

SIC conducting 'no-show' probe

ALBANY — The State Investigation Commission (SIC), an independent state agency which serves as a watchdog over conduct of public officers and employees, is actively investigating charges first levied by the Civil Service Employees Assn. that the state Labor Department maintained "no show" and "seldom show" employees on its payroll, an Albany-area newspaper reported last week.

The SIC refused to comment on the report, but the Albany newspaper reported it had learned that a half-dozen persons had been questioned by the SIC in private hearings. The story said the probe centers around claims that certain state employees were maintained on the department payroll while working fulltime for the Public Employees Federation (PEF), a union which early this year challenged CSEA for representation rights to 45,500 state workers in the PS&T bargaining unit.

CSEA raised those charges, plus others, during an appeal of last April's election in which PEF received a majority of ballots cast in the PS&T election. CSEA continued to represent the 45,500 employees during lengthy appeals which have now reached the State Supreme Court level.

CSEA said a number of Labor Department employees were allowed to participate in the election process on behalf of PEF while receiving pay for their state job. While the Public Employment Relations Board ultimately rejected CSEA's overall appeal of the election, the PERB report stated that "circumstantial evidence shows that (John J.) Kraemer, for many years, had been a no-show or little-show state employee."

Kraemer was a senior manpower coordinator in the department, and has since been named acting president of PEF.

Meanwhile, CSEA has taken its appeal into state courts, where it is now before the Appellate Division of State Supreme Court. A decision on the union's lawsuit seeking to overturn last April's election is expected during December.

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Wednesday, December 13, 1978

Westchester layoffs

Most jobs restored

By Deanne Louis

WHITE PLAINS — The 192 proposed layoffs of Westchester County Unit members of CSEA Local 860 has been reduced to approximately 50, unit President Raymond J. O'Connor has reported.

Continous meetings between the CSEA unit and the Westchester County executive and legislative branches have resulted in the restoring of approximately 150 positions, O'Connor said. The talks are continuing.

O'Connor said the reduction is "a significant lessening of the impact of what was originally planned. This is an extremely significant improvement over the county's original position of a 10 percent cutback across the board, but CSEA still maintains that even one layoff is too much. And we will continue to bring pressure on both branches of county government."

Extensive data compiled by CSEA's

research department in Albany and AFSCME's research team in Washington, D.C., pointed to discrepancies in methods used by the county's budget department to estimate expenditures and revenues from state and federal aid.

In a letter sent last week to members of the Westchester unit, the unit members were informed of the formation of a workforce comprised of shop stewards, who will report on inefficient government practices on a regular basis to the union's Productivity Committee.

"We see the creation of this task force as a chance to identify areas of waste and inefficiency on the part of the county," said James Lennon, president of CSEA Southern Region which includes Westchester County.

"If the County will continue to cooperate with CSEA by taking part in the efforts of the Productivity Committee, future layoffs may be avoided by cutting back on administrative waste and inefficiency instead of employees," Lennon said.

Raymond G. Cassidy, president of CSEA Westchester Local 860, said the reduction in the number of proposed layoffs came about as the result of "a maximum effort by CSEA officials and members who let their voices be heard at membership meetings, legislative budget hearings, and in discussions with the County."

Indiscriminate firings charged

NEW YORK CITY — The top two Civil Service Employees Assn. officials in the union's Metropolitan Region have blasted the state Offices of Mental Health and Mental Retardation, accusing management of indiscriminately suspending and asking for the termination of employees on "hearsay evidence."

CSEA Regional President Solomon Bendet says there have been hundreds of such cases in the last year alone, while CSEA Regional Director George Bispham charges the agencies are "shooting from the hip" and notes "in most cases the arbitrator rules against the state and orders the restoration of the employee's job with full back pay." Bendet said such cases are costing the state tens of thousands of dollars in legal expenses and "constitutes not only the dissipation and waste of taxpayers' money but also places a fiscal burden on CSEA which is duly bound to defend its falsely accused members."

Bispham, demanding an end to the "practice of false accusation" by the state, said "there are too many facility directors and personnel officers who suspend and ask for employee termination solely

on the basis of hearsay accusations made mostly by patients." He said the directors and personnel officers must investigate cases themselves for merit before sending them on to arbitration. "Too often, what the state said was evidence against an employee turns out to be no evidence at all in front of an arbitrator," Bispham said.

Both Bendet and Bispham said that employees, even when exonerated in arbitration, "suffer mental anguish and stress which cannot be relieved by the restoration of their work status and back pay."

Bispham specifically charged "the state agencies are refusing to use the third step meeting as provided in the contracts as a vehicle for settling, or reaching some amicable agreement at that level."

Both Bendet and Bispham emphasized the situation is not limited just to the Offices of Mental Health and Mental Retardation, saying there are instances in other agencies as well "where employees are brought up on charges which go to arbitration only for the agencies to discover the charges cannot be substan-

tiated." Both said they view the situation as a major problem affecting their members, and said the union will do everything possible to rectify the situation.



FOUL WEATHER, FOUL MOODS — Members of CSEA-represented non-instructional employees of the Central Islip School District braved a snow and ice storm to picket in protest of scheduled layoffs, transfers and reduced hours affecting 10 percent of the employees. See story on page 3.

LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

Editor, The Public Sector:

I am writing to voice my concern over President Carter's recent veto of the Nurse Training Act. The Nurse Training Act would have allowed funding for nurses (R.N.'s) who wished to seek higher education in graduate school. I find this action discriminatory to the profession of nursing. In October, 1976, President Carter addressed nurses with the following message, in part:

"... I share your concern that the delivery of adequate health care services to all Americans should be a matter of high national priority. ... I also believe in redirecting our national health objectives towards more preventive care. ... I will not veto legislation presented to me to achieve that end as the President (Ford), unfortunately did. ... I realize that the federal government cannot solve all our health care problems and that it must rely on the support and counsel of organizations like the ... in formulating national health policy. ..."

He is contradictory in his recent ac-

tion. I feel nurses and those interested in the growth of nursing should address this issue by lobbying. There is strength in numbers; that is why we unionize today.

Good health care is important for all Americans. Nurses are the largest group of health care professionals. To be professional one needs training and experience. We need funding for nurses to continue their education. The defeat of the Nurse Training Act is an affront to higher education for nurses.

Judith Arnold
Rochester, NY

Editor, The Public Sector:

The letter printed in the November 29, 1978, issue of "The Public Sector" prompted this response. I would like to express my opinion as an "old" employee within the state system.

Obviously, someone has to have pass days during the week. Why shouldn't it be a newer employee? I think when they have worked within the system ten, twenty, or thirty years, then they, too, are entitled to the better pass days, perhaps weekends. Pass days, as well as other things, should be earned and seniority should most certainly play a big part in the selection. I am sure when "new" employees become "old" employees, they, too, will feel this way.

As far as L.P.N.'s being a higher grade, perhaps that's true, but what about the MHTA's who, again, have worked many years and are still the same grade as a newcomer? It doesn't matter if one has completed 20 years or one year, they are the same grade. After about five years of service, the pay is the same. In my opinion, this is even more unfair. Why should a person who has completed only one year be the same as one who has completed twenty or even more years? Doesn't experience or dedication mean anything in the state system? Apparently not.

MHTA's had taken charge of psychiatric wards for years, and in some centers, still do. They have also carried out many nurse's tasks and currently do in some instances. And, when it comes to direct patient care,

in my experiences, it's the MHTA's who get the majority of it.

I think it's time the MHTA's started getting some recognition. I, too, would like to catch the attention of the CSEA.

Jean Akers
Hutchings Psychiatric Center

Editor, The Public Sector:

We would like to call to your attention several very unfair occurrences during the Senior Stenographer examination (dictation and transcription part) on November 18 at Kensington High School, Buffalo, New York.

In at least two classrooms, inexperienced proctors allowed the people taking the dictation part of the exam to have more than the regulation time of 1/2 hour (30 minutes or less) to complete the 60 questions from the transcription of their shorthand notes. A couple persons said that they had 40 minutes and several others said that they were given 50 minutes. In our group, we had the regulation time of approximately 25 to 30 minutes. These times were noted on the computer answer sheets.

We are sure that you will agree that such a variance of time to complete these 60 questions was not fair to the rest of us who had to hurry through all these questions so as to finish in the time allotted to us (which was the legal time limit). It is obvious that the ones who had the shorter time (legal time) would have been able to spend more time on our notes had we had 40 or 50 minutes, and would have scored much higher.

Therefore, we would respectfully request that the times on all the answer sheets from Kensington High School on that November 18 for Senior Stenos be carefully checked so as not to allow some to pass on an exam when they had more time to answer dictation questions.

(Names withheld by request)

Editor, the Public Sector:

I am a member of your union. I write you because I am deeply troubled.

I have worked with the state for 1 year and within that time period as a

trainee I worked at 125th St. with the Taxation and Finance Dept. Every employee with a permanent item were given proper ID such as photo ID. Also down state depts. and other state agencies.

I came to work with the Dept. of Long Term Care located at the time at One Penn Plaza located in NY we later moved to Two World Trade Center. Now I wish to discuss the problem at hand, you see there is no bank set up for the state employees to cash their checks, but just about 6 blocks there is a chemical bank that cash State Insurance Employees checks but not ours because of no proper ID.

We were never issued anything but a orange card with our signature which this bank will not accept from Two World Trade Employees because they have no photo ID. I took this to my supervisor and they in turn went to the head of Administration to check this, as a result we were told to start an account.

