

Court contract expected soon

ALBANY — The 4,000 judiciary employees represented by CSEA in State Judicial Districts 3 through 9 are finally nearing the end of a long road of uncertainty about their future.

These employees were on the payrolls of cities or counties a few years ago, but a change in the judiciary law made them state employees on April 1, 1977. There followed a series of mergers of the CSEA-represented bargaining units involved, so that all such units in District 3 became one bargaining unit; all those in District 4 became one unit; and so forth. The exception was that, in District 9, the Rockland and Westchester County units and the White Plains and Mt. Vernon City units were not allowed to merge with the others because of a raid on CSEA by an outside union, the Service Employees International Union.

Meanwhile, negotiations began in the seven CSEA coalition bargaining units. By last September, the units in Districts 3 through 8 had ratified tentative agreements with the Office of Court Administration; and on Dec. 12, the District 9 unit ratified. But two confusing, and often frustrating, situations developed which have prevented those contracts from taking effect.

For one thing, hearings on an OCA-proposed plan for reclassification of the employees involved were suspended by a court action by some outside unions in New York City, including SEIU. These hearings must be held before the OCA can finally decide on the actual salary levels to which the employees will be allocated. Last week, the first department of the Appellate Division ordered this "stay" lifted, and the hearings are expected to resume in early January.

Another hold-up in the implementation of the judiciary employees' contracts was that the state legislature failed to act on the bill that would have implemented them, when it was in session this fall. But now CSEA lobbyists have received assurances the bill will be voted upon the first week of the new session — probably around Jan. 8th. At that point, it will be smooth sailing, once the reallocation hearings are completed in about a month, for the patient judiciary employees to have a signed contract in effect at last.

For the employees in the non-merged bargaining units in District 9, there is an extra tangle to work out: the full AFL-CIO executive council must rule on SEIU's compliance with its decision that SEIU had conducted illegal raids on the CSEA units in Rockland and Westchester Counties and in the city of White Plains. For the non-merged group in the city of Mount Vernon where CSEA beat SEIU in the representation election, CSEA Collective Bargaining Specialist Patrick Monachino has already asked the OCA for negotiations to begin at the first available date.

"It's been a long, long road for the judiciary employees, but I think we are about to reach the goal of implementation of their contracts at last," Mr. Monachino said.

CSEA will keep the judiciary employees informed through letters to all the members involved, and by continued coverage of the situation in the Public Sector.

Public SECTOR

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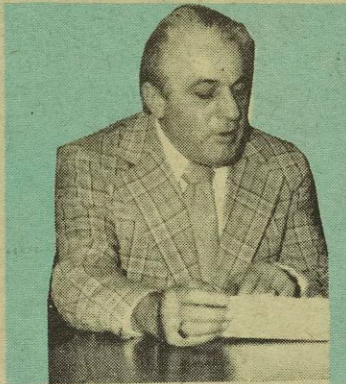
Wednesday, December 27, 1978

Nassau Local 830 opposing county massive layoff plan

MINEOLA — The Civil Service Employees Assn. has opened a counterattack along a broad front following the announcement last week that Nassau County plans to lay off 423 employees.

Declaring that he was "furious" over impending "immoral" layoffs and "the county's refusal to bargain in good faith," Nicholas Abbatiello president of CSEA local 830 met with his unit presidents and adopted a six-point action program that included:

- Legal action against Nassau including a State Supreme Court order for a hearing on an injunction banning layoffs until the county discusses them with the union.



NICHOLAS ABBATIELLO

- Filed an "improper practice" charge with State Public Employees Relations Board contending that the county has failed to bargain in good faith with the union.

- Vowed to resume negotiations with the county which had progressed to the mediation stage when the county broke them off in November.

- Obtained a copy of the Nassau County budget which was flown to Washington for analysis at AFSCME headquarters.

- Launched a vigorous press campaign to "put our viewpoint before the public."

- Launched a political action campaign to bring the "full organizational strength and financial resources" of the union to bear on the upcoming campaigns of politicians who are "attempting to make public employees sacrificial lambs for the public's anger at the politicians failure to manage."

- Vowed to undertake the action program with an organizational consensus of all CSEA members to assure unity.

The program was unanimously adopted by 20

Nassau County CSEA unit presidents representing 14,000 members on December 20.

Earlier in the week, the Nassau Board of Supervisors had modified the County Executive budget adding 323 job cuts to the 100 previously announced. In addition, 400 unfilled jobs will be eliminated and another 400 will be abolished through attrition for an approximate 1,200 employee reduction.

Mr. Abbatiello attacked the Board saying that the CSEA considered the cuts illegal while the county continued to use CETA employees in place of permanent workers. He said the union was considering calling a "work-in" by all employees who are scheduled to lose their jobs on Jan. 1, while the union sues for any "pay that is illegally withheld."

The political squabble between the Republican controlled Board of Supervisors lead by Hempstead Presiding Supervisor Alfonse D'Amato and Republican County Executive Francis T. Purcell is blamed by the CSEA for the abrupt breaking off of regular contract bargaining sessions between the union and the county last month.

Appeal in unemployment case

ALBANY — The Civil Service Employees Assn. has reported it will file a formal notice of appeal on January 8 in the Appellate Division of State Supreme Court, seeking a reversal of the recent Unemployment Appeal Board decision which rendered non-instructional school employees ineligible for unemployment insurance benefits during summer months.

The precedent setting decision came down after months of vigorous fighting by CSEA staff and legal counsel before Administrative Law Judges, the Supreme Court and the Unemployment Appeals Board.

The unemployment insurance law in question, Section 590.11, speaks to "... a written contract continuing employment ..." which differs sub-

stantially from the Federal law which stated "... reasonable assurances ..." The present state law took effect January 1, 1978.

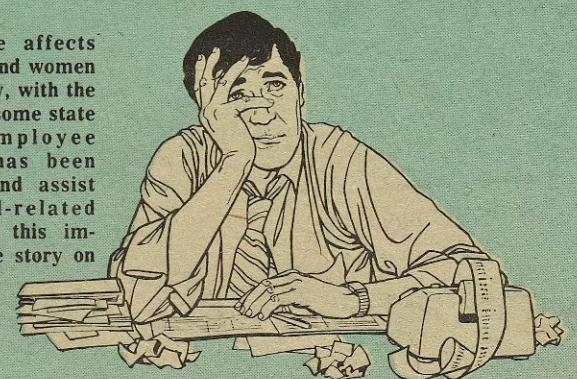
All inquiries regarding unemployment appeals should be directed to your unit president.

CSEA has also taken action before the Public Employment Relations Board charging school districts with improper practices in issuing "letter of continued employment" correspondence to individual members of bargaining units. The IP's were denied by a hearing officer in late November, and CSEA has appealed the decision to the full PERB Board.

Delay in PS&T decision

ALBANY — An expected State Supreme Court Appellate Division decision in the controversial PS&T bargaining unit representation election had not materialized at press time, and indications were that the court would probably release a determination between the Christmas and New Year holidays.

Alcohol use and abuse affects millions of working men and women from all walks of life. Now, with the cooperation of CSEA and some state agencies, a new Employee Assistance Program has been developed to identify and assist workers with alcohol-related problems. For more on this important new program, see story on page 8 of this issue.



President's Message

1978 a historic year

In years to come, I am sure we will all look back to 1978 as a historic year. It was a year that showed that our union had a capacity to change; that we could make great strides toward fulfilling our potential. In 1978, our quarter of a million members began to move collectively in areas vital to the fulfillment of our objectives. Our primary objective in 1978 was to better serve our large membership making the benefits of union membership something that everyone could feel personally.

We moved in the area of affiliation and the largest non-affiliated public union in the country, CSEA, became part of the American Federation of State, County and Municipal Employees, AFL-CIO. By virtue of our numbers, we made AFSCME the largest union in the AFL-CIO and thus increased our own strength at all levels. We gave our members a say in things they never had a voice in before. Our membership will now be heard in Washington at the highest level of government where decisions are made which affect everyone at every level.

We moved in the political arena and for the first time in our history, endorsed candidates for statewide office. We took our heads out of the sand and we have become a collective force that no candidate will want to ignore in the future.

We have moved in the area of

streamlining our operation and changing our internal structure. In early 1978, we abolished over forty committees and redesigned our entire staff structure.

We moved in the area of better communications to our members when we established a new newspaper, THE PUBLIC SECTOR. We intend to utilize our newspaper to its fullest potential and make sure it provides to each and every member, relevant news and information.

We are moving in the area of negotiations and in 1978 we began negotiations for our new State bargaining unit contracts. For the last seven weeks, our committees have been negotiating with the State on a daily basis. The result of these negotiations will set the tone in New York State for years to come and we have spared no effort in our preparation and conduct of these negotiations.

