

## Your support of Special Olympics can do wonders

ALBANY — CSEA President William L. McGowan this week reiterated his appeal to union members to help "Sponsor an Athlete" in the New York Special Olympics set for June 14 at Elmira College.

"Special Olympics isn't just a game," McGowan said. "The program contributes to the physical, social and psychological development of the mentally retarded. Through positive, successful experiences in sports, individuals who have been told 'you can't do it' gain self-confidence to prove they can do it. Special Olympics help begin building a self-image associated with success rather than with failure. Special Olympics success often carries over into the classroom, the home and the workshop."

McGowan said, "Special Olympics needs the support and involvement of people-oriented organizations such as CSEA to carry out its ongoing programs for mentally retarded people, and to reach even more individuals who could benefit from such participation."

Complete information on how you can "Sponsor an Athlete" can be found in the full-page Special Olympics ad on page 11 of this issue.



THE JOY IS EVIDENT in this happy scene at the Staten Island Developmental Center during local Special Olympics competition there on May 2, 3 and 4. And the joy will be multiplied many times over when hundreds of competitors gather for the New York Special Olympics June 14 in Elmira. Among those who worked hard on the local level and share in the happiness of the competitors are Staten Island Developmental Center CSEA Local 429 President Felton King, right, and Developmental Center Director Elin Howe, third from left.

# Public SECTOR

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# Misleading report on asbestos 'a slick sleight of hand trick'

ALBANY — Calling the release of an asbestos identification and control survey report by the State Department of Health "a slick sleight of hand trick," CSEA Capital Region President Joseph McDermott has directed the release of more comprehensive information on the subject to about one thousand CSEA members who work in Albany-area state facilities covered by the report. And, because he says the Department of Health also misled the general public in the manner it released the report, McDermott has also submitted to *The Albany Times Union* newspaper a lengthy union position paper on the situation.

McDermott charges that the Department of Health recently released "Asbestos Identification and Control Survey, Report No. 2" to the news media in such a manner as to leave the incorrect impression that there is no asbestos problems in several state buildings tested in downtown Albany.

As a result, the union is mailing more comprehensive information directly to some 1,000 members who work in the critical areas tested in the State Capitol, the Alfred E. Smith State Office Building, at 84 Holland Avenue, the Sheridan Avenue Steam Plant, at the so-called Tunnel

Complex.

"I would call it a slick sleight of hand trick by the State Department of Health to keep the truth from the public, public employees and the public employee union," McDermott says in attacking the manner in which the state made the report public.

"The selling of this report was staged so that the important questions were not asked. 'How much asbestos material was found in the study area?' That question was never asked, or if asked, it was not answered. The report, which is twenty-eight pages long, is filled with complex charts, and non-sequential sentences, written it seems more to

confuse than explain. But when one spends the time to read, reread and evaluate the recommendations the report makes in the very last pages of the report, one discovers that there is a time bomb slowly ticking away in each of the study areas," McDermott states.

"Now the union must ask the questions the media missed. 'What is the State going to do to remove the asbestos material, what method of removal will be used, what method of covering will be used, and most importantly from a union point of view, who will do the removal and what will happen to the removed materials?'"

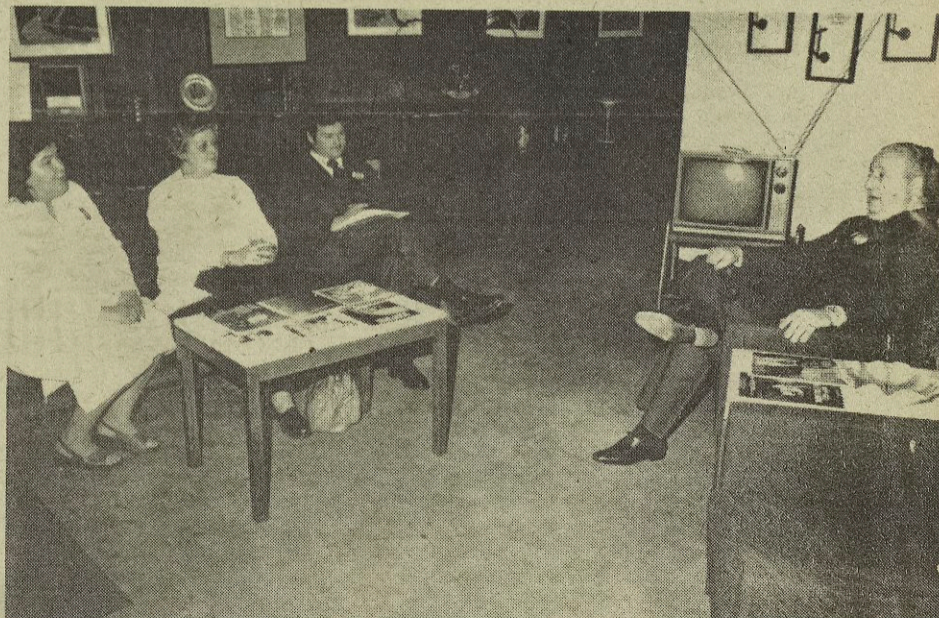
## Union push intensifies for legislation on OSHA

ALBANY — The Civil Service Employees Assn. last week intensified its effort to gain passage of an OSHA bill for public employees during the current legislative session when it brought in scores of union members for a special lobby day effort with members of the State Legislature.

The May 13 lobby day program was a coordinated effort by CSEA's legislative and political action department, statewide legislative and political action committee, and regional committees. Following a briefing on the current status of CSEA's Occupational Safety and Health Act (OSHA) legislation, individual members fanned out through the Capitol and Legislative Office Building to conduct individual lobbying with state assemblymen and senators.

CSEA's proposed OSHA legislation is currently in legislative committees, and the union is pushing to bring the legislation out of committee for a vote in both houses before the current legislative session comes to an end.

The union recently provided a quarter of a million of its members with OSHA informational material and urged every member to sign and mail self-addressed postal cards to legislative leaders urging their support of the union's OSHA legislation. CSEA President William L. McGowan this week urged every employee who has not yet sent in those cards to do so immediately, pointing out that a large mailing will indicate the support behind the OSHA proposal and be a factor in gaining the necessary support for passage.



MEMBERS LOBBYING FOR OSHA meet with Assemblyman Stephen R. Greco, right, representing the 142nd Assembly District from Erie County. Urging Assemblyman Greco's support of OSHA legislation are Grace Steffen Boyler, Barbara M. Fauser, and Peter Mendleson. Members from throughout the state met with their individual state legislators during the lobby day program.



**SIGNING THE CONTRACT BETWEEN THE** Rockland County Unit of CSEA Local 844 and the county on April 24 are from left, (sitting) Ray Zerbarini, unit president; and John Grant, chairman of the County Legislature. Behind the signers are, from left, Victoria K. Seigerman, clerk to the legislature; and Unit Negotiating Committee members Pearl Dunlop, Joe Cooper, Harry McIntosh, Marjory Russo and Patsy Spicci. The signing was in Grant's office in New City.



**CENTRAL REGION V STEWARD TRAINERS**, trained by AFSCME last summer, met in Syracuse recently. Among those at the meeting are, from left, standing, James Moore, Region V president; Dick Brown, Jefferson County Local 823; Donald Crandall, Cortland County Local 812; Ralph Young, Oneida County Local 833; Robert McEnroe, AFSCME. Sitting are Mary Lauzon, SUNY Potsdam Local 613; Onetamae Britton, Oswego County Local 838; Patricia Crandall, SUNY Cortland Local 603; Claire McGrath, Syracuse City Local 013; and Steve Regenstreif, AFSCME.

## Union saves several jobs

**YAPHANK**—Swift action last month by CSEA saved the jobs of 10 blue collar members who had been slated to be terminated in a budget reduction at the Middle Island School District here.

A series of union demonstrations and effective negotiations by Suffolk Educational CSEA Local President Walter Weeks and his unit officers are credited with getting the jobs restored.

