



Adele Price

Center For Women In Government Receives Ford Foundation Grant

Adele Price, President of Women in State Government has announced the awarding of a Ford Foundation research grant to the Center for Women in Government. A member of the Board of Directors of the Center for Women in Government, Ms. Price is the Equal Opportunity Representative for the New York State Division for Youth which will be the first site for the Center's research study on career ladders. The New York State Division for Youth has long been noted for its strong

commitment to affirmative action and was selected because of this commitment.

According to Ms. Price, "the development and funding of the Center for Women in Government represents an idea whose time has come. We must put an end to the barriers which impede the advancement of women working for the State of New York. At issue is good government. In times of shrinking revenues we must take advantage of all the talent available within state government.

The Center for Women in Government is a research, training and information clearinghouse working toward the elimination of sex discrimination in the public sector. Center programs include research on career ladders, technical assistance and training on organizational issues and networking activities for groups inside and outside of the government which are concerned with improving the employment status of women.

The Center is affiliated with the Comparative Development Studies Center, Graduate School of Public Affairs, State University of New York at Albany.

'We're locked in' —but not for long

By Carol Trapani
Journal Staff Writer

Clara Franklin and Mary Majestic are two women employed in civil service. One advanced herself out of a dirty job because the system forced her to, the other, while content with her position at the moment, faces a career future short on options.

Ms. Majestic is a secretary and the only woman in the Fishkill state police barracks. Right now, she likes her work. Where does she go from here?

That is a situation she hopes to clarify not only for herself but others like her who, willingly or not, are part of the civil service's clerical ghetto.

Thirty years ago, Clara Franklin began her career at HRPC as an attendant. Today she is a nurse.

Both women participated in a recent Hyde Park conference on leadership training for union women, sponsored by the Civil Service Employees Association Women's Committee and the Center for Women in Government.

The two met the other day to talk about the conference and how some of the resulting ideas might affect them.

Evidence of learned lessons in assertiveness and delegating authority were apparent from the start.

"You start," Ms. Franklin ordered Ms. Majestic.

"No," Mary replied, laughing. Both began talking at once, citing the importance of these leadership qualities so often lacking in women and, let's face it, men, too.

Admittedly, Ms. Majestic doesn't see herself as part of this clerical ghetto perpetuated by a civil service rule which prohibits clericals without a degree from taking tests which can advance them.

She's happy in her work, she says, but... "there is no where to go, unless I wanted to become a policeman. And they have an age limit of 29. I'm 33."

The way Clara Franklin saw it, she had no choice but to return to school, get an associate's degree and take civil service tests which allowed her to advance.

"As a staff attendant, I had charge of a 55-bed infirmary," she says. "I



Clara Franklin

was doing the work of a nurse, but not getting paid for it."

Now, she's a head nurse on a behavior modification ward.

Hearing each other's problems was one of the things each of the women felt was beneficial about the conference.

For instance, Ms. Majestic heard of one woman in the Corrections Department who took longer to be promoted than her male counterparts, despite higher test marks.

"Women are being pushed aside," says Ms. Franklin. "There are too many misters. In institutions, there is little opportunity for advancement. We're locked in. And testing material often is irrelevant."

Ms. Majestic agrees. "Usually it's the men getting promotions because they have more education. A secretary with more experience may do a better job."

Power and strategy were two words used often by conference participants.

"Power is the word," said Ms. Franklin. "We should use it. Individually first, collectively second."

"And women have to have strategy. I would never let somebody talk me out of a job if they said I couldn't handle it because of my



Mary Majestic

children, because I'm supposed to be in a bad mood once a month.

"If a woman is capable of doing the job, she should have an equal chance for promotion," said Ms. Franklin.

Advancement also depends on self-confidence and drive. And anger. Anger was the key which opened the door to advancement for Ms. Franklin.

"It is one of the best motivators," she says.

The grandmother of 17, Clara Franklin has no plans for future advancement, as close to retirement as she is.

Ms. Majestic, for 14 years a secretary, has no plans to advance herself...now.

In the words of one of the conference workshops, where do they go from here?

Ms. Franklin says she will continue to help other civil service women to be "more assertive, to stretch their imaginations."

"Hopefully," says Ms. Majestic, "I will help other women to be inspired. To try to get other people involved" so that some day, the road to advancement will not be so slippery.

