

Budget devastates services

ALBANY — CSEA last week was engaged in a battle with state political leaders in an effort to salvage what used to be the New York State budget but what was rapidly evolving into a political campaign document that would devastate state services.

CSEA President William L. McGowan called in the Statewide Political Action Committee late in the week to work with CSEA Lobbyist James Featherstonhaugh, the union's Legislative and Political Action Department, and top union of-

ficials to restore massive cuts proposed in the state budget for the fiscal year beginning April 1.

A major political struggle was underway in Albany between legislative leaders and the Governor over how much would be cut from the needed appropriations and how those cuts would be distributed. It was becoming increasingly clear that an agreement was eluding political leaders and the possibility of a "payless payday" was raised by some state officials.

If a budget is not passed by April 1, the state legally cannot issue paychecks to employees since technically there has been no money appropriated to cover the checks. In the event such an incident occurred "scrip" would be issued indicating the employee is entitled to money, but yet not legally a check.

"It's been clear from the outset that the big losers in this budget fight would be the public employees of this state," CSEA President Bill McGowan commented. "We are under attack here by Legislators that want to get elected in November so bad that they will abandon their

responsibilities to the people of this state. At the same time that the squeeze is coming here, President Carter is hacking away at federal aid to state and local government. It should be clear to all of us where those cuts will ultimately fall."

Gov. Carey proposed a state budget for the coming fiscal year that would result in the loss of 9,000 state jobs over a period of two years.

But if the Governor's budget was inadequate, what Legislators are proposing to do is reckless. Published reports indicate Legislators are attempting to cut an additional \$150 million from state agencies and "transfer" those cuts to local assistance. While the Local Assistance portion of the budget does need improvement — providing for a seven percent increase over last year's levels — the State Purposes Fund which legislators seek to cut only provided a 1.8% increase over the previous year's level before the legislative cuts were added!

President McGowan sent telegrams to all legislators warning of the consequences of such cuts in public services and state employee jobs.

Scrip instead of checks April 2?

ALBANY — With the Governor and Legislative leaders dead-locked over the proposed budget for the state's fiscal year beginning April 1, it was beginning to look like some state employees would be receiving "scrip" instead of checks in the April 2 "institutional" payroll.

State Comptroller Edward Regan was to decide by 8 a.m. on March 31 whether to issue standard paychecks or ones marked "statement of net earnings".

While this "scrip" is not legally a check, the Comptroller's Office was quoted late last week as stating that the vast majority of banks in New York State will cash the checks as they always have but some check cashing services or retail outlets might be reluctant to do so.

Public SECTOR

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Any budget balancing in Washington will be at expense of public workers

WASHINGTON, D.C. — While CSEA officials are enmeshed in one of the worst budget threats to union members in New York State in recent years, officials of AFSCME are preparing to do battle with a President and Congress that has suddenly decided to balance the federal budget with the heads of public employees.

AFSCME officials say the cut-backs could easily cost New Yorkers more than one-half billion dollars in lost federal aid.

Two months ago President Jimmy Carter met with the Executive Board of AFSCME at the White House and briefed the leaders on an austere federal budget that held the line on domestic policy spending but in-

creased defense spending. While members of the AFSCME Executive Board which include CSEA President William McGowan and Region One President Irving Flaumenbaum — weren't happy with the federal budget, they generally agreed they could live with it.

Yet seven weeks later President Carter completely abandoned the commitments made at the briefing and proposed instead a balanced federal budget that devastated domestic programs with particular impact on programs effecting public employees.

While full details of the federal budget cuts were not outlined, AFSCME officials told CSEA that it was clear that the federal

general revenue sharing program was in deep trouble and that the state aid portion of that program would almost certainly die in Congress. For New York State, the consequences of such a cut would be particularly devastating in view of the state budget crisis.

Impact of the cuts on cities would also be severe if general revenue sharing were to be withdrawn. Counter-cyclical aid, another major source of federal assistance to state and local government, would also be abolished under the budget cutting proposal. The federal CETA program would also be effected but as in the other areas, no one is yet sure how much of a cut would result.

AFSCME President Jerry Wurf takes the position that the proposed cuts to balance the budget will have a negligible effect on inflation. Other elements of the President's program to "combat" inflation including higher interest rates and new taxes on gasoline could actually feed inflation. AFSCME endorses mandatory controls on all elements of the nation's economy as a rational approach to control inflation. It's proposal would allow mandatory controls to be implemented on wages, prices, interest rates, profits and rents.

CSEA President William McGowan has previously endorsed wage and price controls as a mechanism to deal with inflation.

NOTICE

ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not received a ballot

Samples of ballots are inside this issue

by April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:

Region 1 516/691-1170 Region 4 518/489-5424
Region 2 212/962-3090 Region 5 315/451-6330
Region 3 914/896-8180 Region 6 716/634-3540

Call your legislators

To let your state legislators know that further cuts in the State Purposes Fund of the 1980-'81 budget would reduce services to a dangerous and unacceptable level, call them and tell them so, at the numbers listed below.

For senators: (518) 455-2800.

For assemblypersons: (518) 455-4100.

Legislative support for ending test fee

ALBANY — CSEA is fighting on two fronts to eliminate the \$5 fee incumbent state employees must pay to take open-competitive Civil Service examinations.

One battle has been waged since last fall, when the state instituted the fee. CSEA's 1,200 delegates unanimously passed a resolution by Local 670 President Shirley Brown that the union go on record as being "unalterably opposed" to such a move, which constitutes a unilateral change in the working conditions of incumbents.

Atty. Stephen Wiley, of the CSEA law firm of Roemer and Featherstonhaugh, filed an Improper Practice charge, claiming the fee is a blatant violation of the Taylor Law, which outlaws such unilateral changes in incumbents' terms and conditions of employment, and briefs

in the case were submitted last week to Public Employment Relations Board Hearing Officer Robert Miller.

But now the union's case has picked up support from several New York State legislators. Assemblymen Dick Gottfried, Anthony Seminerio, Richard Conners, William Finneran, Dennis Gorski, George Hochbrueckner, Matthew Murphy, Robin Schimminger, Paul Viggiano, and Melvin Zimmer have sponsored Assembly Bill Number 9456, which would legislate the elimination of the \$5 fee for incumbents.

The Senate has also taken up the cause. Senators Hugh Farley, Joseph Bruno, James Lack, and Jay Rolison have sponsored the bill in the upper house, where it has number S. 7992.

Both bills were introduced March 3. They are now being studied by the Assembly Governmental Employees

Committee (Joseph Lentol, chair) and by the Senate Civil Service and Pensions Committee (Richard Schermerhorn, chair).

"We're very glad to have the legislature's support in our efforts to obtain justice for state workers," Atty. Wiley said. "Many of these employees must take competitive exams just to keep their jobs. It's not

fair for them to have to pay a fee for that exam." He added that state workers have not had to pay such a fee for at least 30 years.

The results of the Improper Practice case should be known within the next few weeks, but meanwhile, CSEA is urging all members to write or call their legislators to show their support for the fee-elimination bills.

Comp time option notice deadline

ALBANY — Members of the statewide Operational, Institutional or Administrative bargaining units who want to take compensatory time off instead of receiving extra pay for working on holidays in the 1980-81 contract year, must notify their payroll office, in writing, before May 15 of this year.

Also, employees in these bargaining units who waived holiday pay in order to receive compensatory time off in the 1979-'80 contract year, may revoke that waiver for the '80-'81 year if they so desire, by notifying their payroll agency in writing, before May 15.

Such waiver of holiday pay, or revocation of such waiver, will then remain in effect for the rest of the life of the contracts — through March 31, 1982.