More than 100 CSEA members demonstrated at a meeting of the Middle Island school board on April 16. School administrators talked with CSEA leaders, including unit presidents Bob Hunter, Fran Marone, Mike DeTuro and Andy DeVoe, and agreed to not make a termination decision at that April 16 meeting, which was a closed session.

At a subsequent open meeting, on April 21, CSEA Field Representative Jim Walters presented the union's arguments against layoffs. As a result, the 10 CSEA-represented employees were not terminated as originally scheduled. The board did vote to terminate non-CSEA employees in 13 teaching, nursing and clerical positions.

# Grassroots political action is urged

**FISHKILL** — The need to enlarge and coordinate political action at the grassroots level was the primary subject of a recent meeting of the Political Action Committee of CSEA's Region 3 at regional headquarters here.

Carmine DiBatista, chairman of the Region III PAC, especially stressed the importance of the recent May 13 lobbying effort in Albany to push for passage of an OSHA law. He spoke of special travel arrangements that ultimately insured full participation from the region's representatives at the May 13 lobby effort. He told the

PAC members "the basic issue of trying to get OSHA coverage for public employees is a case of \$15 million vs. human lives. It's up to you to get that message across to the members of the legislature."

Grassroots political action among CSEA rank-and-file sparked a spirited discussion with members reporting participation ranging from almost non-existent to outstanding. Several PAC members cited cases where the CSEA participation turned the tide for a CSEA-endorsed candidate and helped win an election. Others pointed out the difficulty in getting a com-

mitted political action crew together.

Scott Daniels of the Dutchess County Unit of the Dutchess County CSEA Local told the PAC members of a recent election for the Assembly District that embraces much of Dutchess County. "This committee endorsed Steven Salan, a Republican, for that seat and we worked hard for him. He won by 1,400 votes and, let me tell you, his people were thrilled by our support. If we hadn't endorsed him and worked for him, he may not have won — and don't think he won't remember that fact." Daniels told the group that the moral of the effort was very simple. "CSEA can affect an election — we can elect a candidate. We have power and I think we should capitalize on that," he said.

Upon general agreement that CSEA PAC's should in fact work hard and support candidates endorsed by CSEA, the Region 3 PAC determined that Regional President James Lennon should write every local in the region requesting that three members be specifically designated to be active in political action. It was further

decided that a training seminar for all those active in the political activity be held in the fall, well before election day.

DiBatista also stressed the importance of voter registration. He said a drive in Rockland County comparing CSEA membership rolls with registration documents helped in an ongoing effort to see that all members were registered to vote. He also cited a drive at the Middletown Psychiatric Center in Orange County that resulted in more than 300 new registrants in just six weeks.

"I want each county to work on voter registration," said DiBatista. "At the very least I want you to get the voter cards out and get to each person and ask 'Are you registered to vote?'"

Citing the size of Region III, two committee vice chairmen, Pat Nealon of the County of Orange Family Court Unit and Scott Daniels, were named.

The PAC also voted unanimously to endorse the candidacy of two men for the Mt. Vernon School Board, Manuel Berera and Steven Acunto.

## Calendar of EVENTS

### MAY

- 21—Hudson Valley Armory Employees Local 252, general membership meeting, 1 p.m., Ossining Armory, Route 9A, Ossining.
- 21—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, East Meadow.
- 21-23—State Division Workshop, Kutcher's Club, Monticello.
- 27—Pilgrim Psychiatric Center Local 418 open house, 11 a.m.-4 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 29—Armory Committee, conference meeting, New Scotland Avenue Armory, Albany.
- 29—Long Island Federation of Labor, J.P. Stevens Protest, 7:30 p.m., Macy's, Roosevelt Field, Garden City.
- 30,31, June 1—Central Region V conference, Pine Tree Point, Club, Alexandria Bay.
- 30—Harrison Schools Unit Dinner Dance, Laddin's Terrace, Stamford, Conn.
- 30-June 1—Suffolk County Department of Social Services Unit 1, 2nd annual social weekend, Grossingers Hotel, Grossingers.
- 31—Long Island Region I safety and health workshop, 9 a.m., Musicaro's, Melville.
- 31—Capital Region IV Women's Committee workshop on human relationships in the workforce and stress, 10 a.m., Best Western Inn Towne, Albany.

### June

- 9-13—AFSCME biennial convention, Anaheim, Calif.
- 16—Region IV State Division Local president's meeting (tentative).
- 20-22—Region IV workshop, Otsego Hotel, Cooperstown.

### July

- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.

### August

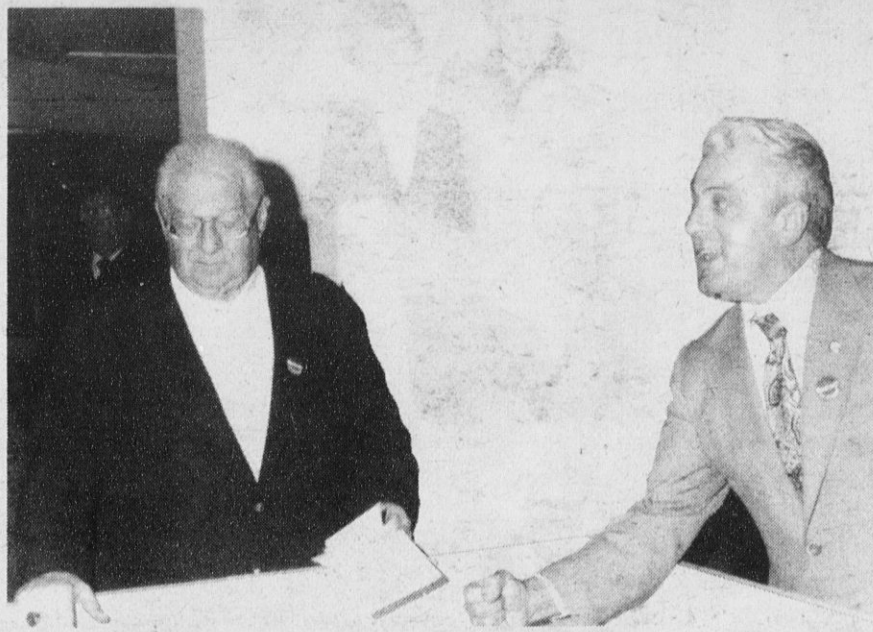
- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.



**A NEW LOOK** adorns the CSEA Region I headquarters building in North Amityville. Clearly visible is this new CSEA/AFSCME sign. Standing in front of the regional headquarters are Regional President Irving Flaumenbaum, right, and Regional First Vice President Danny Donohue, left, who flank Lilly Gioia of the regional staff.



**LONG ISLAND REGION I PRESIDENT** Irving Flaumenbaum, left, leads a delegation from the Long Island Federation of Labor, AFL-CIO, on April 30, to Macy's department store in Garden City, demanding to know why Macy's sells J. P. Stevens textile products. At right, Nassau County CSEA Local 830's Nicholas Abbatiello expressed his indignation over sale of Stevens products in the Macy's store.



(Below) WESTCHESTER COUNTY UNIT PRESIDENT Raymond J. O'Connor, a Long Island resident; and his wife, Jean; hold an effigy of Macy's Board Chairman Edward Finkelstein on April 30 in Garden City protesting the sale of J. P. Stevens products by Macy's department store.



**AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION (ACTWU)** representative Michael Szpak, second left, reads the questions the Long Island Federation of Labor, AFL-CIO, would like Macy's Board Chairman Edward Finkelstein to answer. The questions were given to a Macy's Garden City store official, on right, as Region I President Irving Flaumenbaum and Local 830 member Nicholas Dellisanti look on.

## Delegation hits Macy's on Stevens sales

**GARDEN CITY** — Long Island Region I President Irving Flaumenbaum led a delegation from the Long Island Federation of Labor, AFL-CIO, to a Macy's department store on April 30 protesting the sale of J.P. Stevens products at the store.