Bellfield conference explores job sex discrimination

By Carol Trapani
Journal staff writer

HYDE PARK—When sex discrimination in the labor force rears its ugly head it is often the most difficult type of discrimination to prove and remove.

It can hide behind a title which allows a man to earn more than a woman who is doing the same job under a different title, or it can disappear within a rule which doesn't allow certain employees to take tests which can advance them.

A conference this weekend at Bellfield explored this problem and offered some guidelines to the very same women who say they believe they face the daily on-the-job sex discrimination battle.

Co-sponsored by the relatively new Center for Women in Government and the Civil Service Employees Association Women's Committee, the conference was conducted as a leadership training session for New York State women employed in the public sector.

It was not fate which brought the

women to Bellfield, home of Eleanor Roosevelt, for the weekend. Indeed, Joan Spence, as program chairperson of Val-Kill Inc., hopes to promote the former First Lady's home as an ideal site for conferences such as these. Eleanor Roosevelt, after all, was an early supporter of both the women's and labor movements.

"We want Val-Kill to be a living memorial to her," said Ms. Spence. Val-Kill will host conferences, crafts and environmental programs as well as sponsor its own conferences on topics often supported by Mrs. Roosevelt.

The weekend made its own history at the historical site. It marked the first gathering of this type for Civil Service Employee Association women and women from the American Federation of State, County and Municipal Employees (AFSCME.)

"What we're hoping is that the pieces all come together, with specific recommendations for change," said Nancy Perlman, director of the Center for Women in Government.

Affiliated with the State University of New York at Albany and until a few short days ago funded by the Ford Foundation, the Center just received state funds of \$75,000 to be spent on a series of career development seminars for women working for the state.

The center's goal is to remove institutional barriers for women working in the public sector, said Ms. Perlman, former director of program development at AFSCME in Washington, D.C.

For instance, she cited a civil service rule which prohibits clericals without a college degree from taking tests to advance themselves. Most civil service clerical positions are held by women.

The reasoning behind the 1974 ruling was "there was a glut on the market," said Ms. Perlman. "There are a number of rules like that in the system."

Also being questioned are such possible sex discriminatory policies as: a system of promotions available to men but not to women, and fewer "bridge" jobs available to women.

Civil service laborers, for instance, can bridge gaps in the career ladder and work their way up to the professional ranks without a degree, she said.

"Female careers start at a lower grade and peak at lower grades," Ms. Perlman said.

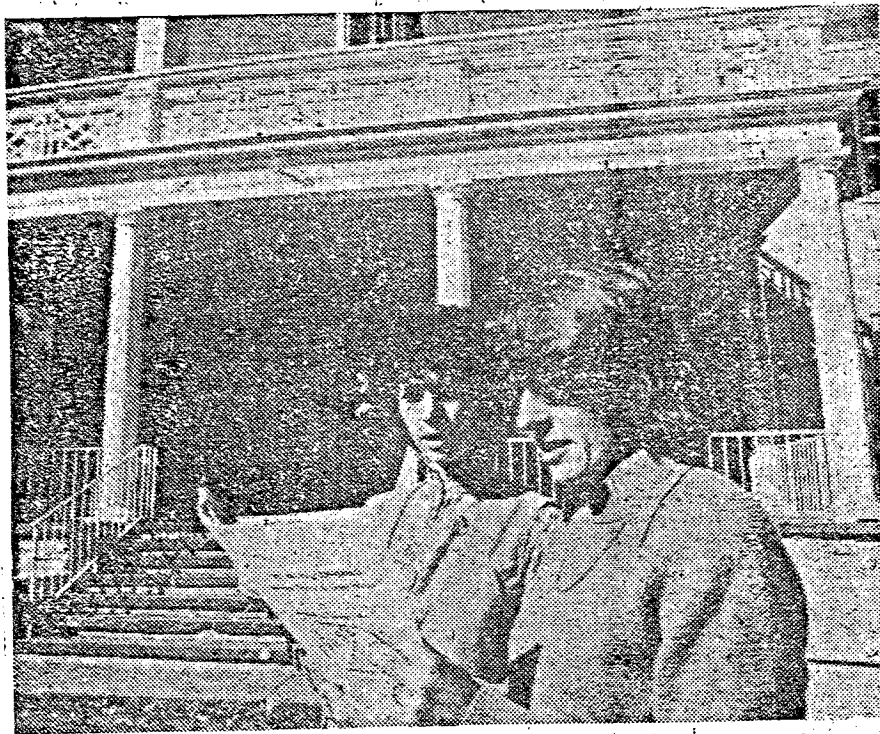
In fact, Center statistics indicate there has been no significant upward movement by civil service women in the last 10 years.