As we move ahead into 1979, we will once again break new ground with the "religion" of Proposition 13, still on the tongues of people everywhere. We will proceed with our Statewide advertising program. Our message is simple: public workers provide valuable services to each and every citizen. We want the public to recognize that when someone cries for cutbacks in State, municipal and county payrolls they are asking for cuts in service.

Achievement of our 1979 legislative goals is also a



William L. McGowan
President — CSEA

matter of critical importance. Our legislative program will be formulated in the very near future and will run the gamut from Taylor Law reform to better benefits for retirees. Inequities in the Taylor Law and inequities in the Retirement Law have been very hard on our members and we want to see some very meaningful and substantive changes. Our entire legislative program will be dealt with in future issues of this paper.

Finally, let's not kid ourselves, let's be honest. 1979 will be another year of incredible opportunity. Achieving our goals, however, will take a concerted team effort and a commitment to that concept of brotherhood we all treasure so deeply.

Staten Island patient abuse charge denied

STATEN ISLAND — A state employee at Staten Island Developmental Center, just a week before Christmas, became the latest CSEA member to be suspended on charges of patient abuse. The charge against mental hygiene therapy aide Barbara Rose of Local 429 is being vehemently denied and the case will go to arbitration.

The abuse charge against Rose was made November 20th by Dr. Raogi Patel, head of an outside state review panel inspecting the three buildings at the Center under United Cerebral Palsy control. The buildings are 11, 13 and 15 and employ shared staffs with CSEA. The review panel was inspecting the buildings for the official reason of checking on the implementation of a court order.

UCP, in a recent court action brought by CSEA, was found in contempt of a court order to upgrade its staff and patient services, and, according to Local 429 Vice President Richard Hyter, "therein lies the story".

Hyter charges that Dr. Patel is associated with UCP and that she "made up" the patient abuse charge against Rose to discredit all state employees at the Center in hopes of improving UCP chances of not only taking full control of 11, 13 and 15, but, charges Hyter, "possibly the whole Center by 1981".

Hyter calls the "trumped up" charge against Barbara Rose "a cheap shot" and says he is confident Rose will be exonerated in arbitration. CSEA's top NYC Regional officials, President Solomon Benedet, and Regional Director George Bispham, recently accused the State of indiscriminately suspending and asking for the termination of employees on "hearsay evidence".

DOT plays Scrooge

State suspends unit president

By Geni Abrams

WATERFORD — A modern-day version of "A Christmas Carol" is being played out at the Equipment Management Shop at Waterford, with the State Department of Transportation in the role of Scrooge.

The height of the drama came recently when CSEA Unit President Peter Mendleson of Ballston Spa, received a rather nasty Christmas present from the department in retaliation for his union activities: a suspension without pay.

The suspension came 12 days prior to Mendleson's 10th anniversary with the DOT, at which time he would have vested his pension rights. A Grade 12 Motor Equipment Mechanic at the Waterford shop, Mr. Mendleson says he had never had a problem from management until a new supervisor, Kenneth H. Smith, was assigned in 1975. Now, Mr. Mendleson carries a briefcase bulging with evidence of management harassment, including no fewer than 15 "counseling letters"

advising him of alleged wrongdoings on his part.

If it weren't for the fact that his two daughters, ages 10 and 5, are looking forward to some presents under their tree this year; and the fact that he is ineligible for food stamps or unemployment insurance (because his suspension was allegedly a "disciplinary" action; and the fact that he is rapidly depleting his savings account; Mr. Mendleson's situation could be viewed as humorous.

Among dozens of ridiculous charges against him is one that claims he wasted state resources because he once took a piece of white typing paper and wrote on it, "Reserved for the supervisor," and placed it on a chair in the garage. Mr. Mendleson claims he did it so the supervisor would be able to sit down while overseeing garage operations. Another time, he received a counseling memo because, after eight years

of service to the state, he left work 10 minutes early one night. The supervisor docked 15 minutes from his paycheck — an amount totaling \$1.32.

"Just think — they had to reprogram a computer to get my \$1.32 back," Mr. Mendleson muses.

In January, 1978, Smith gave him an "unsatisfactory" performance rating. Mendleson, wearing a three-piece business suit for his appeal of that rating at a 10 a.m. hearing in Albany last summer, was at work from 7:30 to 8:15 a.m. During that time, his supervisor ordered him to do some repairs underneath a truck. Obviously he was not dressed for that work — and was promptly charged with insubordination.

If Scrooge had done half as many nasty things as the Department of Transportation has done to Peter Mendleson, Charles Dickens would have had to write a sequel. But CSEA attorney Marge Karose has said,

"Bah, Humbug!" to the department's actions.

After his suspension (for trying to tape record his supervisor's refusal to grant him time to help a fellow employee file a grievance), Ms. Karowe filed an Improper Practice charge against the department based on the constant harassment of this union leader. She and Nels Carlson, CSEA's Collective Bargaining Specialist for Mendleson's Operational Bargaining Unit, have no doubt they can prove their case and get Mr. Mendleson reinstated with full back pay.

"This is a clear violation of a person's contractual and statutory rights," she says.

Unfortunately, the final chapter in this Christmas story may not be written 'til long after the holiday season, because of the length of time it takes for such charges to be resolved. But the union believes that, as in all good Christmas stories, the ending will be a happy one.

Steuben County employee reinstated

The holidays will be "sweeter" to the extent of about \$3,500 for a Steuben County worker reinstated to his job by an arbitrator who ruled that the termination was for union activity and not the reasons given by the county.

"It is interesting to note that discharge occurred only after the grievant, and others, signed a grievance about a snow day and only after the grievant joined the Union and became the departmental representative in collective bargaining," wrote arbitrator Donald P. Goodman in his decision for Norman Smith.

He also wrote that the county's

charges were "only a facade for the real reason of union activity," Dr. Goodman ruled that the "termination of the Grievant was in violation of the labor agreement particularly Article VIII."

Article VIII of the agreement between Civil Service Employees Assn. Local 851 and Steuben County guarantees employees the right "to join or refrain from joining the Union without fear of coercion, reprisal or penalty from the Union or the Employer."

In his discussion of the issues, Dr. Goodman noted that Mr. Smith had been a computer programmer for several months under CETA

(Comprehensive Employment and Training Act) prior to his provisional appointment as a programmer in September 1977 and subsequent dismissal in April 1978 and ruled that Mr. Smith "will be made whole for loss of income and benefits during the seven months he was off the county payroll."

James Hancock, regional CSEA attorney, represented Mr. Smith.

Appearing as witnesses for him were CSEA Field Representative Ray Ducharme; David Smith, another programmer; and Lawrence Crossett, chairman of the Union's negotiating committee.

Male wins sex bias case again

FREEHOLD — In an Order After Hearing, the State Human Rights Commissioner has sustained a sex discrimination complaint brought by the number-one ranked (and only male) candidate on a Civil Service list for Motor Vehicle Clerk established in September 1974.

As a result, the complainant, Alfred Todaro of Freehold, N.Y., must be considered for the position of Motor Vehicle Clerk, if that job becomes vacant within the next two years; on the basis of merit and fitness without discrimination as to sex, and he must be paid compensatory damages equal to what he would have earned had he been appointed in September 1975 to the date the post of Motor Vehicle Clerk is filled upon a lawful consideration and evaluation.

Commissioner Werner H. Kramarsky, in signing the Order, stressed that the New York State Human Rights Law "exists for the protection of all persons," regardless of race, creed, color, national origin, age, sex, marital status, or disability.

He pointed out that the application of the Human Rights Law was "particularly appropriate" when it applies to the protection of "individuals who have attained job eligibility on competitive examination lists, through dint of training, experience (and often), long hours of study. These candidates must not be overlooked."

Alfred Todaro charged that he was discriminated against after ranking Number One on a Civil Service examination (June 1974) for Motor Vehicle Clerk in Greene County, N.Y., and after two females were appointed as Motor Vehicle Clerks. As the only male candidate on the eligibility list, he would have been the first of his sex among the 10 Motor Vehicle Clerks then employed by Greene County.

Based on testimony at a Public Hearing before the Division of Human Rights, the Commissioner found that Todaro's wife, Eunice, had been told by Neal Brandow, County Clerk, "that the job had been filled and that he did not want any men in his office." Mr. Brandow, as well as the Greene County Board of Legislators, had been named as respondents in Mr. Todaro's complaint of sex discrimination.

On the basis of testimony, the respondents were found to have discriminated against the complainant in the event of his appointment to the job of Motor Vehicle Clerk. After an evaluation without regard to sex, Mr. Todaro will be credited with seniority rights dating from September 2, 1975.

