

Parking fee scheme would cost taxpayers

ALBANY — The State of New York is apparently so intent on collecting a token parking fee from its employees at two Albany office building that it is willing to lose \$14,000 a year to do so.

That will be the result of a proposal by the governor's Office of Employee Relations for a new parking lot servicing state workers employed at 44 and 84 Holland Avenue here.

The parking lot has long been a point of dispute between the state and the Civil Service Employees Assn. When the state first opened the lot and announced plans to charge employees \$20 per car, per month, to park there, the union stepped in and blocked the plan. Parking charges, it showed, were a matter for negotiation and the state could not impose a fee without negotiation.

Subsequent discussions brought consistent reductions in what the state said it wanted to charge. Last week an Albany newspaper reported the state was now asking the union to agree to a \$5 per car, per month fee, but still the union refused to agree.

So intent is CSEA on refusing to allow the charge, it declared impasse in the negotiations for a fee and demanded mediation and factfinding from the state's Public Employment Relations Board, a move that amazed the state. That's where the dispute now stands but in the interim employees are parking in the lot without charge.

An Albany television news team dug into the dispute further last week and reported that in order to police the lot and collect its fee, the state would have to hire attendants, erect booths, supply heat, light and telephones for the booths, etc. at an estimated annual cost of \$50,000.

But there are only 625 parking spots in the lot and at \$5 per month (\$60 per year), the state could only raise about \$37,000 even if all the spots were filled. The result would be a net loss to state taxpayers of some \$13,000 per year just so the state could say it was collecting a parking fee.

The union maintains that since other employees at the same work location park without fee, employees at this location should also park free of charge. Since the state had initially argued that it wanted a fee to help reduce its costs for the lot, what would be the sense of imposing a \$5 fee if it would only increase the costs?

Public SECTOR

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Wednesday, December 6, 1978

Nassau layoffs

Union leaders warn

MINEOLA — The potential layoff of 100 to 2,000 employees, elimination of at least three county departments and the consolidation of others moved a step closer to reality last week in Nassau County as the Board of Supervisors held public hearings on the 1979 budget.

After telling an overflow crowd of 400 that the Board will reduce the proposed tax increases contained in the budget proposed by County Executive Francis Purcell, Hempstead presiding Supervisor Alfonse D'Amato and the Board members listened to a parade of speakers. Speakers included CSEA Region 1 President Irving Flaumenbaum and Nicholas Abbatiello, President of CSEA Local 830.

Under Purcell's proposed budget about 900 jobs would be eliminated. However, many are unfilled positions and the actual cut would affect only 100 people. Purcell

has estimated that cuts proposed by D'Amato would mean the loss of 2,000 employee positions.

Mr. Abbatiello charged that CSEA has been put in the middle of a political dispute and told the Board, "The employees didn't create the crisis, but now we are being cast as the cause of this morass and offered to an infuriated public as a sacrificial lamb." Mr. Flaumenbaum said the tax cut craze is similar to a flu caused by "the biggest germ of them all — Howard Jarvis," and urged the lawmakers not to make "irrational cuts" but to join with CSEA and others in creating "true tax reform."

Purcell's proposed \$980 million budget called for a tax increase of \$1.28 per \$100 assessed valuation. The Board says it hopes to reduce the tax increase to 53 cents through department and employee reductions.

Three priorities top union's 1979 legislative goals

By Dr. Gerald Alperstein

ALBANY — The Civil Service Employees Assn. will be making its lobbying plans for the 1979 session of the State Legislature when the union's statewide Legislative and Political Action Committee meets this Friday.

ALBANY — The Civil Service Employees Assn. has announced it will file a law suit against the State Department of Civil Service and others concerning a disputed definition of military leave with pay for public workers on ordered military duty.

Based on a recent determination by the State Attorney General's office, the Department of Civil Service recently directed that military leave with pay means 30 calendar days and not 30 work days. CSEA has long contended the policy should be that military leave be charged only for those days on military duty that coincide with the individual's state work day and hours.

The union now says it will institute a declaratory judgment action in State Supreme Court seeking a judicial construction of Section 242 of the Military Law. CSEA seeks a court determination that an employee can only be charged with military leave time when ordered military duty conflicts with the individual's regularly scheduled workday.

According to Bernard Ryan, CSEA Director of Legislative and Political Action, the union's three major legislative priorities for the coming legislative session are:

- An occupational safety and health plan.
- Retirement plan changes.
- Taylor Law changes.

Ryan said CSEA is seeking a plan whereby buildings and equipment used by public employees would be inspected. No such plan now exists.

Ryan also said the ultimate aim of CSEA is to have all state employees

under one retirement plan, rather than the three plans (tiers) which now exist.

The immediate goals regarding retirement law changes involve modifying Tier III to be more in line with Tiers I and II. This includes removing the contributory requirement and removing the integration of the pension with social security, he said. Tier III covers state employees hired as of July 1976.

Taylor Law changes to be lobbied for include the making of the agency shop mandatory for local government employees and permanent for state

and local government employees; removal of the two-for-one penalty and the arbitration of contract grievances.

The present agency shop law expires next year, Ryan said. He also said recent court decisions on contract grievances require legislation to correct the situation when labor and management differ on the interpretation of a contractual clause.

Three other legislative priorities involve pensions of World War II veterans and for Korean War Veterans and cost-of-living adjustments for retirees.

MUTUAL SUPPORT —

Lt. Governor-elect Mario Cuomo, center, reaches across to shake the hand of CSEA President William L. McGowan during an anti-J.P. Stevens rally last week in Albany. See pages 6 & 7 for related information.



Boycott

DEC Local 119 has communication problem

By S. W. Chapman

Special to The Public Sector

CORTLAND — Lack of communication among the nine regions and nearly 600 members of CSEA Local 119, which represents state Department of Environmental Conservation field employees, is a problem, and Local 119 President Charles "Chuck" Conapinski plans to do something about it.

Conapinski unveiled plans for a monthly newsletter to Local 119 members at a meeting of the local's executive council at Holiday Inn here last week.

"I am confident the employees in DEC will realize through the newsletter program that they no longer must tolerate the inequities forced upon them by management. There is no doubt in my mind that within a very short time DEC bureaucrats will recognize field employees in the manner of prestige and professionalism which we so well deserve," Conapinski declared.

"We have to inform members of what their Local 119 officers are do-

ing in dealings with management . . . of what they are getting for their dues so they can see where their money is being spent. They are entitled to know," he told council members.

The first newsletter is scheduled to be mailed to members before Christmas, Conapinski said, and will feature a report on a labor-management meeting to be held Nov. 30 and Dec. 1.

The newsletter will contain four to six pages of information each month for Local 119 members, including an 11-part serialization of the Taylor Law which is scheduled to start in the January issue. Other items to be carried in the publication will be summaries of all field grievances and state responses to them, abstracts of committee reports, instructions on procedures for filing grievances or requests for reallocation, articles on CETA, public interest stories and news about members and their families, and local and social events.

Instructional articles for Local officers by field reps, CSEA research analysts and regional attorneys also are planned.

The principal source of material for the newsletter will be Local 119 members themselves. "We absolutely want input from members," said Conapinski. Material for the newsletter should be mailed to him in care of: CSEA, Inc., Local 119, 5887 Chenango Road, Truxton, N.Y., 13158.

Attending the executive council meeting were First Vice President Ward Dukelow and Unit 7 President Floyd VanDee of Cortland, Second Vice President Josephine Sirianni and

Unit 9 President William Shirey of Olean, Unit President Bill Hartenstein of Avon, Region 5 Vice President Leon Spaeth, Unit 5 President Terry Kloss and Unit 5 Treasurer Joseph White of Warrensburg, and John Parsons, Eugene Benn and Bob Lewthwaite of the Rome fish hatchery.

Topics of discussion at the session included collector's permits, out-of-title work, on-the-job safety, and performance ratings.

DOT reports 5,000 workers ready for winter weather

The following are capsulized news releases and/or reports of general interest.

- The State Transportation Department reports it has 5,000 employees and 1,800 vehicles ready for snow and ice removal from the 14,500 miles of State highways. The State crews handle work on key Interstate highways and expressways, while other State highways are cleared by 65 county and municipal highway departments under contract with the State.

- The State Thruway Authority has listed the following telephone numbers for obtaining road condition reports: Tarrytown (914) 631-6100; Albany (518) 449-1293; Syracuse (315) 463-8611; Rochester (716) 546-5350; and Buffalo (716) 896-2100.