Neither have there been significant changes in wages for the total female state labor force. In 1975, 4 percent of the women earned \$16,000 and more. In 1977, the percentage had risen to only 5.4.

"Nothing's changed," said Ms. Perlman.

"There was never an organization, a group of citizens, who said this is something we care about."

The Center has devised three options for the civil service. These are: opening the professional level exams on a promotion basis, creating more bridge jobs and allowing agencies, for whom civil service employees work, to fill a certain percentage of jobs on a promotion basis.



Nancy Perlman, left,
...Joan Spence

Journal photo

Women in civil service:

The goal is to rise

By Carol Trapani
Journal staff writer

An Oneonta woman is determined to do something about the ghetto—the clerical ghetto.

Irene Carr is the statewide secretary for the Civil Service Employee Association (CSEA).

During a break in a recent leadership training conference in Hyde Park, sponsored by the CSEA Women's Committee and the Albany-based Center for Women in Government, she talked about the clerical ghetto and other inequities she says exist in civil service.

The clerical ghetto resulted from a civil service law which prohibits clericals without a degree from taking tests which can advance them. Most civil service clericals are women.

The goal of the CSEA Women's Committee, formed after the National Women's Conference in Houston convened last spring, is to upgrade the status of union women.

To Mrs. Carr and other union women, this means changing civil service rules which create clerical ghettos and other inequities.

According to Mrs. Carr, union

women for too long have been excluded from collective bargaining processes and have less access to legislative and political action committees within the union.

Change, she says, will come about only through collective bargaining.

"The situation has continued to exist because the women haven't known how to change it. Now it's time to rock the boat."

Mrs. Carr is the only woman of 10 elected statewide CSEA officers.

She is not a 'typical' secretary.

"The secretary was just expected to take notes. I don't do just that. The

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other officers know that I have an opinion," she says.

She may be tolerated by some, but she also is "respected. I try to accomplish things."

Change, she knows, will not come

overnight. It will take some time before the clerical ghetto is liberated, before there truly is equal pay for equal work, before "bridge" jobs are available to as many women as men.

But if Irene Carr and others like her have their say, there will be change.

"We are a force to be reckoned with," she says.

Val-Kill conference

HYDE PARK - A conference sponsored by the Civil Service Employees Association and the Center for Women in Government will be held this weekend at Val-Kill, the home of Eleanor Roosevelt.

It will constitute the first statewide meeting of women labor union leaders and the first time the Val-Kill estate has hosted a conference.

The event will open with dinner on

Friday evening and the showing of film footage of Mrs. Roosevelt addressing the first meeting of the AFL-CIO, as well as a showing of the film "Soul of Iron," starring Jean Stapleton.

Workshops on leadership, organization of meeting and career planning will follow on Saturday. The conference will conclude with a picnic on Sunday.



NEW YORK WOMEN TRAIN TO LEAD. (Left), Irene Carr, statewide secretary for the CSEA/AFSCME Local 1000, discusses the status of women in the New York civil service with CSEA Women's Committee members Geri Cadieux (center) and Janice Schaff at the recently held Val-Kill conference.

Hyde Park, N.Y.

Representatives from AFS-CME councils in New York State gathered here Sept. 30-Oct. 1 for the first leadership training session for New York women employed in the public sector.

The meeting was held at Val-Kill, former home of Eleanor Roosevelt. It was sponsored by CSEA/AFSCME and the Center for Women in Government, which is affiliated with the State University of New York at Albany.

Speeches by experts in the field of women's employment problems and workshops highlighted the three-day program.

Workshops focused on leadership training and career planning.

"Women need assistance to get out of the 'clerical ghetto' of civil service," noted CSEA State-wide Sec. Irene Carr. "The opportunities for better pay and jobs are still small for civil service women"

Carr chairs the CSEA's Women's Committee, established in January, 1978.

* * *

Eleanor Roosevelt home a 'perfect setting'

HYDE PARK — The first statewide meeting of women labor union leaders was held Sept. 29-Oct. 1 at Hyde Park, N.Y., the home of Eleanor Roosevelt. The conference, sponsored by the



Irene Carr, CSEA Statewide Secretary ... delivers welcoming remarks to historic women labor-leaders conference at Val-Kill.