Now I ask you how are most of us able to start an account since we just barely make enough money to cover our needs until the next pay period and I make more than a grade 3 for I am a grade 5. We ask for a Photo ID the same as the others and were told that only Professional were given ID, yet in other State Dept. grade 1 and up is given photo ID. In order for me to cash my checks which amount to \$206 take home pay after deductions to cover my family needs I am told that I must start an account or pay \$1.00 extra to travel to a bank located at 1 Penn Plaza to cash my check which I cannot afford to do nor can I afford to start an account at this time.

I feel that I am being pushed into a situation that I feel is not right because one-half of the State get the provisions needed and the other one-half does not. I feel this to be unfair to the one-half that does not have the photo. I would appreciate your looking into this matter for I can get no further information that would benefit the one-half without photo ID. Please look into this matter for I feel this to be a great injustice.

Elizabeth Parker
Bronx, N.Y.

NEW YORK STATE ELIGIBLE LISTS

Prin. St. Accounts Auditor (Exam No. 36327) Test Held June 24, 1978

1. Vanvoorst, James, Saratoga Springs	99.0
2. Spitzer, Kenneth, Forest Hills	98.4
3. Vanacore, D.B., Bronx	94.3
4. Elliott, R.R., Glendale	92.4
5. Fruchter, Aaron, Belle Harbor	91.4
6. Segerdahl, R.C., Bellmore	91.2
7. Houston, Frank J., Bronx	90.4
8. Challice, W.P., Hicksville	90.0
9. Evans, Stanley L., Bayside	84.5
10. Davis, David W., West Islip	83.2
11. Nealon, William, Clifton Park	82.4
12. Tysiak, Gerald, Averill Park	81.6
13. Hladek, Anthony, East Meadow	81.4
14. Yarmish, Eli K., Brooklyn	81.2
15. Feighbaum, H.R., Bayside	80.4
16. Ryan, Eugene W., Delmar	79.6
17. Armstrong, Gary, Ballston Lake	79.0
18. Markowitz, Abe C., Bronx	78.0
19. Goodman, Harvey, Albany	77.7
20. McClune, Kevin M., Albany	75.7
21. Ring, Kenneth T., Lansingburg	72.9

Senior Landscape Architect (Promotional Exam No. 36299) Test Held June 24, 1978

1. Pihlblad, Daniel, Randolph	88.7
2. Crossman, B.M., Bath	87.0
3. Tinney, James W., Watertown	86.6
4. Olinger, Edward, Rochester	85.5
5. Higgins, Patrick, Troy	84.6
6. Rivers, Robert L., Lansing	83.9
7. Satterlee, James, Saratoga Springs	82.9
8. Buckley, C.W., Fayetteville	82.8
9. Ciampa, Thomas D., Saratoga Springs	80.8
10. Ryan, Dennis F., Rensselaer	80.6
11. Dunn, Robert, Gloversville	80.1
12. Heim, Max F., Lynbrook	79.2
13. Jarvis, John T., Clifton Park	78.5
14. Wohlbach, David, Wappingers Falls	77.4
15. Schofield, G., Utica	76.7
16. Marvel, C., Shoreham	76.7
17. Blevins, F.H., Huntington Station	76.1
18. Toner, James A., Salamanca	75.1
19. Decuyper, Conrad, Schenectady	73.3
20. Kinkel, Robert S., Williamsville	72.0

President's Message

Last week, the Federal government announced that the dollar is now worth half of what it was in 1967. They also announced that if the current inflationary trend continues, the 1978 dollar will be reduced by 1985 to fifty cents. Things will get worse.

President Carter says we should keep wage increases at 7%. He also says that Federal wages should not be increased by more than 5.5%. We'll do this voluntarily, he tells us, without mandatory controls. Once again public workers are treated differently as evidenced by the 1 1/2% difference in the wage ceiling. The fact that the Carter Administration expects public workers to take it on the chin again proves one thing: history does repeat itself. Public workers are traditionally the scapegoats in the game of inflation politics and apparently 1978 will be no different.

Put very simply, the Carter program attempts to control wages

without appropriate safeguards on the price side. The program seeks to control only earned income — ignoring most other categories such as dividends and interest. One of the key elements in the program, the wage insurance mechanism, is dependent on favorable Congressional action. If such action is not forthcoming (and there are no assurances), the equity of the entire program collapses. The Federal budget cuts proposed by President Carter will hurt most domestic programs and would insure revenue losses to State and local governments.

What does this all mean for our members in New York State? We have an obligation and I consider it my primary objective for 1979 to secure for our membership in all jurisdictions, a decent wage and decent working conditions. We have taken less than we deserve too many times in the past. No union ever got anything that laid



William L. McGowan
President — CSEA

down and was anything less than tenacious in its pursuit of membership goals.

Federal guidelines and the wage and price ceilings are no substitute for fairness and good judgment. We intend to get our message across and we will not rest until our job is done.



FOUL WEATHER failed to dampen the spirit of dozens of Central Islip School District non-instructional employees as they protested planned layoffs during a recent meeting of the school board.
Photos By Tony Jerome



Impasse reached in Elmira

ELMIRA — Following the City of Elmira's recent declaration of impasse in contract talks between the city and the Elmira Unit of the Civil Service Employees Association (CSEA), a spokesman for the union issued a statement answering the declaration by Don T. Carmody, chief negotiator for the City of Elmira.

Roger F. Kane, CSEA Collective Bargaining Specialist and chief negotiator for the more than 125 employees in the bargaining unit, indicated the main reasons for the impasse were wages and hospitalization.

"After 12 meetings the City has made only one wage offer — and that was totally unacceptable to the CSEA negotiating team," Kane said.

"The city offer, in reality, was approximately one-half of the reported present Cost-of-Living index. We also want it known the city refused to make an offer on any of the other proposals submitted by CSEA. In fact," Kane continued, "they are actually attempting to reduce some of the present benefits to a point where some city employees could end up losing money, if the wage offer were accepted."

No further meetings have been scheduled pending the appointment of a mediator by the Public Employment Relations Board (PERB).

Layoffs at Central Islip schools

CENTRAL ISLIP — Some layoffs, reduced hours and transfers were scheduled to occur at press time for some 10 percent of the non-teaching and teaching employees of the Central Islip School District despite union efforts to the contrary and the signatures of more than 1,000 taxpayers protesting the move.

The non-instructional employees are represented by the Civil Service Employees Assn., and CSEA Field Representative Jim Walters was successful in forcing the

school district management to agree to lay off CETA employees of the district before any permanent employees are let go.

The district, however, stuck fast to its announced decision to reduce both the non-teaching and teaching work forces by 10 percent effective as of December 8. The district has planned an austerity budget to hold the district tax rate at \$26 per \$100 of assessed value.

According to Mr. Walters, the effect upon CSEA's unit, which is a

part of CSEA's Suffolk County educational Local, is approximately eight layoffs and more than 20 others affected by either reduced working hours or transfers.

Members of CSEA's unit picketed a recent meeting of the school district board, and presented a petition containing the names of more than 1,000 taxpayers in protest of the board's action. However, after the session the board indicated it was going ahead with the December 8 reductions.

Assaulted state employees may receive reimbursement

BUFFALO — State workers who must use accruals for the first ten days of workers compensation leave resulting from an assault at work may be eligible for financial reimbursement through the state Crime Victims Compensation Board, its been confirmed by George L. Grobe, of the upstate office of the board in Buffalo.

Mr. Grobe confirmed that such an

award was recently made in the case of a worker at a western New York developmental center who suffered injuries keeping her out of work for some time, following an assault by a client.

Since she had to use her accruals for the first ten days (before workers compensation payments started), the Crime Victims Compensation Board awarded her a sum equal to her pay for those ten days.

Eligible for the award are the victims themselves, or their dependents, providing a police report is made within a week after the crime and claim is filed within one year. Both time limits may be waived for good cause by the board.

Claimants must also prove financial hardship. The maximum award is \$20,000, payable at up to \$250 per week.

Applications are available at all police stations and at other agencies where crimes are reported.

Applications and additional information are available at the Crime Victims compensation board offices: 875 Central Avenue, Albany, 12206, phone (518) 457-4060 or 77 W. Eagle Street, Buffalo, 14202, phone (716) 842-5810; 270 Broadway, NYC 10007, (212) 488-5080; 261 West 126 St., NYC, 10027, (212) 663-9267 and Victim/Witness Assistance Center, Onondaga County Civic Center, 421 Montgomery St., Syracuse, 13202, (315) 425-2506.

Ms. King on center panel

NEW YORK CITY — A meeting of an advisory committee to assist in the selection of a new director for Creedmoor Psychiatric Center was scheduled to be held this week, with Dorothy King, President of Creedmoor CSEA Local 406 attending as one of four members named to the panel.

Ms. King said her selection to the committee "shows that management realizes the voice of CSEA must be heard" and said she hopes the action of the advisory committee "will result in the selection of a competent director at Creedmoor who will have a solid relationship with CSEA and its members."

Dr. Alvin Mesnikoff, regional commissioner of mental health, agreed, saying "we want CSEA input in the selection of a new director."

Officers named

CAMILLUS — The Town of Camillus Unit of the Civil Service Employees Association (CSEA) Local 834, which was recently certified by the Public Employment Relations Board (PERB), has announced the names of temporary officers to serve until the election of permanent officials can be held in the near future.

