

The Public SECTOR

Official Publication of The Civil Service Employee Association

Vol. 2, No. 8 25¢ (ISSN 0164 9949) Wednesday, November 28, 1979

AFSCME INTERNATIONAL PRESIDENT JERRY WURF told delegates to a Capital Region workshop recently that CSEA and AFSCME are working together for a variety of benefits to the combined memberships.

Tentative agreement

ALBANY — After 10 months of intensive negotiations, the 3,800 CSEA-represented employees of the Office of Court Administration in New York State have new tentative contracts.

The 19 separate multi-year agreements were negotiated on a coalition basis by CSEA members from State Judiciary Districts 3 through 8 and part of District 9. They were aided by CSEA Collective Bargaining Specialist Pat Monachino.

Details of the contracts are being withheld until explanatory meetings can be held for all affected employees. Those meetings will be followed by the mailing of ratification ballots to all affected CSEA members in early January, according to Monachino.

"Right now, we can say only that substantial gains were made in wages and other areas," he said.

CSEA a strong union — Wurf

LAKE PLACID — "One of AFSCME's main goals in Washington this year will be to get more federal money filtering down to cities and counties," AFSCME International President Jerry Wurf promised Civil Service Employees Assn. delegates at a Capital Region CSEA workshop in Lake Placid November 16-18.

The increase in funds will mean more jobs and job security for public employees at this level, he said.

AFSCME is presently preparing to push for the necessary legislation and CSEA will become involved, he told delegates.

He praised CSEA for being a strong union, for "making it through the bad times." CSEA, he added, has made a crucial difference in the

strength of AFSCME since the affiliation more than a year ago.

Touching on other issues, he said, "Fundamentally we have a strong civil service system in New York State, but we must remember that we were victims in the past. There are a lot of jobs and wage increases in this area that would not exist if an effort were not made by your union."

The two unions, he commented, should work to strengthen civil service even more. "Public service is more than policemen, firemen and teachers, it's a whole group of blue collar workers and unions must fight to protect and promote their jobs," he concluded.

Union attacks 'hatchet job' report

MANHATTAN — A secret report recommending the virtual abolishment of the Manhattan Psychiatric Center and the transfer of its functions to New York City Department of Mental Health has been denounced by CSEA leaders as a "hatchet job."

The report, commissioned by the New York City Regional Office of the State Office of Mental Health, recommended a budget freeze, reduced patient admissions and the transfer of all community service programs and jobs "to the City Department of Mental Health. . ."

Israel Lopez, President of CSEA Local 413 at Manhattan Psychiatric Center, who obtained a copy of the report, attacked it as "foolish, self-serving, and finally false."

Lopez and Mohamed Hussein, Local 413 grievance chairmen, said that the report was submitted by consultants, including two out-of-state mental health employees and was little more than a "hatchet job" prepared on the order of the New York City Regional Office of the Office of Mental Health to "get rid of Manhattan Psychiatric Center."

Both men pointed out what they called numerous "inaccuracies, unfounded assumptions, and logical

weaknesses" that are "throughout the report."

The report states that employees' "knowledge of mental health concepts" may date to the 1950's or before. "They fail to mention, however, that the State has given us virtually no training in areas vital to our work," commented Lopez.

The report is further critical of employees claiming that their "primary motivation may be to earn a paycheck."

"I suppose they expect us to work for nothing," Hussein said, "working to better yourself is supposed to be a valued American tradition so why are they criticizing us for it?" he asked.

Perhaps the most glaring sentence in the report, Lopez said, was the one which blamed the staff for "striving toward 'quality care' rather than a more global system's mind set."

The report recommends transferring the funding and the jobs at Manhattan Psychiatric Center to the New York City Department of Mental Health community services system.

"Can you imagine transferring mental health care to the already bankrupt city system? All this is an attempt by the state to get out of its responsibility to care for its mentally ill citizens," Lopez said.

The report further recommends consolidation of wards despite the admission in the report that "nearly every ward has an insufficient number of direct care staff."

The 11-page report, which begins with a warning that the review team that wrote it only spent a week looking at Manhattan Psychiatric Center ends with a plea that the team be funded to make a more detailed study that would make "specific recommendations."

"On the one hand they say they have recommendations and on the other they hedge their bet by saying that they didn't have enough time to do a

good job," said Mr. Lopez. "Our conclusion is that the report is worthless as a critical document by its own admission."

Lopez and Hussein said that they had demanded and received permission for a meeting with Regional Director Sarah Connell, of the New York City Regional Office of Mental Health, to discuss the report and to make CSEA recommendation for additional staff and improved working conditions which, they say, could make Manhattan Psychiatric Center a model facility.

Deny unemployment benefits

In a decision handed down November 8, 1979, the Appellate Division of Supreme Court affirmed the decision of the Unemployment Appeals Board, regarding the eligibility issue under section 590.11. The unanimous decision from the Appellate in the precedent

setting Clair Hess case renders non-instructional school employees ineligible to collect unemployment benefits during school vacations and recess periods. CSEA will attempt to appeal the decision of the Appellate Division to the Court of Appeals.

Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Arne Wipfler, Coordinator of School Affairs, CSEA, 33 Elk Street, Albany, New York 12224.

Union continuing UI fight

The November 8, 1979 decision handed down by the Appellate Division of Supreme Court on the eligibility issue for collection of unemployment benefits, has been a disappointment for thousands of non-instructional school employees. The unanimous decision by the Court has, in essence, made it virtually impossible for non-instructionals to collect benefits under 590.11. CSEA will attempt to have the case heard in the higher court, but since the

decision was unanimous the Court of Appeal may not accept the appeal.

A number of people have called to ask what the next step will be. If you filed a form 1, which is holding your case in abeyance, you may take one of two routes. First, and probably the most advisable, is to wait until it is ascertained whether or not the Court of Appeals will hear the case. If you decide to take the second route, which would be to reopen your case by requesting a hearing,

you are assured of being denied benefits based on the Appellate decision of November 8. The Department of Labor is willing to schedule hearings, but will be bound by the court decision. The decision is up to the claimant.

The unemployment problem is still not over. CSEA will continue to seek a satisfactory resolution, either through the appeal process or possibly through a legislative change.

Mileage is up in Nassau Co.

MINEOLA — Approximately 1,500 members of Nassau County CSEA Local 830 will be receiving more for mileage driven for county work.

The mileage went up to 21 cents, retroactive to June 1, 1979, as a result of action taken by the county's Board of Supervisors on Nov. 19, Local 830 reported Nicholas Abbatiello reported.

He also reported the board voted to establish a labor-management committee, which would include Local 860, to set a formula for computing mileage allowance.

"This will mean we won't have to renegotiate mileage all the time," Abbatiello said.

He said the committee will be ongoing, meeting two to four times a year.

'Significant breakthrough'

MANHATTAN — In response to CSEA Region II initiatives and demands, the New York City office of the New York State Department of Mental Retardation has submitted a plan to the Bureau of the Budget that calls for opening, over the next two years, approximately 78 Intermediate Care Facilities (ICF) and 108 Community Residences (C R) staffed by more than 900 Department of Mental Retardation employees.

In addition, complying with another CSEA demand, the department will recommend that CSEA members be appointed to seats on the boards of local Borough Developmental Services Offices (8090), which determine the placement and staffings of ICF's and CR's in the Region II area.

The disclosure of the State's move was made at a CSEA-Management meeting at the World Trade Center earlier this month by assistant commissioner William Coleman.

Region II President Jimmy Gripper hailed the announcement as a significant breakthrough for the CSEA.

The CSEA team included Creedmoor Psychiatric Center CSEA Local 406 President Dorothy King; Manhattan Development Center Local 443 Third Vice President Joe Michaels; Brenda Nichols, President of Brooklyn Developmental Center Local 447; Region II Secretary Helen Cugno; Manhattan Developmental Center Local 443 President Margaret Meaders, and CSEA Field Representatives Bart Brier and Al Sundmark.

