



The new CSEA employee benefit fund



The new CSEA Employee Benefit Fund, which will provide improved dental insurance and new prescription drug insurance to CSEA members in three major state bargaining units, has moved several steps closer to being activated with the appointment of a fund director, appointment and election of trustees, and the receipt of bids from insurance carriers interested in providing coverage.

In the above photo, the Fund trustees and new director discuss types of benefits to be provided. From left are Thomas P. Collins, the new Fund Director; Trustee Irene Carr; President William L. McGowan, also a trustee, and Trustees James Moore, Elaine Mootry and Louis Mannellino.

In photo at left, President McGowan, Fund Director Collins and CSEA Executive Vice President Thomas McDonough review bids for insurance carriers.

For more information about the new CSEA Employee Benefit Fund, turn to page 8.

the Public **the** SECTOR

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CSEA wins major appeal, test rescheduled

ALBANY — The Civil Service Employees Assn., charging that admission restrictions on an upcoming Civil Service exam were dis-

crimatory against lower-paid employees, has won a major appeal decision from the Civil Service Commission.

The full Civil Service Commission heard CSEA's appeal on May 24, and decided the appeal was valid and that the exam will be reopened to the lower-paid workers. As a result, the original June 23 exam day will be rescheduled to a later date.

CSEA had protested in March that the scheduled test for the position of Computer Programmer Trainee, which pays \$10,624 a year, had arbitrarily been closed to state workers in Grades 6 and under. The last time the exam was given, in 1977, 23 of the Grade-6-and-under employees who took the exam were appointed to the trainee jobs, which lead to Grade 14

Computer Programmer positions in the state service.

Civil Service Commission President Victor Bahou had rejected CSEA's protest in March, saying that only a few people below grade 6 passed the 1977 test. CSEA then appealed that determination to the full Commission, and the hearing was held May 24.

After the union's hour-long appeal, the commission deliberated on the matter and made its decision later in the day. It immediately affects about 2,300 workers, according to union estimates, the number of Grade-6-and-lower employees who filed for the exam last time. However, there may be more this year.

Union forces state to halt disruptive staffing pattern

ALBANY — CSEA Pilgrim Psychiatric Center Local President Betty Duffy and Grievance Chairman William Chacona have won an agreement from state officials preventing the state from rushing headlong into a disruptive staffing plan for "discrete mental retardation units" (DMRU's) at Pilgrim and other facilities.

"The union's position always was that the retarded should be served by those who are trained and experienced in caring for them — the Mental Retardation employees. But the State's plan called for segregation of these patients into DMRU's, and for the Pilgrim employees — on 24 hours' notice, and with no training or preparation, and with no regard for their scheduled shifts or days off — to go right into the DMRU and start taking care of these patients," CSEA Collective Bargaining Specialist Bob Guild said.

The agreement signed by the state officials makes several major concessions to the union! For one thing, 80 funded jobs will be made available to the Office of Mental Retardation so that recruitment and training of Retardation employees can begin. This recruitment and training has already begun, according to Ms. Duffy.

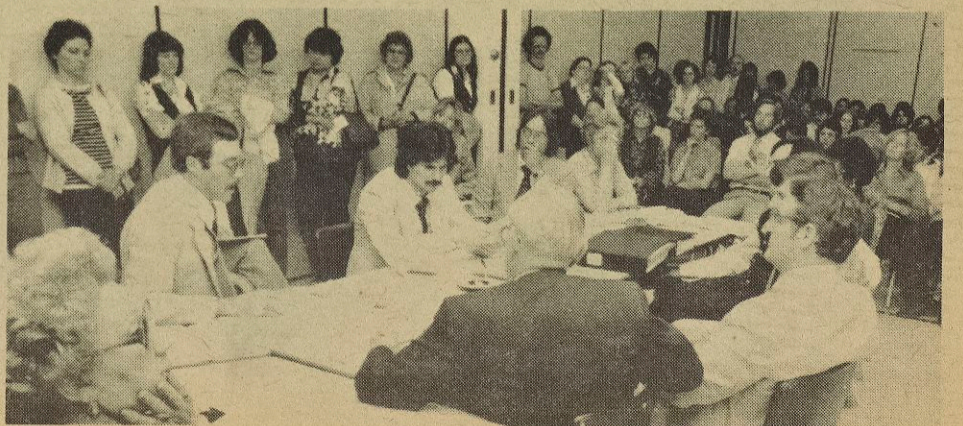
Secondly, the planned movement of patients at Pilgrim into the DMRU there was postponed from the original date of May 30, and will now begin on June 6.

Also, the state agreed that the DMRU staffing will be accomplished solely with volunteers and/or new Mental Retardation employees.

And perhaps most importantly, the state has assigned two representatives — one from the Office of Mental Retardation and one from the Office of Mental Health — to go to Pilgrim and stay there until the transition to the DMRU is completed, consulting with CSEA and keeping the union informed every step of the way.

Region I President Irving Flaumenbaum said: "I'm glad they came to this understanding. But it should have been worked out a long time ago. I hope the department of mental hygiene learns they must come to CSEA and consult with us from the beginning. This would have prevented the problems."

SUCCESSFUL CSEA APPEAL resulting in the re-opening of the Computer Programmer Trainee exam to all state workers in grades 3 and above produced some tense moments. From left to right on the far side of the table are four of the people who presented the union's case: Research Analysts Tim Mullens and Joe Abbey; Executive Assistant to the President Thomas J. Linden; and CSEA Local 653 President Delores Farrell. Collective Bargaining Specialist Jack Conoby and CSEA Statewide Secretary Irene Carr also represented the union during the appeal presentation.



LOCAL GOVERNMENT REPORT

"Local Government Report" will appear regularly in "The Public Sector." The column is prepared and edited by Joseph Lazarony, chairman of the Civil Service Employees Assn. County Division, and contains information of interest for all CSEA members in general and employees of local government jurisdictions in particular. Comments and questions pertaining to this column may be addressed to Mr. Lazarony c/o "The Public Sector."

Problems? Call CSEA

I wonder how many of you are aware of the various steps taken by CSEA to improve and insure union reaction to member problems?

There are at least four levels at which these problems can occur. The most common one is at the individual member level. Someone is fired, harassed or abused. That someone (if they are aware of their rights!) goes to the union rep and thus the union reacts.

A second level is work location. A building is unsafe, too hot or too cold. Complaints are registered and the union (usually by a field rep) reacts to correct the problem.

A third level is the bargaining unit. At this level the union is organized to negotiate, arbitrate, and administer contracts. Local and unit officers have good contact with regional and central resources for guidance and assistance.

The last level is one that often is missed by our members, and is almost always missed by other unions. That level is the career level.

Any union which strives to represent public employees

must face up to the problem of representing members with a wide variety of careers. Mechanics, secretaries, truck drivers, lawyers, accountants, food service, etc. Another aspect that needs consideration is the departmentalization of units. Thus employees consider problems as centered about the Social Services Department, or the Highway Department or the bus drivers, etc.

This combination of a wide variety of careers and the departmentalization of employees creates a real identity problem for any union attempting to represent each of them. Yet, the basic necessity for UNITY, calls for us to meet this challenge!

One method started by the County Executive Committee and myself was to develop active committees along these levels. Such committees offer expertise and dedication based on specific careers and/or work situation. Thus, with the approval of President Bill McGowan and the statewide Board of Directors, local

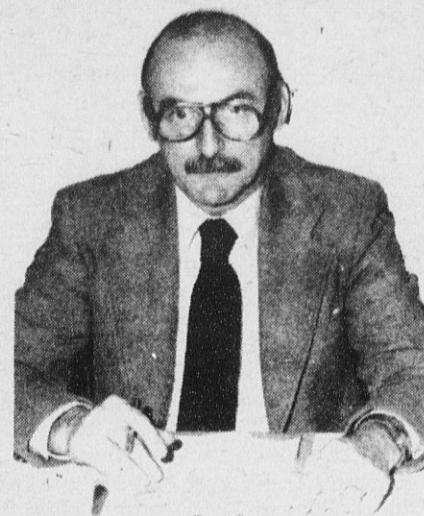
government committees representing Social Services, Probation, Non-Teaching school personnel, Nursing and Uniformed personnel have been created and are functioning.