Among other CSEA members taking part in the protest were Nassau County Local 830 members Nicholas Abbatiello, Thomas Gargiulo and Nicholas Dellisanti; and Westchester County Local 860 member Raymond J. O'Connor, a resident of Long Island.

The protest was called after Macy's Board Chairman Edward Finkelstein failed to attend the April 24 meeting of the Long Island

Federation of Labor. The questions which would have been asked Finkelstein were presented to a store official on April 30.

A protest is planned for May 29 when it is hoped Finkelstein will have answered the questions. The questions are:

—How can a store claim to be neutral on the J.P. Stevens issue, and then run full page ads promoting J.P. Stevens products in major metropolitan newspapers?

—As chairman-designate of R. H. Macy and Co., Inc., can you tell us why the Bamberger's and Davison's divisions are the leading carriers of J. P. Stevens products in their respective areas?

—Why do you, Mr. Finkelstein,

consistently refuse to meet with the representatives of organized labor to discuss this matter?

—Is it not possible for the R. H. Macy and Co., Inc. to secure appropriate alternatives to J. P. Stevens products from one or more of at least 10 competing manufacturers?

J. P. Stevens, one of the nations largest textile companies, is a flagrant violator of the National Labor Relations Law and has been fighting the efforts of the Amalgamated Clothing and Textile Workers Union (ACTWU) to organize their employees.

J. P. Stevens products are the subject of an ACTWU-led boycott which is supported by CSEA.

# Contracting is issue at Roswell

By Dawn LePore

**BUFFALO** — Management at the Roswell Park Memorial Institute has stirred strong controversy in recent weeks by its decision to contract out to non-union workers for a remodeling project at the cancer research hospital.

Non-union workers are being paid union scale — \$13.85 an hour (\$11.65, plus \$2.20 an hour in benefits) to work alongside our members, who are only making around eight dollars," said Jim Jayes, president of Health Research Local No. 315. "Their men are painting on one side of the door and our people are painting the other."

The institute is remodeling the four-story Carlton House, a former nursing home, in order to bring it up to proper building codes for hospital patients. The project is being funded with money from the State Dormitory Authority.

According to the original contract, the general contractor is responsible for painting the inside of the rooms and the doors, while CSEA workers are painting the outsides of the doors and the hallways.

"When I went into see the personnel director Russell Ketchum, he said he knows nothing about it. He hasn't seen or read the contract," Jayes said.

Because the contractor has fallen far behind the work schedule, Roswell workers have been subsidizing the contract.

"I asked him (Ketchum) why our people couldn't have done the whole job. He said we couldn't handle the workload. But we weren't even offered the overtime," Jayes explained. "And if we are so overworked, why doesn't he hire some more people?"

"If they're going to pay union scale, why not pay the employees? Why split it with the contractors? Ketchum has been no help whatsoever. He said he'd look into it, but nothing ever happened.

"You know what he said? He asked us if we'd be happy if he got us jobs with Johnson (the non-union painters) at night. He asked us to scab out."

When the building was purchased a few years ago, Roswell workers were responsible for fireproofing the floors.

## Settlement reached on nurses dispute in Cattaraugus County

**MACHIAS** — An Improper Practice Charge filed on behalf of four Licensed Practical Nurses at Cattaraugus County Home and Infirmary has been withdrawn after an equitable written agreement was reached between the county and a CSEA representative at a recent hearing conducted by PERB Hearing Officer Susan A. Comenzo.

Michael G. Painter, CSEA Field Representative for Local 805 Cattaraugus County, charged that the county had "misapplied the benefits, terms and conditions of employment" by permitting one employee every other weekend off while all other employees were only permitted every third weekend off.

In events leading to the settlement

at the PERB hearing, Painter said management at the facility had called a meeting of all LPN's prior to a second step grievance hearing. At the time, the LPN's were informed that if the grievance was pursued, it could mean a rescheduling of work shifts to cover weekends off. The employees chose to pursue the grievance and county management agreed to the remedy sought by the union at the second step — equal weekends off for all employees.

However, within a short period of time, management proceeded to reschedule four LPN's to work at the health related facility.

"We considered this action to be in violation of the Taylor Law," Painter

said," and a direct attempt to intimidate and coerce the grievant and others in pursuance of their rights under the Act.

"In conjunction with this county action, we immediately filed four grievances on behalf of the employees who suffered reprisals and were again forced to work additional weekends to cover for another employee," Painter said.

At a pre-hearing conference called by PERB in Buffalo the problem was resolved. The IP charge was withdrawn when the County of Cattaraugus and CSEA entered into a written agreement that stated "no presently employed LPN, except probationary or those currently

assigned to the health related facility, to be assigned to HRF except in emergency situations."

In a further comment following the announcement of the written settlement, Painter said, "I believe the majority of the LPN's at the Machias facility are happy with the settlement. This also proves that intimidation and coercion by management will not be tolerated when the membership is willing to remain united and take a stand. As their union representative, I particularly want to applaud those members who were directly involved. It took courage and they demonstrated they had it when it counted."



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**SPEAKING AT THE OPENING CLASS OF THE CPR training program in Nassau County in Mineola on April 21 is County Executive Francis Purcell, third right. Also at the meeting are, from right, County Labor Commissioner William**

**Pedersen and Nassau County Local 830 President Nicholas Abbatiello. Impetus for the program came from the untimely death earlier this year of Local 830 member Molly Falk.**

## Court rules on union access

WASHINGTON — The Supreme Court has cleared the way for the National Labor Relations Board to enforce its order allowing Clothing & Textile Workers representatives access to J.P. Stevens & Co. plants.

The anti-union textile giant had sought a stay of a 4th U.S. Circuit Court of Appeals decision upholding the board's order pending Supreme Court review. The high court denied the firm's request without comment.

The case originated in ACTWU's organizing campaign at Stevens's two plants in Tifton, GA., in May and June 1976. In December 1977, an NLRB administrative law judge found that a plant supervisor had unlawfully interrogated employees about their union activities and threatened them with reprisals if a union were voted in.

Expanding on remedies ordered by its judge, the board directed the company to "cease and desist" from questioning employees about their organizing efforts and to mail notices that it had violated the federal labor law to all of its 45,000 workers, most of whom are in the South.

The NLRB also ordered Stevens to grant the union access to bulletin boards and lists of employees' names and addresses and to allow union representatives inside the plants to talk to workers during non-work periods.

## Give scholarships

ALBANY — The Scholarship Committee of the State Education Department CSEA Local has awarded five scholarships to children (Group A) and relatives (Group B) of Local members this year.

Winning \$330, each, in Group A were Jeanne M. Barber and James G. McGrath. \$300, each, was given to Group B winners David E. D'Alberto, Kurt Raunch and Lisa Duggan.

The awards, according to Local secretary Vickie Scott, are based on grades attained after one full semester in a two or four-year college.



**TOWN OF BROOKHAVEN WHITE COLLAR UNIT member Helen Brown, center, was honored at a recent retirement party for her in Patchogue. From left are Ray Vogt, Phil Scala, Pete Micabelli, Bill Rogers, Tom Wallen, Dick Foley, John Nemschick and Ed Sullivan. The unit is part of Suffolk County CSEA Local 852.**

## 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. _____

## Honor retiree in Lindenhurst

LINDENHURST — The staff of the Lindenhurst Memorial Library recently held a retirement party at LaGrange Restaurant in West Islip for Madeline Guarino. Madeline has worked over 16 years as a member of the support staff of the library and was the first full time clerk-typist to be hired.

Madeline was a member of the CSEA Unit of the Library since its inception in 1972. She also served for many years as the Unit's treasurer.



# Plans for HVPC are announced

By Brendan Coyne

WINGDALE — Following months of rumors and speculation that the Harlem Valley Psychiatric Center (HVPC) would be closed, a spokesman for Governor Hugh L. Carey announced at an April 30 news conference that the facility is scheduled to be changed to a multi-purpose public service center over a period of 18 months to two years.

