SPECIAL EDITION

the Public SECTOR

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Special Edition

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Legislative Update

Federal budget a disaster we must work to overturn

ALBANY — The U.S. House of Representatives and Senate have enacted budget targets for the coming federal fiscal year that will mean layoffs, increased workloads and decreased pay raises for public employees across America unless Congress can be convinced to amend its budget targets during the next few months.

CSEA and AFSCME have been fighting to divert a fiscal disaster for state and local governments in the form of President Ronald Reagan's proposed federal budget for fiscal 1982 which will mean a loss of federal revenues to New York State of $1.3 billion dollars.

The reason for the unions' efforts is simple. If the federal budget is adopted as proposed, many desperately needed federal programs will be cut or abolished, aid to low and middle income families will be reduced while the wealthy will realize a windfall and public employees across America will bear the brunt of a new fiscal crisis in state and local government.

Specifically, the budget proposal would cap Medicaid reimbursements, virtually eliminate CETA jobs (some 29,000 in New York State alone), reduce aid to the developmentally disabled and child welfare services, eliminate the state share of general revenue sharing, cut aid to education, slash mass transit and highway maintenance aid, and cripple economic development grants.

While the impact of each of these cuts can spell misery for the millions of Americans who depend upon assistance from the government for human service needs, the cuts also spell misery for all public employees.

Such drastic reductions in federal assistance to state and local government will precipitate a financial crisis for state and local governments across America, but in the economically disadvantaged Northeast, particularly in a state like New York that has been in the throes of fiscal retrenchment for the past seven years, these cuts will mean the loss of jobs for tens of thousands of public workers and serious hardships for those fortunate enough to keep their jobs.

Financial hardships in government mean reductions in the workforce which creates a heavier workload for all employees, worsening working conditions as available funding for maintenance and equipment is further reduced and, most importantly, increased difficulty in negotiating adequate salary increases for all public employees.

"Sometimes when public employees talk about cutbacks in government spending, they think somebody will lose their job but it won't be them. Yet when fiscal conditions in government get to the point where reductions in force cost some employees jobs, historically negotiations become increasingly difficult and all workers suffer," says CSEA President William L. McGowan.

What can be done? Two things can stop the attacks on necessary government spending. They are an informed electorate and an involved electorate.

The stories on the federal budget in this special edition of The Public Sector explain in detail the impact of proposed federal budget cuts and how they can hurt you. The back page of this edition contains the names and addresses of your Congressman and Senators.

Take a few moments and drop them a note to put yourself on record as opposed to budget cuts that will devastate public services and hurt public employees. Time is running out to stop the budget disaster.

President's Message

One of the things that makes public employment unique is the relationship of the workers and elected representatives. The federal budget, the state budget, legislative action and elected executives all play direct roles in the conditions under which public employees work.

CSEA is a labor union that plays an active role in the political and legislative fields because they are vital to the well-being of all union members. This Special Edition of The Public Sector has been prepared to outline matters of critical importance on the state and federal levels to keep you informed and get you involved.

Public employees can make a difference as individuals if they are informed and know how to make their voices heard. We think this Special Edition will help you achieve both so you can help us, help you.

William L McGowan

Legislative issues in Albany require special attention

ALBANY — While the ramifications of proposed federal budget cuts are being viewed with alarm across America, attention is also being focused by CSEA on the state capitol where legislation vital to the interests of New York public employees is being debated.

"The federal budget problem is obviously a matter of priority for this union," comments CSEA President William L. McGowan, "but while we are occupied with one battle we can't forget the rest of the war. Public employees are under attack not only in Congress but also in the legislature and we must help our friends protect our intrests in pending legislation."

To aid in the legislative fight for public employee bills in this session, CSEA is planning two lobbying days. On May 12, the union's Political Action Liaisons (PALS) will be lobbying at the Capitol for Taylor Law reform, permanent agency shop laws for both state and local government bargaining units, and other critical legislation impacting on all CSEA members.

On May 19, non-instructional school district members of the union will join with CSEA retiree members for another lobbying effort to push for adequate pension supplementation legislation and school district transportation parity to head off present laws favoring contracting out for transportation services.