- The State Energy Commissioner has asked the Federal government for an investigation of the sharp increase in home heating fuel prices — 10.4% during the past year and as much as 5.8% in certain areas of the State since September.

- The State Labor Department has established the State Government's first apprenticeship program. Under the new program, State employees will receive on-the-job and related theoretical training for computer analyst/programmers.

- The State Transportation Department reports it employed 497 youths last summer, the fourth year of its statewide summer youth opportunity program. They were assigned to field and office work and were paid with Federal CETA funds.

Calendar of EVENTS

DECEMBER

- 6 — South Beach Local 446 general membership meeting, 4:30 p.m., Classroom "A".
- 6 — Annual Christmas luncheon, Capital District Retirees Local 999, noon, Thruway House, Washington Avenue, Albany.
- 7 — NYC Local 010 Executive Board meeting, 5:15 p.m., Francois' Restaurant, 110 John Street, New York City.
- 8 — Christmas party, Marcy CSEA Local 414, Roseland, New York Mills. Cocktails, 7-8 p.m.
- 8 — Cortland County Unit of Local 812 Christmas Party, 6:30 p.m., San Rocco Lodge, Pomeroy Street, Cortland.
- 13 — Region 5 public relations committee, 6:30 p.m., Sheraton Motor Inn, Thruway Exit 37 at Electronics Parkway, Syracuse.
- 15 — Central Barge Canal Local 503 Fall Meeting and Dinner, 3 p.m., Polish Falcons, 75 Pulaski Street, Auburn.
- 16 — Local 635 SUCO Oneonta Christmas Party, 6:30 p.m., Hunt Union Ballroom, SUCO Campus.

The Civil Service Employees Association's Contingency Fund has topped the one million dollar mark, a growth of about \$230,000 in the past year, according to a report submitted to the union's Board of Directors.

The audit committee reported that as of September 30, 1978, the Contingency Fund balance was \$1,035,457.

The following is a summary of transactions within the Contingency Fund for the fiscal year ending September 30, 1978:

Fund Balance 10/1/77	\$ 805,688
Add: Contributions from General Fund	225,000
Interest Income	63,339
	\$1,094,027
Less: Organization Expense	58,570
Fund Balance at 9/30/78	\$1,035,457
The Fund balance consists of the following:	
Bank of New York-Albany Savings	\$ 112,630
C.D. Bank of New York-Albany (60 days @ 7.75)	151,026
C.D. Citibank (30 days @ 8.60)	307,878
C.D. Bank of New York-Albany (90 days @ 8.45)	305,826
C.D. Bank of New York-Albany (90 days @ 8.75)	205,107
	969,837
National Commercial Bank Checking Account	1,591
Interest Receivable	2,849
	\$1,086,907
Less: Due General Fund	51,450
	\$1,035,457
Respectfully submitted, SPECIAL AUDIT COMMITTEE	
Gerald Toomey, Chairman Anna Mae Darby Alex Bozza Barbara Fauser	

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Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
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Send the coupon below for membership information.

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

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

Graffiti fighters

STONY BROOK — Twice within recent weeks SUNY at Stony Brook CSEA members have given up coffee breaks and lunch hours to paint over graffiti on the Route 25A railroad bridge near the entrance to the busy Stony Brook campus.

The bridge had been painted with slogans and obscenities by vandals several times previously and members of the Route 25A Beautification Committee painted over the graffiti.

However, because of the group's limited resources and manpower, Al Veracchi, president of SUNY CSEA Local 614 called for Physical Plant CSEA volunteers to do the job in the interest of good community relations.

Among those CSEA members who responded and painted over the graffiti on November 13 and 17th were: Ed Cisa, Nick Scaros, Norman Andersen, Joseph Modica Amore, Norman Eichinger, Ed Lizza, Ken Danielson, Mat Pursellino, Richard Albert and Frank Burger.

Workshop committee

SYRACUSE — New county workshop committee officers have been elected within the Central Region.

In a mail ballot vote, Maureen Malone, president of the Madison County CSEA Local, has been named president.

Peter Grieco of Jefferson County is the new first vice president and Barbara Pickell from Broome county is the new second vice president.



MEMBERS OF CSEA LOCAL 690, DEPARTMENT OF TAXATION AND FINANCE who organized and conducted last month's doll-dressing program for the Salvation Army were, from left: (standing) Harriet Tonicieki, Joan Romanofski and Ona Jablonski; and (sitting) Molly Konczewski and Barbara VanDerzee. Mrs. Konczewski was chairman of the program.

THE LOBBY OF BUILDING 8 ON THE STATE CAMPUS was never so beautiful as it was on Nov. 21, when 550 dolls were on display. More than 500 members of CSEA Local 690, Department of Taxation and Finance, sewed, knitted and crocheted clothing for the dolls, which were supplied by the Salvation Army for distribution to needy families for Christmas.



Santa's helpers

ALBANY — Members of CSEA Local 690, Department of Taxation and Finance, this year continued their tradition of dressing Christmas dolls for the Salvation Army.

More than 500 members, who work in Buildings 8 and 9 on the State Campus sewed, knitted and crocheted clothing for 550 dolls.

The Salvation Army, which supplied the dolls and which distributes the dressed dolls to the needy in the Albany area, has been working with the employees of the Department of Taxation and Finance for more than 20 years, Molly Konczewski, chairman of the project, said.

The dolls were displayed in the lobby of Building 8 on Nov. 21. The dolls were on display at the Colonie Shopping Center from Nov. 27 through Dec. 2.

Joining Mrs. Konczewski, who chaired the program for the last two years, on the project committee were Harriet Tonicieki, Joan Romanofski, Ona Jablonski and Barbara VanDerzee.

In addition to the dolls, the cleaning women of Building 8 donated toy trucks to be given by the Salvation Army to boys in needy families.

Article 20 protecting CSEA from raids by other unions

By Geni Abrams

ALBANY — One of the benefits of the Civil Service Employees Assn's April 21, 1978 affiliation with the American Federation of State, County and Municipal Employees was the protection CSEA gained from time-consuming and expensive "raids" on its membership by other AFL-CIO affiliates.

This protection is provided by Article 20 of the AFL-CIO constitution, which calls for "respect" for the "established collective bargaining relationship" that each affiliate has with a given employer. In effect, this means that no incumbent AFL-CIO union may be challenged to a representation election by any other AFL-CIO union. Penalties for such a "raid" in defiance of Article 20 include the challenging union's being subject to legal raids itself, on a nationwide scale.

How is Article 20 working for the CSEA? In general, it has had a positive effect, according to CSEA President Bill McGowan.

"It has enabled our field staff to devote more time to the job of representing our members, rather than wasting time on fighting with other unions," he said. "It has helped our members get more and better services for their money."

The statistics bear out the feelings of the president. In the seven full months that have passed since CSEA, once the largest independent union in the state, affiliated with AFSCME and thus came under the AFL-CIO's Article-20 protection, there have been at least 10 cases where CSEA has won decisions based on that article.

These cases include withdrawals of challenging petitions by Longshoremen's Local 342 in the Villages of Valley Stream and Freeport; by the Portchester Teachers Association (American Federation of Teachers) in the Portchester-Rye School District; by SEIU Local 200 in the Dutchess County Sheriffs Unit.

"These are good examples of the Article-20 benefit," Mr. McGowan said. "In each case, CSEA was found to be covered by Article 20, and was able to go on working for its members without interruption."

The procedure in an Article-20 case is for both unions involved to go before an impartial "umpire," who hears lawyers and witnesses for both sides and then decides whether the challenging union was in fact in violation of the AFL-CIO constitution when it attempted the raid. If so, the challenger usually immediately withdraws its challenge, and any proposed election between the two unions is called off.

However, the challenging union has the right to appeal the umpire's decision, within five days of its receipt of that decision, by bringing its case before the 35-member, policy-making Executive Council of the AFL-CIO.

That was exactly what happened in the notorious "PEF" case, in which the so-called "Public Employees Federation" appealed umpire D. Quinn Mills' Article-20 decision in favor of CSEA last fall. PEF had raided incumbent CSEA's 45,000-member Professional, Scientific and Technical bargaining unit last spring, and Mills,

since PEF was comprised of two AFL-CIO unions, found that PEF was in violation of Article 20. But PEF's appeal was upheld by the Executive Council. Although the rationale behind the Council's decision was never released to the public, it may have had to do with questions as to whether CSEA's affiliation at a time subsequent to an apparent PEF victory in the representation election, but prior to PEF's certification by the Public Employment Relations Board, brought CSEA under Article-20 protection. (CSEA is currently challenging the results of that election, based on irregularities, in the Appellate Division of State Supreme Court. The decision is expected before the Christmas holiday).