Each has proved its value. Social Services Departments have undergone very difficult service changes. Many problems connected with these changes were avoided or corrected through the knowledge and efforts of this committee.

Non-Teaching personnel have benefitted from their committee's action in the areas of unemployment insurance, job qualifications and career ladders.

Probation and Nursing committees have had important and direct effects on pertinent legislation involving their specific careers.

Each of these committees will have open door meetings at our Local Government Workshop in June. Anyone interested is welcome to attend and participate. Thus we are able to complete the



Joseph Lazarony
County Division Chairman

circle. Career or department problems can go to a committee set-up to discuss them and recommend solutions, which are then forwarded to those best equipped to implement the solution.

Please note the primary need for members to inform the committees of their problems.

I think this system has been effective; and can be expanded. What do you think?

See you soon . . .

LETTERS

Editor, The Public Sector:

As a youngster attending Brentwood High School (Sonderling Building), Brentwood, New York, I tried my utmost to secure part-time employment — to no avail, until I heard of the Pilgrim Youth Opportunity Program headed by Supervisors Alfred O. Carlsen of Bay Shore and Clayton Chesson, Selden, N. Y. With Pilgrim Psychiatric Center Director Dr. John P. Iafrates blessings, they petitioned the New York State Legislature and got a Youth Opportunity Program established in Pilgrim in April of this year, to employ high school students giving them incentive to stay in school.

I applied for entrance in the Program and was accepted. I am now employed as a part-time secretary-trainee at Pilgrim Center, still attending Brentwood High School and receiving credits along with 35 other students who are also in the Program.

May I, on behalf of these high school students, let the public know that Mr. Chesson and Mr. Carlsen, earned, and deserve, the love and thanks of their fellow citizens here on Long Island for making this Program possible and creating incentive for these high school students to graduate, go on to college or enter the civil service field as well as the private business sector — to say nothing of the cash the student will now have in his or her pockets.

Melissa Esquilin
Bay Shore, N.Y. 11706

Editor's Note: Alfred O. Carlsen and Clayton Chesson, mentioned in the letter, are both members of CSEA

Local 418, Pilgrim Psychiatric Center.

An Open Letter To All L.P.N.'s:

I was informed that the Governor made the statement that there will be NO reallocations or reclassifications due to the fact that the 6% we would receive plus the 7% wage increase, brings us over the 7% President's guide lines.

Well, I still intend to go ahead and meet with the Civil Service Commission.

With your continued support and the help we have gotten from our R.N.'s and Doctors, who feel we have been treated unfairly, something must come from all this support. Please don't get discouraged — a good fight often brings good results.

Thanking you all for everything you have done and with your continued support, how can we lose? Any information you need or want, please let me know.

Sincerely
Alice Pope L.P.N.
Sayville, N.Y. 11782
Local 404, C.I.P.C.

P.S. No More Second Hand Nurses or Second Hand Citizens for us!

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

AFSCME appoints

WASHINGTON, D.C. — The million member American Federation of State, County and Municipal Employees (AFSCME), with 400,000 women members throughout the nation, has named Eve Johnson Coordinator of Women's Activities.

Ms. Johnson joins the AFSCME International staff following 4 years as education and training coordinator for AFSCME's Council 28, Washington Federation of State Employees.

AFSCME membership continues to experience increasing growth among working women. A recent Labor Department study noted that three out of five women who joined labor unions between 1956 and 1976 joined AFSCME.

State charged in IP for dropping vehicles

ALBANY — The Civil Service Employees Assn. has announced that an Improper Practice charge has been filed with the Public Employment Relations Board (PERB) against the New York State Department of Parks and Recreation.

Nels E. Carlson, CSEA Collective Bargaining Specialist and representative for employees in the Parks and Recreation Department, indicated that New York State allegedly violated Article 14, Section 209-a, subsection (d) of the Public Employees Fair Employment Act when on February 9, 1979, it unilaterally discontinued its practice of providing state-owned vehicles on a 24-hour basis to employees assigned such vehicles as a condition of their employment.

The IP charge further contends that the State of New York, through its agent, Commissioner Orin Lehman,

unlawfully discontinued providing state-owned vehicles without negotiating such change with the duly recognized bargaining representative (CSEA).

"CSEA contends that any unilateral change is a violation," Carlson said. "We carefully investigated similar charges and PERB decisions involving public employees in Onondaga and Cattaraugus counties and, based upon those decisions, have filed an IP charge on behalf of state employees from the Parks and Recreation Department who were assigned vehicles as a condition of their employment. At present, public employees have a difficult time keeping up with today's spiraling costs of living and runaway gasoline prices without the state adding undue hardship by taking away work vehicles," Carlson said.

PERB orders pay increases for Clinton County airport workers

PLATTSBURGH — After passing a resolution in January of 1978 to freeze the wages of county airport personnel, the Clinton County Legislature has been ordered by a Public Employment Relations Board mediator to grant the workers the same increase awarded to other county workers in a two year contract effective January 1, 1978.

According to Jeanne Kelso, president of the Clinton County CSEA Local, the employees will receive a lump sum payment for \$500 which should have been added on to salaries in January 1978 and a partial payment for \$500 which should have been added on for January 1979, in addition to an adjustment in salary schedules to reflect the increases for the remainder of the contract period.

Region IV election

ALBANY — Due to recent changes in the Civil Service Employees Assn. Constitution, the schedule for elections in the Capital Region has been changed to allow for nominating committees to be restructured and new candidates named.

According to the revised schedule nominations must be in

to the committee by June 6. Candidates will be chosen by June 8 and notified by June 10. Anyone wishing to decline must do so by June 22.

Other dates are as follows:
July 9 — Deadline for petitions to be filed.

July 19 — Drawing for Ballot position.

New coalition organized

ROCHESTER — Civil Service Employees Assn. representatives from the staffs of Wilton, Broome County and Newark Developmental Centers have joined parents and former members of the Professional, Scientific and Technical unit representing six other upstate developmental centers in forming the New York State Coalition for Mental Retardation and Developmental Disabilities, an organization seeking increased staffing and improved services in the centers, as well as the communities served by them.

Frank Wilucz, a CSEA representative from the Wilton Developmental Center says a change is needed in the Willowbrook Consent Decree, a court agreement that spells out the required ratio of staff to patients, to allow for more staff. In addition he is seeking to obtain community services which have been assigned, but not implemented in the Wilton area. He blames the center's problems on the failure of the central office administration in Albany to properly plan and implement programs and a lack of communications between that office and the parents and staff at the centers.

The formation of the coalition, says chairperson and parent C. Richard Jones, is "due to a common recognition, by both the relatives of the mentally retarded and developmental disabled and the staff that is responsible for their care, that the present services being received by our handicapped citizens are inadequate, harmful and fail to meet the standards that the State administration has established for these people.

Representatives for Newark and Broome County centers have also expressed concern over inadequate staffing and the quality, and in some cases the lack, of services.

The coalition first met in February of 1979 to discuss deficiencies that existed at each center and to formulate its goals. The group hopes to bring about changes through meetings with the State administration and through legislation.



SUFFOLK LOCAL 852 President William Lewis, left, discusses political action with Don Leden, President; Muriel Brush, Secretary; and Charles Grattan, Vice President, of the Southold CSEA Unit.