Respondents Greene County Board of Legislators, and Neal Brandow, County Clerk, were also directed to "send a memorandum to all of its departments, supervisory employees, agents and officers, and to all recognized union or other organizations representing public employees, instructing them that it has a policy of non-discrimination because of sex in hiring and terms and conditions of employment."

Flaumenbaum roasted

IRVING FLAUMENBAUM, long time Long Island Region President of the Civil Service Employees Assn., was the recipient of a surprise "roasting" in his honor at the region's Christmas party. The guest of honor is shown surrounded by two of "Santa's helpers" for the program, Fran Mannellino of Pilgrim Psychiatric Center CSEA Local 418 and Millie Just of SUNY at Stony Brook CSEA Local 614. Below, CSEA statewide President William L. McGowan is shown at the microphone participating in the good-natured roasting of Mr. Flaumenbaum.

Photos by Tony Jerome



Appointees named

ALBANY — Two top aides have been appointed within the Carey Administration to positions that affect public employees to a great extent.

Meyer "Sandy" Frucher has been named Governor Carey's new Director of the Office of Employee Relations, a key and sensitive post which is involved deeply with contract negotiations for state workers and with employee relation problems of all types. He replaces Donald Wollett, who resigned several months ago to resume a teaching career in California.

James F. Regan of Staten Island, president of the New York City Board of Education, has been appointed chairman of the Commission on Public Employee Pension and Retirement Systems, replacing Otto Kinzel. The commission is charged with recommending control of public employee pensions.

Frucher comes to the OER director's position as executive director of the Commission on Management and Productivity. He also served as campaign press spokesman during the governor's successful re-election effort last month.

State gives \$ awards

Ten State employees and one former State employee received a total of \$475 in cash awards in November for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$4,900.

Award recipients in November were:

\$100 — Jeanette K. Powers, Mechanicville, Senior Stenographer, Department of Civil Service; Kenneth H. Clements, Slingerlands, Principal Engineering Materials Technician, Department of Transportation, and a joint award to Irving Leshkowitz, Douglaston, Queens County, and Louis Grabkowicz, New York City,

both Associate Insurance Premium Auditors, State Insurance Fund.

\$50 — Eduard W. Bogel, New York City, formerly of the Department of Social Services, and a joint award to Carol Somers, Nassau, and Jean Diffenback, Albany, both of the Department of State.

\$25 — James W. Fowler, Schenectady, Office of General Services; Ralph J. Hernandez, New York City, Workers' Compensation Board, and a joint award to Nava Kirkham, Schenectady, and Mildred Cunningham, Watervliet, both of the Department of Motor Vehicles.

Cash award winners also receive Certificates of Merit. Certificates of Merit also were awarded to Harold V. McGloine, Albany, Department of State; Joanne Brilbeck, Syracuse, and James A. McClure, Albany, both of Motor Vehicles.

Anti-alcoholism a worthy cause

Alcoholism has been identified as one of America's leading illnesses, affecting millions of people. People who use and/or abuse alcohol, but who may not be chronic alcoholics, number in additional millions.

Implementation of the new Employee Assistance Program

(EAP) as a cooperative venture supported by CSEA, the Department of Alcoholism and Alcohol Abuse, and the Offices of Mental Hygiene and Mental Retardation and Developmental Disabilities, is a major step in addressing the problems associated with the use of alcohol. The illness

affects public workers at a level generally equal to the population as a whole, and is the direct result of loss of jobs in some cases. Early intervention in alcohol-related problems lead to a high recovery rate, and one goal of the EAP is to identify early persons with alcohol-related

problems and offer them a program.

EAP is a voluntary program with built-in privacy, making it easier for an individual to accept treatment. Confidentiality is a key factor.

EAP is a very worthwhile project, and one great example of labor and management cooperation. (RAC)

in our Opinion

Keep your CETA guard up

The federal government created the Comprehensive Employment and Training Act (CETA) as a means of providing jobs for economically disadvantaged persons through funds to state and local governments.

Some local governments twisted the purpose of CETA and used those

federal funds to replace public employees already on the job.

CSEA, through AFSCME, and other public employee unions brought this abuse to the attention of Congress, and a new CETA law was passed in October, to take effect on April 1.

It is our hope that the new law will

correct the abuses of the old CETA law. However, you cannot rest on the words of the new CETA law.

Public employees must continue to be aware of how CETA funds are used by their employers to make sure the old abuses are not replaced by new abuses. (G.A)



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Minorities committee sets goals

By DR. GERALD ALPERSTEIN

ALBANY — The CSEA Ad Hoc Minorities Committee has not been making headlines since its inception in March 1978. But it is working on major changes which could touch public employees throughout New York State.

Committee chairman Jimmy Gamble and CSEA staff liaison attorney Pauline Rogers said two of the three areas the committee has chosen to focus on are:

- Bringing affirmative action and formalized affirmative action plans to all levels of government in the state.

- Have Jan. 15, Martin Luther King's birthday, made either a mandatory or optional holiday for state employees.

They said the third area of focus was the improvement of minority representation on CSEA staff.

The impetus for the committee came from James Gripper, a member of the CSEA Board of Directors representing Mental Hygiene Region 2, who wrote a letter in January 1978 to CSEA President William L. McGowan requesting the committee.

The Board of Directors, at its March 1978 meeting, voted the committee into existence to consist of four members of the board and one member from each of the six regions.

Board members appointed were Gamble, Gripper, Bernard Dwyer and Ronnie Smith. Regional appointees were William McMillan, Zelda Foy, Salvatore Guarisco, Ralph Young, Richard Benward and Nestor Neira.

The board voted the committee the following six aims and goals:

- Safeguard minorities rights in regard to public employment.

- Input into contract negotiations regarding promotional opportunities.

- The committee should be formed to help minorities in employment, training, counseling and help in problems of education.

- The committee should examine the possibility of a questionnaire, through the CSEA official publication, directed toward establishing the desires of minorities for opportunities to be promoted within the Civil Service System.

- Attend meetings with other minority labor groups to share problems, accomplishments, etc.

- This committee shall have access to the CSEA Legislative and Political Action Committee con-

cerning minority interests in employment.

A seventh aim and goal was approved by the board in May 1978: The committee be empowered to make recommendations and to conduct research on affirmative action to the Personnel Committee.

The last aim and goal gave the committee the ability to look into many important minorities problems, Gamble said.

He said the committee has focused on only a few of the areas to date because of the other CSEA duties the committee members also have.

The first full meeting of the committee was at the April 1978 CSEA convention in Albany. Gamble was elected chairman, Gripper co-chairman and McMillan recorder.

Gamble said about 60 other people attended that first meeting of the committee, presenting suggestions for areas of inquiry to the committee.

At its June 1978 meeting, the committee decided to focus on the three areas.

Over the summer, the committee collected information on the status of affirmative action plans throughout New York State, Ms. Rogers said. She said the committee plans to use this information to help develop a model affirmative action plan.

Ms. Rogers was assigned to the committee in April 1978 because of her background in civil rights law. She joined CSEA's law firm three years ago after serving more than two years as a staff attorney for the Massachusetts Commission Against Discrimination, a government agency.

She said her role on the committee is to provide technical information and legal opinions and to research materials on civil rights/discrimination law.

The committee recommended to the CSEA Personnel Committee that a seminar on affirmative action be held, Gamble said.

That seminar was held Oct. 5, 1978, at CSEA headquarters in Albany and was attended by some members of the CSEA staff and Personnel Committee.

The program included information responsibilities for affirmative action, formulating policy and methods of recruiting minorities.

Gamble, a cartographer with the State Department of Environmental Conservation in Colonie, and



THE FIRST CHAIRMAN OF THE CSEA AD HOC MINORITIES COMMITTEE is Jimmy Gamble of CSEA Local 655 State Department of Environmental Conservation. Gamble also is a member of the CSEA Board of Directors.



ATTORNEY PAULINE ROGERS is the staff liaison and legal advisor to the Ad Hoc Minorities Committee. She is a member of CSEA's law firm, where her office overlooks the State's South Mall complex.

Ms. Rogers both pointed out that last summer's research on affirmative action uncovered some interesting information.

Quoting directly from the State Civil Service Department's 1977 Report of the 11th Annual Ethnic Survey of the Workforce of New York State Agencies, Gamble read:

"For the 11th consecutive year, the Bridge Authority did not report a single minority employee in its work force of 93 employees."

Ms. Rogers said other activities of the committee include acquiring information on the status of minorities in public employment; receiving CSEA positions on civil rights reform and on advancement of minorities; and dissemination of information to CSEA leadership.