"Lobbying at the capitol is a great asset in our campaign," comments CSEA's Chief Lobbyist James Featherstonhaugh, "but every member of this union can make a contribution right from their home by sending letters to their legislators or calling them to personally urge support of CSEA program bills.

"We'll be doing our best at the capitol in the weeks ahead, but every member can play a part by being informed on the issues and making their views heard with their elected repesentatives," he said.

This special edition of The Public Sector contains detailed information on not only federal budget impact, but also on state legislation that could affect union members. It also contains information on contacting elected representatives.

"CSEA is doing all that it can to take on these issues and fight for the well-being of our members," concluded President McGowan, "but in the final analysis, political leaders respond to their constituents and the input of rank and file members with their legislators could spell the difference between victory and defeat."

THE 1982 FEDERAL BUDGET AND NEW YORK STATE

The proposed FY 1982 Federal Budget projects an 8.5% reduction in grants-in-aid to state and local governments.

New York, which receives 27-cents from the federal government for every $1.00 raised locally and which has the distinction of receiving more federal aid than any other state, will suffer substantial reductions as a result of the Administration's budget proposals. A FY 1982 loss of $1.3 billion for the entire state is estimated if all proposals are implemented. Following is a discussion of specific major program reductions.

Summary

The programs outlined are the major grants-in-aid to the State and its local governments that are targets for substantial reduction. Reduced funding levels have also been proposed in a variety of other programs that support parks and recreation, housing, railroads, etc. The total estimated cost to New York State is $1.3 billion.

In addition, reductions have also been proposed in programs that directly affect individuals. These include:

— changes in the unemployment compensation program.
— elimination of certain social security benefits (student, death, minimum and disability benefits).
— reductions in food stamps and child nutrition programs.
— changes in Trade Adjustment Assistance.

Reductions in these income support and social welfare programs will have indirect effects on New York. The reduced levels of income and purchasing power will translate into reduced revenues to the State and its localities, and increase the fiscal pressures already apparent in many jurisdictions. Under the budget proposals, reductions in state and local services and state and local jobs are inevitable.

President Reagan's tax reduction scheme also has implications for New York. If his business tax proposals are enacted as proposed, State corporate income tax revenues will be affected. These tax revenues will decline beginning in 1982; the first year loss could hit $123 million. By 1986, this could cost the State over $800 million! This result would further limit the State's ability to support public services.

	FY 1982 Reductions
General Revenue Sharing (state share)	**$246 million**
Medicaid	**$250 million**
CETA	**$306 million**
Transportation	
Highways	**$ 21 million**
Mass Transit	**$ 66 million**
Education	
Elementary and Secondary Education	**$ 12 million**
Impact Aid	**$ 10 million**
Other Direct	**$ 3 million**
Health and Social Services	**$ 82 million**
Economic Development	**$ 30 million**
Total Impact*	**$1300 million**

Note: These are estimates of the impact of budget proposals for FY 1982 in major areas. Information was drawn from the Department of the Treasury, the Office of Management and Budget, and New York State officials.

Economic Development

PROPOSAL

1) Consolidate Community Development Block Grants (CDBG) and Urban Development Action Grants (UDAG), with an anticipated reduction in budget authority of $500 million. Actual outlay reductions will be slight until 1985.

2) The Economic Development Administration (EDA) and the non-highway programs of the Appalachian Regional Commission (ARC) are scheduled for elimination. Outlays are reduced by 49% in FY 1982.

CETA

PROPOSAL

Eliminate Titles II-D and VI (Public Service employment programs) and consolidate Title IV youth program with other training and employment programs for a total savings of $4.2 billion in FY 1982. All CETA jobs under Titles II-D and VI would be eliminated by September 30, 1981.

Medicaid

PROPOSAL

Federal reimbursements for Medicaid would be allowed to increase only 5% in FY 1982, reducing total outlays by an estimated $1 billion. Future increases in federal funds would be limited by the rate of inflation as measured by the Gross National Product (GNP) deflator.