Civil Service Employees Assn. and the Center for Women in Government, brought together 50 women from CSEA and the American Federation of State, County and Municipal Employees (AFSCME), of which CSEA is Local 1000.

It was the first conference to be held at Val-Kill, the Hyde Park home of Mrs. Roosevelt from 1926 until her death in 1962.

"Val-Kill was the perfect setting for this historic meeting of labor union women," said Irene Carr, Chair of the CSEA Statewide Women's Committee, noting Mrs. Roosevelt was an active supporter of both the women's rights and labor movements.

Mrs. Carr, Statewide Secretary of CSEA, delivered the welcoming remarks at a dinner-reception-Friday night. Nancy Perlman, director of the Center for Women in Government, and Linda Tarr-Whelan, administrative director of the New York State Department of Labor, also were featured speakers.

Saturday's program consisted of a series of workshops; "Identifying and Developing Leaders," "Planning and Running Meetings" and "Career Planning." Workshops were run by Ms. Tarr-Whelan; Robin Gerber of the Cornell School of Industrial and Labor

Relations and Linda Parr of the Department of Labor. On Saturday evening, the movie, "Salt of the Earth" was shown. It is a true account of a miners' strike in the southwestern United States, in which many women union activists were jailed.

On Sunday, two workshops — "Planning a Strategy for Change" and "Where Do We Go from Here?" — were held. They were followed by a picnic and a tour of the grounds at Val-Kill.

"This opportunity to trade ideas and strengthen the role of women in our unions will result in an immediate benefit to labor," Ms. Carr predicted.

CSEA's Women's Committee, created last January, aims to safeguard women's rights in public employment; to contribute to contract negotiations regarding promotional opportunities to elevate women from the "clerical ghetto" of civil service; to help women public employees in training, counseling and education problems; to research the needs and desires of women regarding their jobs; and to attend meetings such as the one at Val-Kill to share problems and accomplishments with other women's labor groups.

This committee reports directly to CSEA Statewide President Bill

McGowan, and has access to the union's legislative and political action committee for recommendations for bills affecting women in the public sector.

Besides the chair, Ms. Carr, the committee includes co-chairs Mary Moore, representing the Board of Directors, and Stella Williams, from Region II; and Geri Cadieux of Region I, Janice Schaff of Region III, Nonie Johnson of Region IV, Barbara Reeves of Region V, and Joanna Williams of Region VI, and Maureen Malone and Millicent De Rosa, both of the Board of Directors.

All CSEA women may submit questions and suggestions to the committee in care of Ms. Carr at CSEA headquarters, 33 Elk St., Albany, N.Y. 12207.

CSEA & Women

- 34 on Board of Directors
- 80 are Local Presidents
- 50% of Members are Women

Albany Student Press
REV. 5/11/78

Bucks for Women's Center

SUNYA's Center for Women in Government has been awarded a grant of \$75,000 as part of the State Supplemental Budget adopted by the Legislature this fall. This is in addition to a grant made by the Ford Foundation early this year which acted as a funding base for the Center.

"The main objective of the Center," said Communication Director Donna George, "is to work towards eliminating sex discrimination in the public sector at an institutional level using an institutional approach." The Center, which is under the umbrella of the Graduate School of Public Affairs, has been in existence since the beginning of this year. It takes no individual complaints, but works with state agencies to improve career opportunities for women employed by the state.

The grant, according to George, is to be used for planning and implementing a series of career seminars in various cities across the state. There will be a total of eight seminars in seven cities in New York between the beginning of January and the end of March, 1979. Seminars will be held in Albany, New York City, Long Island, Buffalo, Syracuse, Westchester, and Utica.

During the course of each seminar, four workshops will be held. Topics will include improvement in verbal skills, career planning, knowledge of civil rights laws, and affirmative action programs. A panel of successful local women will be present to discuss strategies of advancement in state jobs.

According to George, "The seminars are geared toward women, but the overall goal of the Center is to work with organizations." The seminars will be open only to employees of the state, including SUNY employees and students.

— Al Baca

Career grant to benefit thousands

Training grant to benefit thousands

ALBANY — Career planning seminars for women in New York State jobs will be held in five different cities between now and April, 1979, thanks to a \$75,000 grant for that purpose bestowed by the legislature on the Center for Women in Government.

Civil Service Employees Assn., President William L. McGowan, a member of the Center's Board of Directors, applauded the appropriation.