According to the plans, no layoffs of employees are expected at the facility, which currently employs 1,100 people and serves some 450 inpatients and 3,300 outpatients.

Hugh O'Neil, deputy secretary to the governor and director of the Office of Planning Development, announced at the news conference that a governor's task force which he headed has made the recommendation for the changes at the Wingdale campus complex. The changes are contingent upon the upcoming report on facilities by Mental Health Commissioner James Prevest. That as yet unreleased but highly controversial report is said to recommend the closing of Harlem Valley in its current format, which would pave the way for the recommended changes announced by O'Neil. O'Neil cautioned also that some of the changes would require monetary allocations requiring legislative approval.

Among the recommended changes announced at the conference were the following:

- HVPC's psycho-geriatric center would remain at the Wingdale campus as will HVPC's outpatient service, the task force recommended.

- The Wassaic Developmental Center facility at Wingdale would return to Wassaic as previously planned. The three buildings now used by Wassaic would become a Division for Youth facility with 30 beds initially and increasing to as many as 150.

- Patients in the Westchester Developmental Center at Wingdale would be transferred to other facilities including Hudson River Psychiatric Center.

- Maintenance of grounds and support services at Wingdale, now under the jurisdiction of the Office of Mental Health would be turned over to the Office of General Services (OGS).

- Employees affected by the changes would be offered transfers to other



ATTENDING THE NEWS CONFERENCE AT Harlem Valley Psychiatric Center (HVPC) on April 30 where a spokesman for Governor Carey recommends the closing of the psychiatric center are, standing from left, CSEA Communications Associate Daniel X. Campbell, HVPC Local 409 President Robert Thompson and CSEA Field Representative John Deyo.

mental health facilities, Wassaic Developmental Center, the Division for Youth and OGS.

Robert Thompson, president of HVPC Local 409, representing 750 CSEA employees, was cautiously op-

timistic regarding the recommendations while awaiting Prevest's report.

## Apprehension and fear permeate atmosphere as mental facilities await official closing report

Over the past several months, the atmosphere among employees at nearly all state psychiatric centers and some developmental centers has changed from confusion to apprehension to fear. The change in atmosphere may be partly attributable to such things as inadequate staff to patient ratios and increasing assaults upon employees by patients at the facilities. But the prime reason is the eventual release of a state report that is expected to recommend the closing of some of those facilities.

As long ago as last fall, state officials were leaking rumors that a dozen or more such facilities might be closed. Then, through a stream of leaked rumors from state officials, the number of anticipated closings dropped to as few as a couple. But, and this is what fuels the apprehension and fear at nearly

every facility, the actual report has not yet been released and the identity of facilities to be recommended for closing have not been made. As reported in *The Public Sector* recently, the Utica Psychiatric Center, Harlem Valley Psychiatric Center, and the Manhattan Psychiatric Center have been openly speculated in the public press as being among those to close. Speculation that the J. N. Adam Developmental Center might be closing was reported here months ago.

What is known is that Mental Health Commissioner James Prevest has given assurances that there will be no layoffs at any facility to be closed, that the state will create new employment at such facilities or relocate affected workers to other nearby state facilities. But the fear of the unknown persists. Here are reports on the situation at two such facilities, Harlem Valley and Manhattan Psychiatric Centers.

## Emergency meeting held at Manhattan

NEW YORK CITY — An emergency membership meeting for Manhattan Psychiatric Center (MPC) CSEA Local 413 was held on May 9 to brief MPC employees of the rumored future closing of the Manhattan Psychiatric Center. Earlier, CSEA officials had reacted quickly and defiantly to an article in the *New York Daily News* on May 2 that State

Commissioner of Mental Health James Prevest has recommended closing MPC.

As reported on the front page of last week's issue of *The Public Sector*, union leaders have pledged to fight the possible closing of the facility. As yet, no official report concerning the facility has actually been released by the state, but a complete report on facilities around the state, including recommendations that some be closed, is anticipated shortly from Commissioner Prevest.

Speaking at the emergency meeting were Local 413 President Ismael Lopez and Grievance Chairman Mohamed Hussein, Metropolitan Region II Director George Bispham, CSEA Field Representatives Bart Briar and Ed Scherker and CSEA Public Relations Associate Hugh O'Haire.

Briar told the members that the State would like to close MPC. He said every year the staff at MPC gets cut.

He said the State will have to come through with additional patient care and support staffing, among other things, to keep MPC's accreditation. Otherwise, federal funds to MPC would be cut off.

Bispham told the members that: "If the employees are not concerned about their jobs, the State won't be either. CSEA must have the backing of its members to prevent the State from turning its trial balloons on closing MPC into reality."

Scherker said: "Go back to your work stations and spread the word on how serious the situation is."

Hussein said if MPC were to close, hundreds of minority mental patients would be dumped on the streets of Harlem.

Briar urged the membership to inform the union of any unusual occurrences, including deaths, injuries and escapes.

AN EMERGENCY MEMBERSHIP MEETING ON MAY 9 at Manhattan Psychiatric Center (MPC) is planned, by from left, MPC Local 413 President Ismael Lopez, CSEA Field Representative Bart Briar and Local 413 Grievance Chairman Mohamed Hussein.





# When is Civil Service reform not Civil Service reform? Governor's package disguises highly objectionable aspects

The Governor calls them his "civil service reform" proposals. That label, says representatives of the Civil Service Employees Assn., is nothing more than a euphemism hiding potentially dangerous proposals that could pave the way for return of the infamous spoils system. The Public Sector presents the union's point of view in a couple of different ways on these pages. The cartoon at far right is the governor's "reform proposals" as seen through the eyes of Public Sector artist Ralph Distin, whose pointed commentary in the form of editorial cartoons

appear weekly in this publication. And the lengthy, but certainly worth reading, copy is the verbatim testimony of CSEA general counsel and chief lobbyist James Featherstonhaugh before the State Senate Committee on Civil Service and Pensions on May 8 in Albany. Atty. Featherstonhaugh told the committee that the governor's proposals are not "civil service reform" at all; and that while the union can agree with parts of the proposals, it is opposed to them overall because of highly objectionable aspects.

## Union supports some proposed changes but urges rejection of Carey's plan

My name is James Featherstonhaugh, and I am a member of the firm of Roemer and Featherstonhaugh, general counsel to CSEA, Local 1000, AFSCME, AFL-CIO, which represents approximately 240,000 public employees in the State of New York. CSEA membership is divided about half and half between employees of the state and those of the political subdivisions. Therefore, while the three Governor's program bills being considered today deal primarily with state service, CSEA's political subdivision employees oppose them as well.

So as not to be entirely negative, I would like to point out some of the positive aspects of this situation. First, I would like to thank the Governor's office for providing at least one concept which CSEA can endorse and support, a matter which I will discuss in more detail later. Second, I would like to thank the Governor's office for chatting with us about these proposals. While we don't agree that the Governor's proposals are, in fact, civil service reform, the dialogue is useful in allowing us to separate the rhetoric from the facts. Third, I would particularly like to thank Senator Schermerhorn for holding these hearings, which will also help to separate the rhetoric from the facts.

There are several portions of Senate Bill 8759, the bill which reorganizes the Department of Civil Service, which deserve support and consideration. The reorganization of the Department of Civil Service by replacing it with a Department of Personnel Services, headed by a cabinet-level commissioner, who would also perform the duties of the Office of Employee Relations, would go a long way toward consolidating functions which are sometimes conflicting, and eliminating unnecessary bureaucracy. CSEA is strongly supportive of the concept that the Civil Service Commission should be replaced by a Merit Protection Board, whose members would be the present members of the Civil Service Commission. A separate and independent Merit Protection Board, with the power of subpoena, and with its own independent staff could provide a forum for fair and independent review based upon the concepts of merit and fitness embodied in the Constitution, of the actions of the Department of Personnel Services and those of local civil service commissions.