CSEA STAFF MEMBER IRWIN SCHARFELD, standing, discusses the program with, from left, Dave Ward, President; Fred Siegel, Vice President; and Bob Eckert of the Political Action Committee, of the Southampton Unit.

Political workshop in Suffolk

SAG HARBOR — More than a dozen officers of Civil Service Employees Assn. units from five Long Island east-end towns participated in a CSEA Political Action workshop at the Bridgeview Restaurant here in May. The all-day session, designed to keep local union officials abreast of current and upcoming political action affairs, was conducted by CSEA Region I staff personnel and officials of Suffolk CSEA Local 852, the parent Local of the town units.

Attending the program, according to Suffolk County Local 852 President William E. Lewis, were officers and members from CSEA units at Shelter Island, Southampton, East Hampton, Southold, and Riverhead.



REPRESENTING EAST HAMPTON CSEA UNIT were, in foreground, Dorethea Ling, Secretary; Jacqueline Dutton, President; and Preston Anderson, Vice President.



IMPORTANCE OF ORGANIZED ACTION is stressed by John Desmond, standing, of the Suffolk County CSEA Local. Riverhead CSEA Unit officials, seated from left, are Lorraine Zuhoski, Vice President; Eliot Barth, President; and member Vicky Martin.

College polls membership

HAUPPAUGE — Empire State College at Hauppauge, which serves all Suffolk County employees, is conducting an extensive research project to ascertain the educational needs of the county employees.

A questionnaire will be distributed some time in June and all employees are urged to complete the questionnaire as carefully and frankly as they can, and return it to Empire State College as soon as possible.

The information developed from the survey will help the college plan and develop new programs that are geared to the needs of county employees.

Many county employees have already taken advantage of the various degree and non degree programs available at Empire State, mainly due to the flexible study features designed specifically for the working adult, and secondly, the tuition reimbursement of up to 75% provided by the county.

Any Suffolk County employee wishing information about Empire State College, and what programs are available, call 979-0330.

Election deadline

BUFFALO — The SUNY Buffalo CSEA Local 602 deadline for members becoming candidates for Local office has been set for June 14. Officials have circulated nomination forms for all offices within the Local, and the form should be returned by the deadline date to the Local 602 nominating committee, General Delivery, Station H, Buffalo 14214.

Interested candidates must have been a member in good standing of Local 602 for at least one year prior to the date of their nomination, it was noted.

Directory of Regional Offices

REGION 1 — Long Island Region
(516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metro Region
(212) 962-3090

Solomon Bendet, President
George Bispham, Regional Director

REGION 3 — Southern Region
(914) 896-8180

James Lennon, President
Thomas Luposello, Regional Director

REGION 4 — Capital Region
(518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 5 — Central Region
(315) 422-2319

James Moore, President
Frank Martello, Regional Director

REGION 6 — Western Region
(716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director

This is just a

Normal Rage

over the anti-union

"ATTITUDE"

of J.P. Stevens Co.

"LOW WAGES"
and union-busting tactics

"SAFETY VIOLATIONS"
and other law-breaking

"RACE DISCRIMINATION"
and sex discrimination

"BROWN LUNG"
& other health dangers

R RESTRICT YOUR BUYING

SOME MATERIAL MAY NOT BE UNION-MADE

BOYCOTT ANTI-UNION TEXTILES NEAR YOU

Salaries for June 9 exams listed

ALBANY — Now that the new reclassification plan for non-judicial employees of the Office of Court Administration (OCA) has been signed, employees wanting to take the June 9 exams for Office Assistant, Office Typist or Office Stenographer finally know exactly what the respective salaries for

those jobs will be.

The assistant and typist jobs have a starting salary of \$6,149 for those who are on the 1974 salary scale and \$7,038 for those on the 1978 salary scale. The stenographer position has a starting salary of \$6,451 for those on the 1974 scale and \$7,383 for those on the 1978 scale.

Therapy aide symposium

STATEN ISLAND — The first Mental Hygiene Therapy Aide Symposium was held at South Beach Psychiatric Center recently. The Symposium is expected to be scheduled here as an annual event.

The purpose of the program was to generate a sense of identity among South Beach Psychiatric Center Therapy Aides by providing an opportunity for open discussion of key issues confronting employees in this job title. Approximately 75 MHTAs and other staff members involved in the MHTA Traineeship Program attended. The symposium was organized and sponsored by the MHTA Traineeship Council, and was coordinated by Catherine McCoubrey, Trainee Advocates Representative.

Presentations were made by Martin Kaufman, M.D., Deputy Director, Clinical, on the role of the MHTA in the team treatment approach; by Mark Bienstock of the Personnel Office on issues related to advancement on the MHTA career ladder; and by Ellen Johnson and Barbara Duffee of the New York State Bureau of Special Projects Research.

New health option

State employees who live in certain areas of Rensselaer and Washington Counties now have the option of switching their health insurance coverage to a new regional health care center in Hoosick Falls.

The new center is part of the Capital Area Community Health Plan, a health maintenance organization (HMO).

Information concerning the new center is available from your agency personnel office.

July 1 is the deadline for transferring to this new option before the next regular transfer period.

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WITNESSING THE CONTRACT SIGNING — CSEA representatives from the various bridges were on hand as a new 3-year agreement between CSEA and the State Bridge Authority was signed last month. Seated, from left, are CSEA Collective Bargaining Specialist Emanuel Vitale, CSEA Local 050 President Frank J. McDermott, Authority Chairman John S. Stillman, and former

chairman David C. Schoentag. Standing, from left, are CSEA Field Representative Flip Amodio; union members George Wells, James Ban, John Brooks, Roland Kelly, Wally Decker; Authority Commissioner George Hoover, and Patrick Moloney, Executive Director of the Bridge Authority.

Local 050, State in contract settlement

ALBANY — The Civil Service Employees Assn. has announced a new 3-year contract agreement reached between the New York State Bridge Authority and CSEA Local 050 which represents 125 Bridge Authority employees.

According to Emanuel Vitale, CSEA Collective Bargaining Specialist and chief negotiator for the bargaining unit, the new pact calls for salary increases of 7 percent April 1, 1979; 7 percent April 1, 1980; 5 percent April 1, 1981; and 5 percent effective October 1, 1981, with additional job

performance increments each year.

The contract also includes new articles and language pertaining to longevity, holiday and vacation buy back time, differential pays, a pro-rata rate structure plus cash allowances for personal leave, sick leave and vacation pay for part time employees, paid preparation time for toll collectors, improved uniform and work clothing allowances, increased meal allowances, a new simplified grievance procedure and other contract clause modifications.

In regard to longevity, the Authority has agreed to continue the system in effect March 31, 1977, with the following modifications:

(A) Once years of longevity are earned, they remain with an employee during employment with the Authority. If promoted to a higher grade, an employee receives a minimum of a performance advance at the new grade level, and any longevity steps at the new level that were carried at the previous grade. If an employee has not earned full longevity steps, the employee still shall be given credit toward longevity for every year spent at the job or at the first longevity step.

(B) If, because of promotions, a person is not given full opportunity to receive longevity steps, after twenty continuous years of permanent service with the Authority it will be assumed that person has earned the second longevity step and salary shall be adjusted the next April 1.

(C) If a person is appointed to a position with the Authority other than by Open Competitive Examination, time in grade at another Civil Service position with New York State, its Agencies and Authorities shall count towards longevity with the Bridge Authority.

The new agreement, retroactive from April 1, 1979, was signed May 18, 1979.



TIME FOR TEA — CSEA Local 050 President Frank J. McDermott, center, discusses the new labor agreement with State Bridge Authority Chairman John S. Stillman, left, and Authority Executive Director Patrick Moloney, right.