Those named to serve the interim period are Gus Corso, President and union steward; Pete Minisalli, Vice-President; Chuck Bankey, Secretary/Treasurer. Also named to serve on the unit's first negotiating committee were Gus Corso, Joe Sylvester and John Frisk.

Ercole Ventura, CSEA Staff Organizer, coordinated the efforts of the newest Local 834 unit which is comprised of employees in Highway, Landfill, Parks and Recreation, Water and Animal Control Departments.

NEW YORK STATE ELIGIBLE LIST

Supervisor, Inmate Grievance Program/
Regional Coordinator, Inmate Grievance Program
(Exam No. 27738)

Test Held August 1978

1. Sorrell, John W., Morrisonville	100.0
2. Morris, Robert A., Watervliet	88.0
3. Avery, Mendez S., Watervliet	84.0
4. Seaberry, Cecil, Kinderhook	79.0
5. McSweeney, E.J., Spring Glen	79.0
6. Johnson, Carmen, Bronx	79.0
7. Dean, Mary H., Albany	77.0
8. Mangus, David T., Medina	76.0
9. Mentillo, A.L., Auburn	76.0
10. Johnson, T.C., Albany	76.0
11. Kocyba, Dennis M., Scarborough Station	73.0
12. Lehman, Daniel D., Oneida	73.0
13. Findling, L.L., Woodridge	72.0
14. Lasota, Ronald J., Wappinger Falls	71.0

Pay increase at Local 851

Steuben county workers represented by Local 851 of the Civil Service Employees association, (CSEA), will receive a pay raise of six percent, plus increments, effective January 1, 1979.

In addition there will be upgradings for nurse's aides and dietary and housekeeping workers while workers who are required to wear uniforms, will have their uniform allowances increased to \$150 per year.

Those using their own cars on county business will receive 17 cents per mile under the new pact.

A death benefit rider of \$20,000 has been added to employees in the tier I retirement program, while family health and dental premiums of 75% will now be paid by the county.

CSEA Field Representative Ray Ducharme was chief negotiator. The negotiating committee included; President John Seligman; Vice President Jerry Partt; Secretary Bonnie Sprague; treasurer LouAnna McNally; Committee Chairman Larry Crossett; and members Pat Brink and Chris Tedford, Social Services; Jerry Slayton and Dean Dropp, Highway Department; Carolyn Aikens and Barbara Drake, Infirmary; Mary Clark, Sheriff's Department; Dorothy Austin, Public Health Nursing; Ray Schnell, Probation.

SIC investigation of PS&T case commended

The revelation that the State Investigation Commission (SIC) is looking into charges of "no show" and "seldom show" state jobs adds a new dimension to the disputed PS&T bargaining unit representation election of last April.

Even as the SIC probe was revealed, the Appellate Division of State Supreme Court was mulling

over a decision on a lawsuit brought by the Civil Service Employees Association concerning last April's election. CSEA says the election conduct of a rival union, PEF, was filled with irregularities, fraud and illegalities and the election results should be overturned.

The just revealed independent

probe by the SIC into some of the charges raised by CSEA as a result of activities before and during the April election is encouraging. While it is completely separate from the Appellate Division case, it does mean that the expected decision later this month by the court is possibly not the final determination. The SIC could turn up

evidence supporting CSEA charges of "no show" state employees illegally working in the PS&T election and turn any such evidence over to a district attorney, in turn possibly leading to grand jury probes. It's all speculation at the moment, but the matter may be far from over.

(R.A.C.)

'Passing the buck' morally disgusting

Leaders of the CSEA Metropolitan Region this week blasted management of the Offices of Mental Health and Mental Retardation, in effect charging facility directors and personnel officers with failing to exercise concern and responsibility in dealing with grievances filed against employees. Union officials charged management personnel are quick to "pass the buck" by sending

hundreds of cases to arbitration rather than deal with them at the second or third step of the grievance procedure.

Passing the buck, in such cases, also costs a buck. At the fourth step, arbitration, both the state and the union, CSEA, are forced to spend considerable amounts of money in legal expenses. Settling most cases at the second or third step would be much less expensive.

But there's another element in many of these cases that

transcends financial concerns. It's the mental anguish and stress that affect people wrongly accused. CSEA wins most such cases that go to arbitration. The wrongly accused individual gets his or her job back, but the suffering and the shame of standing accused before friends and family during the lengthy process is often a devastating price to pay for eventual justice.

If management is ignoring responsibility for resolving

differences at the initial steps of the grievance procedure, and the large number of union wins in arbitration would indicate that sometimes they are, that is morally disgusting and intolerable.

(R.A.C.)

in our Opinion



"Labor is the superior of capital, and deserves much the higher consideration."

Abraham Lincoln

Ignore Stevens when shopping

This holiday gift-buying season is one time we all should be aware of the labels on the products we buy to make sure we do not purchase J. P. Stevens products.

All the marches, demonstrations, rallies and speeches will not hurt the anti-labor textile giant unless those words are turned into the only language Stevens might

understand — decreased sales.

Please be aware of all the labels Stevens products hide behind.

One area Stevens products could be extremely vulnerable is the after-Christmas white sales, CSEA President William L. McGowan pointed out.

Stevens manufactures bedding and towels under the following

labels: Utica, Tastemaker, Fine Arts, Meadowbrook and Snoopy.

The importance and seriousness of the Stevens boycott was underscored by the heavy coverage the rallies received by the news media and by the support expressed by the diverse unions, governmental units and religious organizations. (G.A.)

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



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'Bizarre' case

Arbitrators support CSEA members

ROCHESTER — Rochester Psychiatric Center has agreed to lay to rest all charges of misconduct against two union officers and the CSEA has agreed to withdraw improper practice charges following earlier arbitration rulings favoring the two and related rulings which restored two veteran workers to jobs from which they were fired ten months ago.

The latest accord brings to an end what one arbitrator called "the most bizarre series of incidents" he had every dealt with.

And it ushers in, it is hoped by CSEA Field Representative Vince Sicari, "a new era of labor relations, based on mutual trust and mutual dedication to the work at hand."

Left behind, Mr. Sicari also hoped would be the recriminations and constant harassment of union officials which saw four union presidents at the psychiatric center in four years.

Exonerated in the latest incident was Robert Donalson, president since November 1977, and Charles

E. Spotford a steward at the center.

Mr. Donalson and Mr. Spotford faced dismissals as a result of charges filed on March 31, 1978, that they failed to intervene, stop or prevent an assault on a resident who had earlier that day assaulted a trooper who stopped him for speeding on the Thruway on February 15, 1977.

They were also charged with failure to promptly report the alleged assault.

The state also sought to amend the charges, according to Mr. Sicari, to bring them within the necessary one year time limits by charging the two officials with false testimony during the RPC and Department of Mental Hygiene investigations of April and December 1977.

They were also charged with misconduct on similar grounds when they testified as witnesses for the two workers charged with the alleged actual assault.

Mr. Sicari filed the improper practice charges on the grounds that RPC management "has in-

timidated, coerced, interfered and discriminated" against the two union officials who testified for union members.

Mr. Sicari, in the improper practice charge also said RPC's "action is an attempt by management to place the charges against Mr. Donalson and Mr. Spotford within a time frame which would allow management to press charges in this case, "after CSEA's attorney had made motions to dismiss the original two charges because they were made more than one year after the incident."

Arbitrator Bernard D. Levy dismissed the original charges against Mr. Donalson, and Arbitrator Thomas N. Rinaldo dismissed the charges against Mr. Spotford as, "untimely."

In the meantime, and after nineteen hearings which produced more than 800 pages of testimony, Arbitrator James R. Markowitz, found that veteran workers James A. Prince and Willie Mayes were not guilty of the assault charges

It was Mr. Markowitz who characterized the case as "bizarre."

In his award Mr. Markowitz stated that "the grievants shall be made whole by reinstatement to their respective positions and receive all rights, pay and benefits to which they would be entitled had they not been terminated and suspended from employment on November 1, 1977."

Mr. Prince, whose file included several citations for fine work, returned to work November 1 while Mr. Mayes followed soon thereafter. Resolution of those cases made moot reinstatement of any charges against the union officers.

Rochester Psychiatric Center was the target last June of President McGowan's task force because of actions such as those cited above and others.

While the above cases were pending, there were changes in management at the center and improvements in labor relations noted.

Mr. Prince and Mr. Mayes were represented by Kenneth J. Vorrasi while James Hancock represented Mr. Donalson and Mr. Spotford.

Local 819 charges improper practice in Genesee County

Charging that the county's negotiating team is engaged in "union busting", Tom Pomodoro, CSEA field representative and chief negotiator for Genesee County Local 819 filed an improper practice charge with the state Public Employment Relations Board.

Mediator Mark Beecher, entered the negotiations November 30th and a second session was scheduled for December 8th.

Mr. Pomodoro filed the charge after the county's negotiating team proposed eliminating lay-off provision from the contract, including a requirement for prior notice, as well as, numerous other proposals which would leave the workers at the mercy of the county bureaucrats. Also among the county negotiating team proposals is a requirement for workers to give the

county telephone numbers where they can be reached when on personal leave.

The county's negotiators are also promising that all workers "will punch clocks" and have indicated that

Complaint filed in Region IV

ALBANY — The Capital Region of the Civil Service Employees Assn. has filed a letter of complaint with Chief Richard Bird of the Capital Police Office of General Services Facilities Planning and Operations Office concerning the elimination of a traffic coordinator from morning service at the State Office Building Campus site.