Education

A. Elementary and Secondary Education Programs

PROPOSAL

The Administration has proposed a consolidation of 44 programs into two block grants. These include programs for education of disadvantaged and low-income children, handicapped, adult education programs, and funding for libraries. These block grants would be funded at 75% of the FY 1981 level for a reduction in budget authority of $1.5 billion and a $1.1 billion reduction in outlays in FY 1982.

B. Impact Aid

PROPOSAL

Limit impact aid to those districts most severely affected by federal activities — this would eliminate 3,500 "B" districts currently receiving aid. Outlay reductions amount to over $400 million in FY 1982 (a 45% cut).

C. Other Education cuts include reductions in vocational education and in student aid programs for higher education.

Transportation

A. **Highways**

PROPOSAL

Stretch-out and slow down construction of highway projects for a savings of $2.0 billion in budget authority and $0.4 billion in outlays in FY 1982.

B. Mass Transit

PROPOSAL

Capital grants for transit systems would be reduced; operating subsidies would be phased out beginning in FY 1983.

Health and Social Services

PROPOSAL

Combine a number of social service and health programs into one block grant to the States. Programs include Title II Social Services, developmental disabilities, child welfare services. Funding would be cut by 25%, for a saving of $1.2 billion.

General Revenue Sharing

PROPOSAL

President Reagan has not included the state share of revenue sharing in his FY 1982 Budget proposals.

CSEA testifies against budget

BUFFALO — The concerns of CSEA regarding the impact of the Reagan Administration Budget cutback proposals were voiced on yet another front when Region VI President Robert Lattimer recently testified at a State Assembly hearing on the subject.

Testifying before an Assembly panel gathering comments and data in an eight-city series of hearings, Lattimer called the Reagan economic proposals a "threat to the current way of life and hopes for a brighter future" of public employees, the poor and working poor, the aged on fixed incomes, and the mentally, emotionally and physically handicapped.

The hearing, which also heard testimony from Buffalo Mayor Griffin, Chautauqua County Executive Gerace, and others, was broadcast live in the Buffalo viewing area by Channel 17, WNED-TV.

The Assembly panel, composed of state legislators William Hoyt, Daniel Walsh, Arthur Kremer and Arthur Eve, promised to make a videotape and transcript of the proceedings available to U.S. Congressmen from the area.

Taylor Law reform high priority item

ALBANY — CSEA is making a push in the current state legislative session to win meaningful reforms of the Taylor Law to eliminate some of its management favoritism and put an end to the era of the "free loaders."

Included in the union's Taylor Law package is legislation to make agency shop both permanent and mandatory in all public sector bargaining units in state and local government.

Adopted by the legislature in 1977 on a two year "trial basis," agency shop requires that all employees in a bargaining unit pay either union dues or an agency shop fee equal to union dues to the public employee union elected by employees to represent the unit. The reason is simple. All employees in the unit receive the benefits of the union's representation so all should pay equally to support the struggle to win those benefits.

In state bargaining units, agency shop was implemented by the legislation, but in local government bargaining units, the law only made agency shop negotiable.

In 1979, the legislature extended the law for an additional two years in its original form. It expires in August, 1981.

This year CSEA is seeking to make the law permanent and to make agency shop mandatory in local government bargaining units. Joining in the fight is the Public Employee Conference, a group of the state's leading public employee unions representing more than 800,000 public employees. CSEA, a member of PEC, is working with other PEC member unions to end the era of employees who gladly accept union benefits but refuse to pay their fair share of the costs of obtaining those benefits.

Another Taylor Law change sought by the union is legislation establishing the assumption of arbitrability in disputes where the issue of arbitration is not specifically covered by a contract.

While the practice of assuming an issue is arbitrable unless specifically mentioned by contract is traditional in the private sector, New York courts declared several years ago that this was not to be the case with public employees in New York. This legislation would reverse the courts and make the assumption of arbitrability law, thereby broadening the protection of all public employees from arbitrary actions by management.

Another key Taylor Law reform sought by CSEA would require any union alleged to be involved in a job action in violation of the Taylor Law to be given legal notice before a court can issue an injunction barring the job action.