CSEA also supports a career executive service for managerial/confidential employees in salary grade M-3 or above. Since the impetus for civil service reform is the "ability to manage," this proposal would go a long way to providing administrative flexibility. At the same time, it is tailored to comply with the requirements of appointment in accordance with merit and fitness, because it requires qualifying examinations and, as a minimum, a previous appointment or promotion as a result of a competitive examination. Senate Bill 8759 also revamps the procedures provided by Civil Service Law section 72, where an employee is alleged to be mentally or physically unable to perform the duties of his position. That section has recently been declared unconstitutional, and its operation has been enjoined by a federal court sitting here in New York. In CSEA's view, this specific proposal would not entirely dispose of the problems pointed out in that case, because it does not provide for an impartial hearing officer.

Unfortunately, CSEA must oppose this bill, on the whole, because of the inclusion of the following objectionable aspects:

The provision to allow the conduct of "open-promotion" exams. One of Sandy Frucher's frequent observations is that the morale and initiative of the public employee work force is low. CSEA has bargained with the Office of Employee Relations for a performance evaluation system, and for the development of more realistic career ladders. The purpose of both is to increase the morale of the state work force, and to allow a system of rewards for a job well done as well as to allow highly motivated employees to increase their salaries and job responsibilities through the promotion system.

For basically the same reasons, the legislature should not be declaring its intent to encourage performance ratings in making promotions. By doing so, it lends its hand to the executive branch, which is fully capable, if it really wants to, of negotiating this issue. The same is true with respect to the proposal allowing the head of each state department or agency to grant merit bonuses to employees whose job performance has been rated as outstanding. This would most surely circumvent the process of negotiations, a process which, in the state, the legislature has ultimate control, in any case, by its "power of the purse."

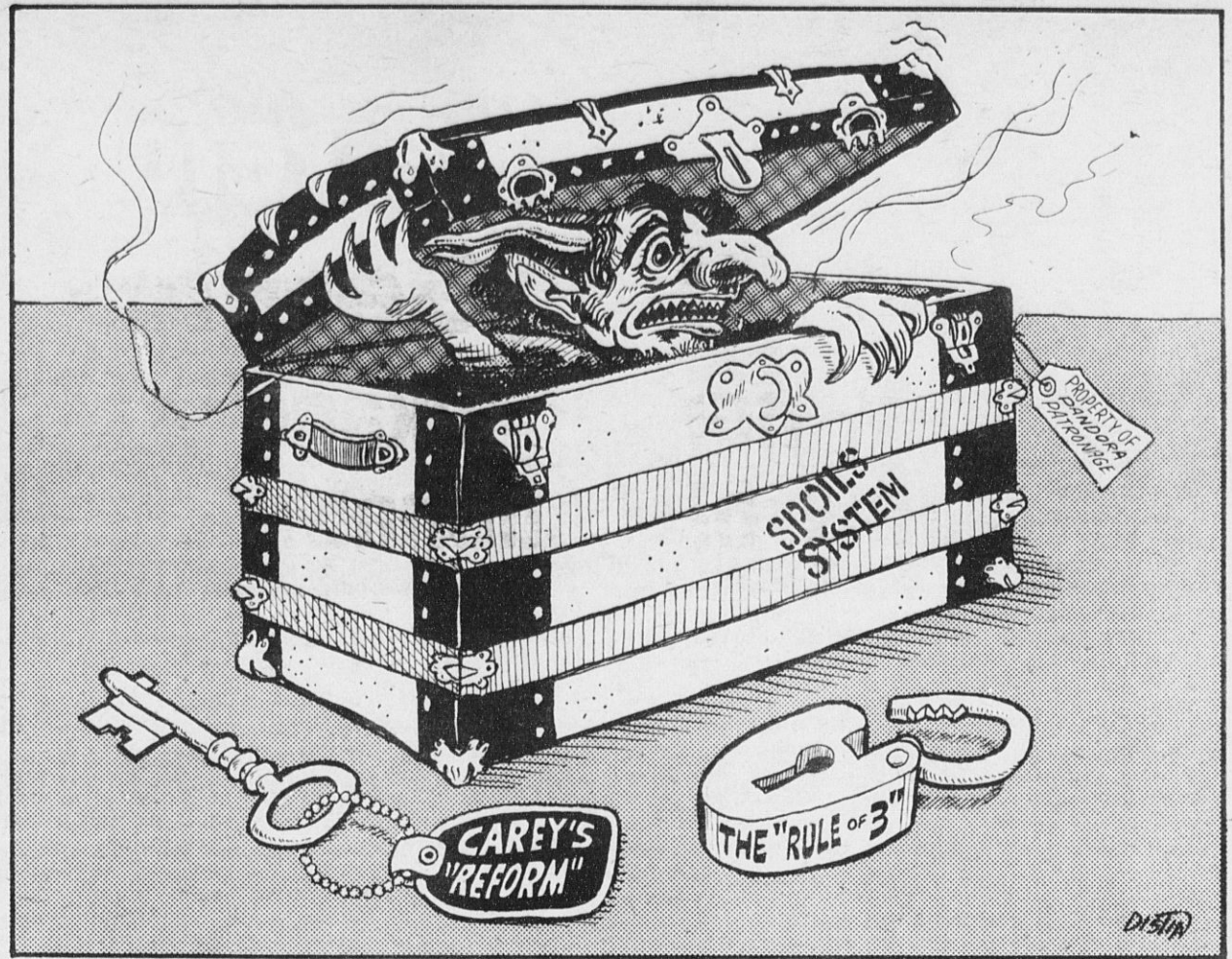
Senate Bill 8759 makes substantial, and ill advised, changes in the operation of the preferred list. First, reinstatement from a position deemed comparable would use the one of three rule, not the rule of the list, as is presently the case. Secondly, any such person would be required to serve a probationary term. These suggestions are an open invitation to manipulation of the preferred list, an extremely sensitive matter among CSEA membership as a whole because of the fear of layoffs and job freezes.

Senate Bills 8746 and 8747 which deal, respectively, with rounding out the scores in competitive examinations to the nearest whole number and selective certification deserve to be discussed and considered. CSEA is convinced that such discussion and consideration will result in their being consigned to the dusty grave where many other Governor's bills ultimately repose — as Governor's bills in the New York State Legislative Record and Index for the 1979-1980 legislative session. These two bills are nothing but a frontal attack on the concept of merit and fitness in public employment which is embodied in article 5, section 6 of the New York State Constitution and which were originally adopted as a result of the battles of an obscure first term republican assemblyman named Theodore Roosevelt, who sponsored civil service reform legislation during the legislative session of 1881. There have been far too few changes in our political system in the City of New York or in the State of New York as a whole since that time for us to abandon the safeguards of merit and fitness which President Roosevelt first proposed. That is true of the nation, as well. It has been approximately six months, and after the passage of the civil service "reform" legislation for the federal government, that President Carter's office candidly admitted that among the 26,000 census takers to be employed by the federal government across this nation there would be found no enemies of the Carter re-election campaign. The proponents of civil service reform attempt to justify it by such phrases as "flexibility," "productivity," "fairness," and "the ability to manage." Depending upon the constituency, the following words might also be liberally dispersed amidst the rhetoric: "minorities," "women."





Atty. James Featherstonhaugh



Let's look at the hard facts on minorities and women first. In its annual ethnic survey, the Department of Civil Service recently stated "the competitive class which constitutes 79.3% of the work force continued to have a better representation of women and blacks than other jurisdictional classes. In 1977, of all females surveyed, 90% held positions in the competitive class, compared to 70.5% of all males surveyed. Of all groups surveyed, blacks had the highest percentage of representation within the competitive class, with 82.4% of all blacks reported occupying positions in that class." Where managers are not confined by the "restrictive" rule of three, therefore, in the non-competitive class, the labor class, or the exempt class, given the discretion, they appoint white males. The overwhelming proportion of middle management and state government consists of white males, and it is not surprising that they continue to receive promotional opportunities from their white male supervisory counterparts. In view of the facts, those who would abolish the rule of three simply cannot be heard to suggest that its abolition will result in greater opportunities for minorities and women. In fact, the opposite is true.