Numerous state employees have complained to CSEA that recently they have been experiencing great

difficulty in turning from the outside traffic loop to the inside traffic loop of the Washington Avenue side of the State Office Building Campus.

The members must drive their cars across three lanes of heavy oncoming morning traffic to gain access to certain assigned parking areas. The lack of a traffic coordinator at this location makes the required turn difficult, if not dangerous, to the employees.

CSEA Capital Region President Joseph McDermott has asked that the situation be corrected as soon as possible, noting the situation will only deteriorate with the onset of inclement winter weather affecting road conditions.

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and various rights based on past practice.

He also said that, after eight negotiating sessions, the negotiators, "merely came up with nine cents per hour for workers in grade 1-7 and eleven cents for those in grade 8 or higher."

Local President Annette Cox said, "That's totally unacceptable. Our workers are suffering great hardships due to continuing inflation. They've got less and less to feed and clothe their families with."

No progress

No progress was reported following the first mediation session recently in an effort to resolve an impasse in negotiations affecting county workers represented by Yates County CSEA Local 862.

CSEA leaders, legislators meet

NEW YORK CITY — CSEA officials met with members of the State Legislature from New York City on Dec. 1 to discuss public employee 1979 legislative goals.

Attending the meeting were CSEA Metropolitan Region President Solomon Bendet, Legislative and Political Action Chairman Martin Langer, Legislative and Political Action Director Bernard Ryan, attorneys James Featherstonhaugh and Stephen Wiley and Thomas Linden, executive assistant to President William L. McGowan.

Among the many New York City legislators at the breakfast meeting

were Assembly Majority Leader Stanley Fink, Senate Minority Leader Manfred Ohrenstein and Senate Finance Committee Chairman John Marchi.

Some of the legislative proposals discussed included making the agency shop permanent for all state and local government employees and revising the Taylor Law to allow public employees and employers to meet as equals in collective bargaining and the elimination of the two-for-one penalty.

Victor Gotbaum, Executive Director of AFSCME District Council 37, hosted the breakfast meeting.

Calendar of EVENTS

DECEMBER

- 13 — Region 5 public relations committee, 6:30 p.m., Sheraton Motor Inn, Thruway Exit 37 at Electronics Parkway, Syracuse.
- 15 — Central Barge Canal Local 503 Fall Meeting and Dinner, 3 p.m., Polish Falcons, 75 Pulaski Street, Auburn.
- 15 — SUNY Oswego Local 611 Membership Meeting and Christmas Party, 5 p.m., Knights of Columbus Hall, Bridge Street, Oswego.
- 16 — Local 635 SUCO Oneonta Christmas Party, 6:30 p.m., Hunt Union Ballroom, SUCO Campus.
- 16 — Seneca County Local annual Christmas party. VFW Seneca Falls, 7:30 p.m.
- 18 — Seneca County Local Board of Directors meeting, treasurer's office, Waterloo, 5 p.m.
- 29 — Tompkins County Local 855, Holiday Party and Dance, 6 p.m. until 1 a.m., VFW Hall, West State Street, Ithaca.

JANUARY

- 6 — West Seneca Developmental Center Local 427, Stewards and Effective Grievance Handling Training Class, 9:30 a.m. V.F.W. Post, 299 Leydecker Road.

"... to promote harmonious and cooperative relationships between government and its employees and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government."

THE TAYLOR LAW

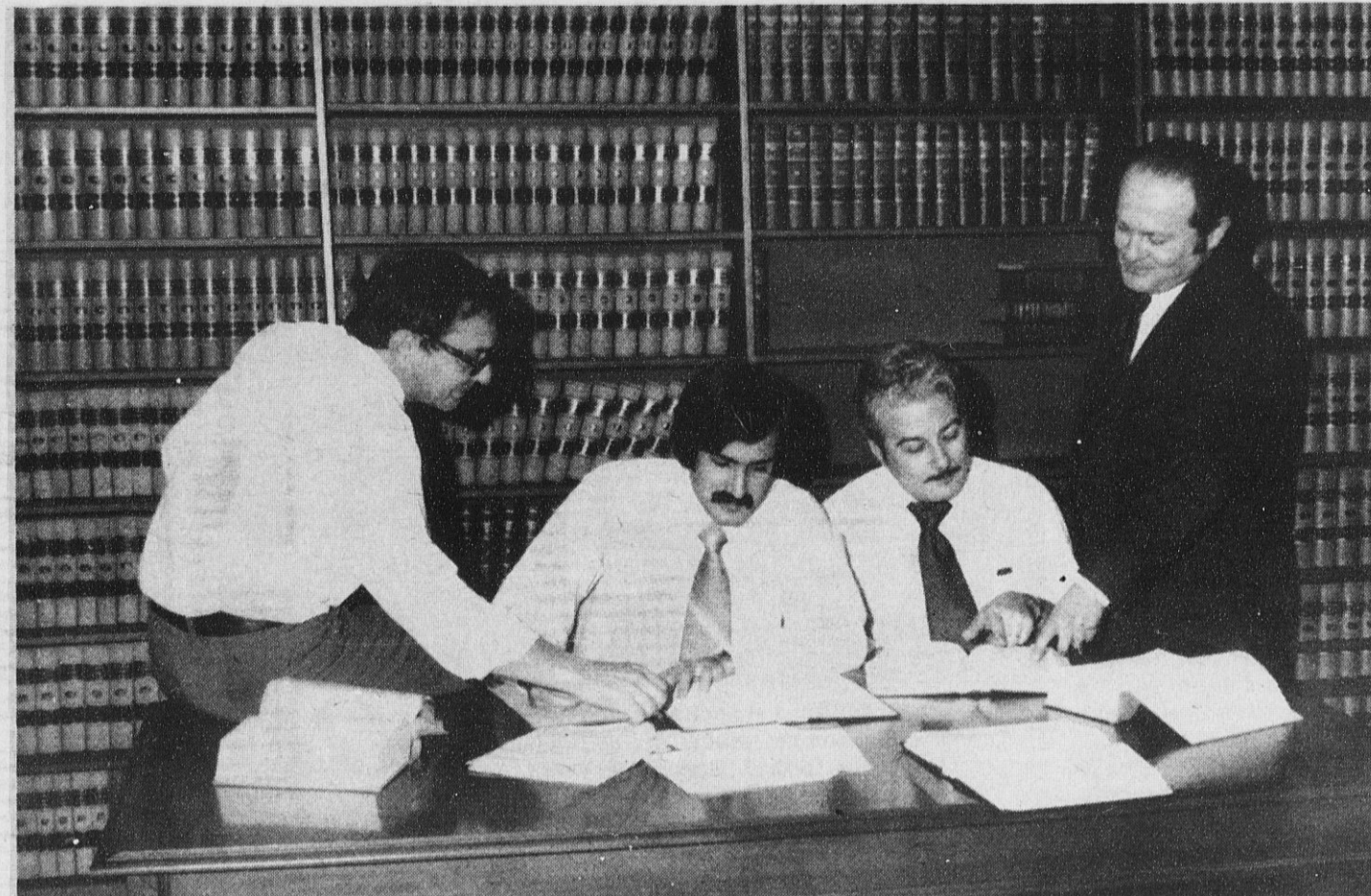
For public employees as a group, the Taylor Law is probably the most important of the state's laws. Among other things, the Law provided for the establishment of the Public Employment Relations Board (PERB) to administer the law itself. As a result, actions and decisions by PERB affect public workers more often and more directly than those of perhaps any other agency.

The Taylor Law covers most public employees in New York State (state, county, city, town, village, public authority, special service district, school district). The law grants public workers the right to organize and bargain collectively, and be represented by a labor union of their choice; requires government to negotiate with public employee unions; establishes impasse procedures; prohibits improper labor practices by governments and by unions; provides sanctions against public employee strikes.

Because of the impact and the frequency of decisions by PERB affecting public employees at every level in New York State, it is important to understand PERB better. The adjacent reports are designed to help accomplish that goal.



PERB BOARD CHAIRMAN HAROLD R. NEWMAN (LEFT) discusses recent developments with PERB Executive Director Ralph Vatalaro. Newman, the board's full time chairman, is joined by two part-time board members in making decisions effecting public employees in New York State.



PERB'S ATTORNEYS WHO HANDLE THAT STATE AGENCY'S litigation and who conduct strike investigations for assessment of dues-checkoff penalties are (from left) Jerome Their, Richard Curreri, Anthony Cagliostro and Martin I. Barr. In the recent Appellate Division hearing on PS&T, Barr represented PERB.



THE LARGE NUMBER OF PUBLIC SECTOR NEGOTIATIONS requires PERB's mediators to meet each morning to keep track of what is going on in the field. On Dec. 4 (from left) Ben Westervelt, mediator; Vera Scadura, administrator of arbitration panels; Erwin Kelly, director of conciliation; and Paul Curray, supervising mediator; met in Kelly's office at PERB headquarters in Colonie. Among the negotiations discussed that day were mediation between Rotterdam and CSEA and arbitration between Salamanca and CSEA.



RALPH VATALARO
PERB Executive Director

Taylor Law enforcement by PERB

ALBANY — The Public Employment Relations Board (PERB), the state agency charged with carrying out many provisions of the Taylor Law, is a major force in helping keep the relations between public employee unions and governmental units in New York State at a working level.