This bill would give public employee unions the same rights everyone else has to be heard in court before an injunction is issued. Presently an employer can march into a courtroom, apply for a court order barring a job action and walk out with an injunction without the union involved or the employees affected ever having a opportunity to have their voices heard.

The injunction is a powerful tool for an employer seeking to use the Taylor Law as a club against employees because once an injunction is issued, failure to follow the order of the court can result in a contempt of court citation, astronimical fines and, potentially, jail sentences, all without employees ever having had the opportunity to argue against the injunction.

"Agency shop, the assumption of arbitrability and injunctive notice are three key reforms of the Taylor Law that continue our efforts to make this law do what it was intended to do; promote harmonious and fair labor relations," Mr. Featherstonhaugh said. "We have already eliminated the automatic probation penalty of the Taylor Law and now we are proposing three additional changes to promote fair labor relations. We've still got a long way to go, but we are making progress," he said.

Continue Tier III opposition

ALBANY — Talk about "Coordinated Escalator Retirement Plan," "COESC," and "Tier III" may sound like so much government gobbledygook. But to employees who joined or rejoined the retirement plan after July 1, 1976, it's serious business.

What the legislator does in regard to Tier III this session may well impact in a major way on the economic future of these members.

The explanation of why CSEA opposes the Tier III continuation plan now being proposed goes back to 1976. It was then the Legislature established the Coordinated Escalator Retirement Plan (COESC) or Tier III.

Public employees who joined or rejoined the retirement plan after July 1, 1976, were to be covered under Tier III. Unlike members of Tier I and Tier II, these employees had to pay a mandatory three percent contribution rate into the pension plan. In addition, under Tier III, service retirement benefits, ordinary disability benefits, accidental disability benefits, ordinary death benefits, various optional retirement programs and minimum service requirements were changed.

Tier III was enacted over the serious objections of all public employee unions in the state.

The Governor ordered a permanent Commission on Public Employee Pensions and Retirement Systems to study Tier III and report this year with recommendations. The Commission's preliminary recommendations a few months ago dealt with a report by the actuarial consulting firm of Milliman and Robertson, which made a number of recommendations on continuation of Tier III.

The study recommended that the mandatory 3 percent contribution be abolished and replaced with voluntary contributions ranging from 3 to 13 percent. Voluntary contributions would be matched by a 1.5 percent contribution by the employer. They would be used to purchase a "savings and thrift plan," which would replace what is now known as a supplementation plan or cost of living allowance.

The new proposal would also change the method used for integrating Social Security benefits with the retirement allowance and would make still other changes in the overall benefit structure of Tier III.

"We oppose continuation of Tier III, especially in the form that is being proposed at this time," CSEA President William L. McGowan stated. "This proposal would place retirees at a poverty level within a short time after they stopped working.

"There is no provision for their pension to increase at all, unless they pay the full amount themselves through the contributions proposal. And even if they do, their benefits would be lower than those presently payable under Tier I or Tier II."

The union president pointed out that CSEA was able to negotiate a noncontributory retirement plan some 15 years ago, but hasn't had the opportunity to negotiate any retirement benefits since 1973.

Although no bill dealing with Tier III has as yet been introduced, it is expected that this will be done this session because the Tier III plan is set to automatically expire at the end of June without legislative action.

Pension supplementation affects all

ALBANY — Pension supplementation is a top legislative priority for CSEA this session.

"Our retirees watched last year while we got a cost of living adjustment for them passed by both houses, only to be vetoed by the Governor. And since then, the cost of living has gone even higher so that getting by on a fixed retirement income is even tougher," President McGowan said. "We want to get a pension supplementation bill through this year, and we want to make sure it's a good bill for our retirees."

He pointed out that pension supplementation is not solely the concern of retirees, but is also of interest to currently active workers who some day will receive retirement benefits.

CSEA lobbyists trace the struggle to 1967, when the union was able to secure passage of legislation providing for a cost of living adjustment for retirees of the New York State Employees Retirement System and the New York State Policemen and Firemen's Retirement System. Legislation then provided for a graduated percentage increase of retirement benefits based on increases in the consumer price index.