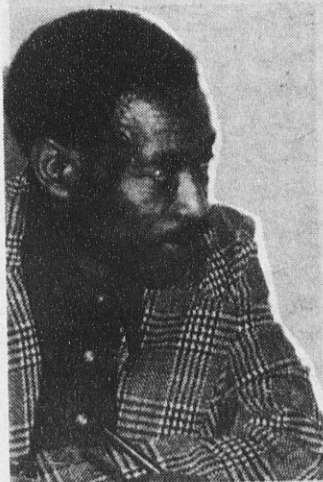
She said possible future activities by the committee could be meeting with the Black Caucus of the New York State Legislature and working with AFSCME on affirmative action.

Pilgrim Center honors Rev. King

WEST BRENTWOOD — Employees of Pilgrim Psychiatric Center here will participate in the center's sixth annual Martin Luther King Memorial Ceremonies from 9 a.m. to 4 p.m. on Wednesday, January 17, 1979 at the center's main assembly hall.

Gov. Hugh L. Carey is expected to attend, and WABC-TV journalist Gil Noble will be featured speaker, and will also be recipient of a special meritorious award for his reporting work.

The Pilgrim Martin Luther King committee raises monies by sponsoring employee social events, and presents scholarship awards to deserving and needy high school students. In the adjacent photos, Clayton Chesson, left, chairman of the Pilgrim Martin Luther King Memorial Committee, discusses arrangements for the January 17 program with Alfred O. Carlsen, chairman of the Pilgrim Martin Luther King Scholarship Committee. Mr. Carlsen is a member of the Pilgrim CSEA Local 418 Political Action Committee, and is a former CSEA shop steward of the facility's grounds department.





CSEA working to change CETA regulations

CETA, the Comprehensive Employment and Training Act, the law which provides federal funds to state and local governments to hire additional employees, became a thorn in the side of CSEA and other public employee unions when many local governments sought to replace union employees with CETA employees.

CSEA, through AFSCME, and other public employee unions lobbied long and hard to correct the abuses of the old CETA law. In October 1978, a new CETA law was passed, which will go into effect on April 1, 1979. That law, hopefully, will correct many of the abuses of the old CETA law.

The accompanying stories update the CETA situation and report on what CSEA is doing to tighten the new CETA regulations, which are in the process of being finalized.

ALBANY — CSEA is working toward changes in the new draft regulations for the Comprehensive Employment and Training Act (CETA).

The new regulations, which will be set by the U.S. Department of Labor, go into effect April 1, 1979.

CSEA's efforts included statements by Robert Maletta, chairman of CSEA's Special Blue Ribbon CETA Committee; Joseph Abbey, CSEA, research analyst; and Paul Burch, CSEA collective bargaining specialist; at a Dec. 12

Public Interest Group Conference in Albany on the Draft Federal Regulations to Implement the Comprehensive Employment and Training Act of 1978.

Also as part of that effort, CSEA Attorney Marjorie E. Karowe, legal advisor to the blue ribbon committee, wrote a letter to the CETA administration in Washington, D.C., expressing the same points as were made at the Albany meeting.

The new regulations are necessary because a new CETA

law was passed by Congress and was signed in October by President Carter.

CSEA has six primary areas of concern regarding the draft regulations, which were outlined at the Albany meeting and in the letter.

Hiring freeze: In that a public employer cannot hire people with CETA funds during a hiring freeze, CSEA would like the law to read as follows.

"If an employing agency has reduced its regular workforce in

excess of 15 per cent over a period of 18 months, a hiring freeze will be presumed to be in effect."

Outstationing: "... many of the current problems arising from a difference in benefits between the employing agency and the work site could be corrected by assuring that the CETA participant receives the benefits of the work site.

"As the current regulations now allow, an outstationed employee is entitled to all the benefits that accrue to employees of the prime

sponsor rather than employees of the work site where the employee is currently working.

"This has created problems in that a CETA employee could be earning more (or less) than employees working along side of him. He could also be receiving different holidays and have better, health insurance benefits."

Prime sponsor planning council: Representation on the councils should include "the principal labor organizations in the areas where

employment or training are expected" rather than "representatives of the central labor council or the principal labor organization."

Also when planning councils have public meetings, all interested parties that make known their interest in attending be notified.

Area planning bodies: Nominations for appointments should come from any interested group in addition to nominations from local elected officials.

Comments and publication procedures: At least one public hearing at a convenient time and properly announced should be guaranteed.

Projects: The current regulations allow for the hiring of temporary CETA employees for work projects for as long as three years.

CSEA proposed that a "project should not last longer than a 12-month period, nor should projects under any circumstance be extended."

CETA seeks to help disadvantaged persons

The Comprehensive Employment and Training Act (CETA) of 1978 is a complex, 306-page, law. The purpose of CETA is stated in Section 2 of the law.

"It is the purpose of this Act to provide job training and employment opportunities for economically disadvantaged, unemployed, or underemployed persons which will result in an increase in their earned income, and to assure that training and other services lead to maximum employment opportunities and enhance self-sufficiency by es-

tablishing a flexible, coordinated, and decentralized system of Federal, State, and local programs."

Title II of the Law states: "The purpose of this title is to establish programs to provide employment and training services in order to ease barriers to labor force participation encountered by economically disadvantaged persons, to enable such persons to secure and retain employment at their maximum capacity and to enhance the potential for individuals to increase their earned income.

"Such programs shall include the development and creation of training, upgrading, retraining, education and other services needed to enable individuals to secure and retain employment."

CETA services are available to the economically disadvantaged, youths and older workers with "particular barriers to employment."

Types of services include: job search, supported work programs, education and institutional skill training, supportive services, outreach, payment of allowances and alternative working arrangements.

Youth programs under CETA include job training, community conservation projects, summer employment and the Job Corps.

CETA provides funds for temporary employment in areas hard hit by unemployment in its Countercyclical Public Service Employment Program (Title VI).

Paul Burch, CSEA collective bargaining specialist, said under both the old and the new CETA law, public employers are not allowed to lay off regular employees while retaining or hiring CETA employees in the same job.

CETA workers temporary

Citing precedents in both public and private sector arbitrations, an arbitrator has ruled that employment under the Comprehensive Employment Act, (CETA), should be considered the same as "temporary" employment when length of service is computed.

The arbitrator Dana E. Eischen agreed with CSEA Field Representative Ray Ducharme, who filed the grievance on behalf of Steuben County Deputy Sheriff Douglas B. Moffett and awarded Mr. Moffett an increment six months earlier than that computed by the county, together with interest.

In the grievance filed because the county paid Mr. Moffett his increment July 1, 1978 instead of January 1, 1978, Mr. Ducharme argued that the contract between the county and CSEA, "clearly states that when a temporary position matures into a yearly one, employee benefits will be picked up retroactive to the date of the temporary appointment," and that increments are a benefit.

Since Mr. Moffett had been a CETA employee from February 28, 1977 until October 1977 when he received his regular appointment, CSEA argued that under past practice CETA employees, were treated as temporary employees and submitted memos confirming references to CETA employees as temporary.

Mr. Eischen also said he considered CETA regulations which require "coverage under collective bargaining agreements and other benefits at the same levels and to the same extent as other employees similarly employed."

The Steuben County Board of Supervisors' Grievance Committee at first granted the grievance but after Mr. Ducharme distributed a circular informing the membership of the decision, the committee informing the membership of the decision, the committee reversed itself and the matter was submitted to binding arbitration.

CSEA Regional Attorney James Hancock represented Mr. Moffett.

Union's CETA panel

CSEA, in reaction to abuses of CETA by public employers, set up the Special Blue Ribbon CETA Committee.

CSEA President William L. McGowan appointed the committee on Jan. 10, 1978. Members of the committee are: Robert Maletta, chairman; David Mance; Annette Harding; Robert Gailor; Paul Kamrass; Al Rubin; and Maureen Malone.

THREE CSEA REPRESENTATIVES DISCUSS PROBLEMS OF CETA with representatives of the state and federal governments Dec. 12 in Albany at the Public Interest Group Conference on the Draft Federal Regulations to implement the Comprehensive Employment and Training Act (CETA) of 1978, from left: Virgil H. Hodges, director of CETA Operations Division, State Department of Labor; Robert Maletta, chairman of CSEA Special Blue Ribbon CETA Committee; Donald Kulick, associate regional administrator, U.S. Department of Labor; Joseph Abbey, CSEA research analyst; and Paul Burch, CSEA collective bargaining specialist.

New CETA law passed

CETA was renewed for four more years.

House and conferees, working through the Columbus Day weekend, reached agreement on the four-year reauthorization of the Comprehensive Employment and Training Act.

The conference bill was achieved after reconciling hundreds of differences between the Senate and House versions.

The bill, which was signed into law by the President on October 27, will reduce the number of public service employment jobs by about 100,000, will provide increased funding specifically for training unskilled persons, will increase

the emphasis of CETA on private sector employment and will attempt to prevent fraud and abuse of CETA funds.