SOCIAL SECURITY information

Increases in average earnings covered by social security the past year have triggered an increase in the retirement test annual exempt amount for people receiving social security benefits, a social security spokesperson said recently.

The retirement test annual exempt amount is the amount of earnings a person can have and still receive all benefits for the year.

For people under 65, the 1980 annual exempt amount will be \$3,720. The 1979 amount was \$3,480.

For people 65 or over the 1980 annual exempt amount is \$5,000. The 1979 amount was \$4,500.

A person whose 1980 earnings go over the annual exempt amount generally has \$1 in benefits withheld for each \$2 of earnings above the exempt amount.

Another figure increased is the amount of annual earnings required to receive social security credits. A person needs credit for a certain amount of work to be eligible for social security benefits. This credit is measured in "quarters of coverage." A person can receive up to 4 "quarters of coverage" in a year.

Dispute gets fact finding

SYRACUSE — The contract dispute involving more than 300 employees in the Syracuse City White Collar Unit of CSEA Local 834 has been submitted to a fact finder, according to a union spokesman.

The Public Employment Relations Board (PERB) has assigned Professor Robert Rabin, of Syracuse University, who requested briefs from both sides be submitted to him by last Friday, March 28.

The spokesman for the union indicated that salaries are the major factor in not reaching an agreement.

If the dispute is not resolved through the fact finding process, the Syracuse Common Council will be required to make a final determination on the issues. This would probably take place in early April.

Transit strike in NYC possible, check insurance before driving

NEW YORK CITY — As this issue of The Public Sector was going to press, a transit strike in New York City was a distinct possibility. And the president of at least one large CSEA Local in New York City has advised his members not to volunteer their cars for car pooling if the strike occurs, at least not before checking with their insurance companies.

The State Department of Labor, according to Department of Labor CSEA Local 350 President George Caloumeno, has asked its employees to use their personal cars for car pooling during the expected strike. He said the request was made to managers by Unemployment Insurance Area Director Alex Altheim. But, warned Caloumeno, if employees carelessly follow such a request, it

might result in cancellation of their auto insurance.

He said Altheim's request included mileage reimbursement and indemnification in case of an accident, but noted using a personal car for business purposes can get the driver

into trouble with his/her insurance company. He said he checked with some insurance companies and with the State Insurance Department.

Drivers could lose their insurance or be hit with higher rates by using their cars for business, Caloumeno said.

College scholarships are offered

ALBANY — Applications are now being accepted for CSEA College Scholarships for the 1980-81 school year.

The union's Board of Directors approved the awarding of 12 \$500 scholarships (two from each CSEA region) for deserving sons and daughters of CSEA-represented employees.

The deadline for submitting applications is April 30. The Special CSEA Scholarship Fund Committee, chaired by Dominic Spacone, Jr., will review all applications and make its decisions in May. Winners will be announced in June.

Applications are available from all CSEA regional offices, and from CSEA local presidents.

Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 7-9 — Long Island Region I spring conference, Gurneys Inn, Montauk.
- 11 — Kingsboro Psychiatric Center Local 402 disco pre-Easter dance, 9 p.m. to 3 a.m., St. Joseph's Golden Hall, 856 Pacific St., Brooklyn.
- 17 — CSEA Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 16 — Hudson Valley Armory Employees Local 252 meeting, 1 p.m., Kingston Armory, North Manor Avenue, Kingston.
- 23 — Saratoga County Local 846, executive board meeting 7 p.m., general membership meeting 7:30 p.m., County Solor Building, High Street, Ballston Spa.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 1-3 — Tax Local 690 labor/management seminar, Ramada Inn, Lake George.
- 4 — SUNY Farmingdale Local 606, Atlantic City trip.
- 8 — CSEA Board of Directors meeting, 9 a.m. Quality Inn, Albany.
- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase County Club, Purchase.
- 10 — Long Island Region I, Atlantic City trip.
- 19 — Saratoga County Local 846, executive board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 21-23 — State Division Workshop, Kutcher's Club, Monticello.

JUNE

- 4-6 — County Division Workshop, Kutcher's Country Club, Monticello.
- 9-13 — AFSCME Convention, Anaheim, Calif.

Ratification is unanimous

NIAGARA FALLS — Dominic Spacone, president of CSEA Local 872, has reported that the members of the Niagara Educational CSEA Local have unanimously ratified a tentative agreement with the Niagara Falls City Schools after negotiations lasting more than ten months.

The agreement retroactive to July 1, 1979, calls for a 6.4 percent pay increase the first year, with increments, longevity and an additional holiday. It also provides for an increase in mileage allowance from 15 to 17½ cents per mile, among other changes.

The second year provisions of the pact include a 7 percent wage increase, increments, longevity, a subsequent mileage boost to 20½ cents per mile and a fully paid major medical plan.

Members of the negotiating team were: Danny Jinks, Region 6 Collective Bargaining Specialist; Spacone, Russ Bettis, Phyllis Gonzales, Florence Lennox and Mike Emmanuel.

SAMPLE Region I Delegate BALLOT

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13 in Anaheim, California.

The following is a SAMPLE REGIONAL BALLOT printed here for informational purposes only. This is NOT an official ballot. All official ballots will be received in the mail from CSEA. The following is a reproduction of this particular regional ballot listing the official regional candidates as they will appear on the official ballot to be mailed to members on April 10. Additionally, the official ballot will contain specific information and directions on the reverse side. You are advised to read those instructions and follow the directions carefully before using your official ballot.

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Region I

Slate 1 (56 candidates)

- 1 Irving Flaumenbaum
- 2 Danny Donohue
- 3 Sal Russo
- 4 Joseph T. LaValle
- 5 Vivian A. Landstrom
- 6 James P. Madison
- 7 Charles Sciafani
- 8 Arthur Loving, Sr.
- 9 Ida McDaniel
- 10 Laura Fortner
- 11 Louis Mannellino
- 12 Charles DeMartino
- 13 James T. Farrell
- 14 Edwin Garcia
- 15 Dorothy Goetz
- 16 Catherine Green
- 17 Charles Novo
- 18 Rose Orenda
- 19 Ben Kosiorowski
- 20 Kenneth Horsford
- 21 Barbara Rotunno
- 22 Theresa Ribaudo
- 23 Robert Conlon
- 24 Michael Curtin
- 25 Carol Craig
- 26 Frances Bates
- 27 John Madlon
- 28 Ann Gonzalez
- 29 Bill Chacona
- 30 Jean Frazier
- 31 Julia (Betty) Duffy
- 32 Nicholas Abbatiello
- 33 Ruth Braverman
- 34 Kenneth Cadieux
- 35 Kenneth Darby
- 36 Mary Calfapietra
- 37 Robert Campbell
- 38 Nicholas Dellisanti
- 39 Thomas Gargiulo
- 40 Ralph Spagnola
- 41 Doris Kasner
- 42 Dudley Kinsley
- 43 James Mattei
- 44 Edward Ochenkoski
- 45 Esther Phillips
- 46 Gregory G. Szurnicki
- 47 H.A. (Tony) Bentivegna
- 48 Sam Piscitelli
- 49 Thomas Stapleton
- 50 Carlo Pugliese
- 51 Trudy Schwind
- 52 Rita Wallace
- 53 Jean Wichmann
- 54 Ben Boczkowski
- 55 Frank Fasano
- 56 William J. Link

Slate 2 (7 candidates)

- 57 John Aloisio, Jr.
- 58 John M. Geraghty
- 59 Gus Nielsen, Jr.
- 60 Louis Corte
- 61 Alex Bozza
- 62 Benjamin A. Perryman
- 63 Haward S. Quann