"We expect at least 2,000 state employees to benefit directly from this training, and many others will benefit indirectly, from the discussions and information imparted there," Mr. McGowan said.

The seminars will take place in Buffalo, Syracuse, Suffolk and Westchester Counties, and New York City, according to Nancy Perlman, director of the Center.

"These programs have three goals: to enable the state to meet its obligations under the Civil Rights Laws and its own Affirmative Action policy; to produce a group of better-trained women employees," Ms. Perlman said.

The first career-planning seminar run by the Center was held last spring in Albany.

CSEA Statewide Secretary Irene Carr, who chairs the union's Women's Committee and represents CSEA on the Center's Union Task Force, agreed that the appropriation was welcome.

"I attended the first Center Career-Planning Seminar in Albany, and it was so well-attended and helpful that we were all hoping there would be follow-up seminars like it across the state," she said.

The \$75,000 was granted during the one-day Special Session of the state legislature that Gov. Hugh Carey called last month to pass the state's Supplemental Budget. It was included in the funding granted to the State University of New York at Albany, with which the Center is affiliated.

CSEA lobbyist, James J. Featherstonhaugh wrote the memorandum in support of the funding, which subsequently was approved by both houses of the legislature.

"We're proud to have helped obtain this money for these important programs," the union president said.

The money will help defray the expenses of Center staff for accommodations and travel to and from the five cities in which the one-day seminars will be held; the cost of utilities and rental of the space need-

ed to house the conferences; and the cost of printing, postage, honoraria, communications and incidental expenses entailed by the seminars, such as day care for the children of the participants.

"We are currently organizing planning committees, which will find potential workshop leaders, speakers and role models; make program recommendations; and assist the Career Day coordinator as the need arises," Ms. Perlman said. The committees will be comprised of a cross-section of women state employees, representing many different grade levels and job titles. There are approximately 44,200 women state workers in the area of the five cities where the seminars are to be held.

SYRACUSE HERALD-JOURNAL

Job training ^{11/16/78} to aid women

The Center for Women in Government will sponsor a winter career day seminar for Syracuse-Utica area women employed by New York state.

The March 10 seminar, designed to train an estimated 3,000 women, is one of eight such sessions to be held at various locations in the state.

The seminars are expected to improve the quality of state government by leading to greater employee productivity and more effective employment of women, according to center board president Linda Tarr-Whelan, administrative director of the state Labor Department. They will also introduce state government women to the skills needed to manage careers in the public sector.

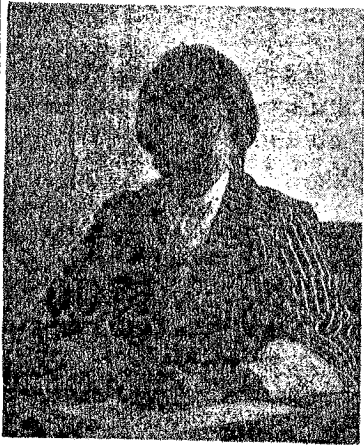
The state-sponsored training is a pioneering effort at both state and national levels, according to Tarr-Whelan. It is the first such training funded by the state, and the second held in the country, she said.

The one-day Syracuse conference will draw participants from some 5,600 women employed by state agencies and institutions in the greater Syracuse, Utica and Binghamton area, she said.

According to statistics gathered by the center, women in top state management positions are outnumbered by men by a greater than seven to one ratio. Despite the existence of affirmative action plans, increasing percentages of the state's lower-paying clerical posts are held by women, indicating greater sex stereotyping in employment, Tarr-Whelan said.

The focus of career day seminars is on women who have been stymied in their government careers, she said. According to Tarr-Whelan, women often lack specific skills and/or knowledge of career opportunities.

State Women Face a Slow Climb



by Linda Tarr-Whelan

Since the re-emergence of the feminist movement nearly 10 years ago, women have been challenging the assumptions that have "kept them in their place." Women in all types of jobs are availing themselves of opportunities to improve their marketability—through training and on-the-job efforts toward promotion.

But society has not caught up with their aspirations.

In New York State government, for example, there is little chance for a woman working at the lower rungs of the clerical ladder to move—either up, or across to technical and professional positions.