Over the program's first four years, many municipal officials manipulated CETA job slots to undermine the hard-bargained wages and working conditions of public employees.

"All AFSCME locals (including CSEA) would keep close tabs on how this revised CETA program is administered in their areas," said AFSCME President Jerry Wurf. "The new protections will only work effectively if they're strictly and uniformly enforced."

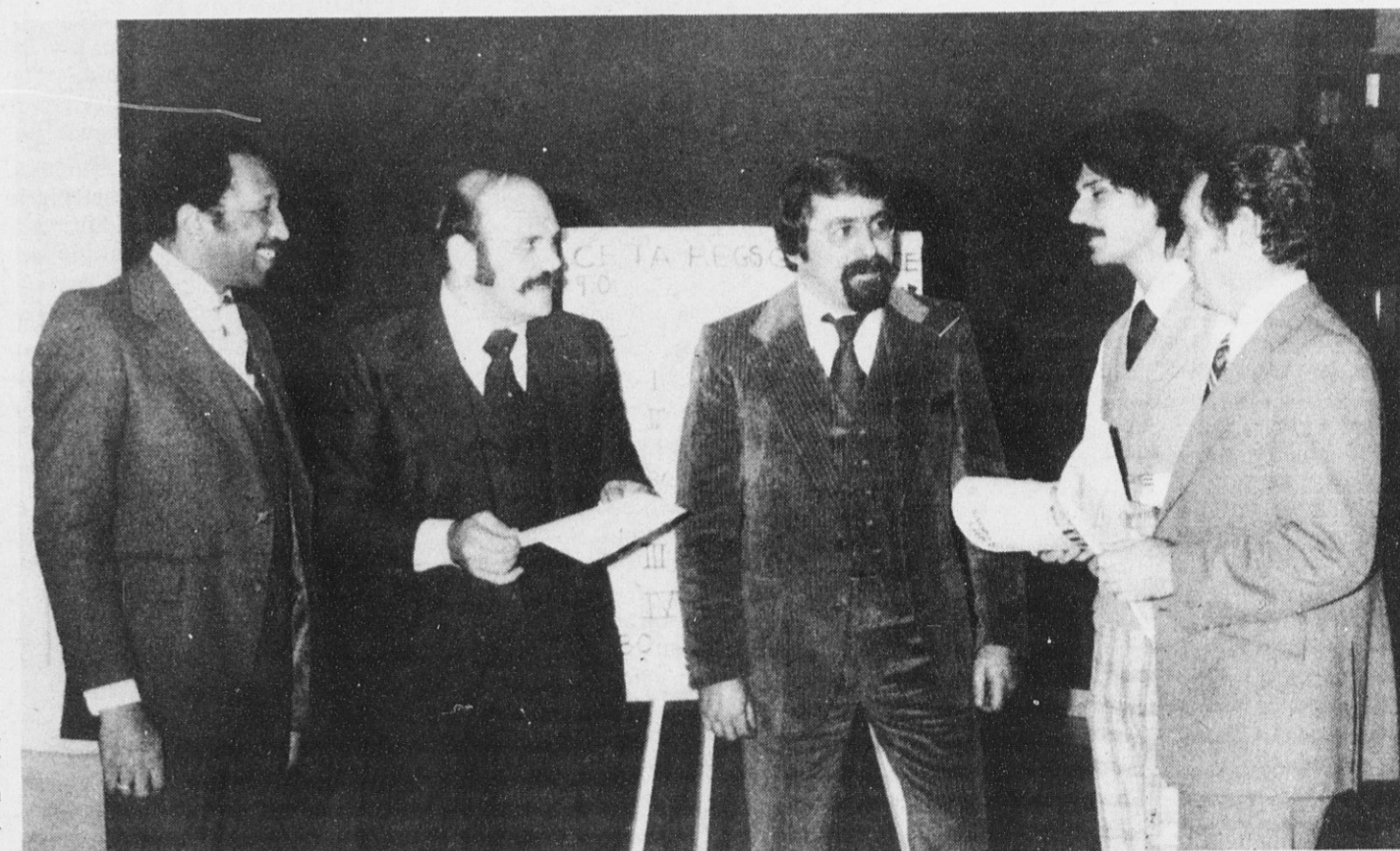
Among other changes, the new CETA legislation passed by

Congress and signed in October by President Carter includes:

- CETA public service workers must be paid prevailing entry-level wages. The Carter Administration had originally wanted to create over a million minimum-wage jobs in the public sector.
- Working conditions and benefits for CETA public service employees must be similar to those of regular public employees.
- Prohibits the separate classification of CETA workers for anything but retirement program purposes.

AFSCME has CETA specialists ready to assist local unions challenge any abuses of the CETA program.

CETA meeting held in Albany



CSEA COLLECTIVE BARGAINING SPECIALIST PAUL BURCH listens attentively at the Public Interest Group Conference of the Draft Federal Regulations to Implement the Comprehensive Employment and Training Act (CETA) of 1978 in Albany on Dec. 12.

CSEA backs anti-alcoholism fight

By Jane Baker
Special to The Public Sector

Co-workers regularly went to her house in the morning to wake her with strong coffee and take her to work. On days when nothing seemed to help, the co-workers made excuses for her absence, and worked over-time.

The situation could only go on for so long, they realized. Soon the co-workers began to question why they covered-up for their friend, who wasn't getting any better. Eventually they stopped and the woman's alcohol problem got the better of her.

She lost her job.

It is that kind of situation the state's Department of Alcoholism and Alcohol Abuse, along with representatives of the Civil Service Employee Association, the central and regional offices of Mental Hygiene and Mental Retardation and Developmental Disabilities, are trying to end.

At a day-long session in Rome, they met to discuss the implementation of an Employee Assistance Program, (EAP), in 11 DMH facilities in 20 central and western New York counties. The purpose of the program is to aid employees who have alcohol, medical, behavioral and financial problems which are affecting their job performance.

About 42,000 CSEA employees work for the DMH in the state. According to James Moore, CSEA regional president, about 20,000 work in this region's facilities.

"These employees have the highest incidence of alcohol problems in any state agency," Moore said.

The CSEA endorses the program and is working with the facilities to get it implemented. In a letter to John Quinn, director of the EAP, William L. McGowan, President of CSEA wrote, "I have come to recognize the fact, however, that the illness of alcoholism is a problem of unions as well as individuals and CSEA strongly supports the concept of the Employee Assistance Program."

In McGowan's letter he stated unions "play a vital role in the establishment and successful operation of alcoholism treatment programs, and you have my commitment that we will do everything in our power to be of assistance in both the cure and prevention of alcoholism."

Robert Challenger, regional consultant for the division of alcoholism in Rochester, explained to those gathered why the state is involved in an alcohol program. "Most of the people who have problems which are affecting their job performance were once good employees," he said.

"Early intervention leads to a high recovery rate and saves the guys life, family and job."

Both Challenger and Quinn emphasized the last thing a person wants to happen is to lose his job. "Through early identification," Challenger said, "usually four out of five persons resume the acceptable standard of job performance."

One of the major myths surrounding alcoholism is the impression that those who drink ex-

cessively are the "wino's." "Only 20 per cent of the alcoholics are the skid row type," Quinn said. "Most alcoholics are able to go on for many years before their drinking begins to affect their professional and personal life."

The EAP offers an alternative to the person who may lose not only

voluntary basis to join the program."

However, the coordinator will not do counseling.

"You may have to see a person several times to identify what the problem is," Cy Fine, a coordinator from Creedmoor Psychiatric Center in Queens

Challenger added one sure way to kill a program is to let information leak. "People must be able to trust the programs confidentiality."

The EAP, according to the representatives present at the meeting in Rome, is a joint monitored and implemented program. "The CSEA," Quinn said, "is the most significant labor organization in respect to the program."

Currently the program is only operating in the state's mental hygiene facilities, where about 25 per cent of the state's workers are employed. It is hoped the EAP will eventually be established in all agencies.

"We estimate the state is losing \$12.5 million each year because of employees who are not effectively managing their problems," Challenger said. And although state taxes are paying for the program (about \$4.00 per employee to install the program), Challenger added by picking up people before their problems have gone too far, money is being saved.

According to research done by the alcohol division, absenteeism, medical expenses, disability payments, early pension payments, supervisory time, increased accidents, added sick pay costs and costs of replacing trained workers, are the direct costs attributable to employee problems at work.

Inefficiency of troubled workers and fellow workers and deteriorations of morale are the indirect costs.

"The facilities want to deliver quality patient services," Quinn said. "These people delivering the services must be at a high performance level."