The PEF case is the only one in which the umpire's Article 20 decision has been challenged. In the month of November, there were no fewer than five cases in which umpire Mills decided that Article 20 protected CSEA from raids by the SEIU. CSEA attorney Steven Wiley, who presented CSEA's case in each instance, said that SEIU's chance to appeal these decisions would expire at "Public Sector" presstime, if no appeal had been filed by then.

The November decisions all involved court employees represented by CSEA. They are in the Cities of White Plains and Mount Vernon, and the Counties of Rockland, Westchester, and Suffolk.

The decisions of umpire Mills in these cases are almost identical, since all are based on Section 2 of Article 20.

In each of the five cases mentioned, Mr. Mills wrote that "the acts of the Service Employees International Union with respect to (the court employees) ARE in violation of Section 2 of Article XX of the Constitution of the AFL-CIO."

An interesting development in the court-employee cases was that, in White Plains, Mount Vernon, Rockland County and Westchester County, representation elections by mail-ballot were already under way when the Article 20 decisions came down. SEIU is not expected to accept certification of those elections that it won. In the case of the Suffolk County court employees, no election has been scheduled since the decision.

In the single Article-20 umpire's decision that CSEA has lost, Mills found that the Court Officers Benevolent Association in Nassau County was not in violation of the AFL-CIO constitution when it challenged CSEA's right to continue representing court employees there. COBA is not an AFL-CIO affiliate, although it admitted receiving help from SEIU in its challenge. No election had been slated for that bargaining unit at presstime.

"In general, we feel the Article 20 decisions have been very fair," Mr. McGowan said. "It is almost impossible to gauge the amount of time, effort and money we have saved our members by avoiding these representation elections. It's one result of the affiliation that is sometimes overlooked, but there's no way you can deny its benefit to our members."

Boycott of J. P. Stevens products backed

After nearly seven decades of lying dormant regarding affairs not directly involving itself or its members, the Civil Service Employees Assn. has reversed its past and finds itself deeply involved in a pair of major boycotts.

In the best tradition of the AFL-CIO, of which CSEA became a part last April, the big public employee union is calling on its 260,000 members to boycott products of the

textile giant, the J.P. Stevens Company, and also American Airlines.

CSEA spearheaded a half dozen rallies across the State on November 30 to show support for a worldwide boycott of J.P. Stevens products. Similar rallies were held across the country the same day, and CSEA certainly helped to make the protests in New York State among the most vocal nationwide.

CSEA was the first labor union to announce a boycott of American Airlines to protest the firm's plans to move its corporate headquarters from New York City to Dallas-Fort Worth International Airport in Texas. Some 900 jobs will move from the Big Apple to Texas, and coupled with the fact American Airline's chairman has been serving on committees designed to keep business in New York, the move in the name

of "economy" angers CSEA. A number of municipal and other labor unions quickly followed CSEA's lead and announced plans to join in the boycott.

Economic boycotting is a powerful weapon. Like any weapon, it requires careful handling and selective, intelligent use. CSEA's first two choices in employing it have been excellent. (R.A.C.)

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

We take our proverbial hats off to the members of CSEA Local 690, Department of Taxation and Finance in Albany, for their outstanding tradition of dressing Christmas dolls for the Salvation Army.

For more than 20 years, children of needy families have had brighter Christmases because of the generosity and Christmas spirit of those CSEA members.

We are very proud of all of Santa's helpers in Local 690.

Article 20 protecting CSEA

When CSEA elected to affiliate with the AFL-CIO last April, one of the considerations was the protection afforded federation unions from raiding by other brother unions. CSEA for years was embroiled in election after election as other unions attempted to challenge for representation rights. In terms of money, manpower and time, the constant raiding took an enormous toll.

In just the past few months, the

non-raiding protection under Article 20 of the AFL-CIO Constitution "has enabled our field staff to devote more time to the job of representing our members... it has helped our members get more and better services for their money," says CSEA President Bill McGowan.

Certainly CSEA and its members have gained a great many benefits through affiliation. Joint lobbying

efforts, input into national affairs, joint programs with other major unions, and the emergence of CSEA as an activist labor union are but a few of them. It's easy to overlook the fact that CSEA has the time and manpower to become involved in those important areas mainly because the level of representation challenges has diminished dramatically due to Article 20 of the AFL-CIO Constitution.

Directory of Regional Offices

REGION 1 — Long Island Region
(516) 691-1170
Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metro Region
(212) 962-3090
Solomon Bendet, President
George Bispham, Regional Director

REGION 3 — Southern Region
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

REGION 4 — Capital Region
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director

REGION 5 — Central Region
(315) 422-2319
James Moore, President
Frank Martello, Regional Director

REGION 6 — Western Region
(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director



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4

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LETTERS to the Editor

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

Editor, The Public Sector,

I received my issue today of the recent Public Sector. First of all, I would like to express my congratulations for the fine job that you are doing with the Public Sector, it is informative and very easy to read. Keep up the good work.

I read with great interest, the CSEA support of the Special Olympics. I think that the CSEA endorsement of this great program is most commendable. It is projects like this that mean so much to people who work with these very special people. I know that with CSEA behind this project, it will be most successful in New York State and in particular at the International Summer Games to be held at the State University in Brockport. It makes me even prouder to be a member of CSEA. I know that our membership will get behind this program and as a result, will become better CSEA members because of it. President McGowan is certainly to be congratulated for his sincere interest in this program.

Thomas D. McNabb, President
Auburn Unit CSEA

Editor, The Public Sector,

I am a Dietetic Technician employed by the office of Mental Health.

In the November 1st issue, it was stated that the Food-Service Worker I, was forced to work out of job title. I am writing this to inform you that the majority of Dietetic Technicians employed in State Service also work out of job title.

At the present time, Dietetic Technicians G-8, who hold an A.A.S. Degree in Nutrition Care or Food-Service Management, are the lowest paid Health Professionals in the State System. Other comparable health professionals such as the Physical or Occupational Therapy Assistants or Nurse I, who also hold an A.A.S. Degree, are G-11's or higher. Cooks and Head Cooks in the state system are G-9's and G-12's respectively, without usually having a formal college education.

Most Dietetic Technicians are now doing the work of a G-14 Dietitian due to sparse staffing patterns. For example, most Dietetic Technicians are in charge of dietary records, diet histories, treatment plans, medical record charting, and writing of Modified diets. This is only one function stated in the Dietitian duty description list from the Nutrition Services Policy and Procedure Manual.

I feel that the Civil Service Employees Association should become aware of this existing



Credit union in Utica hits grand

UTICA — Ms. Sharyn Borek, a senior steno in the Utica office of the Department of Labor and a member of CSEA Fort Schuyler Local 014, recently became the 1,000th person to open an account with the Mohawk Valley Federal Credit Union.

Ms. Borek was presented with a Savings Bond in recognition of the occasion. In the accompanying photo, she is receiving the Bond from Credit Union President Sgt. Ron Julian of the State Police.

Looking on are Local 014 President Jim Currier, left, and Phil Caruso, Credit Union treasurer, right.

The Mohawk Valley Federal Credit Union is comprised of State employees in the Utica State Office Building, State Police, Thruway workers, State University at Utica-Rome and the State Department of Transportation Region 2, as well as other state employees in the Utica area. Mr. Currier is also a member of the Credit Union Board of Directors.

problem. It's due time that the Dietetic Technician be recognized for his/her expertise.

Mary C. Foley
Dietetic Technician
Albany, N.Y.

Editor's Note: If dietetic technicians are required to perform duties outside their job specifications, there would be a case for protesting out-of-title work. If, however, work performed is not outside the job specs but it is felt requirements are excessive for the grade level, that is a completely different matter. In the food service worker story referred to by the writer, they were being asked to perform work outside their job specs, hence the formal protest by the union. In any event, Ms. Foley's letter has been referred to CSEA for study.