It is worth a moment to describe the civil service system as it is, and as it would be if these two bills were passed.

Civil Service Law section 61 provides that appointments are to be made "by the selection of one of the three persons certified . . . as standing highest on the eligible list who are willing to accept such appointment or promotion. The key words here are "who are willing to accept." None of us here are naive enough to believe that the central personnel office of any agency in either the state or political subdivisions is unwilling to exert whatever subtle pressure is necessary to produce declinations sufficient to reach almost any candidate.

For example, in the Department of Correctional Services, the Clinton Correctional facility was recently able to reach, for a position entitled "educational supervisor," the incumbent provisional who was number 47 on the list. He was reached by a combination of circumstances — the fact that many above him were unwilling to move to Dannemora, the fact that some above him had already accepted other positions, and the fact that others above him, for reasons which they were un-

willing to discuss over the telephone, simply declined. The point is not that the Department of Correctional Services is bad, nor is the point that other employees on the list should not have accepted the offers or heeded the advice. The point is that there is already sufficient flexibility built into the system.

What happens if, per chance, that flexibility does not achieve the desired result? Within the last couple of years my office has litigated a case dealing with the Public Service Commission, which created a new position. After that position had been occupied by a provisional appointee in excess of nine months, the Civil Service Department pointed out that an examination was necessary. The Public Service Commission participated with the Civil Service Department in writing the job specifications, in establishing the minimum job specifications, and in designing examination questions. After the examination was given, the incumbent was not reachable. The PSC then submitted to the State Civil Service Department a request for reclassification, thereby attempting to void the entire eligible list, and attempting to commence, again, the tedious and expensive process of starting anew to design the qualifications and examination in such a way as to guarantee continued employment for it provisional. Again, the point is not that the Public Service Commission is bad. The point is that the present structure is delicately balanced so as to provide both fairness and flexibility. Any move away from the rule of three will move that balance so that fairness will be sacrificed to flexibility. In the case involving the Public Service Commission, had the one of five or one of ten rule been utilized, the examination process would have been nothing but a ratification of the employer's choice of a provisional. This means that everyone else who took that examination would have applied in vain, studied in vain, and given up a Saturday to take the examination in vain, when the intention of the employer, all along, was merely to appoint its "favorite."

Senate Bill 8747 (alternate methods of certification), which would allow "block certification," "selection from an entire list," "the rule of five," or "the rule of ten," is not designed to implement the rule of merit and fitness for appointment or promotion; it is designed to implement the rule of favorites.

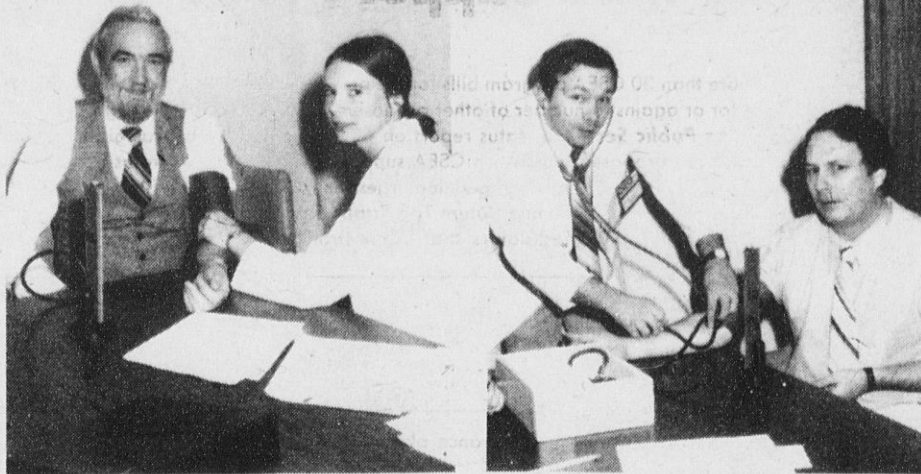
The same is true of Senate Bill 8746, which provides for rounding scores to the nearest whole number. This proposal, at first blush, sounds relatively innocuous and quite sensible. The argument in support of the bill, as expressed by the memorandum in support, is that examinations are not sufficiently accurate to validly discriminate between candidates' to perform a particular job by tenths of a point. As that memorandum states, some examinations do divide candidates by tenths of a point, and attached to this testimony is a list of scores in an actual examination recently given for the title "senior clerk." The list contains 3,152 names. As can be seen from an examination of that summary, rounding off to the nearest whole number will result in impermissible latitude in appointment. For example, if scores were rounded as proposed by this bill, the first appointment from the list would be any of the three individuals who scored either 100 or 99. If the top person were appointed, the next individual would be appointed from a field of 12, those receiving a 98, and those receiving a 99. Moving on down the list, 57 would be certified at grade 93, 131 at grade 86, 180 at grade 77, and 190 at grade 74. The point is not whether the hypothetical John Jones who received a 98.6 on the examination will ultimately be a better employee than the hypothetical Mary Smith who received a 98.4. The point is that any dilution of the three will return the civil service system to the spoils system, again, not because employers are inherently bad, but because the system will provide so much latitude that irrelevant factors for job performance, such as one's political party affiliation, whether one is involved in a union, and whether one supports the right candidate for President of the United States or mayor of the City of New York will become determinative. President Carter and his staff deserve some praise for candidly admitting that they wouldn't be hiring any census takers who supported opposing candidates for president. They certainly deserve some credit for knowing how to run a campaign. The people, in an election, will determine whether they are to be credited with the ability to run the federal government, but the federal government surely has not become efficient, effective, or responsive because of the federal civil service reform. Neither will state or local government.

Thank you.





RONNIE EPTING, right, vice president of CSEA Local 696, has her blood pressure screened by Janis Pfeiffer, a student nurse from Maria College.



EAP COORDINATOR Robert Ruddy joins with other employees to have his blood pressure checked. Doing the checking is Mrs. Sue Sneeringer, a student nurse from Maria College.

CSEA REGION IV PRESIDENT Joseph McDermott, right, was among the many CSEA members to take advantage of the EAP screening program. EAP Representative Jim Murphy checks out McDermott's blood pressure.

## Blood tests held by EAP

ALBANY — The Division of Alcoholism and Substance Abuse Employee Assistance Program sponsored a blood pressure screening program for employees on May 9. The American Red Cross, American Heart Association, and Maria College Nursing Department all assisted EAP in conducting the program.

CSEA Employee Assistance Representative Jim Murphy said, "In addition to helping employees with existing problems, EAP offers a mechanism whereby many educational and prevention programs can reach the work location. We've been able to help literally hundreds of our people already, and we're really just getting started."

## Why did they put his life in danger?

NEW YORK CITY — An arbitration hearing is expected to be conducted shortly in the matter of an attempt by South Beach Psychiatric Center (SBPC) to fire CSEA Local 446 Steward Peter Antico.

But the real, burning question in CSEA Field Representative Bart Brier's mind about the situation is, "Why did South Beach Psychiatric Center unnecessarily attempt to place Antico's life in danger?"

Brier says, "It's as though they were trying to kill Peter Antico," as he related how SBPC management tried to put him back on regular duty as a painter at a time when he was still under medication from earlier job-related serious injuries. That medication had the side effect of making Antico drowsy and two doctors restricted him to light duty only.

Antico, Brier, Local 446 President George Boncoraglio, Second Vice President Brenda Grasso and official documents combine to tell the following story:

In August 1979, a scaffold broke dropping Antico two stories. He injured his back and both legs.

Antico remained on Workers Compensation until December, when he returned to SBPC on light duty as instructed by his internist and his orthopedic surgeon. His return to work came after many calls to Antico's doctors by SBPC.