Senator opposes

A State senator has reacted sharply in opposition to plans to use part of the Pilgrim Psychiatric Center grounds as a prison site for youthful convicted offenders. Sen. Owen H. Johnson, representing the 4th Senatorial District in Nassau and Suffolk Counties, went so far as to suggest that the director of the State Division for Youth should be removed from office for even suggesting such a move.

In urging rejecting the proposal, Sen. Johnson called the facility "a totally inappropriate spot because of the populated area" surrounding the location.



REGIONAL DIRECTORS from CSEA's six regions across the state meet on a regular basis to review present business conditions and climate. At a regular meeting last week in Albany are, from left, Region II Director George Bispham, Region V Director Frank Martello, Felice Amodio, representing Region III Director Thomas Lupocello; CSEA Director of Field Services P. G. Rogers; CSEA Executive Director Joseph J. Dolan; CSEA Director of Education Thomas Quimby; Region IV Director John Corcoran, and Acting Region I Director William Griffin. —Photo by Fred Ricard

Calendar of EVENTS

November

- 30 — Local 690 Christmas party, 5 p.m., Italian American Community Center, Albany.
- 30 — Regional reception for retiring and recently retired CSEA members, Executive Inn, 4243 Genesee Street, Cheektowaga. Cocktails, 6:30 p.m.

December

- 1 — CSEA Local 615 Upstate Medical Center annual Christmas party, 7 p.m., campus activities building.
- 1 — Seneca County Local 850 annual Christmas dinner-dance, Boatyard Restaurant, Waterloo, N.Y. — 6:30 p.m.
- 1 — State contracts informational meetings, 9:45 a.m. Administrative Unit meeting, Treadway Inn, Batavia; Operational and Institutional Units meeting, Holiday Inn, Batavia.
- 1 — Westchester County Local 860 leadership training session, 9 a.m., local headquarters, 196 Maple Avenue, White Plains.
- 1 — SUNY Morrisville Local 609 Christmas party, 6:30 p.m., Nelson Inn, Rt. 20, Nelson.
- 3 — Region III State Local Presidents meeting, 2 p.m., Regional Headquarters, Fishkill, followed by meeting on new evaluations, 5 p.m.
- 3 — Region III County Local Presidents meeting, 7 p.m., Regional Headquarters, Fishkill.
- 4 — Region IV County Local Presidents meeting, 2 p.m., Ramada Inn, Albany.
- 4 — Region IV State Local Presidents meeting, 6 p.m., Ramada Inn, Albany.
- 5 — Capital District Retirees Local 999 annual Christmas luncheon, noon, Thruway House, Washington Avenue, Albany.
- 7 — Region I annual Christmas party, 8 p.m., Huntington Town House. Tickets requests at regional office, 516-691-1170.
- 7 — Department of Social Services Local 688 Christmas party, 7 p.m., Albany Thruway House, Albany.
- 13 — Saratoga County Local 846 Christmas party, 6:30 p.m., The Rafter's, Saratoga Lake.
- 14 — CSEA Night at New York Appollo's soccer game, Nassau Coliseum, Uniondale.
- 14 — Region III Christmas party, 8 p.m., Holiday Inn, Newburgh.
- 22 — Downstate Medical Center Local 646 annual Christmas party, 9 p.m. Deauville Country Club, Brooklyn.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metro Region
(212) 962-3090

Jimmy Gripper, President
George Bispham, Regional Director

REGION 3 — Southern Region
(914) 896-8180

James Lennon, President
Thomas Lupocello, Regional Director

REGION 4 — Capital Region
(518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 5 — Central Region
(315) 451-6330

James Moore, President
Frank Martello, Regional Director

REGION 6 — Western Region
(716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director

New local president works to solve problems

(Editor's note: All across the state, new leaders at various levels are barely into new terms of union office. Mrs. Claire McGrath, new president of Syracuse CSEA Local 013, is one of them. She's finding out that she has to overcome problems of identification, and that increased communication programs is the best way to attack the problems. Because CSEA continues to change rapidly, the situation is probably not unlike conditions at many Locals across the state.)

SYRACUSE — Many still call it Syracuse City Chapter.

But to Mrs. Claire McGrath, new president of CSEA Local 013, the mis-

nomer causes some of the problems she faces as she begins her presidency of it.

For while a large number of the Local's 1,000 members work in Syracuse, many more work in locations spread around several counties.

That's because the conglomerate local includes members from such state departments as Departments of Transportation, Parks and Labor, which have numerous locations.

Other departments or bureaus even have one person offices in far flung locations.

"As a result, many members don't know much about the local or about

their rights," says Mrs. McGrath as she sets about the task of bringing the local's members closer together.

"The union is only as good as the membership makes it. That's why we have to open communications," she continues.

As a first step, Mrs. McGrath has begun the resumption of a newsletter. Named editor of it is Helene Callahan, a Labor Department representative, with Tom Fagan, 3rd Vice President of Local 013 there to assist her.

Also coming is a letter from Mrs. McGrath, who has served five years as grievance chairperson of the Local, to all members encouraging

them to learn about their rights and to avail themselves of the union's services.

She is encouraged that because of her prior grievance involvement more members are coming forth and offering her their assistance.

Since her three vice-presidents are also new officers, she says that she welcomes any help that comes her way.

That's why she's also grateful to Field Representative Terry Moxley, Regional Director Frank Martello and Region 5 President James Moore.

"With the cooperation of all, we can have a real top union local," concludes Mrs. McGrath.

Positions open on CSEA staff

ALBANY — CSEA is now accepting resumes for the position of Employee Assistance Representative for Regions 3, 5 and 6.

Duties will include developing and maintaining the Occupational Alcoholism Leadership Development and Support ("Employee Assistance") Program, designed to help employees overcome alcohol-, drug- and family-related problems.

The salary range is from \$18,000 to \$23,116.

Minimum qualifications are a high school or equivalency diploma and three years of satisfactory union experience involving extensive contact with government and union personnel (labor relations experience is especially desirable); OR graduation from a certified four-year college or from a recognized school of labor relations; OR a satisfactory equivalent combination of the foregoing training and experience. Also, candidates must have a New York State driver's license and car, and a physical exam will be required.

Employee Assistance Representatives will typically maintain contact with regional CSEA staff, members and officers; guide local union leaders in implementing employee assistance programs; inform members, staff, officers, county departments of mental health, local councils on alcoholism, and others about the value and expected results of occupational alcohol programs in the public sector; calls upon the Employee Assistance Program Training Specialist in Albany for assistance in training, communications, research, or other skills which can help local program efforts; maintain an up-to-date list of treatment resources available in the region and, where feasible, encourage these resources to engage in outreach activity related to occupational alcoholism programs; address union locals, concerning the program; provide the Program Director with periodic reports on regional activities; and perform other duties as required.

Applications must be sent to Personnel Office, Box 125, Capitol Station, Albany, N.Y. 12224, and must be received no later than Dec. 17, 1979.

It is anticipated that 1980 funding will allow for Employee Assistance Representative positions in CSEA Regions 1, 2 and 4.



OFFICERS OF CSEA LOCAL 200, State School for the Blind at Batavia, were installed recently by CSEA Region VI President Robert Lattimer, left front. Local 200 President Helen Tolejko is seated next to Mr. Lattimer. Standing, from left, are Treasurer Richard Stratten, Delegate Mrs. Lee Putney, Vice President Mrs. Frances Kowalik, and Secretary Mrs. Mary Davis.



EDUCATION AND INFORMATION for the membership continue to hold high spots on CSEA's priority list. CSEA Region I President Irving Flaumenbaum, left, and Robert McEnroe discuss some of the educational programs available from AFSCME during a Region I leadership conference earlier this month.

Averill Park grievance

AVERILL PARK — The Civil Service Employees Assn. has filed a grievance against administrators in the Averill Park School system for assigning multi-titled work to clerical workers and teacher aides.