Editor, The Public Sector:

After reading Hans Westing's letter in the Public Sector concerning his problems with high excessive taxes, and where in his letter he says the only way out is death; he has another out if he would care to take it. It is simply deeding over his property to a non-profit organization, Church, Salvation Army etc, for life rights to a home there in. This would erase the tax burden from Mr. Westing's shoulders. And he'd have the satisfaction of seeing the property deleted from the tax rolls.

The greedy politicians would have to find another source for the forty-four hundred that they now extract from Mr. Westings. All towns have their share of non-profit organizations, that pay no taxes. Westing's property could be just another holding, by a non-profit organization, for which all taxpayers pay thru the nose to provide services to free. If I was in Hans Westing's shoes this is the course I would take. He can deed it away, be assured of a home and pay no taxes.

Robert A. Keith
Jasper, N.Y.

New credit union starts at Ward's Island center

WARD'S ISLAND, NEW YORK CITY — For years the isolation of Ward's Island has made it difficult for many employees at Manhattan Psychiatric Center to visit their banks during the day and save or apply for loans. Now, after two years of hard work on the part of its Board members, the Ward's Island Federal Credit Union (EFCU) has been established, enabling its members to meet their financial needs more easily, Lillian Goodridge, President, announced recently.

The Credit Union is a cooperative venture, open to all Ward's Island employees. Its proceeds (after expenses) will be distributed to the members in the form of dividends on their savings. Credit Union accounts are fully insured and generally pay a higher dividend than is available from a bank. Since the Ward's Island EFCU is so new, the exact rate is not yet known.

The Credit Union also affords a safe, reliable means of obtaining loans at low interest rates. While it is not yet accepting loan applications, the plan is to offer this service by early next year.

There is a one-time-only membership fee of one dollar (\$1); additionally, shares are five dollars.

A member can participate in the savings plan through the payroll deduction plan. He may also purchase shares directly by check or money order.

Mr. Larry Colson, President of CSEA Local 413 and a board member of the credit union, states, "By establishing a collective savings and loan program on the island, this credit union provides to the staff at Manhattan Psychiatric Center a beneficial service promoting the members' financial security." Mr. Colson and the local CSEA board of directors encourages all of the employees on Ward's Island to join.

The officers of the Credit Union are: Ms. Lillian Goodridge, President; Charles Perry, Vice President; Kermit Plummer, Treasurer; Ms. Aurea DeJesus, Secretary; and Newton Cyrus, Assistant Treasurer. Other members of the Board of Directors are: Ms. Carol Collins, Mr. Colson, William Donohue, John Frangos and Aaron Jones.

WARDS ISLAND — Recently elected officers of the newest Local in the Civil Service Employees Assn. were sworn in on November 22 by CSEA Metropolitan Region President Solomon Bendet.

Mr. Bendet installed officers of CSEA Local 433 at the Manhattan Children's Psychiatric Center on Wards Island. The new Local was created out of CSEA Local 413 at the Manhattan Psychiatric Center.

Installed were President Roy Johnson, First vice President James Mattel, Second Vice President Leslie Joyner, Third Vice President Irving Jackson, Treasurer Newton Cyrus, and Secretary Hattie Thurmond.

Officers appointed within Local 433 are Grievance Chairman David Howell, Assistant Grievance chairman George Montego, Recording Secretary Charles Coleman, and Affirmative Action Chairman Neil Clark. Carmen Jones, who had served as acting president, was named a Local delegate.

BOYCOTT

CSEA backing boycotts against airline, Stevens

An economic boycott is a traditional, legal, and usually effective action often employed by labor unions seeking redress of their grievances when other administrative remedies fail.

For decades organized labor has united behind the familiar slogan, "look for the Union Label." And, too, labor has joined other groups in supporting boycotts against firms for other than strictly unions problems or activities.

The Civil Service Employees Association, Local 1000, AFSCME, representing 260,000 members throughout New York State, is endorsing and supporting economic boycotts of both types at the present time.

J.P. Stevens Company is the nation's second largest textile firm. Yet if you inspect every single item turned out in the 83 manufacturing plants maintained by Stevens, you will not find a single "Union Label" — not one. But that is not the only reason why CSEA is participating in a worldwide boycott of Stevens products. The company goes to great length to keep its 44,000 employees non-union, while paying low wages and maintaining, in many cases, working conditions that do not meet minimum OSHA standards. The firm reportedly has been found guilty of more National Labor Relations Act violations than any other firm in the United States.

CSEA supports the boycott against J.P. Stevens because it is a nearly last resort effort to bring dignity, freedom and justice to the employees of the company.

CSEA's just-announced boycott against American Airlines is considerably different from the situation involving J.P. Stevens.

CSEA spearheaded the American Airlines boycott, which was quickly joined by a number of other unions and organizations, to protest American's plans to relocate its corporate headquarters from New York City to Texas, taking with it a 1,000 or more jobs. Other corporations have fled the Big Apple in recent years, but this case is different. American chairman Albert Casey had served on the city's Emergency Financial Control Board and Business Marketing Corporation. As part of the Control Board, he urged public workers in the city to sacrifice greatly to help the city avoid bankruptcy. And the Business Marketing Corporation was established to help keep business in New York. Relocating for economic considerations is now viewed as the height of hypocrisy on the part of American Airlines.

Both boycotts supported by CSEA are legitimate areas of concern for the union and legitimate and necessary actions under the circumstances.

On November 30, CSEA participated in a series of rallies throughout New York State to demonstrate support for the drive to unionize J.P. Stevens Company workers, and to publicize the boycott against Stevens products until the organizing drive is a success.

Why we're here...

Across the United States and Canada, today is JUSTICE FOR J.P. STEVENS WORKERS DAY.

Why? Because J.P. Stevens workers in Alabama, Georgia, Virginia, the Carolinas and elsewhere, have been illegally fired, harassed and denied their basic rights merely for seeking the freedoms guaranteed by law and enjoyed by most American workers.

For 15 years, the giant textile company has been a notorious corporate scroflaw — subjecting thousands of men and women to health and safety hazards (like brown lung disease caused by cotton dust), racial discrimination, low wages, minimal benefits and cruel exploitation. J.P. Stevens has violated the National Labor Relations Act, the cornerstone of labor law, more than any other company in American history!

J.P. Stevens workers won't give up. Their courage — and your consumer power — can make a difference.

J.P. Stevens workers can win justice—with your help. PLEASE DON'T BUY J.P. STEVENS PRODUCTS.

Amalgamated Clothing & Textile Workers Union, 15 Union Square, New York, N.Y. 10003

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION

FACT SHEET

The Amalgamated Clothing and Textile Workers Union, AFL-CIO, was formed on June 3, 1976, by the merger of the Amalgamated Clothing Workers of America and the Textile Workers Union of America.

The new union has a membership of 500,000 in 43 states, Puerto Rico and Canada. Its members make all items of men's and boys' apparel, such as suits and coats, shirts, slacks, rainwear, sleepwear, gloves, neckwear and leisurewear, and a variety of textile products (cotton, wool, silk, synthetic), including yard goods, carpets and rugs, knitgoods and hosiery, synthetic fiber and film. In addition, ACTWU members work in dyeing, laundry and dry cleaning plants and in retail stores, and they make other products, such as sporting equipment, bags and cordage, and Xerographic products.

The Amalgamated Clothing Workers of America was founded in 1914. Under the leadership of its first president, Sidney Hillman, ACWA won a reputation for pioneering in new areas including unemployment insurance, arbitration of grievances, health and pension programs, building low-cost cooperative housing and labor banking. In more recent years the union has established health centers, child day-care centers, scholarship and pre-paid legal programs and an apartment for the elderly.

The Textile Workers Union of America was formed as the result of organizing drives in the textile industry, sponsored by the CIO during the 1930's, in which many Amalgamated leaders played a major role. The union was officially founded in 1937. From its inception, TWU/A placed heavy emphasis on safeguarding the health of workers, particularly in the economically depressed South which early became its primary sphere of activity. Stressing this concern in negotiations with employers, the union spearheaded some of the most comprehensive collectively-bargained health benefit programs in American industry. TWU/A has also been a leading innovator in the establishment of free dental clinics, diagnostic medical care and non-profit pharmacies for members.

Always dedicated to the welfare of the nation as a whole, the ACWA and TWU/A each brought their merged organization solid records of progressive social activism. The long and continuing struggle for civil rights, for equal rights for women, to ensure dignified security for senior citizens and to achieve full employment for all Americans, has consistently found both unions in the forefront for many years.