The major function of PERB is to resolve disputes between unions and governments and between unions and other unions. Some of those disputes involve:

- Representation by a union.
- Representation by competing unions.
- Improper practices by unions or government.
- Collective bargaining.

Representation by a union: When a union presents cards or petitions indicating majority support for representation, PERB can certify the union.

Representation by competing unions: When a union seeks to represent workers already in a certified union and if the challenging union presents cards and/or petitions representing 30 per cent of the union,

PERB may conduct an election.

Improper practices: PERB holds hearings on such disputes brought to it. The PERB board, which consists of three members appointed by the governor for six-year terms, one on each odd-numbered year, will rule on disputes appealed from the initial hearing decision.

PERB decisions are enforceable by the courts and can be appealed to the courts.

Collective bargaining: When contract negotiations reach impasse, which can be declared by either or both union and government or by PERB in rare cases, PERB enters in one of three ways.

For all negotiations except for school districts, police and firefighters, PERB supplies mediation, fact finding and conciliation in that order as necessary.

If conciliation (second mediation) fails to help the two sides reach agreement, in most municipalities the legislature can impose a solution for one year.

Ralph Vatalaro, PERB executive director, said this rarely occurs and conciliation continues.

In school districts, the procedure is the same except there is no step beyond conciliation.

Police and firefighters go from mediation to binding arbitration. The law covering this expires June 30, 1979.

Other functions of PERB include deciding the designation of employees as to union or management and confidential and in determining removal of dues checkoff privileges following strikes.

Sometimes PERB has to decide whether a particular employee should be designated as union or management confidential, when the two parties cannot agree.

Vatalaro explained that PERB is involved in only one of the sanctions against public employee unions which strike — the suspension of dues checkoff privileges.

He said PERB conducts a hearing to determine whether a strike has occurred and then has the power to impose a suspension for any duration, including indefinite.

The fines, jailings and two-for-one pay penalties under the Taylor Law for strikes do not involve PERB.

Vatalaro estimated that in one year, PERB handles about 800 contract disputes, 600 improper practices disputes, 125 representation cases, 75 elections, 65 designation causes and 15 penalty investigations.

PERB, one of the smallest state agencies, has 56 positions, of which 52 are presently filled.

Among the staff are eight attorneys for improper practices and representation cases; four attorneys for litigations and strike-penalty investigations; four economists for research on wages, fringe benefits, etc., to aid the mediators; and seven mediators for collective bargaining.

The full-time staff mediators are supplemented by 150 mediators, fact finders and arbitrators, hired as needed for particular disputes.

PERB operates on an annual budget of \$1.8 million, Vatalaro said.

In addition to headquarters at 50 Wolf Road, PERB has regional headquarters at 270 Broadway, New York City; and at 125 Main Street, Buffalo.

The members of the PERB board are Harold Newman, Chairman; and the Rev. Canon David C. Randles and Ida Klaus.

PERB neutrality important

ALBANY — Neutrality is the key to the Public Employment Relations Board (PERB), PERB's Executive Director Ralph Vatalaro believes.

"We are like an umpire in a baseball game," he said. While he believes those in labor and government who come in contact with PERB know this, the image of his agency by the rank-and-file members of public sector unions and by the general public might be different.

PERB is the state agency designated with the responsibility of carrying out many provisions of the Taylor Law.

"We are not tainted by governmental appointments," Vatalaro says, noting the three board members are appointed by the governor for six year terms, one each on odd-numbered years. "PERB is independent with built in safeguards" to keep politics out of the board. The full-time chairman and the two part-time board members serve for six years, beyond the term of a governor.

Vatalaro also pointed out that all the board members (since 1967) have been experienced in labor relations, arbitration, mediation and/or labor law prior to their appointments. The governors have made it a practice to appoint only highly qualified and experienced people to the board.

Also, the Law prevents the governor from appointing more than two board members from the same political party.

He did admit that a governor in the future might be able to politicize the board by making two such appointments during a four-year term. Vatalaro was quick to point out that that has not occurred and is not likely to.

PERB, Taylor Law protection

The Taylor Law protects public employees against unfair labor practices by government through investigations and hearings by the Public Employment Relations Board (PERB) acting on complaints by employees and by unions. Areas of government improper practices include:

- Interference with, restraint or coercion of public employees to form, join, or participate in any employee organization.
- Dominating or interfering with the formation or administration of any employee organization.
- Discrimination against any employee for the purpose of encouraging or discouraging membership in, or participation in the activities of any employee organization.
- Refusing to negotiate in good faith.

Have a problem? Call field rep from CSEA

EDITOR'S NOTE: One of the most visible of professional staff jobs within the Civil Service Employees Assn. is that of field representative. In fact, more than a quarter of the union's professional staff of about 215 employees carry the title of field representative or field service assistant. An average of about 10 field reps are assigned to each of CSEA's six regional headquarters to provide direct services to members within the regions. The writer of the following article attempted to study the important position from the point of view of the field rep. Although the writer selected CSEA Field Representative Bill Lochner, assigned to the union's Capital Region, for the interview, the work situations described would be relatively typical of any one of the nearly 60 field reps employed by CSEA. Appropriately, the article required a number of interviews since Mr. Lochner was often interrupted by calls or called away by business in the midst of compiling this story. A few rescheduled discussions also had to be postponed due to job commitments at the last moment. This article is being published not so much as individual recognition, but as general recognition of all the field representatives for the work they do and the unique conditions under which they do it.

By Marilyn Feinberg
Special to "The Public Sector"

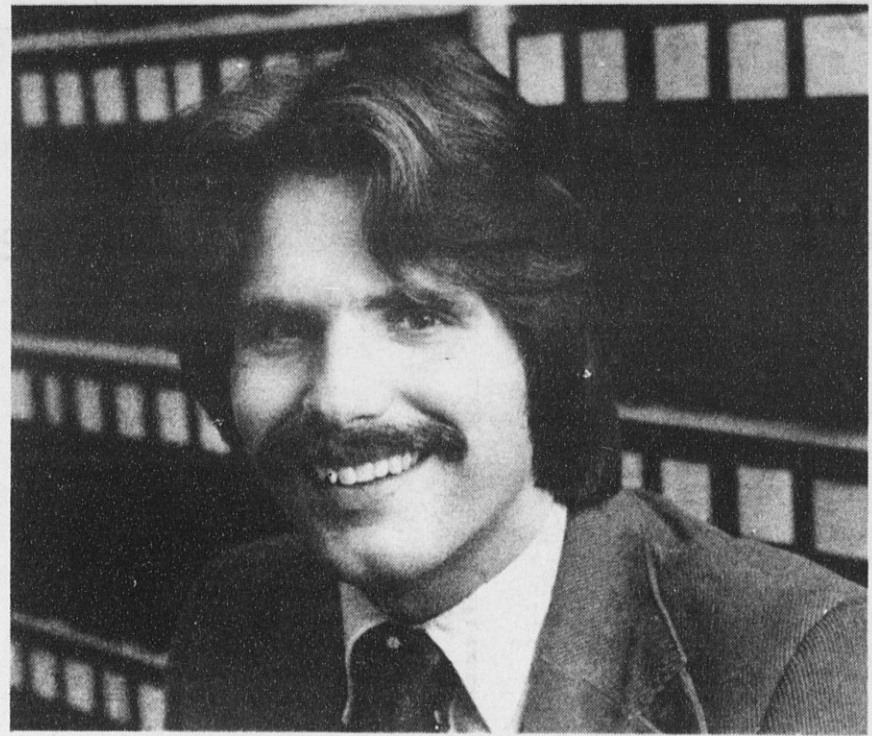
When a public employee has a problem — a job-related problem — the field representative is their contact or liaison person from CSEA, their union. While it would seem that dealing with other people's problems could be one big headache, Bill Lochner, CSEA's field representative for Saratoga and lower Washington Counties, describes his job as a "challenge" and says, "I enjoy the role that I play in assisting these employees in bettering themselves." Lochner has been a field representative since June of this year, but has been dealing with job-related problems since March of 1975 when he began as a field service assistant.

Each field representative has different responsibilities. Some have more state level duties and others concentrate on local government. Lochner, a Cum Laude graduate of State University of New York at Albany, Class of '73, deals primarily with local government. He represents all county employees in Saratoga County as well as the Saratoga County Educational Local composed of 10 school district bargaining units. In Washington County he is CSEA's "liaison" for two school districts and one village bargaining

unit. Lochner is also representative for five state locals: Empire State College, Correctional Facility at Mt. McGregor, Wilton Developmental Center, Saratoga Spa and Eastern Barge Canal.

As field representative, Lochner serves as the informational and interpretive resource for officers and grievance representatives for each bargaining unit he represents. He is CSEA's "expertise liaison man" who has been well trained by CSEA for his role as their chief spokesman at the bargaining table. He assists negotiating teams in contract renewals and in "guiding them towards achieving the best package to be obtained from management."

Lochner, whose work day sometimes lasts till after midnight, also processes requests for legal assistance in disciplinary procedures, files unfair labor charges against employers and has written a number of first time contracts for the bargaining units he has organized. While much of the field representative's time is devoted to grievances, Lochner says his time is divided equally between grievances and what he refers to as "preventive maintenance" which involves sitting down with management. Lochner says, "You often meet with management and say, 'Look,



we feel that you're not acting appropriately. You've made a unilateral decision to do thus and so. You didn't secure CSEA input, this is wrong, change it. And usually they do so, and no grievance materializes."