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

June 8—Report of Nominating Committee

June 22—Deadline for Declination of Nomination

July 9—Final day for Nominations to Fill Declinations

July 9—Final day for Petitions to be Filed

July 13—Request to each candidate for spelling of name as it will appear on Ballot. To be sent by certified mail, return receipt requested. Deadline for changes is July 20, 1979

July 13—Drawing for Position on Ballot — 10:30 a.m., CSEA Headquarters Conference Room. Candidates (or proxies) may attend as observers

July 13—Mailing of printed copies of Rules and Regulations for the Election to all candidates and local presidents

July 25—Publication of Names of all candidates in the Official CSEA Newspaper

August 6—Ballots delivered to Post Office for Mailing

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered

August 30—Return of ballots — 6:00 p.m. Deadline

August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period

September 7—Return of Replacement Ballots — 6:00 p.m. Deadline

September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11

September 7—Official Results Announced

September 17—End of Protest Period (10 days after Official Results are announced)

NOTE: Those eligible to vote shall be dues paying members in good standing as of June 15, 1979

The rush for legislative action

ALBANY — As the current legislative session draws nearer to a summer adjournment, the Civil Service Employees Assn. has quickened its pace in pushing for action on a number of bills the giant labor union considers important. Special emphasis has been directed to the permanent agency shop proposal, although several other bills are also being pushed hard now by CSEA.

On June 5 CSEA had scheduled a major, statewide lobby day which was to feature a big outdoor rally on the Capitol steps, and lobbying sessions by union members with their individual legislators.

But last week, it was union activists from CSEA's Central Region who were in Albany pushing for legislative action on the bills the union considers to be of major importance. It was the latest in a series of regional lobby efforts sponsored by CSEA. The June 5 lobby day and rally will climax the big push for action before the state legislators call it quits for the summer. On these pages are photos of the Central Region lobby effort.



CSEA CENTRAL REGION PRESIDENT JAMES MOORE, left, and Bernard Ryan, right, CSEA Director of Legislative and Political Action, briefed the union members prior to the meetings with legislators.



AMONG THE CSEA MEMBERS from the union's Central Region who came to Albany last week to lobby with their legislators were, from left, Kermit A. Pearl and Robert A. Roberts, both of Marcy Psychiatric Center CSEA Local 414; and John J. Blair of Utica Psychiatric Center Local 425.



ASSEMBLYMAN JAMES R. TALLON JR. meets with Gwen Mangini and Barbara Pickell, both of Broome County Local 804.



CSEA'S CHIEF LOBBYIST, Atty. James Featherstonhaugh, right, helped brief members before beginning lobby effort. At left is Thomas Haley of CSEA's Office of Legislative and Political Action.

AFL backs agency shop

State AFL-CIO President Raymond Corbett says that a permanent, mandatory agency shop fee for all public employees in New York State would insure that all workers who share the benefits of union representation also share the cost.

"There is absolutely no sound rationale for exempting non-union members within a bargaining unit from paying his fair share," Corbett said in a statement.

"The public employee unions are required to represent both members and non-members in negotiating contracts and in grievance proceedings," he said. "The non-members have always enjoyed the increased wages, job protection and fringe benefits negotiated by the union."

"Since the services of the union and the benefits of this service are shared by all workers, there is no justification for union members alone to bear the substantial financial burden of representation," Corbett emphasized. "A permanent, mandatory agency shop fee in all public employee units in the state will alleviate this inequality."



SENATE MAJORITY LEADER WARREN M. ANDERSON shares a lighter moment in his office with, from left, Barbara Pickell, Gwen Mangini and Alene Beall, all from Broome County CSEA Local 804.



RALPH L. YOUNG of Oneida County CSEA Local 8.



OSWEGO COUNTY LOCAL 838 members participating in the lobby effort were Thomas J. Faha and Elizabeth D. Geers.

Legislative Update

Political action at home needed

In the April 18th, 1979 issue of The Public Sector, President McGowan called for an immediate step up in local government political activities. This call should be answered both by our local government members and also our State employees.

In many ways government in New York State is like a funnel with ideas being fed upward from the broad expanse of local government officials throughout the State to the State legislature and which narrow the ideas down and pass them forth as laws.

It wasn't really the State legislature that defeated the passage of the Liverpool amendment legislation last year. It was the New York State School Boards Association which is made up of all of our elected local school officials in the State.

Likewise, it isn't the legislature which is opposed to making the agency shop both permanent and mandatory for local governments, it is the Conference of Mayors, the New York State School Boards Association, the New York State

Association of Counties, the Association of Towns, etc. The difficulty is that our elected State officials are inclined to look to the elected officials of local government as genuinely representing the wishes of all the constituents who live in that local government. All too often our State officials ignore the self-interest involved in local government officials opposing such legislation as Taylor Law reform, OSHA and Agency Shop.

The major voice in this State for regressive, anti-labor, anti-public employee, Proposition 13 sentiment is local government officials. If you don't believe that, then just ask a public employee who works in the City of Albany or read Mayor Koch's Civil Service Reform proposal.

CSEA must be active in local government elections both to have a voice in the election of the people with whom we bargain and equally important to demonstrate to the anti-public employee demigods that we don't intend to ignore their challenge.

Between June and November,

this year, virtually all of the important local government elections in New York State take place. What better time to show our clout?

Let the local legislator who is busy writing to his State Senator in opposition to a mandatory agency shop for local government employees, know that we can address letters too. Letters urging his defeat and his opponent's election.

The Senate and Assembly won't be up for re-election until November, 1980, but working together, we can see to it that the quality of the correspondence that they receive from local government officials next year is greatly improved.

Legislative Update is a column dealing with the legislative and political program of CSEA. It is written by Atty. James D. Featherstonhaugh, CSEA Lobbyist of the legal firm of Roemer and Featherstonhaugh. The column will appear regularly during the State Legislature sessions and during non-session periods.



ASSEMBLYMAN CLARENCE D. RAPPLEYEA, left, discusses the legislation with Dale Mumbulo of Oxford Veterans Home Local 305.



CENTRAL REGION Political Action Committee Chairperson Moira Greiner of SUNY Oneonta Local 635 discusses the importance of passage of an agency shop bill with Assemblyman Anthony J. Casale.

DISCUSSING THE ISSUES are Assemblyman Melvin N. Zimmer, left, and CSEA's Moira Greiner of SUNY Oneonta Local 635 and Central Region President James Moore.



New welfare fund to operate shortly

ALBANY — In the very near future, a new and comprehensive benefit from CSEA representation will be available to New York State public employees when the CSEA Employee Benefit Fund goes into effect providing improved dental insurance and new prescription drug insurance in the CSEA's Administrative, Institutional and Operational bargaining units.

The Fund, a creation of CSEA's successful negotiations this year with the Governor's Office of Employee Relations, will for the first time provide direct benefits to bargaining unit employees from their collective bargaining representative. It will be a first for state employees.

CSEA President William L. McGowan is Chairman of the Board of Trustees that will monitor and regulate the Benefit Fund. Other Trustees are: CSEA Statewide Secretary Irene Carr, elected Secretary of the Fund; CSEA Region 5 President James Moore, elected Treasurer of the Fund; and CSEA Members Elaine Mootry and Louis Mannellino, members of the negotiating team that created the fund for the Administrative, Institutional and Operational bargaining units.

The President of CSEA is an automatic trustee of the fund under the fund's rules, adopted by CSEA's Board of Directors. The president appoints two of the other four trustees, in this case Mr. McGowan appointed Mr. Mannellino and Ms. Mootry — and the union's Board of Directors elects two trustees — in this case Mr. Moore and Ms. Carr.

The Trustees have appointed Thomas P. Collins, Comptroller of the union, as Director of the Fund. Mr. Collins has resigned his position at union headquarters to devote his energies to the Fund.