Besides overloading employees with work, this practice is having a direct impact on the application of seniority, explained Capital Region CSEA Rield Representative Joseph Bakerian. The employees' contract and civil service laws call for title seniority and, in many cases, it's unclear which title an employee holds.

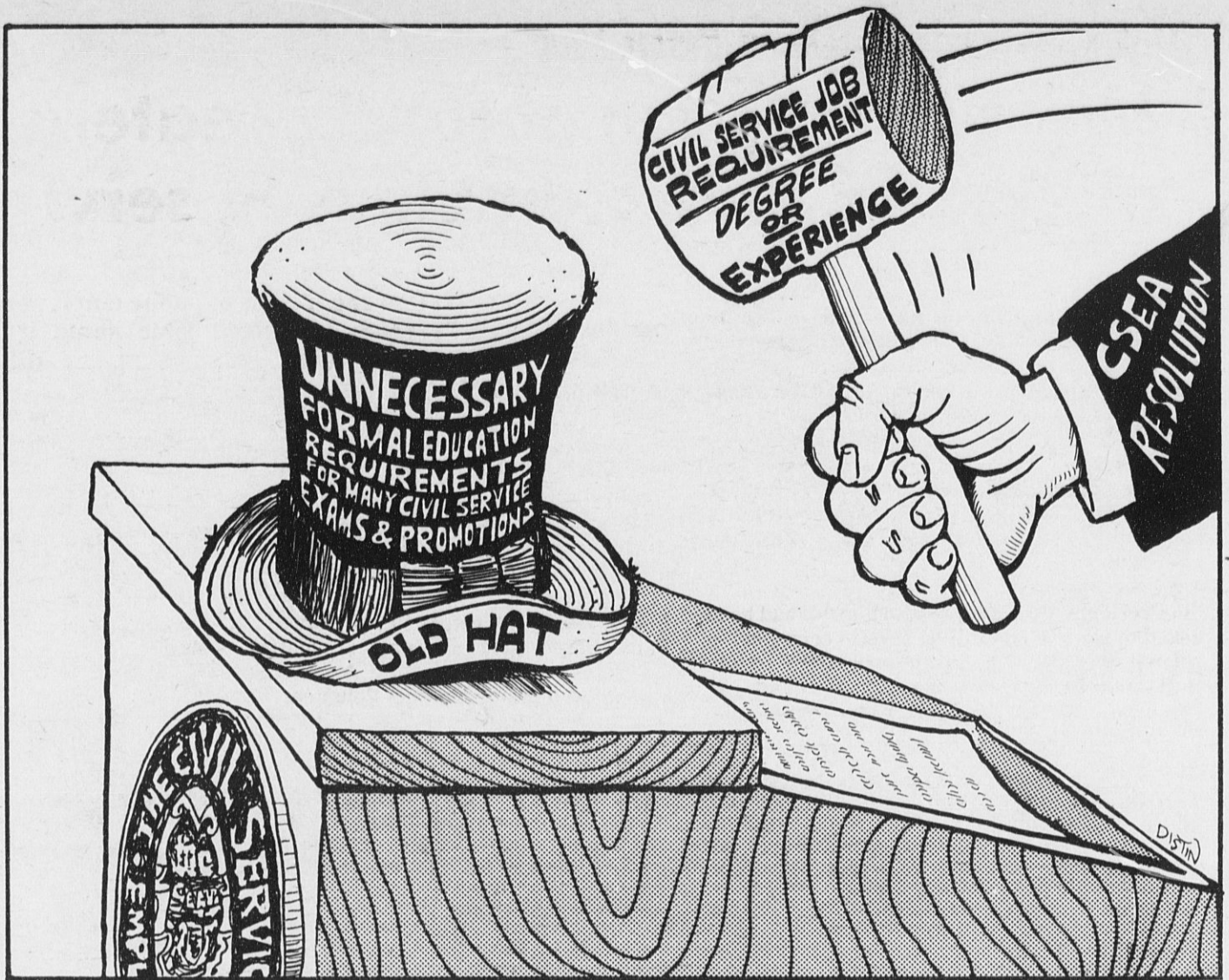
A hearing called by CSEA to discuss the matter, including specific case in which a teacher's aide complained of being given typing work, was attended by only two board members. This, says Bakerian, "indicates a disregard for and disinterest in the employees." The board's attitude, he added, has caused a serious morale problem among the employees.

Public Sector joins AFL press group

The Public Sector has joined the International Labor Press Association (ILPA), AFL-CIO / CLC, an organization of more than 600 union publications issued by international and national unions, state federations, central bodies and local unions throughout the United States and Canada.

Indicative of CSEA's expanding role and interest in the organized labor movement, joining the ILPA provides access to information and points of view in tune with membership interest not otherwise easily available.

The Public Sector is believed to be the largest circulated weekly newspaper within the ILPA. A few large international labor unions have monthly and bi-weekly publications with larger circulation, but none publish weekly with a circulation as high as The Public Sector's 215,000 copies. ILPA member publications have a combined circulation of more than 22 million.



NEW YORK CITY LOCAL 010's newly elected president, Joseph Johnson, left, is congratulated on his victory by George Caloumeno, President of Department of Labor CSEA Local 350.

FREE REPORT OF SOCIAL SECURITY EARNINGS—People can get a report of earnings credited to their social security number, free of charge, by filling out form above, clipping on dotted lines, and mailing it to Social Security Administration, P.O. Box 57, Baltimore, Maryland 21203.

Charges against Local 010 dropped

ALBANY — Charges brought by CSEA President William L. McGowan against CSEA Local 010 in New York City have been withdrawn following a settlement of the dispute that had left the Local in trusteeship for a short period of time.

Acting under authority of Article IV, Section 4 of the CSEA's Constitution and By-Laws, President McGowan issued the trusteeship order in August. Under terms of the settlement, the trustees appointed by the President were to continue in office until certification of the election of new officers.

Last week a new slate of Local officers was named following an election conducted by CSEA's Statewide Elections Procedures Committee.

REQUEST FOR SOCIAL SECURITY STATEMENT OF EARNINGS

Your social security number

--	--	--

Date of Birth

Month	Day	Year
-------	-----	------

Print Name and Address in ink or use typewriter

Please send a statement of my social security earnings to:

Name _____

Number & Street _____

City & State _____ Zip Code _____

Sign Your Name Here _____ (Do Not Print)

I am the individual to whom the record pertains. I understand that if I knowingly and willingly request or receive a record about an individual under false pretenses I would be guilty of a Federal crime and could be fined up to \$5,000.

If you ever used a name (such as a maiden name) on a social security card different from the one above, please print name here: _____

Public SECTOR

Official publication of
The Civil Service
Employees Association
33 Elk Street,
Albany, New York 12224



Published every Wednesday by Clarity Publishing, Inc.
Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591

Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Oscar D. Barker—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer

Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York.
Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25c.

Union reveals situation at Butler Hall

Misappropriation of funds, materials; misuse of public employees services

By Dawn Le Pore

BUFFALO — Since 1976, employees at Roswell Park Memorial Institute have been asked to paint, plaster and make other general repairs to a building known as Butler Hall — an 81-year-old Buffalo landmark in need of restoration. Estimates place manhours worked at the mansion at around 8,000, some of these at over-time rates.

The mansion, however, is not and has never been state property. It is currently owned and operated by a non-profit volunteer organization associated with Roswell Park.

A month after CSEA Health Research Local 315 President Jim Jayes — who himself had been asked to work at the hall on several occasions — related the story of misappropriations to the Buffalo Evening News, the advertisement you see here appeared in another newspaper (the Courier-Express), proclaiming the building for sale.

BUFFALO — It took a year and a half and it didn't come easy. But Jim Jayes has finally got what he's wanted for so long. On October 19, he received a copy of a three-page directive outlining guidelines for work performed at Butler Hall.

"We didn't want to go this route," Jayes said. "We wanted to handle it internally. But we had to go through the newspaper and you know what that made Roswell Park look like."