Since then, CSEA has tried to obtain an increase in the basic percentages included in the original legislation, and has also tried to broaden the number of retirees eligible for this benefit.

Last year, the Senate and Assembly passed a bill which for the first time provided a cost of living increase for people who had retired since April 1, 1970. It also increased the percentage of supplementation payable to those who had retired before that date. But retirees' hopes were dashed when Governor Carey vetoed the legislation.

This year, legislation has again been introduced which would increase the supplementation percentages already being paid and which would extend pension supplementation for the first time to those who retired since April 1, 1970.

Under the bill, supplementation would be payable to retirees who are at least 62 years old and who retired before 1980. Percentage increases in pension payments would be based on the percentage increase in the cost of living index since the individual's year of retirement. These percentages would range from 2 percent (for those who retired during 1979) up to 16 percent (for those who retired between April 1 and December 31, 1970).

In addition, supplementation currently provided for in the law would be increased by 6 percent for all those who retired before April 1, 1970.

"The importance of this supplementation bill is best seen when you look at the economic fix some of our retirees are in," McGowan explained. "The average pension paid by the New York State Employees Retirement System for someone who retired in 1970 is only $3,147, and those retirees have never received a pension increase.

"Yet since 1970, the consumer price index has increased by about 130 percent. That's the same as saying that this average pension is now worth only about $1,350 today."

CSEA lobbyists compare the plight of retired public employees to the pension benefits enjoyed by retirees of New York private industry.

- General Electric recently increased by as much as 10 percent pension payments to its 80,000 former employees. This year's increase was the fourth boost in GE pensions since 1975, and the third in the past 39 months.
- Last year, retirees of Eastman Kodak Company were granted pension increases ranging from 4 to 12 percent. This was the fifth adjustment in Eastman Kodak retirement benefits since 1970, and followed a 3 to 12 percent increase in pensions adopted in 1978.
- In 1979, New York Telephone Company increased its pensions by 16 percent for those who retired before 1977, and an additional 0.45 percent for each month of retirement for those who retired between 1977 and the end of 1979.

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A call may save your job

Contact your State Assembly representative about status of major union legislation

Members of the New York State Assembly by district are listed below. Correspondence may be sent to your assemblyman ℅ State Capitol, Albany, New York 12248.