First order of business for the new Director and Trustees was deciding what types of benefits will be provided to participating employees by the Fund. Since the negotiated agreement with the State for the three bargaining units transferred funds used by the State to provide employee dental insurance for unit employees to the Fund, the Trustees decided that continuation and improvement of Dental Insurance was a priority benefit. Additionally, the Trustees decided to provide the first Prescription Drug Insurance program for the three bargaining units.

Details of the Fund's benefits will be released as soon as the Trustees award contracts for the coverage to the insurance carriers that bid on the program. Bids were opened on May 22 by President McGowan, Director Collins and CSEA Executive Vice President Thomas McDonough. The bids were referred to the Fund's consulting firm for review, and recommendations and will be awarded early in June.

Under the new CSEA-State contracts covering the three state bargaining units, the State will pay \$50 per quarter, per employee, to the CSEA Benefit Fund to provide benefits to bargaining unit employees. There is no cost to the employees. The Trustees of the Fund determine the types and levels of benefits to be provided with the available resources.

In the future, other CSEA represented bargaining units can buy in on the Fund's benefits by negotiating with employers to provide the necessary cost of participation.

While a Benefit Fund is new to most CSEA members, similar funds have been serving union members across the country for decades with great success. The Trustees of the CSEA Benefit Fund are convinced that this Fund will also mean another major improvement in the services provided to public employees in New York by the CSEA.

With the July 1979 implementation date for the Benefit Fund rapidly approaching, work is continuing to finalize arrangements for the start of this new era in CSEA service to public employees. Information about the Fund will be sent to participating employees in the near future.

Stack acting comptroller



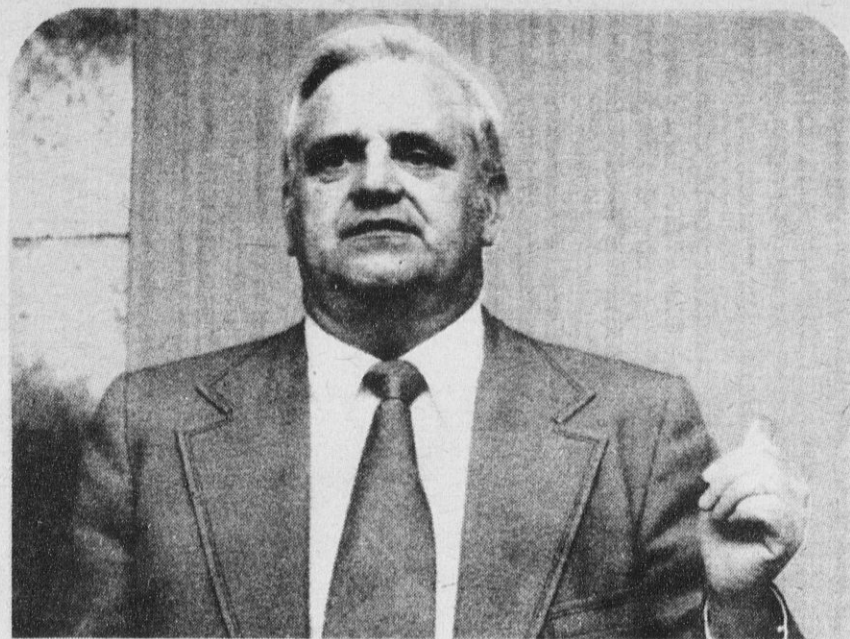
David M. Stack

ALBANY — David M. Stack has been appointed Acting Comptroller of the Civil Service Employees Assn. by William L. McGowan, President of the state's largest public employee union.

Mr. Stack's appointment was made May 14, following the resignation of Thomas P. Collins, now Director of the CSEA Employee Benefit Fund. Mr. Stack had been serving as assistant to Mr. Collins.

A certified public accountant, Mr. Stack has been with CSEA since 1974.

The Comptroller of the union is responsible for maintaining vital financial and membership information and coordination of subordinate administrative functions under the direction of CSEA Executive Director Joseph J. Dolan, Jr.



CSEA PRESIDENT BILL McGOWAN — "... it's absurd that this should have taken so long . . . I will most strenuously urge Judge Evans to expedite the payment of salary increases and retroactive payments. . ."

CSEA backing immediate court reclassification plan

ALBANY — CSEA President William L. McGowan has directed union officials to move for the immediate implementation of the long-awaited reclassification plan in the state's Office of Court Administration and to use the union's legislative resources to assure prompt payment of retroactive salary increases to some 10,000 state court employees.

President McGowan issued the directives following the signing of the classification plan by Herbert Evans, Chief Administrative Judge of the Office of Court Administration. Implementation of the plan means salary increases for most of the court employees affected by the Unified Court Program adopted by the state legislature in 1977.

Under the Court Reform Program, court employees formerly employed by the counties and cities became state employees when all of the local courts were merged into the state's new Unified Court System. The classification study was begun to determine where on the state's salary schedule these newly merged employees should be placed. Due to the major changes in the court system as the result of the Court Reform Program, all employees of the Court of Appeals, the Appellate Division, the Court of Claims, etc., who had been state employees prior to the reform implementation, were also reclassified.

Classification determines which salary grade an employee should be placed on. In collective bargaining agreements salary grades are negotiated. While CSEA and the Office of Court Administration presently have a contract providing salary increases for these employees retroactive to April of 1977, the employees never received the salary increases they deserved because they were not classified on the appropriate salary grade. The Court Reform legislation gave the Office of Court Administration exclusive authority for classification of the newly merged employees.

With the signing of the classification plan, employees affected by the Court Reform Program will now be assigned to a salary grade and, in addition to receiving salary increases up to their new grades, they will receive a lump sum payment for the salary increases they have not received since April of 1977 as a result of the classification delay.

The classification plan provides an appeals mechanism if an employee feels he or she has been improperly classified, but since CSEA has not had an opportunity to study the full classification program it declined to comment on its reaction to the full package.

"We are of course happy that this mess has finally been cleared up and we are at long last on our way to getting these people the money they have been owed for the last two years," President McGowan said, "but it's absurd that this should have taken so long. The Office of Court Administration has pushed our people beyond the point of reason and there are a great deal of hard feelings over these delays. I will most strenuously urge Judge Evans to expedite the payment of salary increases and retroactive payments as a gesture of good will on the part of the state and a means to restore employee morale."

The union president said he would offer the support of the state's largest public employee union to help the Office of Court Administration to expedite passage of an appropriation bill in the legislature needed to fund the retroactive lump sum payments. The salary increases are expected to be implemented in the near future.

Mr. McGowan said union staff members and attorneys will examine the classification document during the next several days and undertake an information campaign to advise the union's membership of its reaction to the plan.

CSEA is the state's largest employee union and represents approximately 5,500 of the court employees affected by the classification plan.



REGION V EXECUTIVE BOARD MEETS — CSEA Region V President James Moore addresses a meeting of the regional executive board recently in Syracuse. From left are Corresponding Secretary Jackie Chambrone, Executive Vice President Pat Crandall, Treasurer Anna Mae Darby, President Moore, Third vice President Ralph Young, Regional Field Director Frank Martello, and Recording Secretary Helen Hanlon.