Employees in the maintenance, housekeeping and security departments at the cancer center had been performing various duties at Butler Hall, including painting, plastering, electrical and plumbing repairs, snowplowing and daily security patrols, for three years without the benefit of anything written down on paper. That worried Jayes, who was elected president of Local 315 this fall.

"I didn't know if the workers would be covered under workman's comp," he said. "I didn't mind working there if it was for the patients, but I just wanted to be safe."

"When I met with them (administration officials) eighteen months ago, they said 'Don't worry, you're covered. Everything is on the up-and-up.'"

A Region VI President Robert L. Lattimer, charged with poor administration and misuse of public employee services, says, "I think it's about time some independent body went in there and investigated the whole place."

Butler Hall is owned by the Volunteers of Roswell Park Memorial Institute, Inc., a not-for-profit group that functions under the administrative wing of the Volunteer Services Unit at Roswell. It was purchased in 1976 from the Butler family with a \$100,000 grant from the Baird Corporation, the only stipulation being that group had to keep it for at least a year. The woman who heads up the Volunteer Services department, Bette Riffel, also sits as chairman of the board of directors of the volunteer organization.

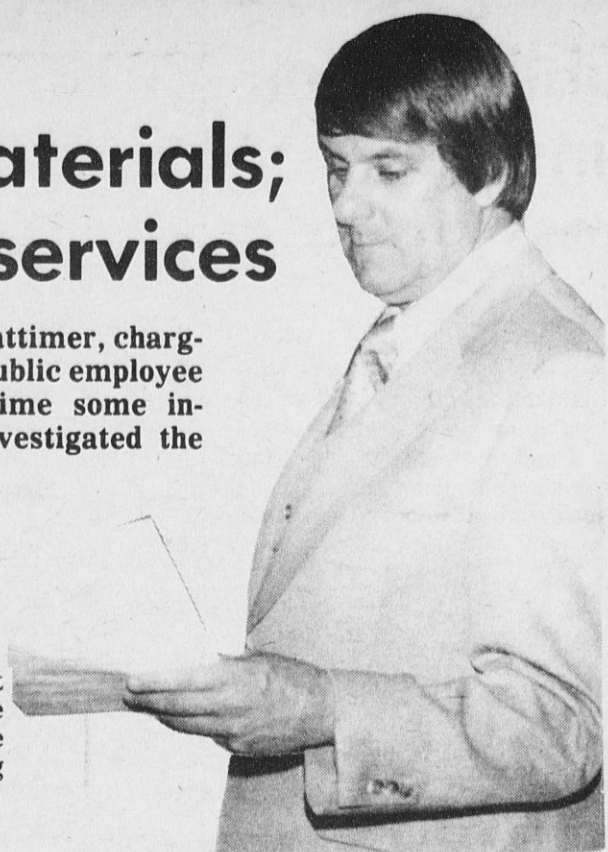
The group used the mansion as a place for patients to go for a breather from the hospital environment, but Gerald Schofield, Roswell's administrator, admitted to the Buffalo Evening News that "we didn't get such of a response."

Only 17 specific functions for patients have been held at the hall for the past three years. When the hall was used for other functions, for example, private wedding receptions, Schofield said the volunteer group was reimbursed for maintenance costs. Staff meetings were also conducted at the mansion.

"It was my understanding that there are 2 reasons why Roswell is here," Jayes said. "One is patient care. The other is the research of cancer. I don't see where the Butler Mansion was benefitting anybody except administration."

"It's an example of poor administrative policy," said Robert Lattimer, Region 6 president. "It's a misuse of the services of public employees. I think it's about time some independent body went in there and investigated the whole place."

"The thing started out as a paint job here or there — okay, it was for the patients, I said," Jayes said. "But then they wanted major projects and our work at Roswell wasn't going to get



done. The size of the maintenance staff hadn't increased in proportion with the size of Roswell and we became short-staffed."

Not only were state employees being utilized on non-state property, but in many instances, state materials were used for the projects, Jayes said.

"There was, no doubt about it, misappropriation of funds," he said.

Jayes went to the papers with the story last month, along with representatives from CSEA Roswell Park Local 303 and AFSCME Council 82.

"CSEA was behind us 150 percent. They advised us throughout the whole matter," Jayes said. "Danny Jinks (Region 6 collective bargaining specialist) was a great help."

On October 19, the long-awaited directive came down. Printed on paper without a letterhead, it explained that:

"Work performed at Butler Hall by Institute personnel is done under the precept that they are providing service to an Institute department, namely, the Volunteer Services Department. Services of a routine nature are the responsibility of Butler Hall whenever possible. When emergencies occur, the Institute may assist Butler Hall in any way it can, within the framework of the following guidelines. . . ."

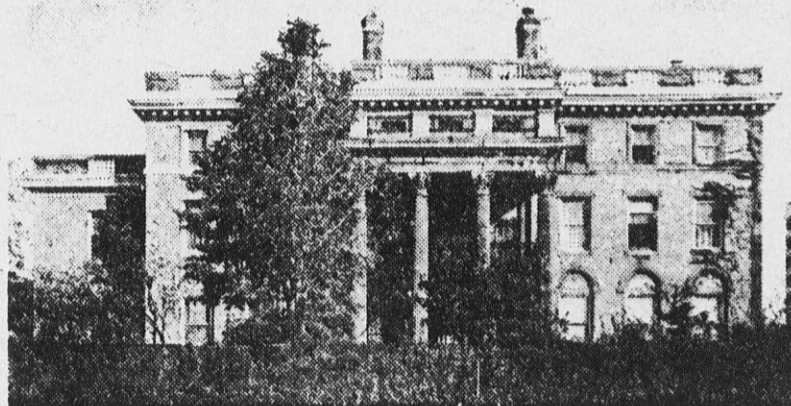
— going on to detail more than a dozen specific conditions. Daily security rounds, that include a check on boiler temperature on weekends and holidays, will be continued. Maintenance personnel are responsible to check the boiler during the week.

On Sunday November 11, Butler Hall was advertised for sale.

"I'm happy," Jayes said. "I got what I wanted (the directive). The ad just proves what we thought all along, that the program at the mansion wasn't working out."

"The place is beautiful. It should be restored, everyone agrees. But it should be done right. We were just putting a Band-Aid on something that needed stitches."

Available for sale



Butler Hall Ideal for corporate headquarters, executive offices and other institutional uses. Designed by world famous American architect Stanford White, built in 1898, the main building has approximately 16,000 square feet and the carriage house has approximately 7,000 square feet of space. Superb interior details in excellent condition.

For information call:
Matthews, Jewett & Rumsey
237 Main Street
Buffalo, NY 14202

853-7929

**Matthews,
Jewett & Rumsey, Inc.**
Real Estate

THIS NEWSPAPER AD appeared in the November 11, 1979 issue of the Buffalo Courier-Express announcing the availability for sale of Butler Hall, center of a major controversy involving CSEA-represented employees.



Giving kids an even break

The never-ending fight against child abuse and neglect

Workshops and seminars are sources of continuing education for public employees. They are, however, often limited to a relatively small percentage of the total workforce, and are not always understood nor appreciated by many who are unable to attend.

But as the interesting, in-depth articles on these pages show, such workshops and seminars can be extremely informative and helpful to the serious participant.

These articles are authored by Louis Nayman, a child protective worker for the Tompkins County Department of Social Services, and an extremely active member and official of CSEA. In addition to many other union-related activities, Lou is President of Tompkins County CSEA Local 855 and a member of the statewide CSEA Board of Directors.

CSEA members at abuse meetings

By Louis Nayman

"This is the first conference I've attended where I learned as much from the workshops as from other child protective workers," observed Nancy St. Onge, a Senior Caseworker with the Oswego County Department of Social Services. "It was excellent," added her supervisor, Helen Darling. "I'd have liked to have had the time to attend more of the sessions. CPS workers need all the help they can get."