The light duty restricted Antico to answering phones and paper work.

On Jan. 17, 1980, Antico was examined by a State doctor. On Jan. 24, he was ordered to report for his

regular duty based on the State doctor's report.

That doctor's report contradicted the two doctors who are treating Antico.

Antico was under medication — Norgestic — a muscle relaxer and pain killer, which made him drowsy.

Antico was advised by Boncoraglio to report for light duty on Jan. 25.

When Antico reported for light duty on his next two work days, he was told not to report for work unless it was for full duty, but he was not officially suspended. A contract grievance was filed on Feb. 2.

Antico received a Notice of Discipline asking termination dated Feb. 1 for not reporting for full duty on Jan. 25, and for not contacting his supervisor on Jan. 28.

In spite of the State doctor ruling

Antico fit for full duty, a Workers Compensation hearing on March 12 awarded Antico retroactive pay from Jan. 25 through March 12.

Antico was ruled fit to return to full duty with certain minor limitations by his own doctors on April 21.



PETER ANTICO, third from right, discusses the upcoming arbitration of a dispute in which the South Beach Psychiatric Center is trying to fire him. He is being hotly defended by CSEA, and has the support of CSEA Local 446 President George Boncoraglio, left. Local Second Vice President Brenda Grasso, second from right, and CSEA Field Representative Bart Brier, right.



(Left) CHARLES SCLAFANI, Acting President of CSEA Local 614, told protesting students at SUNY at Stony Brook that students and the union should work together against common problems at the school and throughout the state university system.

(Above) STUDENTS CHEER CSEA official Charles Sclafani as he addresses the group boycotting classes at the SUNY at Stony Brook campus. He was the only union leader to address the students.

## Unity between students and union is urged

STONY BROOK — Charles Sclafani, acting as president of SUNY at Stony Brook CSEA Local 614, told a demonstration of students, professors and CSEA members that the union and the students should join together to fight for common problems in the University system.

Speaking before a crowd of more than 1,000 gathered to protest proposed SUNY budget cuts that would eliminate stipends for graduate assistants and layoff teaching

assistants, Sclafani said, "where does it stop. Today it's teaching and graduate assistants and tomorrow it's maintenance personnel and then students. We have to work together to put pressure on our legislators to restore the cuts. If they don't respond, then we'll vote them out of office."

The April 23 demonstration was the high point in a two-day boycott of classes by students. Sclafani was the only union leader to address the

students, who cheered him when he finished his address.

"After the demonstration we had several graduate students who came into the office to see if they could join the CSEA," Sclafani said.

Sclafani took over as acting president of Local 614 following the resignation of James Madison on March 7. At 27, he is believed to be among the youngest presidents in the CSEA.





# Proposed bills supported by CSEA

In addition to the more than 30 CSEA program bills for the present legislative session, CSEA also has taken positions for or against a number of other proposed bills before the State Legislature. In the last issue of *The Public Sector*, a status report on CSEA's program bills was given. The following is a list of other proposed bills which CSEA supports, along with the status of those bills. As in the case of CSEA's program bills, the union urges the membership to write their state legislators in support of these bills. In the near future *The Public Sector* will print a list of proposed legislation now before the State Legislature that CSEA strongly opposes.

BILL NUMBER & SPONSOR	SUMMARY OF PROVISIONS	STATUS
A. 163 Conners S. 149 Farley	This bill would allow for the continuation of state health insurance plans for the survivors of state employees.	A. Gov't Employees S. Civil Service
A. 278 Harenberg S. 249 Trunzo	This bill would amend the Mental Hygiene Law regarding the release or discharge of patients into a community.	A. Mental Health S. Mental Hygiene
S. 278A LaValle	This bill would amend the Education Law concerning Retirement contribution aid in school districts outside New York City.	S. Civil Service
S. 558 Padavan	This bill would protect Civil Service employees from reprisal for giving testimony.	S. Civil Service
S. 644 Padavan	This bill would expand the number of individuals on the Advisory Council on Mental Health from twelve to eighteen.	S. Social Services
S. 713A Stafford, Marchi A. 11115 Virgilio	This bill would amend the Education Law regarding indemnification and defense of community college officers and employees.	A. Higher Education S. Passed 2/28/80
A. 1063 Stavisky S. 841 Johnson	This bill would amend the Education Law regarding the responsibility for providing transportation for students.	A. Ways & Means S. Education
S. 952 Connor, Ackerman, Beatty, Galiber, Gold, McCall, Mendez, Ohrenstein	This bill would amend the Civil Service Law to prohibit discrimination on the basis of sexual preference.	S. Civil Service
A. 2120 Levy S. 1342 LaValle, Rolison	This bill would amend the Education Law regarding the transportation quota to school districts for pupil transportation.	A. Education S. Education
A. 2206 Wertz, et al S. 1584 Lack	This bill would amend the Education Law regarding the levying of a tax without a vote.	A. Education S. Education
A. 2578A S. 1813A	This bill would allow public employees to hold a license from the New York State Racing and Wagering Board in certain cases.	A. Ways & Means S. Finance
S. 2282 Caemmerer	This bill would amend the Education Law regarding the transportation of students.	S. Education
A. 3579 Greco S. 2486 Caemmerer	This bill would amend the Civil Service Law regarding the suspension of an employee pending determination of charges.	A. Gov't Employees S. Civil Service
A.2344 Virgilio S. 4112 Pisani, Berman	This bill would amend the Education Law regarding the inclusion of employers' retirement contributions as approved transportation expenses.	A. Education S. Civil Service
A. 1233 Proud	This bill would amend the Labor Law to include governmental employees in the definition of employees in minimum wage provisions.	A. Labor
A. 1344 Barbaro	This bill would amend the Civil Service Law regarding required written statements when a person is rejected when certified for appointment and another individual of lower rating is appointed instead.	A. Gov't Employees
A. 8034 Rules S. 6064 Volker	This bill would amend the Retirement and Social Security Law regarding death benefits to be paid to survivors of non-uniformed personnel in the Department of Correctional services when such member dies a a result of injury sustained in the line of duty.	A. Gov't Employees S. Civil Service
A. 1656 Cooperman	This bill would amend the General Construction Law to designate the last Monday in May instead of May 30 as Memorial Day.	A. Judicial
A. 288 Levy S. 524 Volker	This bill would provide that residence restrictions for local positions shall not apply to permanent employees who have been temporarily laid off and is on a list waiting to be recalled to work.	A. Gov't Employees S. Codes
S. 7217B Levy	This bill would prohibit discrimination against employees not covered by OSHA who complain, institute proceedings or give testimony relating to safety or health conditions.	S. Passed 3/17/80 A. Labor—amended and recommended
S. 7830B Levy	This bill would provide that compensation for occupational loss of hearing become payable three months after exposure instead of six months after separation from work.	S. Labor
S. 7127 Tauriello	This bill would provide that the state shall pay attorney's fees and costs for members of organized militia or employees of division of military and naval affairs for the purpose of an administrative hearing or prosecution, provided that such person was acting within discharge of duties or scope of employment.	S. Codes
S. 459 Tauriello A. 2928 Seminerio	This bill would repeal provisions requiring that the unemployment insurance claimant accumulate waiting period before becoming entitled to effective days for purpose of benefit payments.	S. Labor A. Ways & Means
A. 6675A Stavisky	This bill would provide that 35 hours per week shall constitute full-time employment with employees earning \$18,000 or less in a consecutive 12 month period required to received compensation at a rate not less than 1 1/2 times regular employment over such a 35 hour week.	A. Labor—amended and recommended
S. 7594 Pisani	This bill would amend the Military Law to change the term 30 days to 30 working days.	S. Codes A. Gov't Operations
S. 7517 Calandra A. 8883 Seminerio	This bill would amend the Military Law to define term "30 days" for purpose of provisions relating to period of time when public officers or employees are absent for military duty, as 30 working days in any one year.	S. Finance A. Ways & Means
S. 7891 Schermerhorn A. 9860 Lentol	This bill would provide that retirees would be able to participate in the state dental health plan.	



## OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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.

## Board of Directors vacancy announced

ALBANY — CSEA's Statewide Nominating Committee is accepting applications for nominations for a vacancy on the union's Board of Directors for a Mental Hygiene Representative from Region 5.

The nominations are the first step in the process to elect a new representative to fill a Board vacancy caused by a resignation.

Members in good standing seeking nomination for the position from the Statewide Nominating Committee should send a resume of their experience and qualifications to the CSEA Statewide Nominating Committee, c/o Joseph J. Dolan, Jr., Executive Director, 33 Elk St., Albany, N.Y. 12224.

The resumes must be received no later than May 28 to receive consideration.

## STATE OPEN COMPETITIVE JOB CALENDAR

### Filing Ends May 21, 1980

Title	Salary	Exam No.
Adirondack Park Project Review Specialist, Associate	\$21,345	29-287

### Filing Ends May 26, 1980

Title	Salary	Exam No.
Petroleum Engineer, Assistant	\$20,095	28-083
Petroleum Engineer, Senior	\$24,645	28-084
Program Research Specialist II (Health Care Analysis)	\$16,420	28-042
Program Research Specialist III (Health Care Analysis)	\$21,345	28-043
Program Research Specialist II (Health Finance)	\$16,420	28-047
Program Research Specialist III (Health Finance)	\$21,345	28-048
Program Research Specialist IV (Health Finance)	\$26,390	28-049
Program Research Specialist II (Health Management Analysis)	\$16,420	28-077
Program Research Specialist III (Health Management Analysis)	\$21,345	28-078
Psychometrist	\$17,320	28-046
Physical Therapist, Chief	\$21,355	28-071
Physical Therapist, Head	\$18,225	28-070

### Filing Ends May 27, 1980

Title	Salary	Exam No.
Program Research Specialist II (Health Economics)	\$16,420	28-044
Program Research Specialist III (Health Economics)	\$21,345	28-058
Program Research Specialist IV (Health Economics)	\$26,390	28-059
Social Services Child Support Specialist, Associate	\$21,345	28-087
Social Services Child Support Specialist, Principal	\$26,390	28-088
Social Services Child Support Specialist, Senior	\$16,420	28-086

### Filing Ends June 9, 1980

Title	Salary	Exam No.
Railroad Equipment Inspector	\$16,200-16,380	28-091
Railroad Track and Structure Inspector	\$15,300-15,530	27-866
Real Property Information System Trainee I	\$11,695	28-061
Real Property Information System Trainee II	\$12,395	28-062
Real Property Information System Specialist	\$13,125	28-063

### Filing Ends June 19, 1980

Title	Salary	Exam No.
Coastal Development Specialist I	\$13,125	28-029
Coastal Development Specialist II	\$16,420	28-089
Coastal Development Specialist III	\$21,345	28-030
Coastal Development Specialist IV	\$26,390	28-090

### Filing Ends June 23, 1980

Title	Salary	Exam No.
Program Research Specialist II (Med. Care Evaluation)	\$16,420	28-038
Program Research Specialist III (Med. Care Evaluation)	\$21,345	28-309
Program Research Specialist IV (Med. Care Evaluation)	\$26,390	28-060

## Two get reinstated

NIAGARA FALLS — Two employees removed from their positions in Niagara County's Manpower Department more than two years ago have been ordered reinstated with back pay by a decision of the state Supreme Court Appellate Division in Rochester.

Eugene Baes and John Tylec, members of the White Collar Employees Unit of CSEA Niagara County Local No. 832, had been removed from their posts as Manpower Program Coordinators in March of 1978 when their job title was abolished by order of the Niagara County legislature.

At that time, Baes accepted with protest a lower-paying job within the department and Tylec left county service while the union grieved the issue under Article 78.



# Keep the Special Olympics Torch Burning...



## Sponsor an Athlete.

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# O. D. HECK

## short staffing, hazardous conditions, erosion of services

ALBANY — Furious over deteriorating effects a state-imposed hiring freeze is having on patient care and working conditions at the O. D. Heck Developmental Center near here, a group of Heck employees last week conducted a protest demonstration in front of the State Department of Mental Hygiene offices at 44 Holland Avenue, Albany.

"We can no longer tolerate the hazardous conditions and erosion in services to clients," O. D. Heck Civil Service Employees Assn. Local 445 President Peter Looker told reporters as workers behind him chanted, "Short staffing is no staffing," "Lift the freeze now" and "Quality care now."

According to Looker, staffing is down by approximately 20 percent from just one year ago, but the state tells him it must drop to 90 percent before the freeze will be lifted. "In my unit alone the average number of workers has gone from eight to five in 14 months and the state refuses to hire replacements," he explained.

The demonstrators demanded that the hiring freeze be lifted immediately and the staff level restored to that of March 1979, "so that the well-being, habilitation and health of our clients can be re-established." They also called for the allocation of sufficient staff to provide for those who have been resettled since the imposition of the freeze and that all admissions be halted until quality care and adequate programming can be achieved.

As a result of the shortage, one nurse is being left in charge of 30 or more patients at a time. There should be a minimum of three nurses with that number of clients, says Lucy Williams, CSEA shop steward and a nurse at O. D. Heck.

This situation nearly led to a disaster in a recent fire at one of the Heck buildings in February where a night aide was left watching 12 sleeping clients. Fortunately she was able to call aides from another building to help rouse, dress and lead the patients out of the burning building.

The number of accidents has gone up dramatically, says Williams, with at least one client being taken to emergency rooms a day - "Just check the records at Ellis and St. Claire's Hospitals, we're there every day," she said. "The number of accidents and incidents during the month of January alone rose nearly 50 percent. We're just not able to look after them the way we should."

The aides and nurses, says Looker, are unable to get the amount and kind of training they need to deal with clients, because there are not



enough employees to cover for those taking classes. He says they are getting only 50-60 hours of training a year, when they should be getting 200 hours.

And instead of being taught behavioral management and crisis intervention techniques, which they need to handle the multipli handicapped and severely disabled clients at O. D. Heck, the employees are simply learning how to physically care for their charges. "Naturally, this training is important," says Looker, "but it must go beyond the physical to enable us to give quality care."

Forced overtime is another sore spot with the employees. They are being required to work a 16-hour day to provide minimum coverage on the units, and some have been harassed by management for refusing to stay. "The administration thinks it is cutting corners by hav-



ing employees stay overtime, but it would be more economical to hire more staff than to pay present employees time and a half in overtime," Looker commented.

"We just hope the demonstration has opened some eyes," said Looker. "We cannot work like this any longer and we'll be back if we don't see some improvement soon."

The demonstration had originally been planned for April, but was postponed by the union when the Associate Commissioner of DMH Zygmund Slezak promised major staffing changes and the hiring of eight nurses.

However, instead of hiring six LPN's which the union felt were needed to best handle patients, the state hired five RN's. Also, according to Williams, the staff changes resulted in the removal of three nurses from direct patient care to supervisory duties.

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## Assembly committee sets hearing

As The Public Sector was going to press, State Assemblywoman Elizabeth A. Connelly, chairman of the Assembly Mental Health Committee, announced her committee will conduct a formal, closed-door, hearing into allegations about staffing and working conditions at the O. D. Heck Developmental Center. She announced witnesses will include parents of residents at the facility, staff and administrators at the facility, and personnel from the state Office of Mental Retardation and Developmental Disabilities. If necessary, she noted, the committee would use subpoenas to obtain witness testimony.

DISCUSSING POOR CONDITIONS at the O. D. Heck Developmental Center is this group during a public protest demonstration outside Department of Mental Hygiene offices in Albany last week. From left are Heck employees Pat Cuthbert and Edith Feldman. At right are CSEA Shop Steward Lucy Williams, a nurse at the facility, and CSEA O.D. Heck Local President Peter Looker.