Slate 3 (5 candidates)

- 64 Edward Logan
- 65 Donald Cudahy
- 66 Peter Dato
- 67 Joseph Corr
- 68 Edward T. Plumber

Slate 4 (7 candidates)

- 69 Sylvia Weinstock
- 70 Joseph Lind
- 71 John M. Jackson
- 72 Virgilio Torres
- 73 Paula Salzmann
- 74 Charles Salzmann
- 75 Santo Cavallaro
- 76 Aileen Ronayne
- 77 Al J. Varacchi
- 78 Michael Leonardi
- 79 Yvonne DiBello
- 80 (Smitty) James Smith
- 81 Crawford McPhatter
- 82 Joseph Messina

Slate 5 (21 candidates)

- 83 Jerome Donohue
- 84 Donald Balsan
- 85 James Britt
- 86 Marlene Costello
- 87 John E. Considine
- 88 Dorothy M. Garage
- 89 Joseph Greaver
- 90 Nancy Hernandez
- 91 Arthur Golinsky
- 92 William Linn
- 93 Paul Olenick
- 94 Robert F. Preuss
- 95 John Ravalli
- 96 Michael Tramutolo
- 97 John Vione
- 98 Steve Zwerling
- 99 Ann Lohwasser
- 100 Robert T. Smith
- 101 Arthur R. Morton
- 102 Richard Halin
- 103 Harry Springer
- 104 Marilyn Mahler
- 105 Anthony Giannetti
- 106 Sol Ehrlich
- 107 Sal Cascio
- 108 Alice Heaphy
- 109 Angela M. Palladino
- 110 John M. Saraceno
- 111 Garry Lenberger
- 112 John T. Wolfe
- 113 Margaret A. Olness
- 114 Gloria Shore
- 115 Helen Regis

SAMPLE BALLOT

VOTE FOR NO MORE THAN 56 CANDIDATES

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

NEED HELP? 1-800-342-3565

needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly CONFIDENTIAL.

The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who

Call EAP

**CSEA
Safety
800-342-4824
Hotline**

SAMPLE Region II Delegate BALLOT

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**Answer
the Census**
APRIL 1
We're
counting on you.

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Region II

Slate 1 (24 candidates)

-
- 1 Jimmy Gripper
 - 2 Helen Cugno
 - 3 Clinton Thomas
 - 4 Robert Diaz
 - 5 Rose Feuerman
 - 6 Cassell Brockett
 - 7 Hugo J. Forde
 - 8 Anna Brown
 - 9 Stella Williams
 - 10 William Anderson
 - 11 Mary E. Bowman
 - 12 Dorothy King
 - 13 Ismael Lopez, Jr.
 - 14 Felix D. Rodriguez
 - 15 Roy Johnson
 - 16 William Bear
 - 17 Margaret S. Meaders
 - 18 George Boncoraglio
 - 19 Brenda Nichols
 - 20 Jacqueline Goodwin
 - 21 Joseph C. Johnson, Jr.
 - 22 Ronnie Smith
 - 23 George Caloumeno
 - 24 Charles Bell

- 25 John Gianguercio
26 Joseph Michael

Slate 2 (11 candidates)

-
- 27 Frances DuBose
 - 28 Jimmy Wood
 - 29 Lloyd Graham
 - 30 Barbara Moore
 - 31 Harriet Frankiewicz
 - 32 Anita Schiowitz
 - 33 Esther Slonim
 - 34 Rupert Mayers
 - 35 Al Davis
 - 36 Lavern Perry
 - 37 Bob Keeler

- 38 Francois Frazier
39 Muhammad Hussain
40 Lawrence Colson
41 Jimmy Payne

Slate 3 (12 candidates)

-
- 42 Roy Hargrove
 - 43 Tyrone Daniels
 - 44 Jeri Bell
 - 45 Barbara Farrell
 - 46 Michael Hicks
 - 47 Rose Platt
 - 48 Walter Taylor
 - 49 Martha Matos
 - 50 Irittia Dennis
 - 51 Yolanda Sanders
 - 52 Kathy Miller
 - 53 Future Glenn

- 54 Phyllis L. Ferguson
55 Ruth Foster
56 Darlene Hess
57 Dolly Krampner
58 Frances Brownstein
59 Anthony Copeland
60 Bernardo Osorio
61 Geraldine Cody-Powell
62 Felton King
63 Marjorie A. Reeves
64 Mary C. Edward

**SAMPLE
BALLOT**

VOTE FOR NO MORE THAN 24 CANDIDATES

Convention committee appointed

BUFFALO — Robert L. Lattimer, president of CSEA Region VI has announced the appointment of Ms. Jerry Frieday of North Tonawanda and an employee at SUNY Buffalo, as chairperson of a 10-member regional convention committee.

Ms. Frieday and her committee will be responsible for assembling and coordinating local information and special activities in liaison with

statewide committee efforts regarding the CSEA Delegates Convention scheduled from September 28 through October 3 at the Niagara Falls Convention Center.

Other members of the committee include Robert Smith, Janie Raynor, Dominic Spacone, Patricia Froebel, Diane Zito, Anthony Pasqualichio and Amelia Clay.

Wurf testifies on hospital funding

WASHINGTON, D.C. — AFSCME President Jerry Wurf, in testimony submitted to the subcommittee on health care of the House Ways and Means Committee, has urged emergency federal assistance to financially troubled public general hospitals throughout the nation.

Wurf urged the creation of a separate unit within the Department of Health, Education and Welfare (HEW) to provide emergency federal assistance to public general hospitals.

Declaring that current federal health care policies discriminate against public hospitals in favor of private health care providers, Wurf urged several reforms in national health care policies, including:

- Changes in the Medicare and Medicaid programs to provide increased reimbursements for public hospitals.

- Full funding in the federal budget for Fiscal 1981 for urban health care programs.

- Increased federal assumption of the Medicaid burdens of major industrial states, such as New York, with large welfare populations.

The AFSCME program for federal assistance to public general hospitals would benefit these hospitals, where CSEA members work: Meyer Memorial Hospital in Buffalo, Greene County Memorial Hospital, Lewis County General Hospital, Tompkins County General Hospital, Meadowbrook Hospital in Nassau County, and other public general hospitals throughout New York State and the entire nation.

CSEA has gone on record, at its 1979 statewide convention, in opposition to closings of public general hospitals.

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SAMPLE Region III Delegate BALLOT

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EARL CONGER, Cortland County CSEA Unit president.

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Region III

Slate 1 (35 candidates)

- 1 James J. Lennon
- 2 Pat Mascioli
- 3 Raymond O'Connor
- 4 Eva Katz
- 5 Robert Thompson
- 6 Richard Snyder
- 7 Albert Ruggiero
- 8 John Mauro
- 9 Madeline Mackey
- 10 Millicent DeRosa
- 11 Carolyn Zappe
- 12 Walter Durkin
- 13 Vincent Covati
- 14 Eleanor McDonald
- 15 Alex Hogg
- 16 Grace Woods
- 17 Conrad Reilly
- 18 Barbara Swartzmiller
- 19 John Cassidy
- 20 Marie Romanelli
- 21 Ellis Adams
- 22 Kay Cayton
- 23 Harold Ryan
- 24 Pug Lanza
- 25 Lorraine Scott
- 26 Larry Natoli
- 27 John Famelette, Sr.
- 28 Raymond Zerbarini
- 29 Anthony Blasie
- 30 Scott Daniels
- 31 John Whalen
- 32 Carmine DiBattista
- 33 Ellen Cleveland
- 34 Janice Schaff
- 35 Joseph Roche