Lochner spends much of his time on the phone advising — he is called at home at all hours of the day — and he relies heavily on the unit president and grievance chairperson to keep him up to date on employee disputes. Whether conducting business on the phone or at general membership meetings, Lochner explains that there is a "chain of command" that must be followed. The employee usually explains his complaint to the unit president first, who then outlines the problem for Lochner. Lochner later talks directly to the employee about his complaint. He explains, "You have to have a chain of command which is purely logistical given the context of my responsibilities. I just can't have everybody calling me. It's just impossible. The role of the unit president and officers and grievance chairman is essential to my functioning efficiently." Lochner describes the unit and local officers as "dedicated people who work without pay just to enhance the interests of the people who elect them."

Lochner has a deep respect for the people he represents and a large part of that respect he seems to have inherited from his father, Joe Lochner, who retired a year

and a half ago after having served as Executive Director of CSEA for 46 years. According to the younger Lochner, "If there was one thing my father subscribed to it was the merit and worth of the public employee."

Lochner also feels that the public employee is viewed by the general public as "a less than first class citizen." He says, "Within the last four years public employees have been called on to bear the brunt of inflation. They have been singled out to bear the brunt of the inflationary spiral because they're a resource that the public at large looks at as the easiest ones to pick on... the public at large has to be educated to the fact that the public employee makes a valuable contribution in so many different ways. They are an indispensable part of the framework of our society and very often they are not accorded their due, either in public recognition or the collective bargaining table specifically."

Lochner lives with his wife in Ballston Spa and, like other field reps, has little spare time to spend working on his house or pursuing a hobby.

Of his heavy work load, he says, "They've got us going in many different directions simultaneously... sometimes we just manage to get the absolutely essential things done... because of the work load involved. Public employees... are demanding more and more representation from their union, and they deserve it."

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 spouse
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon below 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 _____

CSEA warns on IAPES

ALBANY — The Civil Service Employees Association says that any hassling of its Labor Department representatives over the use of time accruals will be immediately grieved, as long as employees continue to be given time off for the activities of a group called the International Association of Personnel in Employment Security.

CSEA Collective Bargaining Specialist Paul Burch has formally protested a management memo which urged supervisors to grant employees time off "to attend meetings and perform other duties" in connection with an IAPES convention scheduled for New York City next spring.

Burch wrote to the Labor Department's Executive Deputy Industrial Commissioner, William O'Toole, that IAPES, which is not a professional organization under the terms of the union's contract, "is not a recognized or certified bargaining agent entitled to time off for any internal activities."

IAPES is a group concerned with employment security and related matters. Its membership consists largely of New York State Labor Department employees.

An O'Toole memo of Nov. 14 told department directors, bureau heads and supervisors: "The success of the IAPES convention will depend in large part of the cooperation and support of all employees... Committees have been formed... This is an enormous undertaking, and it is imperative that committee members be granted time to attend meetings and perform other duties... Supervisors are asked to grant such time... The Department is fully committed to this endeavor."

In response to the memo, Burch told O'Toole that "I protest your actions as strongly as possible. CSEA representatives have been harrassed and badgered by supervisors for engaging in legitimate union activities, such as handling grievances, because of the time used. Our members are subjected to arbitrary refusals for the use of accrued time... around every single holiday period. Our members are refused time off because of weather extremes, lack of heat, air conditioning, etc., yet you give the Department stamp approval to granting time off for an unauthorized and unrecognized organization."

He concluded by warning O'Toole that the union will file both a contract grievance, under the employee organization and/or annual leave articles, and an "Improper Practice" charge under the rules of the Public Employment Relations Board, "if you persist in granting time off for this IAPES endeavor, while harrassing and badgering CSEA representatives and denying employees the use of their accrued time because of your 'mission' or your 'departmental needs.'"

CSEA is the exclusive bargaining agent and employee organization for Labor Department employees.

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 your 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.

insurance advisor

Free retirement counseling

Have you started giving serious thought to your choice of retirement options — probably not. According to the American Council of Life Insurance, most people do not adequately plan for retirement — they simply allow retirement to happen.

Experience has shown that the wrong choice of option can result in a substantial loss to both the retiree and his or her family. Through advanced planning, options that are available to you at retirement can be given in-depth consideration and analysis.

Many important factors must be taken into account. For example, how much your retirement allowance will depend on which tier of the retirement plan you are in, your number of years of credited service, the amount of your final average salary and which retirement option you select. Your choice of option is based on a number of personal considerations; such as, your present

net worth, your eligibility for social security, your life and health insurance portfolio and your plans for entering another area of employment.

As you can see, determining what course of action is best for you is not a simple matter. Without adequate preparation a hasty decision made at the last minute could have very unfortunate ramifications. Why put yourself and your family in jeopardy — SELECT don't SETTLE. Remember, once you have chosen your retirement option you cannot change it.

To help you answer these questions, a free pre-retirement counseling service is now available to all CSEA members over age 50. The service is provided by trained insurance advisors at Ter Bush and Powell, Inc. Ter Bush and Powell offers individual counseling sessions at the time and place convenient for the member and his or her family. At these sessions, the



MICHAEL CARROLL

member's entire financial situation is reviewed and specific recommendations are formulated for the member's consideration. There is no cost or obligation of any kind for this service.

To make an appointment for a counseling session, communicate with Mr. Robert Cory of Ter Bush and Powell, Inc., 148 Clinton Street, Schenectady, New York or call area code 518-370-8719.

Register for labor courses

NEW YORK CITY — Registration for a special college credit program of labor studies, offered by Cornell University for union members, shop stewards, etc., continues through December 21.

The winter term will begin January 2, 1979 with classes to be conducted once per week. Students may select a once-a-week night class from 6 to 9:20 p.m., or a Saturday morning class from 9:30 a.m. to 12:50 p.m. All classes will be held at 3 East 43rd Street (4th floor) in Manhattan. Courses will include labor law, occupational health and safety, collective bargaining, labor history and communications. Students can earn three credits each term, and may compile 18 credits over a two year period to receive the Cornell University Certificate in Labor Studies.

Registration is from 2 to 7 p.m. each Tuesday, Wednesday and Thursday through December 21 at 3 East 43rd Street. Additional information is available by calling (212) 697-2247. Tuition rate is \$75 per term, and a high school diploma is not required.

NEW YORK STATE ELIGIBLE LIST

Handicraft Instructor

(Exam No. 80-017)

Test Held November 8, 1978

1. Davis, David, Yonkers	99.0
2. Ireland, Dwyer, Plattsburgh	97.5
3. Holt, Lorraine, Bronx	97.5
4. Bellisimo, Palma, Beacon	97.5
5. Holmes, Donald, Highland	94.8
6. Munson, June, Craryville	93.5
7. Geller, Martha, Nanuet	93.5
8. Modleski, Elizabeth, Valatie	92.9
9. Baumann, Richard, Albany	92.6
10. Petrie, Stephan, Beacon	92.1
11. Sherin, Barbara, Stuyvesant Falls	90.7
12. Martin, Beverley, Castleton	90.0
13. Price, Madelyne, Stony Brook	89.7
14. Bronson, Stephen, Woodstock	89.6
15. Marks, Paul, Corona	89.1
16. Powell, Laurence, Walkkill	88.0
17. Mosley, Joseph, Brooklyn	88.0
18. Williams, Lee, Brooklyn	87.5
19. Laurer, Beverly, Monroe	86.8
20. Wolin, Martin, Plattsburgh	86.4
21. Shulman, Joanne, Brooklyn	85.7
22. Grumbach, Jane, Albany	85.3
23. Oromaner, Judy, Melville	85.2
24. Holmes, Gregory, Plattsburgh	84.9
25. Kaminsky, Margrit, Brooklyn	84.2
26. Schwartzberg, Jeff, New York City	84.0
27. Haynes, Alyce, Brooklyn	83.4
28. Lavinio, Diane, Brooklyn	82.9
29. Rothman, Deborah, New York City	81.7
30. Knobel, Mary, Brooklyn	81.0
31. Tupper, Rose, Brooklyn	80.5
32. Greene, Barry, Bronx	80.0
33. Hord, Burnett, New York City	79.0
34. Willier, Alfred, Lakemont	77.0
35. Agostini, John, New York City	76.6

Oswego fact-finder

OSWEGO — PERB has assigned Professor Robert J. Rabin to serve as fact-finder in the long-standing contract dispute between the Oswego City Schools Unit of CSEA and the School District. The hearing date has been scheduled for December 12, 1978.

Jason McGraw, CSEA Collective Bargaining Specialist and chief negotiator for the nearly 350 employees in the bargaining unit, indicated that the basic issues are wages, increment parity, and fringe benefits for more than 100 employees.

Conciliator named to Homer dispute

HOMER — A super conciliator has been named by the state Public Employment Relations Board in an attempt to resolve a dispute between the Civil Service Employees Assn. and the Homer Central School District.

Negotiations between the Homer School CSEA Unit and the district have been going on for a year now. A conciliation meeting was scheduled to be held this week in the latest effort to untangle the dispute.

CSEA Field Representative Terry Moxley, chief negotiator for the union, said the dispute centers around contract language interpretation.

Court supports CSEA position

LACKAWANNA — "School Boards and administrators who harass workers and circumvent contracts, will learn that we are not going to tolerate such actions," said Jack E. Schlenker, president of Erie County Educational Local 868, Civil Service Employees Assn., after the recent decision in State Supreme Court at Buffalo favoring a school unit president.