Dist.	Assemblyman
1	John Behan
2	George Hochbrueckner
3	I. William Bianchi Jr.
4	Robert Wertz
5	Paul Harenberg
6	John Cochrane
7	John Flanagan
8	Toni Rettaliata
9	Louis Howard
10	Lewis Yevoli
11	Philip Healey
12	Frederick Parola
13	Guy Mazza
14	Joseph Reilly
15	Angelo Orazio
16	May Newburger
17	Kemp Hannon
18	Armand D'Amato
19	Dean Skelos
20	Arthur Kremer
21	George Madison
22	Gerdi Lipschutz
23	John Esposito
24	Saul Weprin
25	Douglas Prescott
26	Leonard Stavisky
27	David Cohen
28	Alan Hevesi
29	Andrew Jenkins
30	Ralph Goldstein
31	Anthony Seminerio
32	Edward Abramson
33	John Flack
34	Ivan Lafayette
35	John Lopresto
36	Denis Butler
37	Clifford Wilson
38	Frederick Schmidt
39	Stanley Find
40	Edward Griffith
41	Helene Weinstein
42	Harry Smoler
43	Rhoda Jacobs
44	Melvin Miller
45	Daniel Feldman
46	Howard Lasher
47	Frank Barbaro
48	Samuel Hirsch
49	Dominick DiCarlo
50	Florence Sullivan
51	Joseph Ferris
52	Eileen Dugan
53	Woodrow Lewis
54	Thomas Boyland
55	Thomas Fortune
56	Albert Vann
57	Roger Green
58	Joseph Lentol
59	Victor Robles
60	Robert Straniere
61	Elizabeth Connelly
62	Paul Viggiano
63	Sheldon Silver
64	William Passannante
65	Steven Sanders
66	Mark Alan Siegel
67	Richard Gottfried
68	Alexander Grannis
69	Jerrold Nadler
70	Edward Sullivan
71	Geraldine Daniels
72	Angelo Del Toro
73	John Brian Murtaugh
74	Herman Farrell
75	Jose Serrano
76	Charles Johnson
77	Armando Montano
78	Gloria Davis
79	Louis Nine
80	Guy Velella
81	Eliot Engel
82	Sean Walsh
83	George Friedman
84	G. Oliver Koppell
85	John Dearie
86	Vincent Marchiselli
87	Nicholas Spano
88	John Branca
89	William Finneran
90	Gordon Burrows
91	John Perone
92	Peter Sullivan
93	John Fossel
94	Willis Stephens
95	Eugene Levy
96	Thomas Morahan
97	William Larkin
98	Raymond Kisor
99	Steven Saland
100	Glenn Warren
101	Maurice Hinchey
102	Clarence Lane
103	Michael Hoblock Jr.
104	Richard Conners
105	Gail Shaffer
106	Neil Kelleher
107	Clark Wemple
108	Robert D'Andrea
109	Glen Harris
110	Joan Hague
111	Andrew Ryan
112	John O'Neil
113	Anthony Casale
114	H. Robert Nortz
115	William Sears
116	Richard Ruggiero
117	Ray Chesbro
118	Michael Bragman
119	Hyman Miller
120	Melvin Zimmer
121	William Bush
122	Clarence Rappleyea
123	James McCabe
124	James Tallon
125	L. Stephen Riford
126	George Winner
127	John Kuhl
128	Hugh MacNeil
129	Frank Talomie
130	Thomas Hanna
131	Gary Proud
132	Pinny Cooke
133	Dale Rath
134	Roger Robach
135	James Nagle
136	James Emery
137	Stephen Hawley
138	Joseph Pillittere
139	Matthew Murphy
140	Robin Schimminger
141	John Scheffer
142	Carol Siwek
143	Arthur Eve
144	William Hoyt
145	Richard Keane
146	Dennis Gorski
147	Richard Kennedy
148	Vincent Graber
149	Daniel Walsh
150	Rolland Kidder

Your State Senators should know how you feel about key union legislation this year

Members of the New York State Senate by district are listed below. Correspondence may be sent to your senator ℅ State Capitol, Albany, New York 12224.

Dist.	Senator
1	Kenneth LaValle
2	James Lack
3	Caesar Trunzo
4	Owen Johnson
5	Ralph Marino
6	John Dunne
7	John Caemmerer
8	Norman Levy
9	Carol Berman
10	Jeremy Weinstein
11	Frank Padavan
12	Gary Ackerman
13	Emanuel Gold
14	Anthony Gazzara
15	Martin Knorr
16	Howard Babbush
17	Major Owens
18	Thomas Bartosiewicz
19	Martin Markowitz
20	Donald Halperin
21	Christopher Mega
22	Martin Solomon
23	Vander Beatty
24	John Marchi
25	Martin Connor
26	Roy Goodman
27	Manfred Ohrenstein
28	Leon Bogues
29	Franz Leichter
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46	James Donovan
47	Warren Anderson
48	Charles Cook
49	Martin Auer
50	Tarky Lombardi
51	William Smith
52	L. Paul Kehoe
53	John Perry
54	Fred Eckert
55	Anthony Masiello
56	Raymond Gallagher
57	Jess Present
58	Dale Volker
59	Walter Floss
60	John Daly

Your representatives from New York in D.C.

U.S. SENATORS FROM NEW YORK ARE:
Sen. Alfonse M. D'Amato and Sen. Daniel Patrick Moynihan
Send letters to them at: Senate Office Building
Washington, D.C. 20515
Call them at: (202) 224-3121

CONGRESSMEN FROM NEW YORK ARE:

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Thomas J. Downey	2
Gregory W. Carman	3
Norman F. Lent	4
Raymond J. McGrath	5
John LeBoutillier	6
Joseph P. Addabbo	7
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Send letters to your Congressmen at: House Office Building
Washington, D.C. 20515

Call them at (202) 224-3121