In 1972-74 the Amalgamated Clothing Workers of America conducted a boycott against the Farah Manufacturing Company, makers of men's and boys' slacks, in support of a strike by Farah workers. After two years the company recognized the union and signed a contract with standard union benefits.

On a somewhat smaller but equally intense scale, the Textile Workers Union of America conducted a nationwide boycott to back a 1973 strike of its members at Onetta Knitting Mills in Andrews and Lane, S.C., who walked out after a full year of company refusal to negotiate a first agreement. Four months later a contract was signed and the 700 workers returned to their jobs.

The principal officers of the new union are: Murray H. Finley, President; Jacob Sheinkman, Secretary-Treasurer; Sol Stetin, Senior Executive Vice President; William M. DuChesni, Executive Vice President.

Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC
15 Union Square
New York, N.Y. 10003
146 Avenue
146, N.C. 27870



Boycott threat angers airlines president

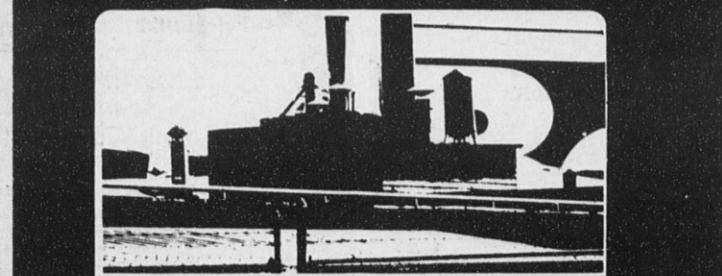
NEW YORK (AP) — American Airlines chief Albert V. Casey says he will move even more jobs, personnel and business from New York City if threats of boycotts against the carrier continue because of American's plan to relocate its headquarters in Texas.

"We spend \$400 million in New York," Casey said in an interview published in today's editions of the *Daily News*. "There are other jobs we can move out. We have a lot of flexibility."

The executive said he was angry because Warner Communications said it would cancel its annual \$1 million worth of travel business with the airline and because unions representing police officers, firefighters and state civil service workers called for a boycott of American.

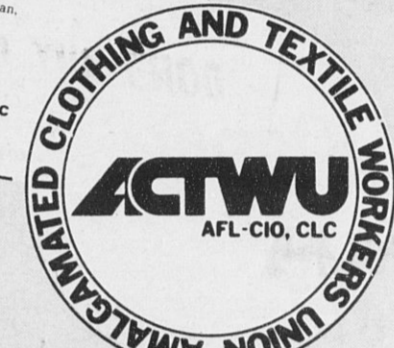
The planned boycotts are to protest the proposed move of American's headquarters and 900 jobs from New York City to the Dallas-Fort Worth area. About 10,000 jobs will remain in New York City.

Who is J.P. Stevens?



- J.P. STEVENS IS THE NATION'S SECOND LARGEST TEXTILE COMPANY, WITH 83 PLANTS, EMPLOYING 44,000 WORKERS AND...
- J.P. STEVENS IS AMERICA'S NUMBER ONE LABOR LAW VIOLATOR (HAVING BEEN FOUND GUILTY OF MORE NATIONAL LABOR RELATIONS ACT VIOLATIONS THAN ANY OTHER COMPANY IN U.S. HISTORY)
- J.P. STEVENS IS A CORPORATE TAX AVOIDER.
- J.P. STEVENS IS A WIRETAPPER.
- J.P. STEVENS IS A PRICE FIXER.
- J.P. STEVENS IS GUILTY OF DISCRIMINATION IN HIRING AND PROMOTING OF MINORITIES.
- J.P. STEVENS IS A VIOLATOR OF HEALTH AND SAFETY STANDARDS, ENDANGERING THE SAFETY AND HEALTH OF ITS WORKERS.
- J.P. STEVENS IS COTTON DUST LEVELS ALMOST THREE TIMES AS HIGH AS THE FEDERAL PERMISSIBLE LEVEL... COTTON DUST IS BROWN LUNG WHICH DISABLES THOUSANDS OF TEXTILE WORKERS EACH YEAR.
- J.P. STEVENS IS A LOW-WAGE EMPLOYER, PAYING 31% LESS THAN THE NATIONAL MANUFACTURING AVERAGE WAGE.
- J.P. STEVENS KEEPS WAGES LOW AND WORKERS DOWN... SUPPRESSING FREEDOM AND JUSTICE FOR THOUSANDS OF AMERICAN WORKERS.

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION,
15 Union Square New York, N.Y. 10003 930 1/2 Roanoke Avenue Roanoke Rapids, N.C. 27870



BOYCOTT

DO NOT BUY THESE PRODUCTS:

- DESIGNER LABELS:
- | | |
|-------------------|--------------|
| Yves St. Laurent | Cacharel |
| Suzanne Pleshette | Ava Bergmann |
| Dinah Shore | Hardy Amies |
| Angelo Donghia | |
- BLANKETS, CARPETS
- | |
|-----------|
| Utica |
| Gulistan |
| Forstmann |
- strip
- ter

Church groups oppose Stevens

The consumer boycott of J.P. Stevens products is not restricted to support from labor organizations. This partial list of endorsements by religious groups, who have endorsed the boycott unless noted, does not reflect the work and involvement of many church people who inform their friends and neighbors about the issues.

- National**
- National Council of the Churches of Christ in the U.S.A. (NCCC)
 - Bishops' Council of the African Methodist Episcopal Church (AME)
 - Bishops' Council of the African Methodist Episcopal Zion Church (AMEZ)
 - United Church Board for Homeland Ministries (United Church of Christ)
 - Board of Church and Society, United Methodist Church
 - Women's Division, Board of Global Ministries, United Methodist Church
 - Methodist Federation for Social Action
 - General Assembly of the Christian Church (Disciples of Christ) — called upon J.P. Stevens to cease its illegal interference with the rights of employees and to bargain in good faith; also urged all Disciples to "seriously consider refraining from purchasing Stevens products..."
 - General Assembly of the United Presbyterian Church — called upon its Advisory Council on Church and Society to monitor the situation, and called upon J.P. Stevens to eliminate anti-union harassment and intimidation and to bargain in good faith.
 - Synagogue Council of America
 - Central Conference of American Rabbis — represents 1300 Reform rabbis.
 - National Conference of Catholic Charities
 - National Assembly of Religious Brothers
 - National Assembly of Women Religious
 - National Coalition of American Nuns
 - National Federation of Priests' Councils — resolution proposed by the Atlanta Province representing the Roman Catholic Dioceses of North Carolina, South Carolina and Georgia.
- Regional**
- Ad Hoc Committee of North Carolina Church Leaders led by Dr. Donald Shriver, President of Union Theological Seminary, and Rev. Collins Kilburn, Executive Director of Social Ministries of the North Carolina Council of Churches.
 - Commission of Social Ministries of the North Carolina Council of Churches — supported the right of workers to organize.
 - Commission on Religion in Appalachia
 - Catholic Committee of Appalachia
- State and Local**
- Missouri Council of Churches
 - New Jersey Council of Churches
 - Southern California Council of Churches
 - Council Table of the Northern California Ecumenical Council
 - Rhode Island Council of Churches
 - Massachusetts Council of Churches (Executive Committee)
 - Christian Conference of Connecticut (Social Issues Management Team)
 - Ecumenical Ministries of Oregon (Community Ministry Commission)
 - Washington Association of Churches
 - Church Council of Greater Seattle
 - Greater Cleveland Interchurch Council
 - Capitol Region Conference of Churches (Hartford, Conn.)
 - Greater Milwaukee Conference on Religion and Urban Affairs
 - Interreligious Association of Greater Washington, D.C.
 - Los Angeles Council of Churches
 - Church Federation of Greater Indianapolis (Urban Affairs Unit)
 - Greater Kansas City Rabbinical Association (Reform)

Educational leave granted to 27

WARD'S ISLAND, NEW YORK CITY — Twenty-seven employees from Manhattan Psychiatric Center were granted educational leave with pay by the center's Educational Leave Committee during the 1978 tri-semester school season. This was accomplished despite fiscal and staffing restraints on the center and a policy forcing the committee to justify leave grants to both the Regional Office and Albany before final approval.

Seventeen participants are currently on leave for the fall 1978 semester including 10 mental health therapy aides who are pursuing AAS nursing degrees, 3

employees seeking OT certifications and 2 staff members working toward their MSWs. Of the remaining 10 employees, six including 2 mental health therapy aides and 2 clerical employees seeking their AAS degree, attended school on educational leave during the summer 1978 semester.