For one thing, while 18,000 of the state's 33,000 clerical workers are at grades "three" and "five" (earning between \$6,000 and \$9,000), all but a handful of "bridge" opportunities are open only to the 1,900 clerical workers at grades 11 through 13. Only 80 high-ranking clericals who hold bachelor's degrees have been nominated for transition or bridge programs to professional posts through one of the few existing Civil Service avenues for promotion. Some other, very limited bridge programs—several of them operating on an experimental basis—are available to clerical workers who do not hold degrees.

The lack of transition opportunities means that a clerical at, say, grade seven without a degree, does not qualify to take state advancement tests—no matter her experience, her education, or, for that matter, the fact that in some cases she is already performing administrative work without the appropriate pay or recognition.

The current dearth of bridge opportunities not only hampers the advancement of individual women, but it also impairs the overall productivity of the State work force, since clerical workers are not provided

adequate opportunities to realize and serve with their full potential.

For these reasons, it is not surprising that women leaders in unions and advocacy groups in 7 State agencies identified dead-end jobs as the major barrier to the advancement of women working for the state, in a questionnaire distributed by the Center for Women in Government, a research, training and information clearing-house working to eliminate sex discrimination in the public sector.

The center, now less than a year old, has begun approaching this problem from a number of angles.

One, a survey of existing bridge job programs in State agencies, demonstrates the variety of limited initiatives individual agencies have taken in this area.

In a related effort, the center is studying career ladders in the State Division for Youth and the Departments of Labor and Transportation to determine differences in traditional "male" and "female" career ladders. This research will document differences in the way men and women move up through these departments and will show possible differences in pay

scales at each step of the way.

These programs will help. But all efforts thus far have been made on a piecemeal basis. So, we have added another approach.

The center has recently organized a coalition of groups that is providing a strengthened, broad-based voice of concern for women dead-ended in clerical jobs.

This coalition is made up of the 250,000-member Civil Service Employees Association (CSEA), Women in State Government (WISG), Women's Advisors Groups in State agencies, the New York State Coalition of People with Disabilities, Wheels-to Independence and the center.

In its first effort, the coalition has publicly called for establishment of strong policy statements supporting transition opportunities from the State's Executive Chamber, the Department of Civil Service and the State Division for Human Rights. The coalition believes these policies must offer unequivocal support for the concept of bridge jobs in meaningful numbers and must insure that the Civil Service Department will assist in and encourage development of proposals from individual agencies.

Strong support from these offices at the core of State government will go a long way to enhance progress in this area.

In addition, these steps provide a logical next step to enforcement of Governor Carey's Executive Order 40, mandating development of affirmative action programs in each state agency. With some 27,000 of the state's women workers employed in clerical posts, effective bridge programs should also be a required part of agencies' affirmative action programs.

The coalition also applauds the efforts of the CSEA, the clerical workers' certified bargaining representative, to force the state to deal with the dead-end problem through collective bargaining. We urge the state to give close consideration to CSEA's demands for improved career opportunities for clerical employees.

Linda Tarr-Whelan is administrative director of the State Labor Department and president of the board of directors of the Center for Women in Government. She is one of the state's highest-ranking women in state government.

Clerical upgrading has unanimous support

The upgrading and reclassification of state clerical and stenographic employees was unanimously supported at the CSEA Metropolitan Region annual meeting Oct. 14 in New Hyde Park, N.Y.

The motion called for the region to take any action necessary to bring about the upgrading and reclassification.

In other official business, a motion to hold the region's annual meeting within New York City with each borough rotating as host passed, 13-6, after a lively debate.

Also discussed at the meeting were the proposed dues increase, the need for cost of living increases and improved health insurance and dental plans.

Many of the delegates and local presidents also were looking ahead to the CSEA 68th Annual Meeting in Kiamesha Lake, N.Y., this week.

Region President Solomon Bendet said the convention goals encompass

a strong new contract with the State which gives "every CSEA member and his family a better deal.

Clifton Lewis, Sheridan Local president, said he expects the upcoming negotiations with the state "will be a major issue on the agenda."

Felton King, Staten Island Developmental Center Local president, said the new state contracts should include provisions "for the better education and training of our membership." He also said he would like to see the convention take up the issues and problems in mental hygiene.

Dorothy King, Creedmoor Local president and regional 2nd vice president, said the work of the convention will benefit the entire CSEA membership.

Also attending the meeting were George Bispham, regional director; Bill Cunningham, regional 3rd vice president; and Helen Cugno, secretary.