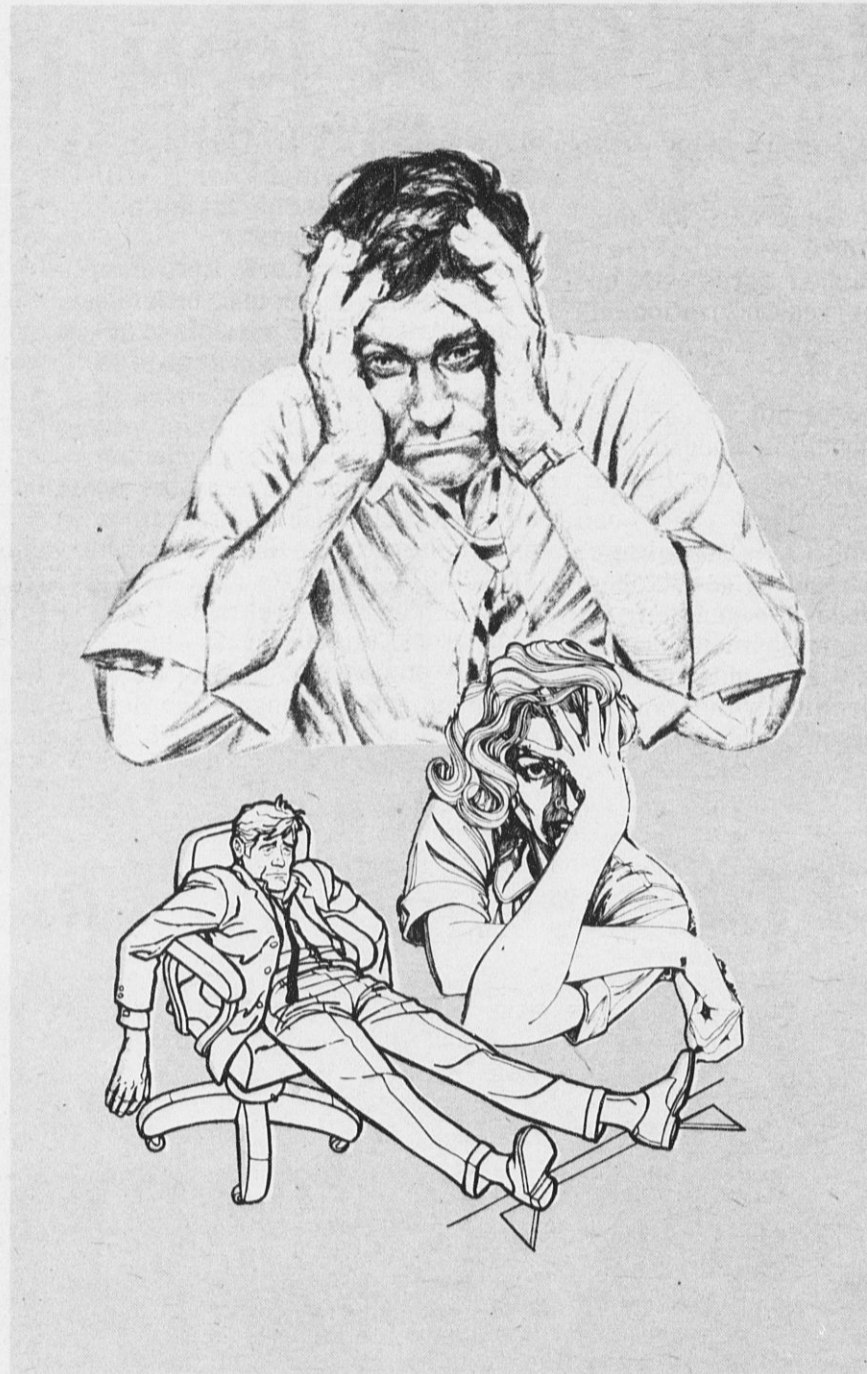
The EAP will hopefully reduce costly grievances for the CSEA, in addition to providing help for the employee.

"We will continue our efforts . . ." McGowan wrote, ". . . and pledge our support to you at the state wide level so that we may together cause a reversal of the growth of this very significant social problem."

Quinn, challenger, Moore and the other representatives are looking "six months down the road" when trained coordinators will be at each facility in this region.

It is their hope that situations like the woman whose co-workers helped her, will not exist any more.

"By helping one person," Chuck McGeary, a staff representative with the Central Region of CSEA, said, "you are really helping all those employed."



his job and his family, but his self-esteem.

Within each facility there will be a coordinator whose job it will be to identify the problem, identify what community services are available and support the person to contact the treatment program.

"The coordinator," Quinn said, "will let the person know he's there, he cares and the problem is not going to get better unless he get's help."

The program is entirely voluntary and according to Moore, "employees are encouraged on a

Village, said. "But counseling for the problem is done outside the facility."

It is the responsibility of the employer to get the treatment. The employer can only provide the means.

Whatever passes between the employee and the coordinator is kept strictly confidential. "There is still a stigma attached," Challenger said. "It is considered a moral issue and a breakdown of will power."

"The person's problem must be kept confidential."

Westchester to layoff less than 30

WHITE PLAINS — Westchester County, in a major victory for CSEA, will lay off fewer than 30 employees on Jan. 1, 1979, Carmine DiBattista, chief shop steward of the Westchester County Unit of CSEA Local 860, has reported.

The small number of layoffs represents a victory for the CSEA unit, which only two months ago faced rumors of a 10 percent layoff of the approximate 6,000-member unit and then a 1979 proposed budget containing more than 200 layoffs.

The Westchester County Board of Legislators unanimously approved the 1979 budget on Dec. 18. The \$419 million budget includes an approximate three percent cut in taxes and eliminates 375 vacant job lines in addition to the layoffs.

The CSEA victory was a combined effort by the unit, Southern Region staff, CSEA staff and AFSCME staff.

Unit President Raymond J. O'Connor cited four members of the unit

who played key roles in the two month layoff fight, including: Pat Mascioli, first vice president; DiBattista; Rick Paradiso, unit representative to the Board of Legislators; and Don Ballou, head shop steward for the County Parks and Recreation Department.

Ballou gave his vacation time to fight the layoffs, O'Connor said.

O'Connor and DiBattista, on Dec. 18, sent two mailgrams to William L. McGowan, in his capacities as CSEA president and as AFSCME vice president, to give thanks for the support given the unit.

In the mailgram directed to the CSEA president, those Southern Region and CSEA staffers singled out for special thanks were Joe Watkins, Gary Fryer, Deanne Lewis, Thomas Lupisello, Ron Mazolla, Laura Woolis and Bruce Wyngard. (See accompanying mailgram.)

In the mailgram directed to the AFSCME vice president, O'Connor and DiBattista said:

"This is to express my appreciation to you and to the research unit of AFSCME — Washington, D.C., for their efforts on our behalf in analyzing the proposed Westchester County budget for 1979.

"The combined efforts of CSEA-AFSCME were effective in the significant reduction in layoffs proposed by the county administration. Our appreciation especially to Lee Saunders of the Washington staff."



REGION III THIRD VICE PRESIDENT Stan Boguski reports on the ever-changing Westchester County layoff situation during a recent Region III meeting.

Other groups support Westchester Co. Unit

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 drew support from other public employee groups in its fight against layoffs by the county at a Dec. 11 meeting of the Westchester County Board of Legislators.

Speakers supporting CSEA represented the Probation Officers' Association, Parks and Recreation Conservation Society, the Westchester Community Services Organization and the Black Civil Service Employees Caucus.

The main reason stated by the speakers for their opposition to the proposed layoffs was the effect on blacks, women and other minorities, who usually are the last hired and first laid off.

Unit President Raymond J. O'Connor, who also spoke before the Board of Legislators, said in part:

"CSEA will not ever condone layoffs as the answer to what we feel is actually a problem of administrative waste and mismanagement on the part of the County.

"We deplore any so-called solution which results in having the workforce, who can least afford it, bearing the brunt of government's inefficiency.

"Extensive data compiled by CSEA's research teams in Albany and Washington, D.C., consistently points to serious discrepancies in methods used by the County's Budget Department to estimate expenditures and revenues.

"This information is now in the hands of persons in the Executive Branch and the Board of Legislators who, hopefully, will realize that CSEA agrees with the County's endeavors to balance the budget by streamlining government provided that that concept is not contingent on employee layoffs when other actions — for example, attrition — would be more justifiable and certainly, less damaging to the citizens of Westchester County and the public employees who serve them.

"In my closing remarks, let me restate CSEA's position on County Employee layoffs. We believe there should have been none. We feel that if your reason was to "streamline" your operations, it missed the mark. Even now, we are unable to ascertain how this was accomplished by the layoffs.