Mr. Larry Colson, President of the CSEA Local, states "I am very pleased with the function of this committee, which gives the employees an opportunity to elevate themselves within the civil service system. Mr. Muhammed Hussain, local delegate, as the union representative on this committee has in-

deed furthered our objectives at this institution which is to provide the best opportunities for the many dedicated and conscientious employees of Manhattan Psychiatric Center."

The committee grants education leave with pay based on the hospital's needs, affirmative action guidelines, and the employee's demonstrated intent to complete his course of studies. To further ensure the success of the program, the participants are each assigned a preceptor from the committee who provides them with encouragement, counseling, and supervision during their leave.

Friendship workers win pay increases

FRIENDSHIP — Workers for the Town of Friendship represented by Allegany County Local 802 of the Civil Service Employees Assn. will receive raises ranging from 11.1 percent to 21.2 percent beginning January 1, 1979 under terms of their initial contract which also includes hikes of six percent in each of the two remaining years of the three-year pact.

The workers, who provide water, sewage and road maintenance and snow removal, will also receive fully paid Blue Cross-Blue Shield 50-51 Plan with Major Medical coverage and 25-year career plan pension protection.

They will receive full pay for jury duty, up to four weeks vacation after 15 years, five days bereavement leave for each death in the family, eleven paid holidays and sick leave credits of 1/2 day per pay period up to 99 days.

Overtime pay will be time and one-half after eight hours daily or forty weekly and double time and one-half for holiday work, as well as call in pay.

The grievance procedure includes binding arbitration.

CSEA Collective Bargaining Specialist Danny Jinks was chief negotiator along with Jerry Ward and Unit President, Robert Cooper.

Region VI holds training meeting

BATAVIA — A day-long Leadership Training seminar was held for Local officers, stewards, grievance chairmen and others in the Civil Service Employees Assn. Western Region last Saturday at the Treadway Inn here.

Participants were grouped to solve mutual problems in a workshop setting. A follow-up session may be offered next spring, according to CSEA Western Region President Robert Lattimer.

The seminar was conducted by John Dowling, AFSCME Director of Education and Training, and members of his staff.

New contract for Local 823

The 450-member Jefferson County Unit of Civil Service Employees Assn. Local 823, and officials of the county, have ratified a new two-year agreement.

The pact calls for a 5.5% salary increase the first year and 6.75% the second year.

Other new contract language includes an agency shop reopener clause in the second year; upgradings the first year for employees of the Sheriff's Department, engineers, home health aides, RN's, engineer aides and working foremen. Also increase in health insurance coverage from 80% to 100%, an additional one cent for mileage, application of Section 75 coverage for labor class and noncompetitive employees.

CSEA Field Rep Tom Dupee was chief negotiator for the new agreement.

Justice Bartlett named law school dean

ALBANY — Supreme Court Justice Richard J. Bartlett, Chief Administrative Judge of the Courts who heads the Office of Court Administration, has been appointed Dean of the Albany Law School.

Judge Bartlett will be resigning from the judiciary and joining the Albany Law School in early 1979. As head of the Office of Court Administration, he is responsible for administration of the court system in New York State. The Civil Service

Employees Assn. represents several thousand court employees in the system.

Judge Bartlett has served as the first State Administrative Judge since February 1974. He was appointed Chief Administrative Judge of the Courts by Chief Judge Charles D. Breitell on April 1, 1978.

A graduate of Georgetown University in 1945, Judge Bartlett received his LL.B. degree from the Harvard Law School in 1949. In 1974 he was

awarded the honorary degree of Doctor of Laws by Union University.

Judge Bartlett served as a member of the New York State Assembly from 1957 through 1966 and was a delegate to the Constitutional Convention in 1967. He served as Chairman of the Temporary Commission on Revision of the Penal Law and Criminal Code which resulted in the enactment of the revised Penal Law in 1965 and the new Criminal Procedure Law in 1970.

Cost of living rises sharply in October

WASHINGTON — "It's godawful," said Alfred E. Kahn, chairman of the White House Council on Wage and Price Stability. It was probably a mild form of the thoughts of the general public as well.

Mr. Kahn was referring to the announcement last week by the Department of Labor that the cost of living soared 0.8 percent in October and pushed the indicator to more than double the 1967 standard.

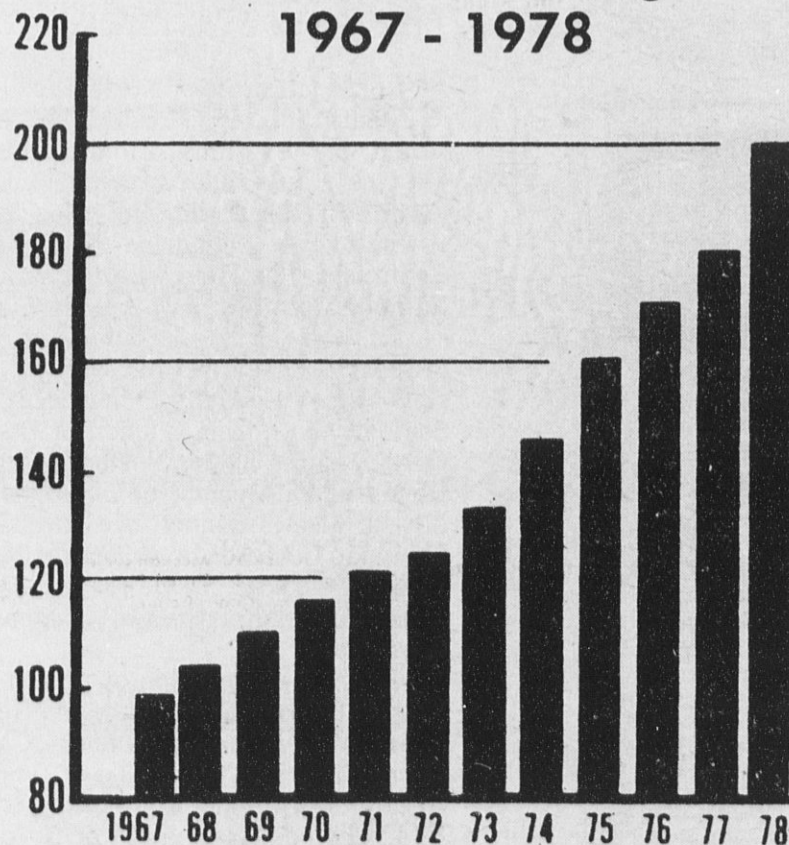
The department's figures show that consumer prices have risen so much in the past 11 years that today the dollar buys only half of what it did in 1967. A basket of goods that cost \$10 in 1967 was priced at \$20.07 in October.

According to a report in the Los Angeles Times, the report shows that inflation is wiping out the benefits of wage raises of American workers. While wages increased, inflation eroded actual buying power by 3.6 percent during the 12-month period ending in October. October was the fifth straight month in which workers actually suffered a loss in their purchasing power due to rising inflation, it was reported.

Kahn, who directs the federal anti-inflation program, said he hopes to cut the rate of inflation to 8 percent by next summer. Prices rose at an annual rate of 10 percent in both September and October.

The 0.8 percent cost of living rise in October was mainly attributed to sharp increases in food and housing.

The Cost of Living
1967 - 1978



Source: Bureau of Labor Statistics, Dept. of Labor

PRICES DOUBLE IN 11 YEARS — Chart shows consumer price index spiral during last 11 years. Index surpassed 200 mark for first time in October, hitting 200.9. That means the average product that cost \$100 in 1967 now costs \$200.90.

Meetings continue in Westchester

By Marti Madory

Special to The Public Sector

WHITE PLAINS — Some of 192 proposed layoffs of Westchester County employees have been restored by the budget committee of the Westchester County Board of Legislators.

The Westchester County Unit of CSEA Local 860 also is continuing to

meet with the legislators and with the representatives of the executive department to reduce the number of layoffs in the 1979 budget, unit President Raymond J. O'Connor reported Thursday.

The legislators have until the end of November to add to County Executive Alfred DelBello's proposed budget. That budget includes the layoff of 192

employees on Jan. 1, 1979, plus an undetermined number of additional layoffs later that year.

The layoffs are in violation of a verbal understanding between the unit and the county in that the unit accepted an approximate 10.5 percent pay increase over three years in exchange for no massive layoffs.