Ms. St. Onge and Ms. Darling were two of more than 300 case workers, supervisors, nurses, counselors, child care workers, and mental health professionals who recently attended the two-day First Regional Conference on Child Abuse and Neglect at the Homowack Lodge in Spring Glen, New York. Sponsored by the Family Life Development Center of Cornell University's College of Human Ecology, the conference hosted CSEA/AFSCME-represented social workers and public health nurses from throughout New York State, as well as child protective services professionals from New Jersey, Puerto Rico, and the Virgin Islands.

According to Tom Hanna and Mary Huber of Cornell, conference goals included:

- The region-wide sharing of ideas and experiences among child protective services professionals.
- The presentation of practical information as determined by a survey of the needs of CPS workers and supervisors
- The promotion of successful treatment and program models for use by workers and agencies throughout the region
- The distribution of pertinent publications and resource materials available through Cornell's Family Life Development Center Resource Exchange.

Participants were able to choose from among fifteen workshops. Choices included Services to Neglectful Families, High Risk Identification, Factors to Consider in Removing Children, Working with Family and

Juvenile Court, Services to Sexually Abusive Families and other topics of practical concern to front line workers. The workshops, according to conference planners, were intended to present current "problem-solving information to professionals and citizens working to improve the investigation, treatment, and prevention of child abuse and neglect."

This emphasis on "how to" rather than "how come" marks a significant advance in the training of working child protective services staff in New York State. Since the adoption of the Child Protective Services Act of 1973, local Departments of Social Services throughout the State have been required to establish specialized child protective services units capable of responding to emergencies and complaints on a 24-hour basis, seven days a week. The law guarantees that, insofar as is possible, all reports of maltreatment to children will receive prompt attention from experienced child protective services specialists.

In practice, however, implementation of the Child Protective Services Act in 1973 varies dramatically from county to county, most notably in such areas as caseload size, job description and professional expectations placed upon workers, and salaries. Some Counties (such as Cayuga, Onondaga, and Tompkins) have wound up in court following attempts to force inequitable and professionally unsound on-call procedures on their workers.

In addition, non-union staffing patterns have produced caseloads in some counties of 80 or more children per worker. Opportunities for comprehensive instruction and professional growth for line workers vary considerably, with most counties offering little more than a few pamphlets and an active caseload for on-the-job training. Lack of support in terms of working conditions and training often leads to low morale and high turnover of staff.

"You take undertrained, underpaid people and expect them to perform the toughest job," observed Broome County's Administrative Supervisor

of Child Protective Services, Chip Houser. "Who have to hire workers realize the responsibility and commitment required to do the job. We're often stuck with putting new workers in the position of having to cover a caseload immediately." Houser, who attended the conference with three other workers from Broome County D.S.S., stressed the need for formal and continuing training for protective workers. "It's an important job. It should be attractive as a career, with the assurance of decent pay and adequate training."

For many CPS workers, the Regional Conference on Child Abuse and Neglect provided an opportunity for professional growth away from the pressures of day to day casework. Fred Setter, a Senior Caseworker with the Oneida County D.S.S., was impressed with the workshop on Services to Neglectful Families. "It's a worthwhile experience to meet your counterparts from other counties," he observed afterwards. "People in child protective services need to get away from their caseloads once in a while to share experiences with other protective workers." He and another Oneida County CPS worker, Terry Neal, already have begun to make use of some of the treatment principles they acquired at the conference.

For Ricky Knight, a CPS worker in Westchester County since April 1979, the workshop on Factors to Consider in Removing Children "helped me to focus in on what the child abuse laws are really saying. It dealt with the question: 'Do we use removal in place of effective casework techniques?'"

Bernice Yarosh, a child welfare worker for two years before transferring to Child Protective Services in Tompkins County in August 1979, attended workshops on Working with Family Court, and on Services to Sexually Abusive Families. The latter workshop was presented by a mental health worker, a police sergeant, and a social case worker, each with practical experience in successful treatment programs. Although this workshop — which lasted 1½ days — concentrated on a specific type of



child abuse, Ms. Yarosh observed that "Much of the information can be related to other types of abuse and maltreatment, especially case identification procedures, interviewing techniques, and treatment methods." Of help to Public Health Nurse Nora Krick, also of Tompkins County, was a pre-natal assessment instrument distributed at the workshop on High Risk Identification. This instrument in being adapted for use by all Public Health Nurses in her local department for help in identifying families at risk. Also under consideration is an on-site in-service training program to be conducted by the workshop panelists.

Invariably, conference participants — many of whom had become cynical regarding the usefulness of such conferences — expressed the feeling afterwards that the experience had been valuable, particularly in that they had gained knowledge which they could put to use in the day to day performance of their jobs. Conversations with participants indicated that the conference gave workers an opportunity to exchange ideas with experts as well as with each other. In addition to obtaining current program and treatment information, many CPS workers were given an opportunity for the first time to review in an organized fashion knowledge gained from their considerable experience on the job. For many, the conference simply was not long enough to cover everything.

According to Dr. John Doris, Director of Cornell's Family Life Development Center, a major in-



A) GETTING ALL THE FACTS — Lou Nayman, left, who authored the articles on these pages, takes notes while talking with Dr. Norman A. Polansky, center, a professor at the University of Georgia, and Maryann Chalmers of St. Joseph's House for Boys in Philadelphia. Both were speakers at one of several workshops.

B) BROOME COUNTY Department of Social Services delegates included, from left, Rick Priebe, Frances Houser, Chip Houser and Beverly Simmons.

C) AMONG THOSE ATTENDING the conference were, from left, Nancy St. Onge from Oswego County Department of Social Services, Pat Mooney from Cortland County DSS, Linda Gardner from Cortland County DSS, and Mary Ann DeCaro from Cayuga County DSS.

Problems are union concern

One of the statewide committees concerned with the needs of specific groups of CSEA-represented workers is the Social Services Committee. Represented on this committee are rank and file local government workers from Departments of Social Services in every region of the State. In addition, CSEA headquarters has assigned a staff person, Tim Mullens of the Research Department, to coordinate the committee's work and to provide technical assistance.

At the recent Annual Delegate Meeting at the Concord Hotel, the Statewide Social Services Committee reported several items of interest to Child Protective Services.

— Once again, the Social Services Committee, in conjunction with CSEA's Legislative and Political Action Committee, is involved in working toward the passage of legislation that would provide for the indemnification of County Employees. Recent lawsuits against individual child protective services workers point up the need for such

legislation (State employees already are indemnified).

— The Social Services Committee is looking into proposed changes in child protective service job titles, specifically those in Erie County. Research is being conducted in the areas of job titles and descriptions, qualifications, and the effects of such changes on current and future workers.

— The Social Services Committee is investigating problems associated with the use of volunteers and students in County Departments of Social Services.

— The Social Services Committee is researching the implications of a recent State DSS Administrative Directive (79 ADM-35) suggesting caseloads of 80 for workers involved in "monitoring" cases.

The Committee welcomes inquiries and information from Social Services workers throughout the State. To communicate with the Statewide Social Services Committee, write to: Grace Vallee (Chairwoman) or Tim Mullens (Coordinator), CSEA, 33 Elk St., Albany, N.Y. 12207.



D) LIGHTER MOMENT IS SHARED BY, from left, Tompkins County Public Health Nurse Nora Krick; Bernice Yarosh of Tompkins County DSS; Helen Darling from Oswego County DSS; and Mary Lu McPherson of Tompkins County DSS.

How agencies can obtain child abuse information, assistance, research

The Family Life Development Center was established by the New York State Legislature in 1974 in order to provide assistance to public and private agencies who serve families in stress. Originally one of 11 Demonstration Resource Centers established nationwide by HEW's National Center for Child Abuse and Neglect, Cornell's Family Life Development Center in 1978 was designated the Region II Child Abuse and Neglect Resource Center, serving agencies and individuals in New York State, New Jersey, Puerto Rico, and the Virgin Islands. Among the objectives of FLDC are:

- 1) To act as regional libraries and disseminators of informational materials on child abuse and neglect.
- 2) To facilitate and encourage the interstate sharing, planning, and coordination of program innovations in child protective services.
- 3) To assist in the establishment and improvement of training programs.
- 4) To assist agencies to address specific objectives for the improvement and expansion of child

abuse prevention and treatment services.