- 36 Joyce Debree
- 37 William H. Pratley

Slate 2 (4 candidates)

- 38 Carmine LaMagna
- 39 Marlene High
- 40 George Baille
- 41 Robert Del Torto
- 42 John A. Famelette, Jr.
- 43 Michael Morella
- 44 Robert Coleman
- 45 James McNutt
- 46 Helen Joyner
- 47 William Bunce
- 48 Peter H. Convery
- 49 Margaret Scoca (Capriola)
- 50 Kenneth J. Lynch
- 51 Americo Felipe
- 52 James J. Sullivan
- 53 Glenda Davis
- 54 John Thomason
- 55 Willie Trotman
- 56 Patricia Taylor
- 57 Doris Josephson
- 58 Marion Casey
- 59 Beatrice Kee
- 60 Richard Riley
- 61 James L. McGuinness
- 62 Leonard Gerardi
- 63 Kenneth Klinko
- 64 Helen Klein
- 65 Rose Clark
- 66 Marjorie Monroe
- 67 Harold McGuigan
- 68 Mark Schwartz
- 69 Virginia Black
- 70 John Giglio
- 71 Lorin W. Mackey
- 72 Barbara Hogan
- 73 Charlie Decker
- 74 Mary Rich
- 75 Ruth Ander
- 76 Ann Boehm
- 77 Barbara Babcock
- 78 Robert Roberts
- 79 Doris Mikus
- 80 Greg Bernard

**SAMPLE
BALLOT**

VOTE FOR NO MORE THAN 35 CANDIDATES

Back pay for extra hours

CORTLAND — Two members and a former member of Cortland County CSEA Local 812 recently received settlement checks totaling more than \$5,000.00 for hours worked in excess of normal 35-hour work weeks.

Earl Conger, president of the Cortland County Unit, said the settlement involved two current employees and one former employee at the Cortland County airport who had logged extra unpaid work time as far back as 1977.

"We compiled the necessary hourly records, then used the clearly defined contract language to file grievances on behalf of Robert Kluge, William English and Barbara Couch. The county confirmed that payment was due and eventually issued the checks. Kluge and English are current employees of the county, but Mrs. Couch now lives out of state," Conger said.

In a further comment following the announcement of the settlements, Conger reported the percentage of CSEA membership in the County is growing. "We are signing new members every week and we plan to continue strengthening our entire Cortland County Local. In the near future CSEA Field Representative Terry Moxley and Chris Jamison, Regional organizer, will conduct a special effort to gain 100 percent membership," Conger said.

CSEA
the union
that works
for you

Learning how to handle conflict union seminar subject

BINGHAMTON — Members of Binghamton Psychiatric Center CSEA Local 441 recently participated in a seminar on the subject, "Handling Conflict in the Union and in Labor / Management Relations."

According to Local 441 President Charles Gregory, the program was instructed by Martha Lindner of the State University of New York and Jim

Miller of the New York State School of Industrial Labor Relations of Cornell University.

The program included seminar discussions on such topics as group behavior, handling conflicts with and between groups, techniques to resolve various forms of conflict, and other topics.

"Management appears not to give a damn..."

Asbestos a major health problem for Bronx PC operational people

NEW YORK CITY — "The management of Bronx Psychiatric Center appears not to give a damn about the health of its operational employees," charges BPC Local 401 President William Anderson. And CSEA Field Rep Bart Brier confirms that position, reporting that the warehouse, power plant and most maintenance areas continue to be serious asbestos health hazards while BPC administrators continue to refuse to take immediate corrective measures to remove the hazard. Asbestos is a known cause of lung and stomach cancer and of other respiratory diseases.

(The Public Sector, which has been reporting on numerous safety and health hazards in New York State since 1978, toured the facility recently and found the ceiling of the warehouse to be the most extensive asbestos hazard it has encountered.)

Brier was highly critical of BPC Deputy Director Ira Shulman and his assistant, Jay Director, for not taking action to remove the asbestos hazards.

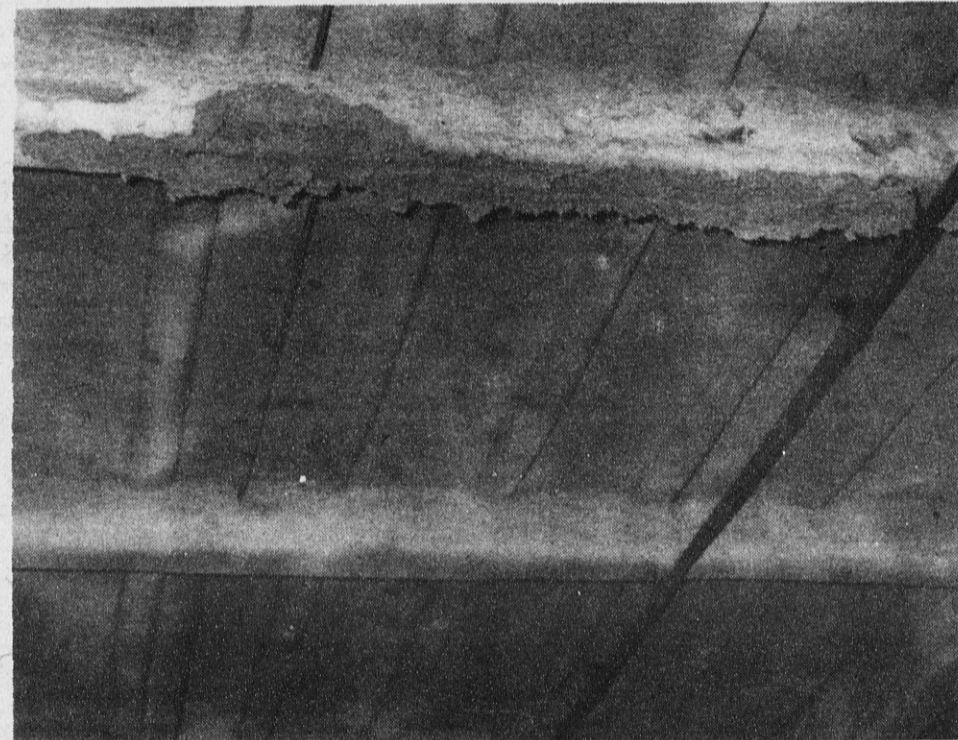
Even though asbestos is a known health hazard, there is not law that requires management to remedy the situation. CSEA is pushing hard for legislation providing Occupational Safety and Health Act (OSHA) protection for public employees throughout New York State. Brier noted, however, that management work areas in the warehouse were enclosed and air-conditioned a few years ago, but no such protection was provided other employees.

He said management claims it will not address the asbestos problem until some leaks in the warehouse roof are fixed.