Copies of the proposed budget were

analyzed by CSEA and by AFSCME. Both headquarters pointed out that through poor accounting practices and by underestimating, the county will have more money than is claimed in the proposed budget, O'Connor said.

Speaking at a budget hearing, O'Connor said: "The \$1.5 million the county would save by cutting 192 persons out of a job is less than one half of one percent of the total proposed budget (\$420 million). We believe you can come up with at least that much to save these jobs and avoid a lot of heartache at the same time. We believe the county has deliberately underestimated its projected income for 1979."

He said the layoff threat had made unit members "more aware, educated and militant," and they would be much more formidable during the next contract negotiations and during next year's Board of Legislators election.

The restored positions are in General Services, Land and Records, Probation and Social Services.

Social Services would be the hardest hit department by the proposed layoffs. One Social Service employee, Barbara Bigda, who spoke at a budget hearing, said:

"The Bureau of Case Review investigates welfare fraud and routinely reviews identified areas of abuse. Considering their work also permits the county to obtain additional state and federal reimbursement, the workers that you layoff (if working) save Westchester County a total of \$3.6 million in a typical year."

She said between 75 percent and 100 percent of these workers' salaries are reimbursed by the state and/or federal governments.

In addition to O'Connor, other unit representatives who spoke at the hearings were Carmine DeBattista, chief shop steward; and Rick Paradiso, legislative representative. Also speaking at the hearing was Carmine LaMagna, first vice president of Local 860.

Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York State 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.

Several months ago, CSEA filed improper practices charges, stemming from unemployment insurance problems, against a number of school districts. The charges were based on the fact that school districts, in an attempt to prevent ten month non-instructional employees from collecting UI benefits, issued "Letters of Continued Employment". CSEA's posture is that the school districts are engaging in an act of individual bargaining which is violative of the Taylor Law.

Last week the PERB issued its decision on two of the three CSEA cases which have been heard. CSEA, through legal counsel, is already in the process of filing objections to the decision. According to counsel, CSEA will be taking advantage of the option to appeal the hearing officer's decision to the PERB Board. We are still awaiting word on the disposition of the third school district charged by CSEA with a similar improper labor practice.

The New York State School Board Association convention, which I was afforded the oppor-

tunity to attend, was held November 19 through the 21 at the Concord Hotel. School Board members and school administrators participated in the three day convention. CSEA, along with numerous companies and committees, manned an information booth.

Interestingly enough, the Concerned Educators Against Forced Unionism (a division of the Right to Work Committee) exhibit was in close proximity to the CSEA booth. Naturally, your Coordinator took advantage of the opportunity to learn more about this group which vehemently opposes the concept of agency shop. Not only did I gather literature; but, I found it a curiosity to discover that the Right to Work Committee cannot or will not divulge who financially supports them.

Although the teacher unions seem to be the Committee's primary target, it is obvious that all unions in New York State should be on guard this year as the Right to Work Committee launches a campaign to rid New York of any



legislation dealing with agency shop.

The weekend of December 2 will find the Non-Teaching School Employees Committee (NTSEC) in Watertown discussing school problems with members from the Counties of St. Lawrence, Oswego and Jefferson. We are hoping to hold future NTSEC meetings in the various regions in order to answer some of your questions.

If there is a particular problem you would like to deal with in this column please forward your ideas or comments to headquarters. Remember, you must speak up for your voice to be heard.

Enforcement asked

ALBANY — CSEA will press the enforcement of Article 20 of the AFL-CIO Constitution in four units of the Ninth Judicial District where a rival AFL-CIO union has ignored the determination of an impartial arbitrator and attempted to raid CSEA.

Through its affiliation with the American Federation of State, County and Municipal Employees (AFSCME), CSEA will push for enforcement of the impartial umpire's determination that CSEA is the only legitimate AFL-CIO union to represent judicial employees in Rockland County, Westchester County and the cities of Mount Vernon and White Plains.

Despite the award of the impartial umpire, the Service Employees International Union (SEIU) refused to withdraw from representation elections in five units in the District. CSEA defeated SEIU in Mount Vernon, but was outpolled in the other units. While a Yonkers unit had no incumbent and was thus unprotected by Article 20, the other units were and CSEA will press enforcement of the AFL's Constitution.

NEW YORK STATE ELIGIBLE LIST

Data Entry Machine Operator

(Exam No. 24624)

Test Held September 9, 1978

1. Borawski, Joseph, Schenectady99.0
2. Casey, Mary R., Binghamton98.0

Joining CSEA

LEVITTOWN — Members of the Levittown Public Library have voted overwhelmingly to join the Civil Service Employees Assn., overcoming strong opposition by the library board which wanted the 59 eligible employees to retain its independent staff association.

Jose Sanchez was the CSEA organizer who handled the representation effort for the union. CSEA won the recent representation election 39-9.

Alden votes to retain policemen

ALDEN — Residents of the Village of Alden voted 454-381 last week to retain their three-man police force, represented by Erie County CSEA Local 815, despite attempts of the village board to abolish the force and fall back on the sheriff's department and state police for protection.

They also supported, by a slim margin, a proposal to increase the size of the department to provide 24-hour-a-day service. CSEA led the fight in favor of the retention.

3. Jettner, Amalia, Albany98.0
4. Coleman, Gerard, Gloversville98.0
5. Gilhooly, Thomas, Brooklyn98.0
6. Guzzo, Julia, Selkirk98.0
7. Lamontain, Mary, Greenfield Center...97.0
8. Marr, Doreen I., Loudonville97.0
9. Link, Lorraine H., Albany96.0
10. Coleman, John T., Brooklyn95.0
11. Reutzell, Gail M., Stuyvesant Falls95.0
12. Koeppe, Elaine, Albany95.0
13. Cook, Donna M., Troy95.0
14. Ballard, Lillian, Scotia94.0
15. Bleichert, Donna, Albany94.0
16. Auerbach, Brenda, Albany94.0
17. Bond, Nancy J., Brockport94.0
18. Harrop, Lynette, Troy94.0
19. Wright, Patricia, Watervliet94.0
20. McKeever, Mary A., Troy93.0
21. Wise, Janice M., Mechanicville93.0
22. Sicko, Lucila, E., Clifton Park93.0
23. Bumbulsky, Anne, Cohoes93.0
24. Eam, Rosalie M., Elbridge93.0
25. Hannigan, L.A., Wellsville93.0
26. Schwab, Linda M., Albany93.0
27. Mohr, Kathleen S., West Islip93.0
28. Garcia, Joan A., Staten Island93.0
29. Quinn, Luane D., Loudonville93.0
30. Perrine, Maryann, Catskill93.0

Local 813 fact-finding

DELHI — Following two unsuccessful mediation sessions, negotiations between Delaware County Local 813 of CSEA and the County of Delaware have temporarily halted pending assignment of one or more fact-finders.

Since negotiations began in mid-August, no agreement has been reached on any issue. Ron King, CSEA Field Representative and chief negotiator for the nearly 400 County employees, indicated the four basic issues are: wages, additional vacation days, longevity pay, and disciplinary procedure for laboring class and non-competitive titles.

The CSEA negotiating team and the County disagree as to the number of fact-finders. CSEA contends that assigning one fact-finder would violate mini-PERB rules and has requested a three-man board in compliance with Delaware County rules.

'Manage placement' helping to fill jobs

ALBANY — A streamlined process to match individuals on eligible lists with job openings in various state agencies is being used increasingly, according to the State Department of Civil Service.

The process, called "manage placement," is designed to save paperwork while providing faster service to candidates and agencies.

Manage placement is used primarily when there is a large number of agencies seeking to fill positions in a particular title, and the eligible list for that title contains a large number of names.

When an agency wants to fill a position in a manage-placed title, it notifies Civil Service and asks for the names of eligibles. Civil Service contacts top-scoring candidates, usually by phone, to arrange interviews. Civil Service then phones the agency and provides the names of eligibles available for interview.

When manage placement is used, it is not necessary for numerous agen-

cies to send canvasses to candidates. Civil Service contacts the eligibles once, usually at the time a list is established, or soon afterwards, to find out in which geographic areas the candidates would accept appointment. If an examination is for more than one title, as in the Professional Careers series, candidates also indicate the specific titles in which they are interested. Civil Service then establishes a "job preference profile" for each individual.

Until last year, the use of manage placement was limited to a relatively small number of examinations, mainly those for entry-level clerical or Professional Careers titles. In the summer of 1977, however, a Staffing Services Bureau unit was established to expand this service. Since January, the unit has placed 2,948 individuals.