CSEA program bills

All bills on this status report are supported by CSEA

Week of May 28, 1979

| CSEA Program Bill Number Summary of Provisions | Bill Number, Sponsors | Status | CSEA Program Bill Number, Summary of Provisions | Bill Number, Sponsors | Status |
|--|---|---|--|--|---|
| P-79-1, Agency Shop—Agency shop would become permanent and mandatory. | A-6748 Barbaro S-4458 Rules | Vote expected Civil Service Comm. | P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law. | A-6194 Connor S-4142 Rolison | Governmental Employees Comm. Civil Service Comm. |
| P-79-2, OSHA—Minimum health and safety standards for public employees would be established. | A-6619 Weprin, DelToro, Marchiselli, et al S-Pending | Ways & Means Comm. | P-79-17, Employee Indemnification—Additional instance in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties. | A-5963 Greco S-2766 Schermerhorn | Governmental Employees Comm. Judiciary |
| P-79-3, Two-for-One—The fine for striking would be reduced from two day's pay for each day struck to one day's pay for each day struck. | A-4169 Connor, Greco, Barbaro S-4457 Rules | Governmental Employees Comm. Civil Service Comm. | P-79-18, Sheriff's Reopener—Approximately eight employees of the Sullivan County Sheriff's Department would be allowed to choose the provisions of the Retirement and Social Security Law (optional 20-year retirement). | A-Pending S-Pending | |
| P-79-4, Injunctive Notice—Unions and employees would be required to receive notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike. | A-4167 Barbaro, Greco, Johnson, et al S-4452 Rules | Vote expected Civil Service Comm. | P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor. | A-3836 M. Miller S-3754 Cook | Governmental Employees Comm. Civil Service Comm. |
| P-79-5, Presumption of Arbitrability—The presumption of arbitrability for contract grievances would be restored. | A-4168 Connor, Johnson, Marchiselli, et al S-4451 Rules | Vote expected Civil Service Comm. | P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University. | A-7559 Rules S-4928 Volker | Ways & Means Comm. Civil Service Comm. |
| P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare. | A-6423 Barbaro S-7588 | Governmental Employees Comm. | P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement. | A-Pending S-Pending | |
| P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented. | A-Pending S-Pending | | P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement. | A-Pending S-Pending | |
| P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached. | A-4165 Greco, et al S-4454 Rules | Vote expected Civil Service Comm. | P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education. | A-Pending S-Pending | |
| P-79-9, Redefine Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay. | A-4171 Connor, Finneran, Nine S-4456 Rules | Governmental Employees Comm. Civil Service Comm. | P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented. | A-4204 Hochbrueckner S-3079 Johnson, Lack, Trunzo | Ways & Means Comm. Passed |
| P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures. | A-4166 DelToro, Greco, Finneran, Barbaro, et al S-4453 Rules | Governmental Employees Comm. Civil Service Comm. | P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation. | A-Pending S-Pending | |
| P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a \$2,000 death benefit. | A-4416 Greco S-3221 Flynn | Ways & Means Comm. Civil Service Comm. | P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan. | A-Pending S-Pending | |
| P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year. | A-6618 Rules S-4158 Rules | Governmental Employees Comm. Civil Service Comm. | P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed. | A-Pending S-Pending | |
| P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living. | A-4509 Barbaro S-3361 Flynn | Governmental Employees Comm. Vote expected | P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System be implemented. | A-1773 McCabe, et al S-1304 Barclay, et al | Passed Passed (Ch. 4, Laws of 1979) |
| P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated. | A-4877 Orazio S-3441 Donovan, et al | Ways & Means Comm. Vote expected | P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice. | A-4170 Greco, Barbaro, Lentol, et al S-4455 Rules | Governmental Employees Comm. Civil Service Comm. |

A-Assembly

S-Senate



STAN AND FRIENDS — Stan Jarosz, center, is flanked by CSEA Field Representative Tom Christy and Pat Pflieger, Vice President of CSEA Local 003. Stan is treasurer of Local 003.

Stan Jarosz retiring

BUFFALO — When you mention the name of Stan Jarosz to his friends and coworkers, a few things always seem to pop up in the conversation — his love for his family, his devotion to public service and his passion for dill pickles — not necessarily in that order.

Stan is retiring this month after 43 years of public service and when his associates held a luncheon recently at the Statler Hilton Hotel to honor him, it was no surprise to anyone that more than 150 people showed up.

"He is one of the nicest people I've ever known," said Peter Blaabouer, President of Buffalo City CSEA Local 003. I know that it's an old saying, but it really fits. He was a joy to work with and a perfect gentleman. He always went out of his way to make people feel comfortable."

A CSEA member since 1966, Stan served as vice-president of Local 003 for four years and as treasurer for the past six years.

He began his career in 1936 as an accountant with the Water Bureau in Niagara Falls and worked actively for many years with the New York State Civil Service Forum there.

In 1951, Stan was named Administrator of the Sales Tax Division, a post he held for fifteen years, before transferring to the state Department of Taxation and Finance in the Buffalo District Office, where he has worked since then in the Sales Tax Audit program.

An accident at birth left Stan blind in one eye, but what some people might call a handicap has never slowed him down. In addition to his work with the CSEA, Stan has been active in community and church affairs.

Married for 39 years with four children, Stan is anxiously awaiting the arrival of his sixth grandchild. He says he plans to "just take it easy for a while" now that he's retired, but if you ask his friends, they're not quite sure that's possible.

CETA meeting June 11

ALBANY — The Civil Service Employees Association is planning an all-day conference on proposed changes in Comprehensive Employment and Training Act (CETA) regulations, June 11 at the Quality Inn in Albany.

Invited are representatives from all public-employee unions in New York State; the 30 "prime sponsors" (employers in counties and localities with more than 100,000 population) of CETA employees; and the state Labor Department.

New York State currently has about 43,000 people working under CETA auspices, Paul Burch estimates. They include state employees as well as employees of nearly every local jurisdiction.

A recent memo to the "prime sponsors" from the U.S. Labor Department directed the employers involved to try to achieve the mandated \$7,200 average annual wage for CETA employees by creating new, sub-entry-level jobs. The problem the Department directive was trying to address was that employers were finding it impossible to reach the Congressionally-established \$7,200 average salary for CETA employees, in areas where the cost of living — and consequently, salaries — are relatively high.

The Northeast was a particular problem area, Mr. Burch said. "The

state of New York, for example, has an entry-level salary for Grade 3 employees of \$7,200" he noted. "In order to hire a CETA employee at a salary higher than that, the State would have to employ another employee at a correspondingly lower salary in order to meet the average annual wage. The federal proposal creates a whole new class of sub-entry level jobs, which are in reality sub-standard jobs, held by a group of essentially disenfranchised workers."

Mr. Burch, a collective bargaining specialist, explained that "it was never contemplated or intended in any collective bargaining agreement that the union represent any workers who are at salaries below the minimum that was negotiated. Creating a whole new class of workers at sub-entry-level jobs will leave those workers, without representation."

But more fundamental he says, is the fact that the new regulations will undermine the original purpose of CETA.

"The purpose was to help the disadvantaged, the elderly, and the chronically unemployed find dignity through meaningful jobs. If these regulations are allowed to stand, it will be like telling these people, 'You're not worthy of standard civil service jobs, so we have to create sub-standard jobs for you.' That, it seems to me, is contrary to the whole idea."

OPEN CONTINUOUS STATE JOB CALENDAR

| Title | Salary | Exam No. |
|---|-------------------|----------|
| Pharmacist (salary varies with location) | \$14,388-\$15,562 | 20-129 |
| Assistant Sanitary Engineer | \$16,040 | 20-122 |
| Senior Sanitary Engineer | \$18,301 | 20-123 |
| Clinical Physician I | \$27,942 | 20-118 |
| Clinical Physician II | \$31,055 | 20-119 |
| Assistant Clinical Physician | \$25,161 | 20-117 |
| Attorney | \$14,850 | 20-113 |
| Assistant Attorney | \$12,397 | 20-113 |
| Attorney Trainee | \$11,723 | 20-113 |
| Junior Engineer | \$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 | \$10,442 | 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 | \$6,650 | 20-890 |
| Typist | \$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 1, 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.

insurance advisor

As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Insurance Advisor." The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit our inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 33 Elk Street, Albany, New York 12224. We pledge to answer these questions as quickly as possible.