The decision stemmed from the attempt, according to Mr. Schlenker and the local's county representative, Dominic Spacone, by the Lackawanna school board to harass school unit president Robert Tasseff by imposing a 30-day suspension and one year probation on him for "punching out without permission of his supervisor."

Mr. Tasseff, an assistant custodian on nights contended that he had no supervisor and that his action was "customary for 20 years."

CSEA Associate Regional Attorney Carmen Pino pointed out to the school board that the one year probation violated Civil Service Law, and argued in Supreme Court that the penalty imposed was excessive.

Justice Frank Kronenberg agreed "that the penalty was excessive" and reduced the suspension to ten days.

DIFFERENT EMPLOYERS, COMMON INTERESTS — Public workers represented by the Civil Service Employees Assn. may have different employers but share many work-related problems, interests and objectives. Union workshops and other meetings provide opportunities for public employees to discuss such items. At a recent Capital Region workshop, for instance, Greene County CSEA Local 820 President Henry Wyszynski and Jane Perry of CSEA Local 650, State Agriculture and Markets Department, discuss situations relative to both state and local government employees.



Greater Albany area has many unionized restaurants

ALBANY — The Civil Service Employees Assn. has distributed a listing of unionized restaurants, hotels and caterers in the greater Albany area and CSEA President William L. McGowan has called upon all union members living in the Capital district or traveling in the area to patronize the following union-organized establishments:

- ALBANY:** Albany Motor Inn — Route 9W
 Ancorp Restaurants — Albany Airport
 Barnaby's Restaurant — State St.
 Gladius Food Co. — State Campus
 International House of Pancakes — Wolf Rd., Albany
 Interstate United — Empire State Mall
 Jack's Oyster House — State St.
 Joe's Caterers — Madison Ave.
 Larkin's Restaurant — Lark St.
 Plaza Restaurant — Empire State Mall
 Quality Inn — Everett Rd.
 Service Systems — Empire State Mall
 Sheraton Inn Town Motor Inn — Broadway
 Sidewheeler Restaurant — Route 9W
 Thruway House — Washington Ave.
 Wellington Hotel — State St.
- COLONIE:** Americana Inn — Shaker Rd.
 Beefsteak Charlies — Wolf Rd.
 International House of Pancakes — Route 9 — Latham
 Michael's Banquet House — Route 9
- COHOES:** Smith's Restaurant — 171 Remsen St.
- AMSTERDAM:** DiCaprio's Caterers — East Main St.
- GLENS FALLS:** The Queensbury Hotel — Ridge St.
- SARATOGA SPRINGS:** The Saratoga Raceway — Nelson Ave.
 The Saratoga Racetrack — Union Ave.
- SCHENECTADY:** Holiday Inn — Nott Terrace
 Koala Inn — Nott Terrace
 Miranda's Catering — State St.
 Mother Ferros Rest. — Barrett St.
 Ramada Inn — Nott St.
 Silver Diner Caterers — Michigan Ave.
 Tony's Catering — 2972 Consul Rd.
- TROY:** Mario's Theatre Restaurant — Campbell Ave.
 Sunset Inn — Fifth Ave.

STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

FILING ENDS JANUARY 2, 1979

Principal Account — Audit Clerk (NYC Area Only)	\$11,450	No. 20-935
Medical Laboratory Technician 11	\$10,024	No. 24-880
Assistant Sanitary Engineer (Design)	\$14,850	No. 24-890
Principal Rail Transportation Specialist	\$27,842	No. 27-834
Assistant Railroad Engineer	\$14,850	No. 27-848
Senior Railroad Engineer	\$18,301	No. 27-849
Associate Rail Transportation Specialist	\$22,623	No. 27-851
Coordinator of Substance Abuse Federal Relations	\$26,420	No. 80-020
Farm Manager	\$11,904	No. 80-028

FILING ENDS JANUARY 22, 1979

Coordinator of Uniform Reporting and Accounting Systems	\$25,295	No. 27-835
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You can also contact your local Manpower Services Office for examination information.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	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	\$11,904	20-109
(Bachelor's Degree)		
Junior Engineer	\$12,890	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	\$6,148	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	\$10,118	20-888
Dietician	\$10,714	20-887
Supervising Dietician	\$12,670	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 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.

Retirement consultant team traveling New York state

With thousands of public employees annually reaching retirement age, and with many times that number enrolled in the retirement plan, the State Employees' Retirement System has a team of traveling retirement consultants to help answer questions from members.

If you have questions concerning the State Employees' Retirement System, a consultant will be available on the following visiting schedule. Additionally, information may be obtained by calling the SERS Albany Office, (518) 474-7736.

City Village	Address	Monthly Visiting Days
Binghamton	State Office Bldg.	First and Third Wednesday
Buffalo	Gen. Wm. Donovan Office Bldg. (125 Main St.)	First, Second, Third, Fourth, Wed. and Fri.
Canton	County Courthouse	First Thurs.
Carle Place	1 Old Country Road	First and Fourth Mon.
Goshen	County Center	Fourth Wed.
Hauppauge	State Office Bldg.	First and Fourth Wed.
Horseheads	Village Hall	Second and Fourth Tues.
Little Valley	County Office Bldg.	Second and Fourth Mon.
Lockport	Municipal Bldg.	Third Mon.
Mayville	Chautauqua County Health and Social Service Bldg.	First Mon.
Plattsburgh	County Center	Third Thurs.
Pomona	Rockland County Health Center	First and Third Friday
Poughkeepsie	County Office Bldg.	First Thurs.
Riverhead	County Center	Third Wed.
Rochester	155 W. Main St. (Room 513)	Second and Fourth Thurs.
Syracuse	County Courthouse	Second and Fourth Fri.
Utica	State Office Bldg.	First and Third Tues.
Watertown	State Office Bldg.	First Fri.
White Plains	Westchester County Center	Second and Third Mon. (except July)
	State Office Bldg. 270 Broadway (23rd Floor)	First and Third Tues.
New York City	11 World Trade Center (44th Floor)	Second and Fourth Tues.



CSEA'S OUTSTANDING ENDORSEMENT RECORD in State Legislative elections last month will be an important factor in the union's legislative goals for the coming session. CSEA racked up an impressive record by helping elect 94% of its endorsed candidates for State Senate and 88% of its endorsed candidates for State Assembly. In the 133rd Assembly District, CSEA Local 601 members from the State University College at Brockport worked especially hard in electing Assemblyman Andrew Virgilio. Assemblyman Virgilio, center, is shown with Local 601 President George Webster, left, and Political Action Committee member Dale Burrell.

NEW YORK STATE ELIGIBLE LIST

Landscape Architect (Exam No. 36298)

Test Held June 24, 1978

1. Bartow, Douglas, E. Syracuse.....	82.6
2. Gentile, Gary, Middle Is.	81.8
3. Norton, Thomas M., Loudonville	81.3
4. Conklin, Dale, Delmar	80.7
5. Christoff, G., Syracuse	80.7
6. Hagerly, Daniel, Poughkeepsie	80.3
7. Robinson, Joel E., Windsor	79.8
8. Iaconetti, F., Rochester	79.1
9. Gersh, Lawrence, Getzville	78.4
10. Hall, Wade A., Albany	76.8
11. Peckham, William, Poughkeepsie	75.6
12. Oswald, Bruce, Cohoes	74.4
13. Keen, Jan A., Dexter	74.2
14. Agrasto, Albert, Poughkeepsie	72.3

Now you can have photographs of your holiday season, save money, and help support the 1979 International Special Olympic Games all at the same time.

CSEA has endorsed Special Olympics, an international program of physical fitness, sports training and athletic competition for mentally retarded children and adults. In August, 3,500 special athletes from 50 states and 35 nations will meet for the Fifth Annual Summer Special Olympics at the State University of New York at Brockport. We're asking you to help CSEA support this great project. **Every roll of film you buy through the Film for Special Olympics Program will help finance this worthwhile event.**

By sending in your order with the appropriate amount from the ordering chart, you'll be helping yourself save your precious holiday memories, and you'll be helping sponsor the Special Olympics. All film is fresh dated Kodak color film. Prints will be mailed directly to you on a large, borderless professional silk textured print paper. Processing is performed by a quality photo-finisher. Film and processing are guaranteed — If film is lost or damaged, the processor will replace it with an equivalent amount of unexposed film and a pre-paid processing mailer.

Send in your order today to: Film for Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624.