Coalition asks better clerical advancement

ALBANY — A recently-formed coalition has called upon the State of New York to expand and strengthen advancement opportunities for the state's 33,000 clerical employees through negotiations and other actions.

The new Coalition for Career Mobility includes the State Civil Service Employees Association (CSEA), Women in State Government (WISG), agency Women's Advisors, the New York State Coalition of People with Disabilities, Wheels to Independence and the Center for Women in Government.

"This coalition of diverse groups was formed because we believe that the serious problem of dead-end clerical jobs in the state must be addressed," stressed coalition spokeswoman Linda Tarr-Whelan, administrative director of the State Labor Department and board

president of the Center for Women in Government.

"Only a fraction of the state's clerical employees have an opportunity to advance to professional positions — no matter their talent,

"CSEA has presented its initial contract demands to the State of New York to officially begin the long process of negotiation for new contracts covering most state employees, including clerical employees. CSEA has long been concerned with career advancement for women in our bargaining units as well as in state government in general. It is our position that the most effective method for improving career advancement lies with the

education or experience," Tarr-Whelan said. "Women in state government perform administrative work without the appropriate pay or recognition," she continued.

process of collective negotiations.

"While a mutual agreement between CSEA and the State precludes both from discussing details of our demands, you can be assured that we have set a high priority on improvements in career advancements for women. We appreciate the support of the coalition."

Irene Carr, CSEA statewide secretary and chairperson of CSEA's Women's Committee.

The situation also impairs the overall productivity of the State work force, since many employees are not able to realize and serve with their full potential, Tarr-Whelan said.

In addition, "more professional transition opportunities will create more mobility for women now locked into the lowest paying clerical positions. More than 18,000 of the state's clerical workers now make between \$6,000 and \$9,000 a year," she said.

The problem is not limited to state government, but New York State can provide national leadership in solving it, Tarr-Whelan said. She cited a recent Congressional task force report stating that at the federal level, women occupy 76 percent of the four lowest paying job categories and less than three percent of the highest paying jobs.

The Times Record
November 17, 1978

The Times Record, Friday, November 17, 1978 — 11

New deal urged for women state workers

Record Albany Bureau

ALBANY — A newly formed coalition of lobbying groups and a union Thursday urged a change in regulations that would allow female clerical workers in state government more opportunity for better jobs.

"This coalition was formed because we believe that the serious problem of dead-end clerical jobs in the state must be addressed," said Linda Tarr-Whelan, president of the board of the Center for Women in Government in Albany. "Only a fraction of the state's clerical employees have an opportunity to advance to professional positions — no matter their talent, education or experience."

Ms. Tarr-Whelan, who is also administrative director of the state Department of Labor, said a civil service regulation

prevents the vast majority of clerical workers from getting credit for time-on-the-job when competing for higher-paying technical and professional positions in their departments.

Since 82 per cent of the state's 23,000 clerical workers are women, this regulation effectively locks most of the state's women employees into lower-paying positions and grades, Ms. Tarr-Whelan said. About 18,000 state clerical workers are paid between \$6,000 and \$9,000 a year. Many women in state government perform administrative work without the appropriate pay or recognition," she said.

According to Ms. Tarr-Whelan, the main problem is the civil service regulation that denies clerical workers below grade 11 in the state scale any edge or credit over non-state employees on the state's professional careers examination. That examination was last given in November, 1975, and

determines who will be hired for positions starting at grade 13.

Ms. Tarr-Whelan also said clerical employees should be given substituting credit for job experience in the examination even if they do not have bachelor's degrees, which are usually required for grade 13 jobs.

The Coalition for Career Mobility, which is the formal name of the group, will ask Gov. Hugh L. Carey for a policy statement favoring greater opportunity for female state workers, Ms. Tarr-Whelan said. In addition, the Civil Service Employees Association (CSEA), which is a member of the coalition, will work for improved opportunities for women when negotiating contracts with the state, a spokeswoman for the association said at the coalition's press conference Thursday.

"I'm surprised that the women held a press conference,"

Anthony M. Costanzo, spokesman for the state Civil Service Department, said. "We took the initiative on this months ago. We're developing a proposal along those lines."

Costanzo said some technical details remain to be added to the civil service department's plan. "We are trying to structure so there's a progression from clerical to professional and technical jobs," he said.

Gov. Carey's office had no comment on the press conference.

Besides the Center for Women in Government, other organizations in the coalition are: CSEA, Women in State Government, state Coalition of People with Disabilities, Wheels to Independence and Women's Advisers in the various state agencies.