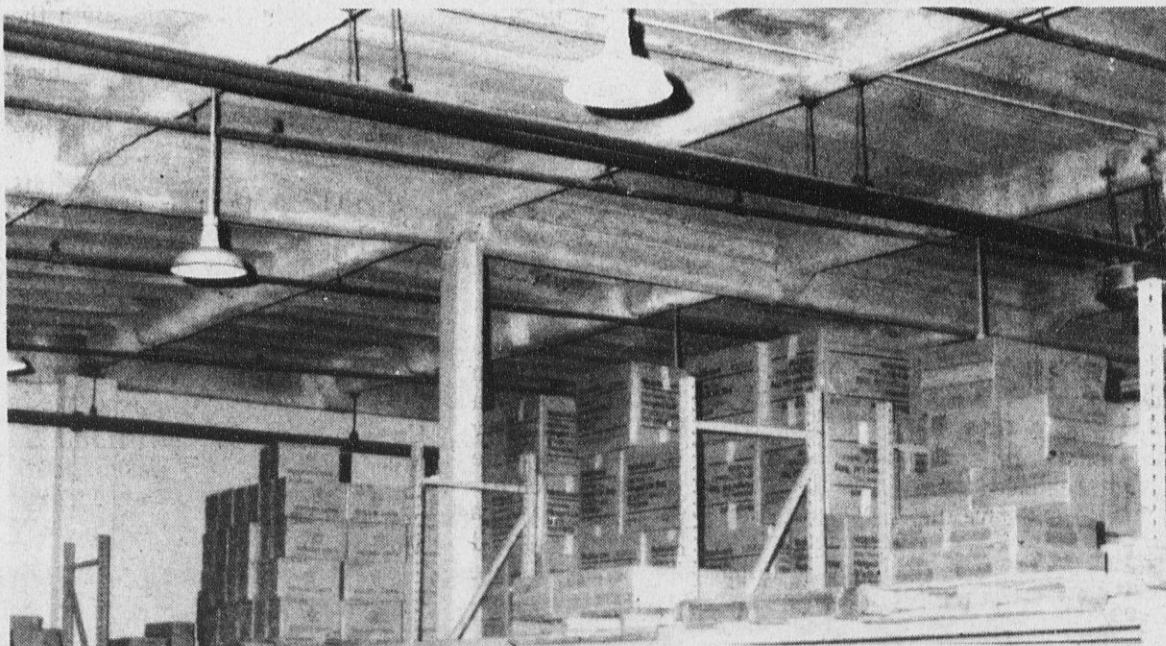
"Can you believe they won't fix the asbestos hazard because of some leaks in the roof? Their actions speak louder than their words."



ROBERT RUSSELL has been working in the asbestos environment of the warehouse at Bronx Psychiatric Center for nine years. He, and his fellow operational employees working in that environment face a greater chance of contracting lung and stomach cancer, according to medical authorities.



THE EXTENT OF THE FALLING ASBESTOS in the Bronx Psychiatric Center warehouse is demonstrated by the condition of a beam across the ceiling of the warehouse.



ENTIRE CEILING of the huge warehouse, left, at Bronx Psychiatric Center is covered with a material containing cancer-causing asbestos.

MANAGEMENT'S safely enclosed and air conditioned working spaces in the warehouse of Bronx Psychiatric Center are pointed out by task force member Leroy Edwards, left, to CSEA Field Representative Bart Brier, center, and to task force Chairman James Payne.

"This appears to be just another example of how some people treat blue collar workers. If you work with your hands and back and don't have 18 years of schooling you are some lesser form of life not entitled to human treatment," Brier said of the way the BPC operational employees are being treated.

Forty-eight of those employees — those working in the dangerous asbestos environment for at least five years — are undergoing x-rays and counseling by the world-renowned Mount Sinai Hospital Department of Environmental Medicine.

CSEA action on the asbestos problem started after the election of Anderson in September 1979 as president of BPC Local 401. Anderson appointed a task force to look into the asbestos situation in November 1979.

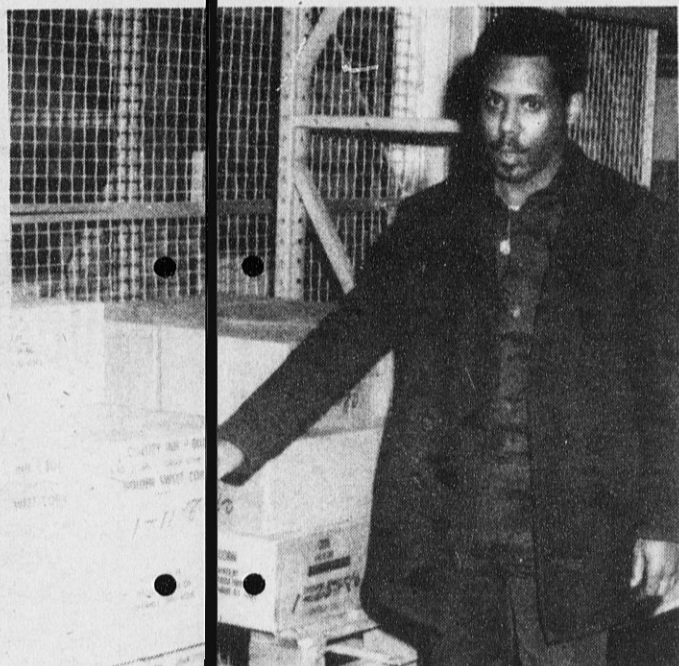
Heading the task force is Local Second Vice President James Payne. Other task force members are Anderson, George Austin, Patricia Hueston, Ernest Punter, Leroy Edwards and Efraim Febles.

Payne went to Mount Sinai Hospital with the asbestos problem. He also pointed out that the falling asbestos in the warehouse could be getting into the food eaten by both patients and staff at Bronx Psychiatric Center.

Another controversy has emerged as a result of the asbestos situation. Even though Mount Sinai is charging only approximately \$200 for the 48 counselings and the health problem is caused by management not correcting a long-standing health hazard, Shulman and Director will only authorize BPC to pay for half the cost of the employee counseling, Brier said.



ASBESTOS, which had fallen from the ceiling of the warehouse at Bronx Psychiatric Center, sits atop a box. The material which clogs the ceiling contains cancer-causing asbestos, CSEA sources reported. Forty-eight operational employees are x-rayed and counseled because of long-time exposure to the deadly substance.



CSEA LOCAL 401 Task Force Chairman James Payne points to the food kept in the warehouse of Bronx Psychiatric Center. Material containing asbestos flakes off the ceiling and falls onto the boxes of food stored in the warehouse. Payne fears that patients and staff may be eating some asbestos along with the food. Asbestos is a cause of stomach cancer.



Mental Hygiene employees pawns in giant chess game rigged to favor management

By Gerald Alperstein
Associate Editor

CENTRAL ISLIP — New York State mental hygiene employees "are treated as pawns in a giant chess game being played by various management levels," CSEA's Danny Donohue said.

Donohue is chairman of the CSEA Mental Hygiene Caucus, Mental Hygiene Board of Directors, Mental Hygiene Labor-Management Committee and Mental Health Labor-Management Committee. He also is president of Central Islip Psychiatric Center Local 404 and first vice president of CSEA Long Island Region I.

"The chess game is set up beautifully so everyone involved can blame someone else, but our members pay in the end," Donohue said. He described the interplay as follows:

"The commissioners submit budget requests to the governor. The governor changes those requests when his budget goes to the State Legislature. The legislature makes its own adjustments in the governor's budget. When the approved budget is not adequate, it is always the blame of someone else.

"At the facility level, the director can blame the region and then the region can blame the commissioner. And everybody in Albany can blame the federal government for not allocating more money.

"When cuts in mental hygiene budgets occur, it is not programs that are cut but persons who care for the patients that are cut."

One of the dangers in reduced staffing is the increase in assaults on staff by mental patients. "The greater the cuts, the more jeopardy for employees and patients.

"If it is not safe for the employees, it can not be safe for patients," Donohue said.

The safety and well-being of the mental patients is not only a concern of the union but also of a number of parent groups, so-called concerned citizen groups and civic organizations.

While these groups have many of the same goals as CSEA, "many of them are misguided and misinformed and place themselves in opposition to the union. In some places, they have realized their goals and the union's goals are the same," he said.

"Some of these groups push the concept that if all institutions were



DANNY DONOHUE says mental hygiene employees "are treated as pawns in a giant chess game..."

to close and the patients were put in the community, they would cease to be mental patients and would never be heard from again.

