances filed on the behalf of the other 38 employees have been denied at the first step. They were charged with various time violations, including stretching their coffee breaks in the cafeteria of the county's Rath Building.

Slominski had placed undercover monitors in the cafeteria to observe the comings and goings of employees this spring, and in a recent issue of the *Buffalo Courier-Express*, indicated that she plans to continue auditing. Slominski has maintained that such investigations fall within her job description, but Eiss and others — including County Personnel Commissioner John Clark — disagree.

Clark has said Slominski is responsible for \$162 million in mistakes in payroll records during 1979. It costs taxpayers \$50,000 — and 7,000 man-hours to correct the mistakes.

"I have always questioned whether she had the authority to be doing this kind of thing," Eiss said. "She has hired confidential investigators at grade 7 and had it approved by county legislators, who thought they were going to be used to keep watch over contractors working with the county, not county personnel themselves. It came as a complete surprise to everyone."

Carpenter told of one instance where a man entered an office at 4:25 in the afternoon, and without identifying himself, scooped up all the time sheets on the secretary's desk and took them down the hall to be photocopied.

"The girl didn't know what was going on," Carpenter said. "Four-thirty rolls around and you've got 30 case workers standing around trying to sign out and no time-sheets."

The man returned with the sheets shortly after four thirty and then left.

"You've got county employees driving their own vehicles on county business and not being reimbursed until three months later, but she's got time for this kind of stuff?" Eiss asked.

"Just look at her record. In the four years she's been in office she has never yet correctly forecast the county's financial picture."

In 1979, Slominski predicted a \$16 million deficit and the county finished the year with a one million dollar surplus.

"She spends all her time checking our employees and she can't even get her own department in order," Eiss said.

Eiss also cited the extremely high rate of turnover on her staff as indication of how difficult the comptroller can be to work for.

"She's allowed to have five deputy commissioners at a time," he said. "In four years, she's gone through 25 — either fired or quit. The record was a retired bank official who came in at 9 a.m., left at noon and never came back."

"She allowed one chief accountant — she's had six, and one supervising accountant — and she's had eight. If that doesn't tell you something about the lady, what will?"

A 3-year pact gets approval in Glens Falls

GLENS FALLS — Members of the City of Glens Falls Unit of the Civil Service Employees Assn. have unanimously ratified a three-year contract containing across the board salary increases of \$800 the first year, retroactive to January 1980; \$900 the second year, and \$1000 in the third year.

The contract calls for all existing benefits to be maintained and the addition of the dollar prescription drug plan, reports CSEA Collective Bargaining Specialist Joseph Reedy.

According to Reedy, the city administrators have expressed their satisfaction with the contract, saying it will allow them to put together budgets for the next two years with a clear idea of what employee salaries will cost.



SIGNING OF NEW CONTRACT covering members of the City of Glens Falls CSEA unit bring smiles from both labor and management representatives. As Glens Falls Mayor Ed Bartholemew, seated left, and union President Mike Kelly read through the contract, Robert Choppa, Arlene Detemole and CSEA Collective Bargaining Specialist Joe Reedy beam their approval in the background.

Portchester pact

PORTCHESTER — The Village of Portchester units of Westchester County Local 860 have new two-year contracts.

The contracts calls for a pay increase of eight percent in the first year plus increments and of 7.5 percent in the second year plus increments.

The contracts, which are retroactive to April 1, 1980, pay the first year's raise with six percent effective April 1, 1980, and two percent effective Oct. 1, 1980.

Other improvements in the contract included seniority, job posting, grievance procedure and general working conditions.

A contracting out clause from the previous contracts was not part of the new contracts.

The agreements between CSEA and the village were worked out in mediation after impasse had been reached in earlier negotiations, CSEA Field Representative Larry Sparber said.

Leading the negotiating team was Unit President Virginia Telesca.

Union official congratulates women's studies program graduates

ALBANY — The 67 graduates of the Public Service Women's Studies Program heard congratulations from CSEA Statewide Secretary Irene Carr, at the Program's third annual graduation ceremonies in Albany recently.