PS&T can keep insurance

Nearly 18,000 state employees who are members of the Professional, Scientific and Technical bargaining unit are insured through the various CSEA-sponsored Membership Insurance Programs. Because of the confusion over their representation status and the confusion over the PEF-sponsored insurance plans, many of these PS&T employees have been calling and writing CSEA hoping to continue their existing coverage. Let me attempt to clarify.

Through a recent change in the CSEA Constitution, a new classification of CSEA membership has been established. This membership, known as Associate Membership, allows persons employed in the Civil Service of the State of New York, who are not represented by CSEA for the purpose of collective bargaining, to continue membership in CSEA. Associate Members shall be eligible for participation in the insurance programs sponsored by CSEA. However, since CSEA does not have payroll deduction for these people, Associate Membership dues and insurance premiums must be paid on a direct payment basis.

The last deduction for CSEA-sponsored Membership Insurance Programs was taken on May 16, 1979, for the Institutional Payroll and on May 23, 1979, for the Administrative Payroll. An instructional letter and a premium notice will be received during the week of May 28 by all PS&T insureds advising them of the eligibility to continue in the insurance plans and instructing them how to go about making premium payments. Please be assured that your insurance coverage will continue uninterrupted until you have had adequate time to pay on a direct-mail basis. Future premium notices will be sent on a quarterly basis, commencing August 1, 1979.



Michael Carroll

Court upholds Local 860

WHITE PLAINS — With two court victories in its favor already, the Civil Service Employees Assn. said it anticipates yet another in the near future to prevent the planned July 1 merger of the Westchester County Sheriff's Department with the county's Parkway Police.

According to CSEA Regional Atty. James Rose, the County will appeal a May 11 State Supreme Court, Appellate Division ruling in Brooklyn, by a 3-2 vote, that the planned merger is both unconstitutional and a violation of Civil Service Law. The Appellate Division upheld an earlier decision by Justice George Beisheim Jr. in February, who decided in favor of a suit brought by the Westchester County Unit of CSEA Local 860.

It is anticipated that the State Court of Appeals will be asked to hear the county's appeal prior to July 1.

CSEA filed suit to block the planned merger because of union concerns over the status of the deputy sheriffs in the merged department, their future promotional opportunities, and their pension rights.

CSEA represents the deputy sheriffs, as well as the lieutenants, captains and civilian employees of the Parkway Police.

Flag Day holiday dispute

By Bill Butler

MINEOLA — Flag Day, June 17, will apparently come and go while a CSEA victory winning that and one other holiday for Nassau County employees remains tied up in court on an appeal by the county.

However, Nick Abbatiello, president of Nassau County CSEA Local 830, said the union remained hopeful of winning the appeal and that employees would be granted credit retroactively if the appeals court upholds the earlier ruling.

Local 830 had won Flag Day and Martin Luther King Day, the third Sunday in January, in a decision March 1 by Supreme Court Justice Alexander Berman.

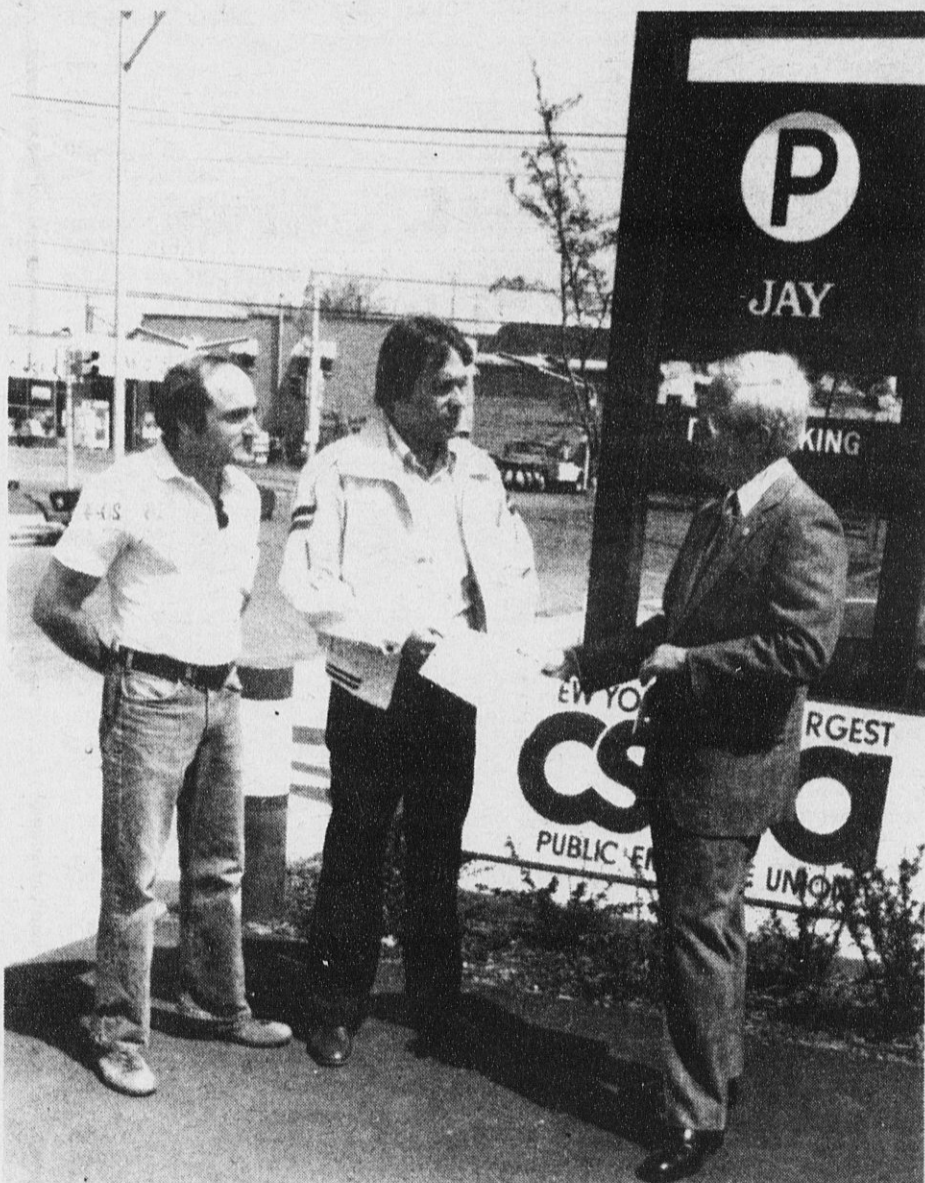
Berman ruled that Nassau County's 14,000 employees are entitled to the holidays under terms of the Nassau CSEA contract.

The ruling was limited to the

Nassau contract and does not affect employees of the state and other jurisdictions. The ruling put Nassau ahead of most jurisdictions on holidays for the moment, with 11 standard statewide holidays plus King Day and Flag Day.

State employees receive 11 paid holidays: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas plus their option of either Election Day or Martin Luther King Day.

Abbatiello said that CSEA was seeking early action in the Appellate Division on the county's appeal of Justice Berman's ruling. "If we do not have a decision before June 17, we will ask for assurances that employees will be given the proper time or overtime benefits retroactively," Abbatiello declared.



PARKING FOR CITY EMPLOYEES in Schenectady has been a sore point for a long time. But now an arbitrator has ruled that the city must provide designated free parking spaces near City Hall for employees, recently ordering that action after the city failed to act on his earlier ruling that the city must negotiate the parking question with CSEA, which

represents the workers. Discussing the important victory in the above photo are, from left, Anthony Conte, First Vice President of the CSEA Unit; Unit President Edward P. Kearney, and CSEA Capital Region Director John D. Corcoran Jr. They stand at the entrance to the Jay Street parking facility near City Hall, where the city must provide 60 spaces.