"Ideas like this are at times 'sold' to these well-meaning groups by those who would profit by the operation of proprietary homes and other private residences," according to Donohue.

"These pressure groups aim at both the Mental Health and Mental Retardation regional directors and at the facility directors. The regional directors are fed lies such as 'private industry can do it better and cheaper'."

On the facility level, Donohue labeled as a "grand lie" the charge some of the pressure groups make that "the union is keeping the patients in the hospital against their will. That union members are jailers."

He said some of the groups take the position that "the patients are saints. They can do no wrong."

The fallout from that pressure at some facilities has resulted in a lot of unnecessary trouble for the union and its members, Donohue said.

"Contrary to the belief that an employee is innocent until proven guilty when accused of abuse by a mental patient, some facility managements, in spite of the results of investigations which exonerate the employees, have a tendency to suspend employees and seek termination and other severe penalties.

"They take themselves off the

hook by passing the buck to an arbitrator. When the employee is reinstated, the facility director can always blame it on the arbitrator. Some directors find it to their advantage politically to placate these groups rather than do their jobs properly," charges Donohue.

He said CSEA will continue to meet with these groups on the local level to better inform them of what the union is trying to do and to seek cooperation on mutual goals. "They want the best service for the patients. We provide the best service for the patients and we protect the public interest," he said.

Donohue defined CSEA's positions as follows:

- CSEA seeks job security for the mental hygiene employees it represents.

- State employees are the most experienced and best trained. He said Gov. Hugh L. Carey has gone on record in support of this position.

- The State has the facilities to provide services to mental patients.

- The State has the most control and is the most responsible and accountable agency to provide care to mental patients.

- Layoffs and closings of facilities would have major impact on the economy of the geographic areas concerned.

"Pressure groups, the job freeze, proposed budget cuts, legislative pressure and rumors of facility closings have all combined to cause extremely low morale among mental hygiene employees. Absenteeism is up, and many employees are looking for other jobs," Donohue said.

Those same factors have combined to "make it impossible for the State to live up to the Morgado Memorandum," he said. Both the Mental Health and Retardation commissioners have said reaching the 1:1 and 1:1.78 clinical staffing ratios, respectively, by 1981 are probably not possible, he said.

CSEA considers the clinical staff as grades 7 through 13 and the PS&T positions of doctor, nurse, social worker and therapists, and does not include operational, administrative, kitchen, laundry and grounds employees.

In spite of the projections by the commissioners, Donohue said CSEA President William L. McGowan has said he is committed to each mental hygiene facility complying with the Morgado Memorandum in 1981.

McGowan also is actively looking into federal protections for mental hygiene employees, Donohue said.

SAMPLE Region IV Delegate BALLOT

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13 in Anaheim, California.

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Problems are resolved for Olympics

PLATTSBURGH — Some labor problems were encountered when public employees worked at the various Olympic sites during the Winter Games in February, but with the cooperation of representatives of the Governor's Office of Employee Relations (OER), the Civil Service Employees Assn. was able to resolve the matters easily.

That's the report from Capital Region CSEA Field Representative Charles Scott, whose territory includes the Lake Placid area. During the games, Scott was exclusively assigned to this area.

Some of the complaints received from employees, said Scott, were about poor housing for those who had to be lodged in Lake Placid for the two weeks, difficulty in getting to worksites on time in heavy traffic, concern about receiving adequate pay and misunderstandings about the status of temporary employees hired by the state to assist regular workers.

Scott, other CSEA representatives, or Lake Placid unit president Gil Tatro found they were able to sit down with OER representatives "in an unusually cooperative atmosphere" to work out any problems prior to and during the Olympics, according to the union. Scott said he was given a special pass allowing him access to all areas where CSEA-represented employees were working.

"On a normal day to day basis, to be quite frank, our relationship with EnCon and the OER, is not good. Employees problems are often difficult to settle. But during the Olympics that was definitely not the case," Scott commented.

"OER was unusually cooperative and reasonable in dealing with the problems encountered by public employees at the Olympics," added Jack Corcoran, Capital Region field director for CSEA. "Such an attitude should be a hallmark for future dealing with the union."

Public employees worked behind the scenes, at the Olympics, in maintenance of ice and snow, operation and maintenance of equipment, security and communications.

Warren County ratifies pact

A two-year contract, containing basic wage increases of seven percent in each year, has been ratified by Civil Service Employees Assn. representing employees in Warren County.

Under the agreement, employees receiving increments in the second year will receive a six percent increase in that year. The contract is retroactive to January 1, 1980.

A provision to move Warren County Infirmity RNs up to grade 36 and LPNs up to grade 17 was included in the contract. Salaries for the nurses will increase accordingly. In addition, the county has agreed to pickup New York State disability.

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Region IV

Slate 1 (38 candidates)

"United Slate"

- 1 Thomas McDonough
- 2 Joseph E. McDermott
- 3 C. Allen Mead
- 4 Joan Tobin
- 5 Carmen Bagnoli
- 6 Shirley Brown
- 7 Jeanne Kelso
- 8 Jeanne Pratt
- 9 John Vallee
- 10 Joan Perrey
- 11 June Robak
- 12 Francis Wilusz
- 13 Jean Book
- 14 Karen Gray Murray
- 15 John Gully
- 16 Dolores Farrell
- 17 Alan Siegel
- 18 Cindy Egan
- 19 Charles Knox
- 20 William Sohl
- 21 Richard Canniff
- 22 June Scott
- 23 John Wyngaard
- 24 William McTygue
- 25 William Zippiere
- 26 Betty Collins
- 27 John Francisco
- 28 Fred Farone
- 29 Joseph Cassidy
- 30 Barbara Skelly
- 31 Mazie Forte
- 32 Sherry Breen
- 33 Timothy Drew
- 34 Betty Lennon
- 35 John Weidman
- 36 Gerald Toomey
- 37 Alice Bailey
- 38 Thomas Jefferson

- 39 Josephine Luizzi
- 40 Barbara A. Stack
- 41 Dann Wood
- 42 Julia B. Braden
- 43 John P. Gavin
- 44 James Gavin
- 45 Suzanne Waltz

Slate 2 (4 candidates)

- 46 Robert P. Foley
- 47 Joseph D. Conway
- 48 Ronald Premo
- 49 Gerald Lindemann
- 50 Grace Vallee
- 51 Earl H. Kilmartin

Slate 3 (3 candidates)

- 52 Barbara Bonesteel Balascio
- 53 Jeanne Lyons
- 54 Jane Wade

- 55 Ernestine Lafayette
- 56 Lisa Bursor
- 57 Mary Davis
- 58 Patricia Harr
- 59 Barbara M. Charles
- 60 Margaret U. Egan
- 61 Juanita A. Nash
- 62 JoAnne Lowe

Slate 4 (4 candidates)

- 63 Howard Cropsey
- 64 Joseph Blair
- 65 Richard Evans
- 66 Joseph Lazarony

- 67 Alicia Fisher Yarter
- 68 Robert J. Morin
- 69 Leroy Holmes
- 70 Gerald E. Brewster
- 71 Ralph E. McCann
- 72 Cheryl Sheller
- 73 John Miller
- 74 Albert M. Cohen
- 75 Catherine Zullo
- 76 Harriet Cohen
- 77 Margaret Bronson
- 78 Gloria Cross
- 79 Margaret Kolodzey
- 80 Helen Shedd
- 81 Marilyn D'Amico
- 82 Beatrice McCoy
- 83 Linda Mazzara

VOTE FOR NO MORE THAN 38 CANDIDATES

SAMPLE Region V Delegate BALLOT

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Region V

Slate 1 (35 candidates)

"Unity Slate"