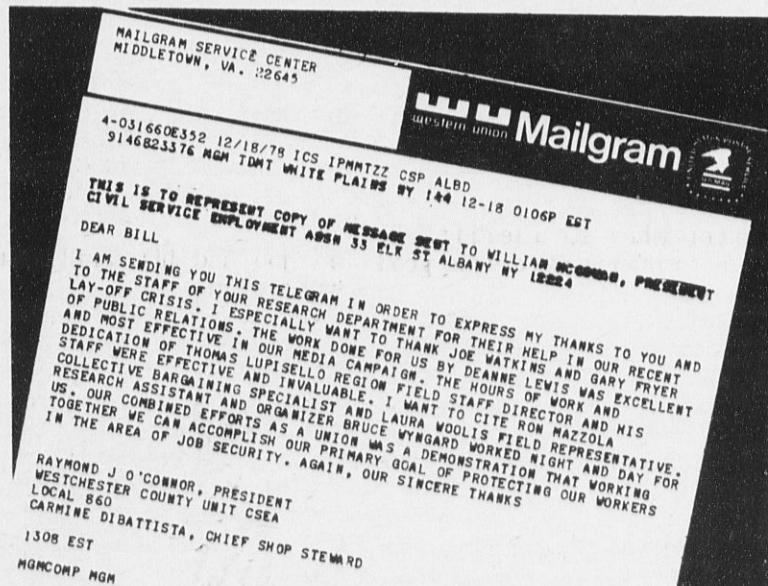
"We do, however, agree with the concept of attrition as an acceptable means of reducing a workforce.



LISTENING INTENTLY to the latest update on the Westchester situation are Dorothy Mariano and Dorothy Butler, both members of Letchworth Village CSEA Local 412 during a recent Region III meeting.



DISCUSSING THE TENSE SITUATION IN HIS AREA, Westchester County Local President Ray Cassidy talks with Robert Scott, treasurer of the Harlem Valley CSEA Local during a recent Region III meeting.





Local 670 contributes \$1,311

ALBANY — In a generous outpouring of the spirit of the holidays, members of the Albany Department of Labor CSEA Local 670 have continued their traditional Christmas gift for the Needy collection program.

This year Local members collected \$1,311.75 from employees in Building 12 at the State Campus and the department's Out-of-State Resident Office in Albany.

As in the past, the funds collected were evenly divided among three groups "adopted" by the Local members; The Troy Record Clothe-A-Child program, St. Colman's Home, and Albany Home for Children.

Pictured left to right are, Ellie DeNonis, Chris Rielly (as Santa Claus), CSEA Local 670 President Ron Galinski, and Local 670 Vice President J. Wayne Dessingue.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station,
Albany, New York, 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Change of Address for 'The Public Sector'

My present label reads exactly as shown here

Name _____ Local Number _____

Street _____

City _____ State _____ Zip _____

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

Agency No. _____

My social security no. _____

STATE OPEN COMPETITIVE JOB CALENDAR

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

FILING ENDS JANUARY 2, 1979

Title	Salary	Exam No.
Principal Account — Audit Clerk (NYC Area Only)	\$11,450	No. 20-935
Campus Security Specialist	\$13,511	No. 20-937
Medical Laboratory Technician 11	\$10,024	No. 24-880
Laboratory Technicians 11		
Bacteriology and Microbiology	\$10,024	No. 24-881
Biochemistry	\$10,024	No. 24-882
Biology	\$10,024	No. 24-883
Biophysics	\$10,024	No. 24-884
Chemistry	\$10,024	No. 24-885
Food Chemistry	\$10,024	No. 24-886
Nucleonics	\$10,024	No. 24-887
Physiology	\$10,024	No. 24-888
Sanitary Bacteriology	\$10,024	No. 24-889
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. 24-849
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	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker	\$6,148	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitative)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,118	20-888
Dietician	\$10,714	20-887
Supervising Dietician	\$12,670	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

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.

Wants upgrading

Editor, The Public Sector:

I am writing on behalf of myself and my fellow employees, who have been working in the Psychiatric Centers for years, who had to take a staff attendant test in order to get an upgrading to a grade 9.

A new employee who comes to work for the Department of Mental Hygiene and shows a High School Diploma automatically becomes a grade 9 after one year of employment with the department.

The Staff Attendants became Ward Managers after the hospitals became unitized and had to take all the responsibilities of the ward without any recognition in grade or in pay.

A few weeks ago I read in the Public Sector that many employees who worked in the T. B. units of Pilgrim were reclassified after being transferred to other units of the hospital and were allowed to keep their present grades.

In all fairness to the Ward Managers an upgrading would be justified in accordance to the career ladder, which seems to have been broken at this time.

I request you withhold my name, thank you very much.

Anonymous
Commack, N.Y.

IAPES responds

Editor, The Public Sector:

I have read the article on page 9 of the December 13th issue of the "Public Sector" which described Mr. Paul Burch's written report to Mr.

O'Toole concerning his profession of agency support for the activities of the New York State Chapter I.A.P.E.S. of which I am President. I feel there is a possible misunderstanding on the part of C.S.E.A. concerning the nature and role of Labor Department support for us and wish to clarify and explain the reasons for the special support we have received.

Our membership does not (as the article states) consist largely of New York State Labor Department employees. We have some 34,000 members in 50 states and 30 foreign countries and it is precisely this New York State's Chapter involvement with the parent organization rather than our "internal activities" which is the reason for the special support given to us by Mr. O'Toole and the New York State Labor Department. Five years ago when we made our bid to the International for convention site we were required to produce affidavits of explicit support from Labor Department Commissioner, Governor, New York City Mayor, Convention Bureau, and New York State Chapter etc., etc. We have not requested nor received special support from the New York State Department of Labor for our regular activities but do, however, need everyone's support in our special activities as host to this international group. Mr. O'Toole in supporting us was merely honoring a commitment made several years ago by the Department of Labor and two previous Commissioners.

Most nearly all of our I.A.P.E.S. members belong to and loyally support the C.S.E.A. Many of them hold or have held leadership positions in both organizations. They see no conflict whatsoever in joint membership nor do I.

This summer, we, "New York State Civil Servants," will be host to thousands of out-of-state civil servants in New York City. We hope in this "once in a lifetime" type of effort to show off our state proudly and to return to it some of the business and money we have lavished on other states and cities over the past 25 years. To do this effectively, we need everyone's wholehearted support and understanding — may we count on the C.S.E.A.?

Mathew F. McCue
President

New York State Chapter I.A.P.E.S.

P.S. Enclosed with this letter is one to "New York State boosters" requesting that they support us financially by taking an ad in our souvenir program journal. I am also enclosing a contract in hopes that C.S.E.A. will

take a full page ad to support us. Also enclosed is an excerpt I clipped out of a recent issue of our International newspaper which further explains the position of I.A.P.E.S. vis-a-vis a collective bargaining agent. You might be interested to know that the I.A.P.E.S. is on extremely cordial and cooperative terms with unions in most other states despite its receipt in many instances of more cooperation and support from the employing agencies

Court workers frustrated

Editor, The Public Sector:

It has been with increasing interest, and a very great sense of frustration, that we have been watching the great hue and cry CSEA has been making over the plight of the J.P. Stevens Company employees. We will admit that theirs is a difficult struggle and that their grievances are genuine. However, right here in New York there are a group of CSEA members who are receiving treatment at the hands of their employer which certainly merits some serious investigation.

We speak of the Non-Judicial Employees of the Office of Court Administration, more specifically, those in several of the upstate counties. We will use our county as an example.

Living and working in Broome County, we are coming across a callous disregard for employee rights courtesy of OCA. Example: Our Broome County contract expired December 31, 1977. OCA has stated, since the State take-over of the Courts in April of 1977, that until a contract between CSEA and OCA is negotiated and ratified, we will continue to work under the terms of the old County contract. All well and good, except when the contract provides for ten year increments or County holidays which conflict with State holidays (we work in a County-run building). Then the contract is no longer valid. We are "no longer entitled to any of the benefits" of the old contract. In other words, when it benefits the employer, the old contract is valid and when it benefits the employee it is not.

Example: Traditionally, Broome County Employee salaries have been some of the lowest in the State. Naturally, when the Reclassification Survey came out and we discovered that the salaries attached to the new titles would be, in most instances, much better than we have been receiving, in spite of the flaws in the Reclassification, most of us were quite happy. Remembering that in Broome County we have not received a pay raise since January of 1977, the implementation of the Classification has been eagerly awaited. In the meantime, inflation has been taking its toll of our meager salaries, there is no end in sight to the Classification hassles, and each time we ask about the status of the Classification and the

negotiated contract between OCA and CSEA for Districts 3 through 9, we get the run-around.

OCA blames the downstate unions and the Legislature, CSEA blames the Legislature and the downstate unions, the Legislature blames OCA and the unions, and we sit.