Calendar of EVENTS

JUNE

- 6 — Westchester County Local 860 Executive Committee meeting, 8 p.m., 196 Maple Ave., White Plains.
- 7 — SUNY Buffalo Local 602, quarterly meeting, Mindy's Wine Cellar, Century Mall, Northtown Plaza, Cocktails, 5 p.m., dinner, 6:15 p.m.
- 8 — Capital District CSEA Armories meeting, dinner, election, Guilderland Range.
- 9 — SUC Brockport Local 601 24th Annual Awards Banquet, Elks Club, Brockport, Prime Rib sit down dinner. Entertainment by Robert Maxwell Case.
- 11 — CETA Conference, Quality Inn, Albany.
- 12 — Westchester County Unit membership meeting, 6 p.m., 196 Maple Avenue, White Plains.
- 13-15 — County Workshop, Kutcher's Country Club, Monticello.
- 15-17 — Region V Spring Workshop, Holiday Inn, Watertown.
- 21 — Statewide Board of Directors, Thruway House, Albany.
- 23 — Saratoga County Local 846 installation dinner, 6:30 p.m., Elks Club, Saratoga Springs.
- 22-23 — Western Region No. 6 Conference, hosted by Chautauqua County Local 805, Holiday Inn, Jamestown.

JULY

- 20-22 — Region IV Summer Workshop, Sagamore Hotel, Lake George.

School district negotiations continue in summer

Although the traditional school year is winding down in anticipation of summer vacation, the labor-management scene is still extremely active all across the state. The articles on this page illustrate some of that activity.

And, as CSEA Coordinator of School Affairs Arne Wipfler noted in her "Report Card" column last week, more than 650 non-city school districts across the state have voting on proposed school budgets

scheduled in May and June. CSEA represents thousands of non-teaching employees in those districts, and will be monitoring the budget balloting.

Pupils and most teachers may be looking forward to a long summer vacation, but for many non-teaching employees, their union, and the district administration, there is no such thing.

Contract problems continue

AMSTERDAM — The Montgomery County Local of the Civil Service Employees Assn. and the Capital Region of the CSEA have undertaken a massive media campaign to make the public aware of the problems they are having settling a contract for non-instructional employees of the Greater Amsterdam School District.

The union will buy radio spots and place ads in local newspapers to emphasize that negotiations have been dragging on for months with no prospect for an equitable settlement in the near future. The campaign will point out that teacher aides have gained a total salary increase of 65 cents over the past six years and are still below the federal minimum wage, while school administrators have been awarded increases which range from \$5,750 to \$6,050 during the same period, and that after granting a ten cents per hour increase to the aides last year, the administration cut back their hours so that no salary increase was realized.

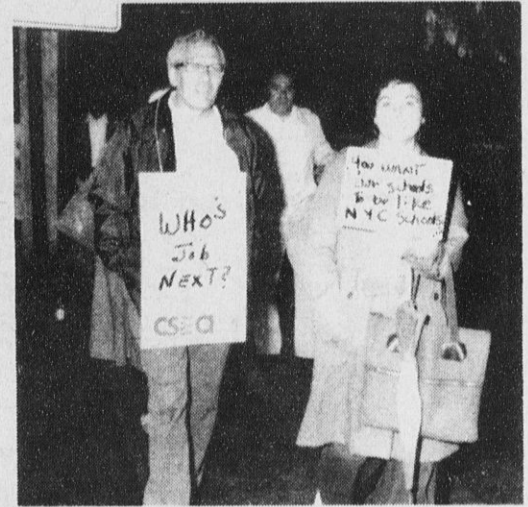
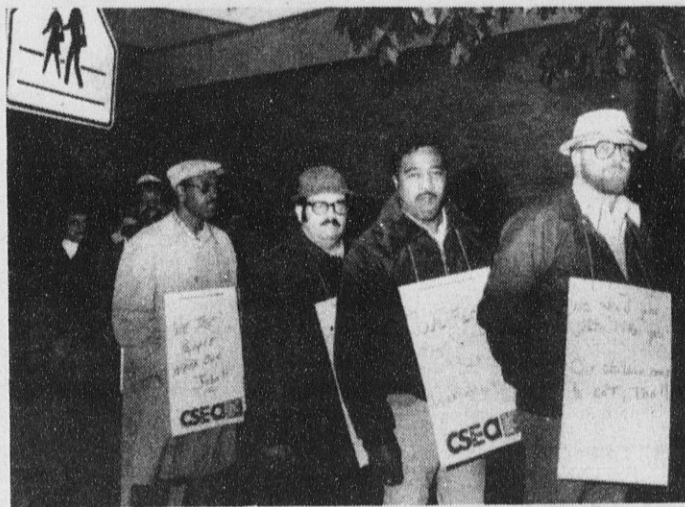
CSEA is also requesting that the school board sit in on negotiations "to make sure that the professional negotiator hired by the school board is doing what the Board wants. We feel that there may be a breakdown in communications and that all parties should be present and know what is being discussed," said a CSEA spokesman.

One aim of the campaign is to make the public aware that they, too, are being affected by the delay in settling the contract. Harmon Swits, the Collective Bargaining Specialist handling negotiations for CSEA, said, "When the Taylor law is used as a weapon against public employees the public must be informed of more than just the controversial issues. They must realize that prolonged negotiations are having an adverse effect on the whole community, not just the special group of public employees. In a school district this situation can have an adverse effect on the children attending the schools."

PERB orders representation election

HUDSON — The Public Employment Relations Board has recently approved the Civil Service Employees Assn. bid to hold a representation election among teacher aides and monitors in the Hudson City School District. Those employees currently do not have a union.

Ballots were mailed the end of May and will be counted in mid-June. A special meeting will be held after the ballots are mailed to discuss the election and answer any questions.



CSEA opposes Westchester school layoffs

WHITE PLAINS — CSEA-represented non-teaching employees of the White Plains School District have promised more public demonstrations to protest the planned termination of 60 or more employees at the end of this school year due to the closing of three schools and the consolidation of staff.

A related public hearing on the proposed new budget is coming up early in June and the union, after having analyzed the proposed budget carefully, will have speakers on the public hearing schedule.

The above photos were taken during a May 14 demonstration outside the Mamaroneck Avenue School during a meeting of the school board.

Impasse in N. Rockland

FISHKILL — CSEA North Rockland School District President Charles L. Jones has declared impasse in the negotiations between the union and the district for a new contract.

The impasse was reached after two bargaining sessions, when the administration unilaterally abolished six positions in the district.

The union also filed Improper Practice charges against management, alleging that the abolition of the positions constitute a unilateral change in the terms and conditions of employment for the workers affected. Such a change amounts to bargaining in bad faith, since the union and the district were in the process of negotiating over the abolitions when the axe fell.

"Both this bargaining in bad faith and the unilateral change are in violation of the Taylor Law," noted CSEA field representative Larry Scanlon. "How can they say they were negotiating in good faith when we were right in the middle of talking about it when they unilaterally decided to abolish the six jobs?"

PUBLIC EMPLOYEES... Where Would You Be Without Them?



Cindi Christiano - Motor Vehicle License Inspector

The car in front of you is signalling to make a left turn. As you cautiously approach it, the driver suddenly makes a right-hand turn directly in your path. You hit the brakes, narrowly avoiding a crash. What you don't know is that riding in that car is Cindi Christiano, who has just flunked that driver from getting a New York State Driver's license.

These are the kinds of risks Cindi must take every day as she road tests potential holders of

all classes of driver's licenses. And she's tough. They better know how to drive or they don't get the license.

Cindi Christiano, a public employee, helping keep unqualified drivers off the road. Because your life is at stake.

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