- 1 Jim Moore
- 2 Pat Crandall
- 3 Ralph Young
- 4 Maureen Malone
- 5 Carlo Guardi
- 6 Helen Hanlon
- 7 Marge Coggeshall
- 8 George McCarthy
- 9 Tom Murphy
- 10 John Giehl
- 11 Keith Davis
- 12 S. Joan Brower
- 13 Jack Gallagher
- 14 William Ewsuk
- 15 Chuck Eynon
- 16 Hugh McDonald
- 17 Dolores Herrig
- 18 Richard Marley
- 19 Claire McGrath
- 20 Barbara Pickell
- 21 Irvin Stowell
- 22 Nicholas J. Cimino
- 23 Mary Nelan
- 24 Chuck Gregory
- 25 Bruce Nolan
- 26 Robert Vincent
- 27 Ernie Coleman
- 28 Louis Nayman
- 29 Mary Lauzon
- 30 Mary E. Sullivan
- 31 Brian Dombrowski
- 32 Marie E. Kalbfleisch
- 33 Mabel Wannamaker
- 34 Francis J. Mitchell
- 35 Irene Carr

Slate 2 (3 candidates)

"In Conformity"

- 36 Dorothy Penner
- 37 Rosemary Baker
- 38 Bernice Nicotera

- 39 Bud Mulchy
- 40 Reta Krisko
- 41 Thomas J. Elhage

Slate 3 (16 candidates)

"Region-Wise Choice"

- 42 Richard Grieco
- 43 Ron Draper
- 44 Emil Hein
- 45 Fred Setter
- 46 Sue Buczinski
- 47 Lorraine Krup
- 48 Dale Mumbulo
- 49 Anne Congel
- 50 Marsha Coppola
- 51 Shirley Richardson
- 52 Richard Brown
- 53 Roy S. Hall
- 54 Kevin J. Wilder
- 55 Fran DeLemo
- 56 Earl Conger
- 57 Don Huther

Slate 4 (3 candidates)

"Health Slate"

- 58 Carol Sandford
- 59 Sheila Newport
- 60 Ann Goodgion

- 61 Eleanor Korchak
- 62 Edwin Earl Lewis
- 63 Olga M. White

Slate 5 (12 candidates)

"Mental Hygiene Slate"

- 64 Roy Davies
- 65 Gary Snow
- 66 Joe Pornbeck
- 67 Mike Crimmins
- 68 Faith Heaton
- 69 Barbara Allen
- 70 William R. Chidester, Jr.
- 71 Dan Miller
- 72 Rose Robertson
- 73 Carol Davies
- 74 Audrey Kenefick
- 75 Clara Pruitt

- 76 William Krivyanik
- 77 Mark Smacher

Slate 6 (3 candidates)

- 78 Joanne Delany
- 79 John Galvin
- 80 Ralph Butler

- 81 Robert I. Shaller
- 82 Robert Densmore
- 83 Nancy Morrison
- 84 Addie Kelley
- 85 James Glover
- 86 Elizabeth Martin
- 87 Vincent Maria
- 88 Patricia M. Callahan
- 89 Dale King
- 90 Connie Bissi
- 91 Ventina R. Cerutti
- 92 Alberta Howard
- 93 Jamie Laboy
- 94 Marjorie Gilbert
- 95 Don Hesselstine
- 96 Lynda Hesselstine
- 97 Dorothy Fuller
- 98 Jody Jones
- 99 Margaret Winot

Slate 7 (12 candidates)

"SUNY Slate"

- 100 Fran All
- 101 Albert Church
- 102 Moira Greiner
- 103 Nellie Handy
- 104 George Hillis
- 105 Ernie Hitchcock
- 106 Dot Johnston
- 107 Martin Northrup
- 108 Art Slocum
- 109 Don Polley
- 110 Ronald Whitmore
- 111 Lenore Foster

Slate 8 (9 candidates)

"Syracuse Developmental Center Slate"

- 112 Sheri Ranger
- 113 Cynthia Dillabough
- 114 Ken Osmond
- 115 Santo DeVito
- 116 Terry L. Schrock
- 117 Joseph Iwanicki
- 118 V. James Powers
- 119 Rose James
- 120 Williams Eves

- 121 Mary J. Cinelli
- 122 F. Ronald Saleski

**VOTE FOR NO MORE
THAN 35 CANDIDATES**

SAMPLE BALLOT

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Code
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.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS APRIL 7, 1980

Highway Maintenance Supervisor I	\$ 9,865	25-189
Publications Production Supervisor	\$16,420	25-179
Hospital Administration Consultant	\$23,755	28-057
Hospital Administration Consultant, Senior	\$27,795	28-056

FILING ENDS APRIL 21, 1980

Cable Television Municipal Consultant, Assistant	\$16,420	25-187
Cable Television Municipal Consultant, Senior	\$21,345	25-188
Engineering Geologist, Assistant	\$17,320	25-192
Engineering Geologist, Senior	\$21,345	25-193
Environmental Conservation Agricultural Program Coordinator	\$21,345	25-083
Investigator	\$12,395	25-180
Motor Vehicle Investigator	\$13,125	25-190
Motor Vehicle Investigator (Spanish Speaking)	\$13,125	25-190
Pure Waters Grants Analyst II	\$16,420	25-194
Pure Waters Grants Analyst III	\$21,345	25-195
Pure Waters Grants Analyst IV	\$26,390	25-196
Pure Waters Grants Analyst V	\$27,800	25-197
Real Estate Appraiser	\$16,420	25-184
Real Estate Appraiser, Senior	\$21,345	25-200
Industrial Consultant (International)	\$16,520	28-053

FILING ENDS APRIL 28, 1980

Community Mental Health Nurse (Spanish Speaking)	\$17,320	28-050
Community Mental Health Nurse	\$17,320	28-050

OSHA...
Because it's Right.
CSEA

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS APRIL 14, 1980

Senior Real Estate Appraiser	\$21,345	36-990
Associate Personnel Examiner	\$21,345	37-021
Principal Personnel Examiner	M-2	37-022
Senior Engineering Geologist	\$21,345	37-019
Associate Engineering Geologist	\$26,390	37-020
Principal Internal Auditor	M-2	39-443
Associate in Education Research	\$25,020	39-447
Chief, Bureau of English Education	M-4	39-449
Chief, Bureau of Business Education	M-4	39-450
Senior Beverage Control Investigator	\$15,520	36-986
Supervising Beverage Control Investigator	\$18,225	36-987
Executive Officer E	\$13,885	36-993
Executive Officer D	\$16,420	36-994
Executive Officer C	\$18,225	36-995
Executive Officer B	\$20,255	36-996
Executive Officer A	\$26,390	36-997
Chief Beverage Control Investigator	\$22,500	36-988
Associate Building Structural Engineer	\$26,390	39-445
Senior Investigator	\$15,520	37-027
Associate Engineering Geologist	\$26,390	36-998
Senior Hospital Administration Consultant	\$27,795	39-421
Associate U.I. Investigator	\$20,255	37-026
Senior U.I. Investigator	\$17,320	37-025
Chief of Water Service and Consumer Complaints	\$32,475	39-426
Associate Valuation Engineer	\$26,390	36-991
Senior Valuation Engineer	\$21,345	36-992
Toll Division Assistant Supervisor	\$15,238	36-980

SAMPLE Region VI BALLOT

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Region VI

- 1 Doris W. Williams
- 2 Ethel Dickinson
- 3 Ed G. Dudek
- 4 Donald J. O'Hare
- 5 Tom J. Warzel
- 6 Morton J. Merowitz
- 7 Gina M. Mazzella
- 8 Edward J. Robinson