5) To encourage multidisciplinary child abuse and neglect case consultation on the local level.

Among the services offered to agencies and individuals by the FLDC are:

- A monthly newsletter **FAMILY LIFE DEVELOPMENTS** (free) concerned with resources, activities, service programs, and specific issues of interest to individuals active in the areas of child abuse and neglect. All public CPS agencies in New York State receive copies. Editor, Mary Huber.
- Child Abuse and Neglect Resource Exchange — a collection of books, films, periodicals, and training materials for use by CPS workers and other professionals. A 25 page catalogue, **RESOURCE EXCHANGE HOLDINGS**, is available from the Center. Materials are made available free, or at nominal cost.
- Technical Assistance — FLDC has assisted in the formation of

THE FAMILY LIFE DEVELOPMENT CENTER
Department of Human Development and Family Studies
N.Y.S. College of Human Ecology
Cornell University, Ithaca, N.Y. 14853

countywide Child Abuse Task Forces in 45 counties throughout New York State. Once such Task Forces have been established, FLDC staff assist in their maintenance through the provision of program information and by encouraging communication with other local Task Forces.

• Research — the development of proposals concerned with the study of children and families in stress.

• Title XX training of local agency personnel.

• Publication of pamphlets concerned with the identification and treatment of child abuse and neglect.

Information on these and other services available to agencies and individuals can be obtained by writing to: Dr. John Doris, Director; Family Life Development Center; Department of Human Development & Family Studies; N.Y.S. College of Human Ecology; Cornell University; Ithaca, N.Y. 14853.

APPROXIMATELY 400 CHRISTMAS DOLLS, dressed by members of Department of Taxation CSEA Local 690, will be on display at Colonie Center shopping mall, Nov. 28 to Dec. 1. The members of the committee which organized the project are, from left, Sandy Pigiavento, Clare Ferracane, Chairman Marge Wojcik, Steve Wieland and Eleanor Coupas. The dolls will then be distributed by the Salvation Army.

DEPARTMENT OF TAXATION Local 690 President Carmen Bagnoli, left; and department CSEA Board Representative John Gully, right; join, from left, Audrey Valanti; Joseph Valanti, assistant commissioner; Gayle Hatch, deputy commissioner; and Mable Murphy, director of personnel; all of the Taxation Department, viewing the Christmas dolls decorated by members of the local.



CSEA attacks Putnam Co. union busting

FISHKILL — The chairman and members of CSEA's Statewide Probation Committee have concluded interviewing Putnam County Probation Department Administrative Assistant Millicent DeRosa, and committee chairman James Brady says "... it appears that Putnam County residents are about to lose a valuable experienced employee for reasons other than economic."

CSEA earlier filed an improper practice charge against the county over the proposed elimination of Ms. DeRosa's position. Ms. DeRosa is president of Putnam County CSEA Local 840, and since her position is the only one proposed for elimination, CSEA Region III President James J. Lennon has called the action "union busting."

The CSEA Probation Committee is concerned with the effective and efficient functioning of probation departments throughout New York State. In this situation, Brady commented, "The County's action to eliminate the Administrative Assistant's position does not appear efficient nor effective in providing additional services for Putnam County residence."

CSEA Southern Region President Lennon sat in on the meeting and stated, "CSEA believes where there's smoke — there's fire, and after interviewing Millicent, we know where the smoke is coming from."

The CSEA Committee plans the following program of action.

1. Committee Chairman Beady will begin a correspondence with the Putnam County Executive, requesting information on the background for the county's decision concerning the elimination of the position.

2. If this information is not forthcoming, Mr. Brady will authorize a request under the Freedom of Information Act.

3. If this research fails to substantiate the county's actions, CSEA will inform the State Department of Probation of its concerns in this area, and will ask for a complete investigation by the State of New York into the operations of the Putnam County Department of Probation.

In summary, Brady commented on the situation, "The function of a Probation Department's employee are unique, they are not easily learned, and at this juncture, it appears that Putnam County residents are about to lose a valuable experienced employee for reasons other than economic."



Study praises alternative work schedules

The findings of a State Civil Service Department study which evaluates the effects of alternative work schedules in State operations have been released by State Civil Service Commission President Victor S. Bahou.

The Civil Service Department study analyzes reports from 107 State agencies, facilities, commissions and authorities which have established some form of alternative work schedule.

Four types of alternative work schedules are covered in the Civil Service Department study — they are:

- Staggered hours — (groups of workers are scheduled to begin and end work at different times),
- Part-time — (Employees work less than a full work week),
- Compressed schedule — (Employees work less than five days a week, but longer hours per day), and
- Flextime — (Workers may vary starting and ending time from day to day, but must work a certain number of hours per day).

Commissioner Bahou said that those State operations participating in the survey reported that alternative work schedules have improved the employment opportunities for

minorities, women, the elderly and the physically handicapped.

Forty-six percent of those State offices reporting credited alternative work schedules for an improvement in the quality of their services; 35 percent reported decreased operating costs, and 32 percent reported an increase in the recruitment of women, Commissioner Bahou added.

Generally, no serious problems with alternative work schedules were reported. Some State offices reported a number of difficulties concerned mainly with maintaining adequate coverage and supervision. These, however, were characterized by the

report as "minor and easily resolved."

The survey is the second of its kind and was conducted over a three-month period early this year by the Employee Relations Section of the State Civil Service Department. The report was prepared in compliance with Governor Carey's 1978 Executive Order which encourages State agencies to establish flexible working schedules for employees and requires the Civil Service Department to assist in coordinating such programs and to submit detailed periodic reports assessing the impact of alternative work schedules on State operations.

Ready to Retire?

- 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 Eik 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 _____

Protect your future with Retiree membership in CSEA.

Gov. Carey pledges support of clerical advancement program

ALBANY — Gov. Hugh L. Carey, pledging his own personal strong support for the program, has urged all State Department and Agency heads to continue working towards total implementation of the Clerical and Secretarial Employees Advancement Program negotiated between CSEA and the State for Administrative Services Unit members.

And in a cover letter to CSEA President William L. McGowan, Governor Carey restated his backing of the program. "... I fully support the Clerical and Secretarial Employee Advancement Program and have asked all Departments and Agencies to participate in its implementation," he wrote. "The CSEA, under your leadership, deserves a major share of the credit for the development of this important new program. I am confident that the spirit of cooperation between CSEA and State management which was present during the development of this plan will continue throughout its implementation," Governor Carey concluded.

Following is the complete content of the letter sent by the governor to all State Department and Agency heads.

"During the recently concluded Administrative Services Unit negotiations between the State and CSEA, the parties agreed to implement a Clerical and Secretarial Employee Advancement Program. The agreement recognizes the need to provide meaningful training, development and advancement opportunities for clerical and secretarial employees and includes the following elements:

- 1) Development of increased training and advancement opportunities for entry-level employees;
- 2) Development of two-year training plans intended to lead to transition of clerical, secretarial and other administrative employees to G-18 administrative positions;
- 3) Expanded use of Administrative Aide positions;
- 4) Creation of new Paraprofessional Aide positions in program areas;
- 5) Development of traineeship promotion opportunities as an optional alternative to certain open competitive situations;
- 6) Expanded opportunities to allow the transfer of current State employees to new occupational series.

As increased job opportunities

become available to clerical and secretarial employees through this new program, we may expect greater employee efficiency, productivity and morale. Training and advancement opportunities for women and minorities — the bulk of clerical and secretarial employees — will expand; existing advancement barriers faced by those employees will be removed. Training resources will be focused more directly toward job performance, improvement and advancement. Management flexibility will increase and costs will be reduced.

On May 10, Commissioner Bahou sent you a letter describing the Clerical and Secretarial Employee Advancement Program and asking that you work with the staff of the Department of Civil Service to explore possible applications of the program's six elements within your agency. I understand that significant progress has already been made and urge you to continue working toward implementation of the program.