CSEA has negotiated a contract between us and OCA for Districts 3 through 9, the membership has ratified it over-whelmingly, and it sits, in bill form, awaiting Legislative approval. Why won't the bill make it to the Floor? The amount of money required to implement the contract is considerably less than what is required to build a football stadium in Syracuse or a convention center in Manhattan. What stands in the way? Why won't OCA push for passage of the contract for Districts 3 through 9 and immediate implementation of the Classification so that there is immediate financial relief for employees who have been frozen at low County salaries for two years or more?

The membership of our Unit, affiliated with Local 334, CSEA, are becoming increasingly frustrated and embittered. That men and women who are "State Employees" should be paid poverty-level salaries for doing work identical to employees who receive up to triple their pay in other counties is incredible. That the callousness of their employer should manifest itself in remarks such as, "What do you care? It'll be retroactive when it finally comes." is incredible, since promises of retroactivity do not pay medical bills, utility bills and put groceries on the table NOW. We have families to support, many of us work two jobs just to make ends meet, never mind luxuries. And all the while, inflation grows and grows, costs mount and we become eligible for Public Assistance.

Finally, CSEA, what are we getting for our dues? We would like to see more action on the problems of the upstate Non-Judicial Employees, and less on the J.P. Stevens struggle.

Signed by 28 members

Local 334, Judiciary employees
Editor's Note: As reported in the December 20 issue, page 2, CSEA Collective Bargaining Specialist Pat Monachino expects the State Legislature to approve the contract covering CSEA-represented court employees during January. He further noted that the state legislature did not act on the contract during the recent sessions because only the governor's agenda was considered, and the contract was not on that agenda. CSEA has continually been on top of the lengthy, complicated court situation, and the recent J.P. Stevens boycott program has in no way interfered with or diminished the union's efforts on behalf of the court employees.

Pension contributions start Jan. 1

Effective January 1, 1979, public employees enrolled in Tier 1 and Tier 2 of the State Employees' Retirement System may voluntarily contribute up to 10 percent of their wages to an annuity account maintained for them by State ERS, reminds James H. Currier, President of the CSEA Fort Schuyler Local 014 and the union's representative on the Comptroller's Pension Advisory Committee.

Employees who last joined the Retirement System before July 1, 1973 are members of Tier 1, and between July 1, 1973 and July 1, 1976, members of Tier 2. Members who joined the System after July 1, 1976, are Tier 3 members.

Eligible employees should have received this month from the State ERS detailed information on the annuity account program as well as forms for enrolling in it or rejecting participation, Currier noted.

Calendar of EVENTS

DECEMBER

28 — Syracuse Local No. 013, Happy Holidays Party, 4-8 p.m., Half Shell Restaurant, 253 East Water St., Syracuse.

29 — Tompkins County Local 855, Holiday Party and Dance, 6 p.m. until 1 a.m., VFW Hall, West State Street, Ithaca.

JANUARY

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

11 — CSEA statewide Board of Directors monthly meeting, Albany.

12-13 — Region 6 workshop, Holiday Inn, Fredonia.

17 — Martin Luther King Memorial Ceremonies, Pilgrim Psychiatric Center, West Brentwood, 9 a.m.-4 p.m.

Retiree Newswatch

Retirees excluded from State negotiations

By Tom Gilmartin

CSEA Retiree Coordinator

Rumors are flying these days as state and union negotiators size one another up for the approaching new contract hassle. It is natural for retired government workers to feel some nostalgic excitement at this prospect. However, because of the Taylor Law, the give and take of the bargaining table has no place for retirees, and state legislators and the state's electorate are not likely to favor changing the law to bring this about. Living with this reality is less a problem for retirees than is accepting the universal attitude that the state's retirees are more than adequately provided for by a flourishing pension fund.

To take the second misconception first, the pension fund of the Employees Retirement System is indeed flourishing. Comptroller Arthur Levitt reports that in 1966-1967 the System's assets were \$2.9 billion and have grown to \$9.1 billion in 1977, a very dramatic growth and a tribute to Mr. Levitt's excellent stewardship. In view of this colossal sum, the public concludes that the Employees Retirement System is very wealthy and that, ergo,

retiree members of the System are sitting pretty. Many individuals, including a number of the retirees themselves, assume that this money is available not only to pay retiree members their monthly pensions but also to be more than enough to finance cost-of-living increases for pensioners.

And so, they ask, why are retired public employees stonewalled from getting increases, with all that money available? Unfortunately, it is not available and cannot be touched, as the public learned during the Big Mac crisis of a couple of years ago. Thus it is that for a cost-of-living adjustment for retirees it is necessary to go to the state's supplemental budget, in which there is only so much money to go around, and for which purposes specific laws must be enacted every year.

How much larger will the Employees Retirement System pension fund be allowed to grow, and when will it be turned back in cost-of-living increases to the retirees whose contributions are in part responsible for its existence? No one seems to know, but it is a good question.

Now for the first and most irritating misconception, the myth

that the state's retired public employees are very well provided for in their pensions and that they should continue to forego a cost-of-living increase. So much is said of the "higher" retirement allowances received in recent years, an argument offered annually by our state legislators. Let us consider some facts regarding those who retired not long ago.

Take the year ending March 31, 1977. 14,394 members of the Employees Retirement System retired that year. How many people know that two-thirds of them (64.6% or 9,308) retired on an average pension of only \$1,564 per year?? Again, 2 out of 3 averaged only \$1,564.

How many legislators, and how many citizens, know that 5,830 retirees (40.5% of the 14,394) retired with an average pension of just \$2,438 per year, and that after serving 10 to 19 years??

In that same year there were 3,337 public employees who, after a long service of 20 to 29 years, retired with an average pension of only \$6,072. "Fat cats!" indeed. And 1,467 retired after a lifetime career of 30 to 39 years at an average retirement allowance of \$10,890, which is peanuts after a



"career" in the private sector.

That was the year ending March 31, 1977. If you retired in that year your pension's purchasing value has already shrunk 9.6% after one year's inflation.

So, retirees accept the fact that they have no new contract negotiations coming up soon. Their contracts are set for life, and this is not news. But they reject as untrue the statement that the so-called New Career Plan of 1969 provided the average state and local government retiree an income so much "improved" as to rule out as unnecessary a decent cost-of-living adjustment. Is it "Let them eat cake"?

Retiree locals to push for legislative goals

Retired CSEA members belong to one of 15 retiree CSEA Locals, and each Local is lining up membership support for a concentrated push for

legislative goals during the coming season of the State Legislature.

Retiree members who can volunteer assistance in the coming

legislative session should send their name and address to the appropriate CSEA Retiree Local president (the proper Local number is listed on the membership card). Following is the name and address of each of the CSEA Locals for reference:

- 902: Don Buswell, 11 Crary Avenue, Binghamton, N.Y. 13905
- 903: Mary Gormley, 1883 Seneca Street Buffalo, N.Y. 14210
- 905: Helen Musto, 24 Meadowbrook Court Newfield, N.Y. 14867
- 907: Ward Alden, Greenwood, N.Y. 14839
- 909: Tris Schwartz, 12 Mansion Drive Hyde Park, N.Y. 12538
- 910: John Chesslin, 2980 Briggs Avenue Bronx, N.Y. 10458
- 912: Melba Binn, 179 Poplar Street Rochester, N.Y. 14620

- 913: Tom Ranger, 133 Aberdeen Terrace Syracuse, N.Y. 13206
- 914: George Butler, 445 Lorraine Avenue Utica, N.Y. 13502
- 916: Mel Ferns, Maple Street Mooers, N.Y. 12958
- 917: John VanDuzer, 31 Electric Avenue Middletown, N.Y. 10940
- 918: Sarah Durantino, 35 Spreen Drive Pearl River, N.Y. 10965
- 919: Bill Mensel, 18 Forest Drive Plainview, N.Y. 11803
- 920: Hilda Runz, 13 Peters Boulevard Central Islip, N.Y. 11722
- 999: John J. Kennedy, 271 Hoosick Street Troy, N.Y. 12180
- 988: Lou Colby, 3003 9th Street Holiday, Florida 33590

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon below for membership information.

Retiree Division

Civil Service Employees Assn.

33 Elk St., Albany, N.Y. 12207

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

Miscellany . . .

Florida CSEA retirees continue to be independently active and want to reach more of their members down there. Louis P. Colby is chairman of the CSEA Retirees Florida Area Club, Inc. They plan to broaden their support of our legislative goals in 1979. Mr. Colby is at 300 9th St., Holiday, Fla. 33590.

"BETTER BUYING SERVICES" has been saving consumers, including CSEA members, a bundle of money on cars, appliances, you name it. They seek for the Capital District area a retiree to represent them. Retirees who want to know more about this opportunity may write to the Retiree Coordinator, 33 Elk St., Albany, N.Y.