Slate 2 (10 candidates)

- 53 Chris Kubanka
- 54 Wilma Hasser
- 55 Ruby Badger
- 56 Louise Hawkins
- 57 Irene Simmons
- 58 William Daniel
- 59 W.L. Manuel
- 60 Robert Dumas, Jr.
- 61 Jack Fishbaugh, Jr.
- 62 Michael A. Thomas

Slate 4 (31 candidates)

- 114 Charles H. Baker
- 115 Richard Daniels
- 116 John J. Fisher
- 117 David H. Furmanski
- 118 Franklin J. Hatch
- 119 Lee H. Hellert
- 120 David E. Hellert
- 121 Harold D. Hinkley
- 122 Karl P. Koch
- 123 Robert H. Krueger
- 124 Grace M. Monacelli
- 125 Arthur C. Moore, Jr.
- 126 Thomas E. O'Neill
- 127 George Switzer
- 128 David R. Traxler
- 129 John C. Welch
- 130 Richard E. Weader
- 131 Robert J. Wilson
- 132 Hester E. Young
- 133 Thomas J. Zambito
- 134 Stephen T. Smith
- 135 William F. Guzik
- 136 Thomas J. Flick
- 137 George P. Sibley
- 138 Oscar P. Stanton
- 139 Albert W. Vanner
- 140 Gerald R. Flick
- 141 Salvatore C. D'Agostino
- 142 Laverne Fancher
- 143 Guenino Ioannone
- 144 Donald C. Barhite

Slate 1 (35 candidates)

"Region Slate"

- 9 William L. McGowan
- 10 Robert L. Lattimer
- 11 Mary Ann Bentham
- 12 Thomas Bruno
- 13 Paul Christopher
- 14 Anthony Cinquegrana
- 15 Gary Clark
- 16 Genevieve Clark
- 17 Skip Dunham
- 18 Sylvia Ebersold
- 19 John P. Eiss
- 20 Barbara M. Fauser
- 21 Jerry Frieday
- 22 June Hagan
- 23 Annette Harding
- 24 Lori Hartrick
- 25 Dale Hatch
- 26 James Jayes
- 27 Barbara Justinger
- 28 Martin R. Koenig
- 29 Robert Love
- 30 Brian Madden
- 31 Donald Maloney
- 32 Marilyn McFee
- 33 Elaine Mootry
- 34 Patricia Pflieger
- 35 Jack Schlenker
- 36 Robert C. Smith
- 37 Dominic Spacone, Jr.
- 38 Ronald M. Stanton
- 39 Elaine Todd
- 40 Harold C. Towner
- 41 Florence Tripi
- 42 George Webster
- 43 Zita Parker

Slate 3 (32 candidates)

- 63 Richard Szymanski
- 64 A. Samuel Notaro
- 65 George Werner
- 66 Stephania T. Danielewicz
- 67 Joe Hartman
- 68 Nancy Castaldo
- 69 Fred B. Domiño
- 70 William Burd
- 71 Clara T. Foster
- 72 Gerald R. Dusel
- 73 Ronald J. Massett
- 74 Frank Langdon
- 75 Stanley Sochalec
- 76 David Veshia
- 77 Fred Caso
- 78 Joseph Fabiano
- 79 Marilyn Osswald
- 80 Roy Upright
- 81 Kenneth Becker
- 82 Edward Erhart
- 83 Steven Hawkins
- 84 Peggy Shavers
- 85 Dennis Wilson
- 86 Ray Smith
- 87 Marion Clute
- 88 Mike Mariotti
- 89 James Fitchtinger
- 90 Angeline Fernandez
- 91 Joan Knowles
- 92 Kathleen Hunt
- 93 Kathy Kershaw
- 94 Robert O'Brien

- 145 Dennis Maddigen
- 146 Russell Bettis
- 147 Eileen Marsh
- 148 Jerry S. Helfer

Slate 5 (32 candidates)

- 149 Alice Rogers
- 150 David L. Reeves
- 151 Mary Sebastian
- 152 Grace H. Christ
- 153 Margaret G. Smith
- 154 Lorraine M. Eberhard
- 155 David S. Mosher
- 156 David A. Stalica
- 157 Ronald V. Goran
- 158 Charles E. Morrison
- 159 Peter McCormick
- 160 Christine Kowalik
- 161 Dorene L. Fischer
- 162 O.A. Guillow
- 163 Harry Chertock
- 164 Gregory P. Witherspoon
- 165 Lois Knueppel
- 166 Ruth Bates
- 167 Joseph Milosich
- 168 Thomas Baker
- 169 Charles F. Carpenter
- 170 Conrad G. Miles
- 171 Judy Nolan
- 172 Pat Ardino
- 173 Angelo Delvalle
- 174 Diane Ervin
- 175 Dennis Block
- 176 Kathy J. Farmer
- 177 David Wilbur
- 178 Rebekah Hurlbut
- 179 Roger Hurlbut
- 180 James Hurlbut

- 44 Frank Lysaght
- 45 Kathleen Fetzer
- 46 Gilbert Collins
- 47 Sheila A. Brogan
- 48 Joan Poisella
- 49 Edward Majchrowicz
- 50 Patricia Froebel
- 51 Joanne Moskal
- 52 June Ferner

- 95 Donald B. Robinson
- 96 David Morseman
- 97 Allan Burke
- 98 Douglas Drakes
- 99 Richard Schooley
- 100 Wayne Mathis
- 101 David C. Polisoto
- 102 Adeline Lipowski
- 103 Nancy Argenta
- 104 Joanna Williams
- 105 Walter Nowicki, Jr.
- 106 Raymond Schultz
- 107 Amelia Clay
- 108 Elizabeth Watts
- 109 Robert Stelley
- 110 Richard B. Warmus
- 111 Bill Dugan
- 112 Gus Schmidt
- 113 Sara Sievert

VOTE FOR NO MORE THAN 35 CANDIDATES



PART OF THE LARGE CROWD of nearly 1,000 DOT union members who used their lunch hour to rally against cuts in the DOT allocation in the proposed state budget, and to meet directly with nearly 30 state legislators following the rally in the Empire State Plaza in Albany.

Angry DOT workers rally with union to oppose planned state budget cuts

ALBANY — Nearly a thousand Albany-area employees of the state Department of Transportation conducted a noon-time rally on March 18 to protest a planned \$10 to \$11 million cut from the department allocation in the state's proposed state budget. The CSEA-sponsored rally concluded with the union members visiting the offices of nearly 30 state legislators to deliver their protest message directly to the lawmakers who will vote on the proposed budget.

The DOT rally was the latest of several efforts by CSEA and its members against planned budget cuts. The union has used other rallies, major lobbying efforts, and a statewide newspaper and radio advertising campaign to inform the public and legislators that planned budget cuts will result in greatly reduced public services and public jobs.



Above, **JOAN TOBIN**, President of DOT CSEA Local 687, recovering from a recent operation, attended the rally in a wheelchair. She was one of the key organizers of the successful rally.



Left, **CSEA REGION IV PRESIDENT Joseph McDermott** addressed the gathering of angry DOT employees, urging them to sign a letter of protest he is holding so that it may be delivered to legislators and state management.

Below, **"THEY'LL BE CUTTING \$5.5 million . . . in personal services, and that is going to mean bodies. . ."** charged CSEA Director of Legislative and Political Action **Bernard J. Ryan**.

Below, **HANDING OUT** copies of a letter of protest to DOT members attending the rally are, from left, **Tom Haley** of the union's Legislative and Political Action department, and **Joseph Conway**, chairman of CSEA's Legislative and Political Action Committee.