I am confident that with your active and ongoing involvement and support, the program, which I strongly support, will be a great success."



No retirement

AMITYVILLE — Irving Flaumenbaum, President of CSEA Region I, last week dispelled speculation that he may be retiring from union service, saying last week that he was upset by rumors of his pending retirement.

"Most of them (rumors) stem from a misunderstanding of my speech to the delegates at the recent CSEA convention at the Concord. I have no intention of retiring from any CSEA office, however, and I consider it my duty to fill out my term," Flaumenbaum said.

Flaumenbaum has 18 months to serve on his present term as CSEA Region President and is also an international vice president of AFSCME.

Call your CSEA EAP at 1-800-342-3439

ALBANY — The newly established CSEA Employee Assistance Program (EAP), designed to help members cope with personal and family problems, has further established its outreach capability with the addition of an "800" telephone number to its headquarters at 8 Elk Street, Albany.

The special number is 1-800-342-3439.

John Quinn, appointed by CSEA President William L. McGowan to direct the EAP, which is financed by a \$187,000 grant from the New York State Division of Alcoholism and Alcohol Abuse, indicated the "800" number is operating and calls are being received.

"We want to make it perfectly clear from the beginning," Quinn said, "that all telephone calls and all information will be kept in strict confidence."

Westchester Co. closing building for correction of asbestos hazard

VALHALLA — The Westchester County Community College Library will be shut down in December for the removal of an asbestos hazard.

The tentative dates for the closing are Dec. 22 to Jan. 15, Ellen Cleveland, chief shop steward for county facilities in Valhalla, reports.

She said the college administration ordered the personnel temporarily moved to another college building while the asbestos hazard on all four floors of the library is corrected.

The asbestos was discovered as part of the program of the county inspecting its facilities for health

"The expansion of the EAP will be greatly enhanced by the grant to CSEA, and with help from the statewide membership and our own experienced coordinators, we will endeavor to establish a network of EAP contracts that will reach into every CSEA Region throughout the State," Quinn continued.

"Our experience with the pilot program in the Mid-Hudson Valley area offers convincing proof that proper planning, coordination and follow through can be effective. Hopefully, when the statewide network is established and fully operable, we can continue to expand our service to the membership and, in turn, help reduce absenteeism that might be due to personal, emotional, alcoholic or drug-related problems effecting job performance," Quinn said.

hazards when a shop steward from the Westchester County Unit of CSEA Local 860 reports a suspected hazard.

Unit President Raymond O'Connor said another asbestos hazard was found at the Bureau of Purchase in Valhalla. He said the hazardous areas have been sealed off.

He said the county was in the process of inspecting other suspected hazardous work sites.

"I am happy with the response by the county in the action it has taken. I hope the county will continue to respond to problems in like manner," O'Connor said.

The following meetings are planned for the future:

January 23 — EAP Conference sponsored by CSEA which will invite Division of Alcoholism's Occupational Network.

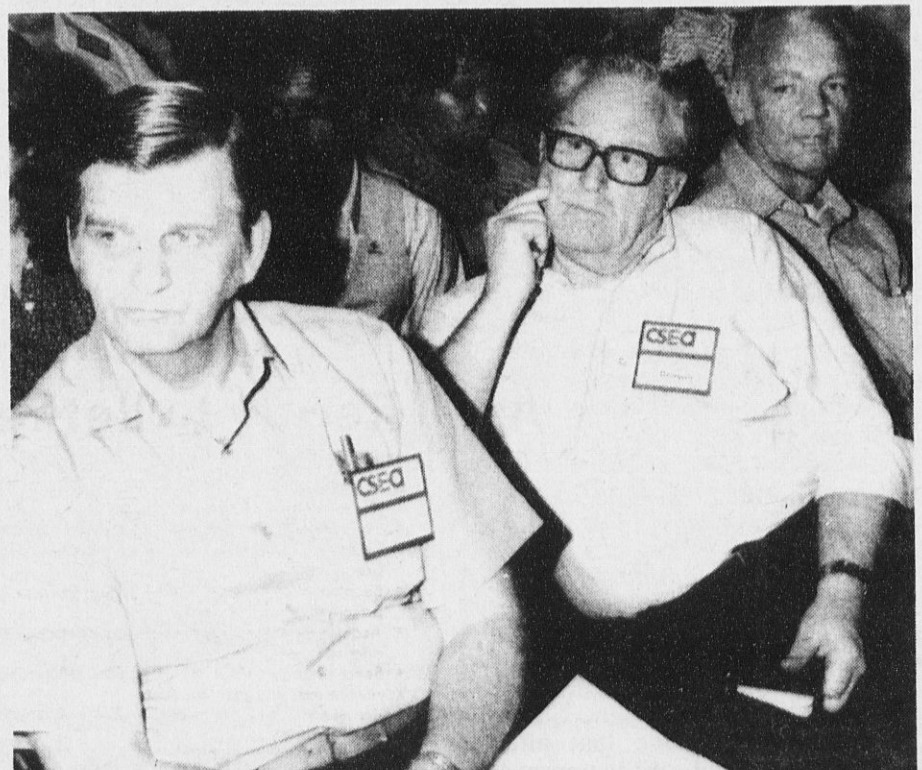
February — Region V and VI Shop Stewards Training Seminars involving complete expansion of EAP at Mental Hygiene and Mental Retardation facilities in those regions.

May — Spring meeting of EAP coordinators.

June — Meeting of representatives from all EAP State networks for the first time.

"In the very near future we plan to distribute "800" number flyers to all CSEA Regions for posting in all work locations. We want to help employees who need help, and we want to make it as available as the nearest telephone," Quinn said.

DIAL EAP 1-800342-3439. ALL NAMES AND INFORMATION STRICTLY CONFIDENTIAL.



SPECIAL ARMORY COMMITTEE CHAIRMAN James Stevens, left, attended the CSEA Annual Meeting along with George H. Rogers, center; and Raymond Beisiegel; both members of the committee.

Retirees Committee report

Since the last annual meeting the Retirees Committee has been dealing with several issues bearing on the retired member's present and future status in the union. The pursuit of certain goals for improved benefits for retirees also continues to be an ongoing concern of the committee.

To handle such issues the committee has met four times since its Lake Kiamesha October 1978 meeting, as follows: January 12, 1979, March 11, July 19, and September 12. Certain ad hoc subcommittees have also met in the interest of promoting retiree legislation.

It is the consensus of the committee that the legislative gains achieved for retirees in 1979 were limited, with the adding of only one more retirement year to those provided with a cost-of-living supplementation. The cut-off date was thus moved from March 31, 1969 through March 31, 1970, with the newly added retirees receiving an 18% increase. Those who had already been getting a supplement received an increase of just 1% above the percentage they have been receiving.

The retirees' most disconcerting setback was Governor Carey's vetoing of CSEA's survivor's benefit bill which would have provided a \$2000 death benefit for beneficiaries of those still living who had retired with at least ten years of credited state service before October 1, 1966. A small delegation appointed by the retirees committee chairperson requested, and got, an appointment with the Governor's Office of Employee Relations which, according to the Governor, had recommended the veto. The heads of this office, Meyer Frucher, James Northrop, and Harold Rubin assured the retirees subcommittee of a closer working relationship with CSEA retirees in the future, but were unable to offer a specific explanation of their reason for recommending that the Governor disapprove the survivor's benefit bill, after passage by the Senate and the Assembly.

The retirees' legislative goals for 1980 were tentatively formulated by this committee, as follows:

1. A bill to provide a cost-of-living increase to those who retired before April 1, 1979.

2. A survivor's benefit bill to provide a \$2,000 death benefit for state retirees who retired prior to October, 1966.

3. A bill to provide to the spouse of a retiree having the family health insurance coverage the benefit of continuing the coverage after the retiree's death at no more than 25% of the full cost.