"Your achievement will surely inspire hundreds of other women to follow the same path, which leads to greater rewards, opportunities and

challenges in the public sector," Ms. Carr said in a telegram message to the graduates.

"On behalf of CSEA, I congratulate you and wish you the best of luck in your careers."

The year-long, college credit program run by the Cornell University School of Industrial and Labor Relations, offers night-time courses for women in the public sector.

CSEA college scholarships awarded

A dozen talented recent high school graduates, two each from CSEA's six regions across the state, have been presented with \$500 CSEA College Scholarships for the 1980-81 academic year.

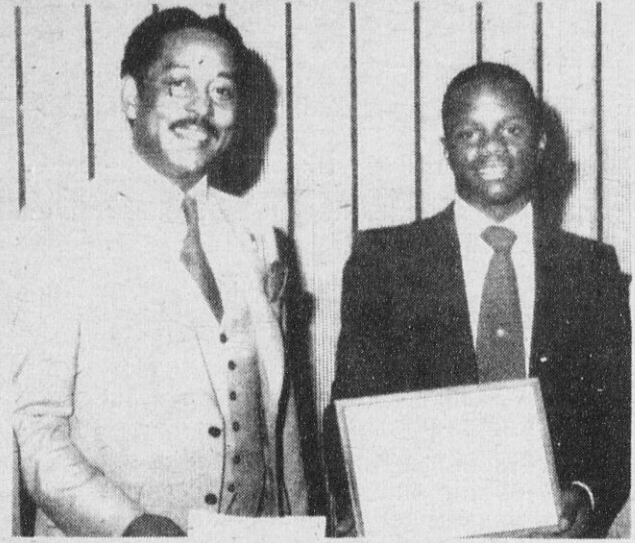
Winners were announced in the June 4 edition of The Public Sector, and the actual scholarship awards were made recently in ceremonies at the six regional headquarters. The scholarships this year are presented in memory of Geraldine Dickson, a long-time CSEA activist from Region IV.

The Special CSEA Scholarship Fund Committee sorted through some 625 applications before choosing the 12 winners based on academic achievement, financial need, extracurricular activities, and other factors.

The photos on this page depict the scholarship presentations.



REGION ONE — Scholarship winner Patricia Anne Casey accepts award from Region I President Irving Flaumenbaum.



REGION TWO — Michael Robert Brown, right, holds his scholarship certificate and is about to receive his cash award from Region II President Jimmy Gripper. Gregg Schneider, the other award winner from Region II, was unable to attend the presentation.

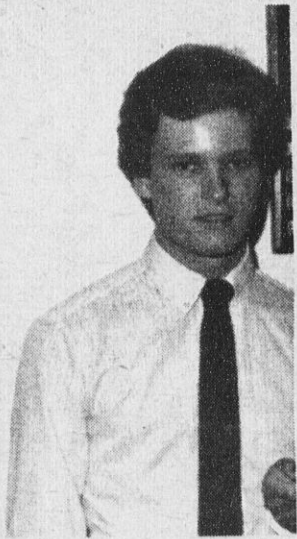


REGION THREE (right) — Region III President James Lennon congratulates scholarship winners from his region, Susan DiVirgilio, center, and Laurie Hewlett, right.



REGION FOUR (below) — Region IV President Joseph McDermott, left, chats with Region IV winners Kevin Brian Costello, center, and Mark W. Schnellbaecher, right.

REGION ONE — Award winner Tuneen Elease Chisolm is pleased with her scholarship being given by Region I President Irving Flaumenbaum.



REGION FIVE (left) — Suzanne Smith smiles after receiving her award from CSEA Region V President James Moore, left.

REGION FIVE (right) — Timothy Samuel Oey, right, is all smiles after accepting his scholarship award from a beaming Regional President James Moore.



REGION SIX (above) — Region VI award winners Matthew Douglas Farrell, second from left, and Francis M. Conway, second from right, are flanked by Region VI Second Vice President Bob Smith, left, and Dominic Spacone Jr., right, chairman of the Special CSEA Scholarship Fund Committee, during award ceremonies.