Kriekenboeken News
November 17, 1978

Women organize to win state job promotions

The Associated Press

A women's group is calling for changes in state civil service rules to make it easier for thousands of employees — most of them women — to win promotions and get out of "dead-end" clerical jobs.

The group, calling itself the Coalition for Career Mobility, said Thursday the state should reopen civil service tests for professional jobs to experienced workers in lower grade positions.

Those tests now generally are limited to college graduates. Linda Tarr-Whelan, administrative director of the state Labor Department and a spokesman for the group, said that means "a guy just out of college with an engineering degree can compete for a good

supervisory job in a clerical office, but a woman with no degree but years of experience in running a clerical pool cannot.

"Only a fraction of the state's 33,000 clerical employees have an opportunity to advance to professional positions — no matter their talent, education or experience."

The coalition includes representatives of the Civil Service Employees Association, a local group called Women in State Government, an organization known as the Center for Women in Government, women's advisers in various state agencies, Wheels for Independence and the state Coalition of People with Disabilities.

State clerical workers supported

We applaud the newly formed Coalition for Career Mobility for two reasons, in particular. First, for speaking out publicly on behalf of the 33,000 clerical employees of New York State who, for the most part, find themselves in lower paying, deadend positions. And secondly, for recognizing that improvements in career advancement opportunities is properly a subject of collective bargaining and that the State should use

that process to create the opportunities.

The Coalition, of which the Civil Service Employees Assn. is a part, presented some compelling statistics in support of its position. For instance, the group noted that more than 18,000 state clerical workers earn only between \$6000 and \$9000 annually, yet have little or no opportunity to better themselves because most positions are deadended. Only a small frac-

tion, they claim, will ever have the opportunity to move into professional positions regardless of their talent, education or experience. And 82% of the 33,000 state clerical workers are women, which makes equal employment and promotional opportunity regardless of sex impossible.

A spokesperson for CSEA stated that career opportunities for women is a topic of negotiation in talks now going on between the

union and CSEA. We hope that the State accepts the seriousness of the situation.

**in our
Opinion**

Sex discrimination is a serious problem in New York State government, and SUNYA's Center for Women in Government is attempting to do something about it. The Center, which is part of the Graduate School of Public Affairs' Comparative Development Studies Center, was established in January, 1978, as a research, training, and information clearinghouse. Funded principally by the University at Albany, as well as a major grant from the Ford Foundation, the Center is sponsoring a number of wide-ranging activities designed to improve the employment status of women working for New York State. Co-project directors of the effort are Professor Abdo Baaklini and Ms. Nancy Perlman.

Statistics show that in 1976, 44.7%, or 68,824 members of the New York State workforce were female. Of these 68,824 women, 66.3% were employed in office, clerical, and paraprofessional occupation groups; only 571, or 0.8% were in top management positions. Moreover, in 1976, 57.7% of the female workforce were paid an annual salary of less than \$10,000. This figure stands in contrast to 36.1% of the male workforce who earned less than \$10,000.

The Center for Women in Government is attempting to begin to correct the imbalance reflected in these numbers. Working in conjunction with a broad assortment of other organizations and interest groups, the Center is pursuing a program focused on two objectives: 1) increasing the number of women who are able to compete successfully for positions in State government; and 2) equipping members of groups representing women in State

government with skills for helping to overcome sex discrimination in public employment.

Under the able leadership of Nancy Perlman, Executive Director of the Center and the active participation of the Board of Directors, led by Linda Tarr-Whelan, Administrative Director of the New York State Department of Labor, the Center's main activities include training, communication and research.

A major emphasis of the research conducted by the Center is the identification of institutional barriers to women's advancement in State government. The Ford Foundation grant is specifically directed at assessing whether female stereotyped career ladders (i.e., secretarial) in State government differ from male stereotyped ladders in terms of their grade level placement and ease of promotional mobility.

Training in management skills and techniques is going to be provided to current State employees by the Center and other GSPA affiliates such as



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skills" for overcoming sex discrimination in public employment. Leadership development, as well as techniques for forming coalitions and consortia are among the topics that are being discussed at various sessions around the State.

In commenting recently about the Center's work thus far, Professor Baaklini recalled the primary mission of GSPA: to carry out a program of research and training for advancing excellence and efficiency in government. He added that the University is also concerned with ways of enabling more qualified women and minorities to enter government services.