Until recently, the process was used only in connection with open-competitive examinations. In October, the unit began the manage placement of eligibles from its first promotion examination eligible list — the list for Senior Computer Programmer (Examination 30-241). The unit also manage-placed eligibles from an open-competitive examination for the same title.

In manage-placing eligibles from these two lists, the problem facing the unit was to match 87 individuals with 85 positions in 21 agencies. By month's end, all but two candidates had been placed from the promotion list — a process that would have taken at least two or three months without manage placement — and some placements were made from the O.C. list.

As a result of this successful experience, the manage placement of eligibles from other promotion lists is under consideration.

NEW YORK STATE ELIGIBLE LISTS

Assoc. Computer Systems Analyst

(Exam No. 36246)

Test Held June 24, 1978

1. Preisinger, Fred, Bronx	95.2
2. Krough, Fred F., Clifton Park	94.9
3. Tamolinas, C., Albany	91.9
4. Constantine, C. J., Amsterdam	91.8
5. Carr, William J., Albany	91.8
6. Kash, George O., Albany	91.8
7. Spiak, Jacob J., Troy	91.7
8. Lacerais, Robert, Schenectady	91.4
9. Twiss, Edwin K., Cohoes	91.0
10. Brooks, Michael, Delmar	91.0
11. Cook, Dorothy, Voorheesville	90.9
12. Strauchon, W. V., Clifton Park	90.5
13. Wierzbowski, E., Castleton	90.3
14. Jackson, George, Clifton Park	89.9
15. Miller, David K., Troy	89.9
16. Connolly, B. J., Albany	89.7
17. Markowicz, John, Amsterdam	89.6
18. Hammerle, Susan, Albany	89.4
19. Fry, David R., Ballston Spa	88.8
20. Shanahan, W. J., Troy	88.7
21. Flanderersmorri, F., Albany	88.2
22. Kelly, David M., Albany	88.1

STATE OPEN COMPETITIVE JOB CALENDAR

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

FILING ENDS DECEMBER 11

Boiler Inspector	\$11,250	No. 24-814
Senior Social Services Program Specialist	\$18,301	No. 24-859
Assistant Tax Valuation Engineer	\$14,850	No. 24-867
Senior Tax Valuation Engineer	\$18,301	No. 24-868
Electronic Computer Operator	\$8,950	No. 24-871
Upholstery and Bedding Inspector 11	\$12,783	No. 24-873
Upholstery and Bedding Inspector 111	\$16,669	No. 24-874
Assistant Signal Engineer	\$14,850	No. 27-826
Investment Officer	\$20,366	No. 27-828
Teachers' Retirement System Information Rep	\$14,075	No. 27-831
Senior Chemical Engineer	\$18,301	No. 27-832
Senior Electronics Laboratory Engineer	\$18,301	No. 27-833
Principal Economist (Regulatory Economics)	\$22,623	No. 27-846
Industrial Superintendent	\$19,288	No. 80-025
Assistant Industrial Superintendent	\$16,469	No. 80-026

FILING ENDS JANUARY 2, 1979

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

FILING ENDS JANUARY 22, 1979

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

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$11,904	20-109
(Bachelor's Degree)		
Junior Engineer	\$12,890	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
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 (salary varies with location)	\$11,250-\$12,025	20-226
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 (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker	\$6,148	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
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 (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,118	20-888
Dietician	\$10,714	20-887
Supervising Dietician	\$12,670	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
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.

Court process speeding up

NEW YORK — The State Office of Court Administration reports that significant progress has been made in speeding up disposition of cases in the state's courts.

The progress is being measured against the standards and goals approved by the Administrative Board of the Judicial Conference on July 3, 1975, for the timely completion of fact finding in Family Court proceedings and the timely disposition of felony indictments in Supreme Court and the County Courts and of civil actions in Supreme Court.

The standards and goals for Family Court provide that by January 1, 1977, a fact-finding hearing should have been completed within 90 days of the commencement of a proceeding.

Of the Family Court proceedings scheduled to reach fact finding between January 1, 1978 and July 31, 1978, more than 91 percent complied with the 90-day deadline statewide. In four of the judicial districts outside New York City, over 95 percent of the scheduled proceedings met the standard.

Family Court proceedings pending fact finding more than 90 days also have decreased substantially statewide. Before adoption of the

standards and goals, there were 27,401 pending Family Court proceedings which had been waiting completion of fact finding for more than 90 days. By August 1, 1978, that figure had decreased to 8,482.

The standards and goals provide that by July 1, 1978, all felony cases should have been brought to trial or disposed of within nine months of the filing of the indictment.

The courts have made good progress in reducing the number of felony defendant-indictments that have been pending more than nine months.

The courts have also continued to reduce the number of felony defendant-indictments pending for more than 12 months.

The standards and goals for the disposition of felony cases also provide that as of October 1, 1976, no defendant should have been jailed for more than one year.

In the past, more than 90 percent of the felony defendants jailed for more than one year have been from New York City. On August 1, 1978, there were 66 defendant-indictments involving defendants jailed more than one year in New York City. That represented a 79-percent reduction.



RETIREMENT DINNER — The Hudson River Psychiatric Center CSEA Local 410 recently honored two recent retirees. In the adjacent photo, from left to right, are Local 410 President Madeline Mackey and honored guests Madeline Fredericks and Lillian Davey. CSEA Field Rep John R. Deyo, back row, left, served as Master of Ceremonies. Regional Atty. Thomas Mahar, right, was guest speaker.

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

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

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

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

Kodak film with pre-paid Special Olympics processing

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



CIVIL SERVICE EMPLOYEES ASSOCIATION

ORDER FORM (please print)

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

Make Checks payable to:
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 P.O. Box 8711
 Rochester, New York 14624

*no sales tax required.

Region IV workshop

CATSKILL — Workshop programs covering labor/management relations, workers compensation, retirement and political and legislative action highlighted the CSEA Capital Region workshop November 17-19.

Also during the program, the region appointed a nominating committee in conjunction with the 1979 election of CSEA statewide officers and members of the union's State Executive Committee.

Investigating employee problems and determining what is appropriate for labor/management discussions was presented in a labor/management workshop conducted by Antone Aboud, assisted by Dr. Edward Diamond, director of CSEA; Thomas Gibbs of the Governor's Office of Employee Relations, Allen Fine, director of manpower for the Department of Motor Vehicles, and Thomas Hines from the employee relations section of the State University.

A workshop on Workers' Compensation was conducted by Martin Minkowitz, general counsel of the State Workers' Compensation Board. Jean Myers, chairperson of the Capital Region political action committee, conducted a workshop on legislative and political action. A workshop on retirement was given.

Two newly named regional officers were installed during the program. John Vallee as third vice president and Jerry Toomey as treasurer were sworn in.

①—NEW REGIONAL OFFICERS — Jerry Toomey, left, and John Vallee are sworn in as Capital Region treasurer and third vice president, respectively. Doing the honors is Irene Carr, CSEA statewide Secretary.

②—RETIREMENT INFORMATION was the subject of a session conducted by Evan Wilson of the informational services section of the New York State Employees Retirement System.

③—CSEA LOCAL 690 representatives from the State Tax and Finance Department included Molly Konczewski and Lee Johnson.

④—GREENE COUNTY representatives Betty Peterson and Kay Stanzione were among the excellent turnout of Capital Region members attending the 3-day workshop.



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⑤—ADDRESSING AN ISSUE during a training session is C. Allen Mead, President of CSEA Local 664 and Chairman of CSEA's Methods & Procedures Committee of the Board of Directors.

⑥—THE CAP SAYS IT ALL — Betty Collins of CSEA Local 666, State Insurance Department, let everyone know her union is CSEA.

⑦—DISCUSSING THE SUCCESSFUL WORKSHOP are Betty Lennon, chairperson of the Capital Region Education Committee, CSEA Capital Region President Joseph McDermott, and Region First Vice President Timothy McInerney.

⑧—REPRESENTING CSEA LOCAL 660, Office of General Services, were Angie Polimerou, treasurer; Cosmo Lembo, and Local President Earl Kilmartin.

⑨—AMONG THOSE ATTENDING the workshop were William Sohl, left, president of the CSEA Fulton county Local, and John Weidman of the State Department of Agriculture & Markets. Both are members of CSEA's Board of Directors also.



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