Kodak film with pre-paid Special Olympics processing

			Suggested List Price	SPECIAL OLYMPICS PRICE
1	Color Prints 110-12 Kodacolor II	Fits all pocket Instamatic cameras. 12 prints with processing.	\$7.11	\$4.49
2	Color Prints 110-20 Kodacolor II	Fits all pocket Instamatic cameras. 20 prints with processing.	\$10.16	\$6.15
3	Color Prints 126-12 Kodacolor II	Fits all Instamatic cameras. 12 prints with processing.	\$7.11	\$4.49
4	Color Prints 126-20 Kodacolor II	Fits all Instamatic cameras. 20 prints with processing.	\$10.16	\$6.15
5	Color Prints 135-24 Kodacolor II	Fits all 35mm cameras. 24 prints with processing.	\$12.27	\$6.95
6	Color Slides 135-20 Kodachrome 64	Fits all 35mm cameras. 20 slides, mounted.	\$5.90	\$4.69
7	Movies (color) Super 8mm Kodachrome 40	Fits all Super 8 movie cameras. 50 feet.	\$7.85	\$5.79

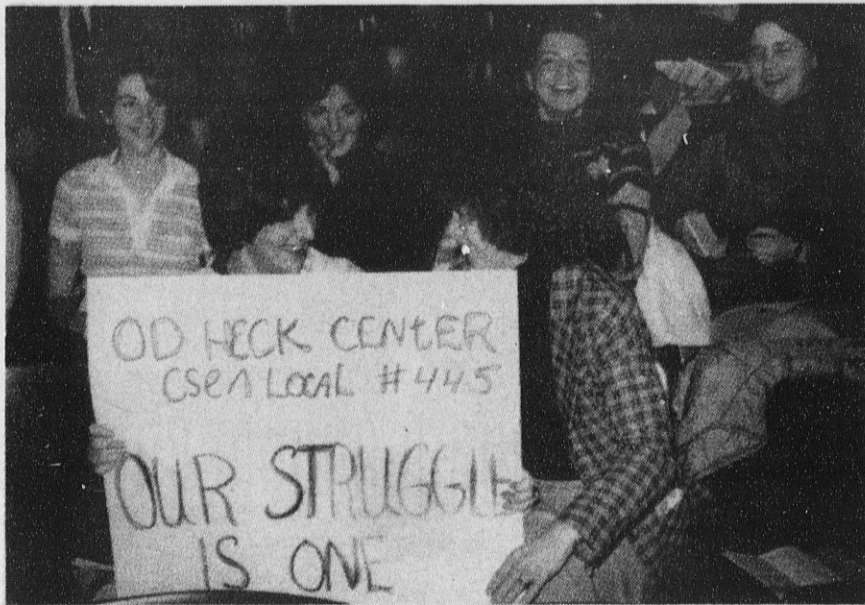
ORDER FORM (please print)

Kind of Film _____ No. of Rolls _____ Total Price* \$ _____
 Name _____
 Address _____
 City _____ ZIP _____

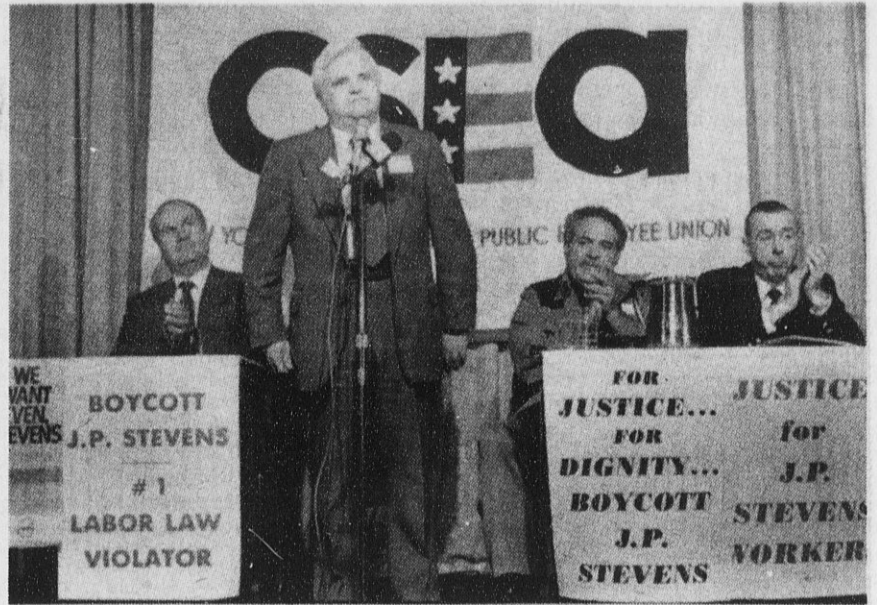
Make Checks payable to:
 Film for Special Olympics
 P.O. Box 8711
 Rochester, New York 14624

*no sales tax required.

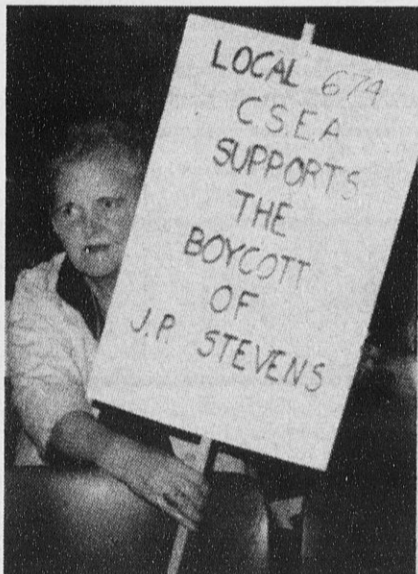
McGowan speaks at Albany area J. P. Stevens boycott rally Nov. 30



GROUP OF CSEA MEMBERS FROM LOCAL 445, O.D. Heck Developmental Center, lend their unqualified support behind the Stevens boycott.



CSEA PRESIDENT BILL MCGOWAN was a keynote speaker at the big anti-J.P. Stevens rally in Albany, one of several CSEA participated in across the state November 30.



CSEA LOCAL 674, Motor Vehicle Department, Albany made their presence felt during rally as well.



LT. GOVERNOR-ELECT MARIO CUOMO, who delivered a strong speech against the Stevens Company at the rally, greets Jean Myers, chairperson of the CSEA Capital Region Political Action Committee.

Big rally

NEW YORK CITY — CSEA was represented among the 3,000 demonstrators who marched in New York City against the anti-labor policies of J. P. Stevens on Nov. 30.

CSEA also participated in other anti-Stevens rallies throughout New York State, including Buffalo, Rochester and Dunkirk.

'Every person has a right to decent conditions and pay'

ALBANY — The capital district J. P. Stevens boycott rally on Nov. 30 was highlighted with speeches by CSEA President William L. McGowan and Lieutenant Governor-elect Mario Cuomo.

The rally, at Rockefeller Plaza, was attended by most Albany-area news media and received considerable coverage.

The rally was in support of the Amalgamated Clothing and Textile Workers Union (ACTWU) AFL-CIO, which has been seeking to unionize Stevens workers and win for them decent contracts since the 1960s.

McGowan told of a reporter asking him why CSEA is interested in J. P. Stevens. His answer was: "CSEA believes every person has a right to decent working conditions and decent pay."

McGowan mentioned some of the notorious background on J. P. Stevens, including: "J. P. Stevens has been found guilty of more than 1,200 violations of labor laws . . . has been convicted of avoiding corporate taxes . . . is a convicted wiretapper . . . is a convicted price fixer . . . has been found guilty of illegal discrimination against women and minorities."

"J. P. Stevens has cotton-dust levels at its plants that are three times higher than federally permissible levels.

"This causes brown lung disease, which cripples thousands of textile workers each year," he said.

McGowan emphasized that Stevens closed plants in Utica, Rome and Amsterdam to avoid having to negotiate with a union.

"This has put thousands of people out of work in our state, and onto the welfare rolls. It is a disgrace to have to use taxpayers' money, when all these people want

is a chance to work, and their only "crime" was that they wanted the dignity of unionization," he said.

McGowan made special mention of Stevens' Utica brand name. "One of J. P. Stevens' biggest brand names is still Utica. But I say we should commit ourselves to a total boycott of Utica towels and all other J. P. Stevens products until Stevens workers can enjoy their legally guaranteed right to a union contract.

"Rather than live with a union contract, J. P. Stevens closes up its plants and moves to the Carolinas, the least unionized states in the land, where it can pay slave wages to its workers.

"J. P. Stevens is now one of the largest employers in the Carolinas, and bears the great share of the blame for those states having atrocious infant mortality rates, shameful education levels and overcrowding housing."

McGowan said all the banks CSEA does business with will be asked whether they have any ties to Stevens, and if they do, CSEA money will be withdrawn.

Cuomo, who said he was speaking as both a citizen of the state and as a representative of the Carey administration, said his appearance at the rally was one of the most important he would make.

He said the issue was fundamental human rights and decency for Stevens workers.

He said Governor Hugh L. Carey had declared the day J. P. Stevens Worker Support Day.

Cuomo said consumers should "shun the products of J. P. Stevens as you would shun the fruit of an unholy tree."

Another key speaker was Sam Hirsch, New York State coordinator of the Stevens boycott, who

explained that even when the ACTWU has succeeded in winning representation rights, Stevens refuses to bargain in good faith, especially in the areas of dues checkoff and grievance procedures.

He said strikes would have little effect because Stevens would transfer the work to some of its approximately 80 plants in the south. He also said southern judges are notorious for no-picket injunctions and southern police usually supply escorts for scabs.

Hirsch did explain how the boycott was working. He said the pressure of huge withdrawals from banks, insurance companies and other companies by labor unions and their pension funds has forced those institutions to rethink their personal and financial associations with Stevens.

Two institutions who cut ties to Stevens identified by Hirsch were Manufacturers Hanover Trust Co. and Avon.

Other organizations represented at the rally were Labor Action Coalition, New York State United Teachers, United Auto Workers, AFL-CIO, New York State Labor Department, American Federation of School Administrators, United Steel Workers, New York Education Association, Albany Longshoreman, Communication Workers of America and Coalition of Labor Union Women.

Also the governments of Albany, Troy and Cohoes; the northeastern region of the Central conference of Rabbis and the Albany Catholic Diocese.

The Rev. Brian O'Shaughnessy, who represented Bishop Howard Hubbard, requested: "Don't sleep with J. P. Stevens tonight!"