Another objective agreed upon by the committee would set retirees' dues at a flat amount by an amendment to the Constitution and By-Laws, thus eliminating the present provision of 10% of regular dues, which has the effect of escalating dues for retirees. It is felt that the justification of raising regular members' dues in three steps spread over three years is acceptable in view of the annual salary increases by contractual agreement, but which should not be required of retirees living on a fixed income.

A proposal that there be created a retiree division in CSEA has been rejected by this committee at its September 12, 1979 meeting.

This committee has observed a tangible increase of interest and support for CSEA's retired members on the part of the officers and staff of the Association. The committee wishes to express its appreciation to President McGowan and all others who have demonstrated their awareness of the problems faced by the retiree membership.

Finally, the committee voted at its July 19, 1979 meeting to have retiree delegates assigned their own seating section at future conventions, rather than continuing the custom of retiree delegates sitting with their respective regional delegates.

Respectfully Submitted

Melba Binn, Chairperson
John Chesslin
Nellie Davis
Deloras Fussell
Edward Holland
John Kennedy
Mary McCarthy
William Mensel
Martha Owens
John Tanzi
Gordon Hobbs

69th ANNUAL MEETING



KINGBORO CEREMONY. Newly elected officer of Kingboro Psychiatric Center Local 402 are sworn in by Region 2 President Jimmy Gripper at a recent ceremony in Brooklyn. From left are Susie Danzler, MHTA representative; Robert Sage, MHTA representative; Ernest Richardson, food service representative; Marcia Lewis, secretary; Lonnie Brown, treasurer; Willie Howard, second vice president; Mary Bowman, president; Anthony Anthony, copeland, first vice president. Not present at ceremony were: Bernardo Osiro, operations representative and Geradine Cody-Powell, administrative representative.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

Public Sector opens new office

MOUNT KISCO — The Public Sector will open a new downstate office to directly serve CSEA Regions I, II and III on December 10. Dr. Gerald Alperstein, associate editor of The Public Sector, will direct the new office, to be located at 70 Barker Street, Mount Kisco, N.Y. 10549. As of December 10 the telephone number of the office will be (914) 666-8484.

Establishment of the new office was announced by publisher Thomas A. Clemente, who said Dr. Alperstein will work closely with regional presidents, regional directors, regional staff and local and unit presidents in the three regions which contain more than half of CSEA's membership.

The downstate office joins two other Public Sector offices around the state — the main office at Clarity Publishing, Inc., in Albany, and the western New York office near Buffalo.



THE PUBLIC SECTOR Associate Editor Dr. Gerald Alperstein, right, takes notes at a recent Long Island Region I meeting. Dr. Alperstein will be covering regions I, II and III. Charles Novo of Suffolk County Local 852 is on the left.

Editor, The Public Sector:

In regards to your article of November 7th, "LPN reclassification appeal turned down". I don't know who was responsible for the article,

but I do believe it was insulting to say we are comparable to therapy aides.

In order to pay the state for a license, we had to go to school long hours and were required to take state boards for the privilege of being classified as nothings.

In spite of your analyst report we do and know many things a therapy aide doesn't. We have to take and distribute restricted drugs, give IM's and be aware of many other situations.

I'm sure we are at least more knowledgeable than we are being given credit for.

Mary Meserda, LPN
Salt Point, New York 12578

Editor's note: The November 7 article clearly states that CSEA petitioned on behalf of LPN's for reallocation to a higher grade. And the article also clearly states that it was the State Civil Service Department, NOT CSEA, that said "duties and responsibilities of LPN's are comparable to Mental Hygiene Therapy Aides. . ." CSEA continues to believe that LPNs should be reallocated from Grade 9 to Grade 12. If the writer of the above letter re-reads the November 7 article, she will clearly see that it was the assistant administrative director of the Civil Service Department that compared LPNs and therapy aides.

Experience qualifications expanding

The State Department of Civil Service has announced it will credit more extensively unpaid part-time and volunteer experience as qualifications in State civil service examinations. In the past, such credit was allowed only in a relatively few State civil service examinations.

Under the new policy, as each new civil service examination is developed it will be evaluated to determine if unpaid part-time or volunteer experience can be accepted, either as part of the qualifications for entry to the examination, or as a factor to be considered at other steps in the examination process. If it is determined that certain kinds of non-paid experience are acceptable for credit, it will be stated on the announcement for that examination. Applicants who claim such credit will be required to support it with satisfactory verification.

State Civil Service Commission President Victor S. Bahou said, "It is expected that the new policy will enhance State employment opportunities particularly among women who plan to return to work."

Along with their full-time domestic responsibilities, many women have devoted considerable amounts of time to serve as volunteer workers in programs which deal with the problems and needs of the elderly, the hospitalized, the handicapped, the poor, and the inmates of institutions of correction and rehabilitation. Many women also serve as unpaid workers in the planning and administrative work of social clubs, church groups and professional societies. They participate actively in all types of advocacy groups and activities in such areas as public information, public safety, health, conservation, government boards and commissions.

Under the expanded State Department of Civil Service policy, such unpaid experience, if appropriate and verifiable, may now be credited toward qualification for State employment.

LETTERS

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

Change of Address for 'The Public Sector'

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

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

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

MY NEW ADDRESS IS:

Street _____
City _____ State _____ Zip _____
Agency where employed _____
My social security no. _____ Agency No. _____

Region II workshop set for December 14-16

NEW YORK CITY — CSEA Metropolitan Region II will hold a workshop and education seminar December 14-16 at the Playboy Resort and Country Club, Great Gorge, McAfee, New Jersey.

CSEA Region II President Jimmy Gripper has issued an invitation to CSEA officials and members from other regions to join his region for this seminar. The package cost is \$131.20 per person, which includes a cocktail party reception and banquet dinner Saturday night, December 15. A \$50 deposit per person is required along with the reservation form, below.

Reservations must be received by the Playboy Resort and Country Club by December 1.



Playboy Resort & Country Club at Great Gorge

Individual
Guest Name: _____
Address: _____
City/State: _____ Zip _____
Telephone: _____
Arrival Date: _____
Departure Date: _____
Deposit Amount: \$ _____

Group:

Dates:

Rate: (Check One) Single \$ _____ Double \$ _____
Club Suite: \$ _____
Executive Parlor Suite \$ _____
Two bedroom Parlor Suite \$ _____
Playboy Suite:
One bedroom Parlor Suite \$ _____
Two bedroom Parlor Suite \$ _____

*One night's deposit is required to guarantee accommodations. With advance notice of cancellation, deposit is refundable.

Reservation requests after

will be confirmed subject to room availability.

A statement of policy regarding employee safety

OSHA

CSEA demands that OSHA be adopted for all public employees in the State of New York and that the safety program and activities should go beyond mere compliance with OSHA standards.

Superficial activities and minimal compliance cannot be considered as a viable safety program.

Basic to our safety policy declaration are these statements:

1. that the safety of employees, the public, and Government operations are paramount.
2. that safety will take precedence over expediency or short-cuts.
3. that every attempt will be made to reduce the possibility of accident occurrence.
4. that the Government intends to adopt and comply with OSHA and all other safety laws.

Only under such circumstances can the relationship between employer and employee be mutually profitable and harmonious. CSEA believes in the dignity and importance of the individual employee and in his right to derive personal satisfaction from his employment. Also spelled out in this creed is our belief that the safety of employees continues to be the first consideration.

It is the Union's position that when a person enters the employ of any local or State Government, he has the right to expect a safe place in which to work, and safe machines and tools with which to do his job so he will be able to devote his energies to his work without fear of harm to his life and health.

CSEA believes that it is unconscionable for any employer to allow workers to be injured, maimed or killed in occupational accidents that are preventable through use of reasonable safety standards. Further, CSEA believes it is hypocritical for any government mandating health and safety standards in the private sector to deny its own employees equal protection by these standards.

The Civil Service Employees Association and its members can no longer tolerate a double-standard in occupational safety that annually takes its toll in deaths and injuries of public employees.

William L. McGowan

WILLIAM L. McGOWAN
President

