

Delegates rally at State Capitol score legislators' budget cuts

ALBANY — CSEA leaders from around the state blasted state legislators' proposed budget cuts at a rally at the State Capitol here March 11.

More than 1,200 union members braved bitter winds and freezing temperatures at the hour-long rally, to demonstrate to lawmakers their outrage over legislators' suggested cuts of \$55 million in the already bare-bones State Purposes Fund of the governor's proposed 1980-81 budget.

CSEA Executive Vice President Thomas McDonough recessed the union's spring Delegates Meeting at the Empire State Plaza to allow delegates to attend the rally, which included addresses by CSEA Vice Presidents Bob Lattimer of Region VI, Jimmy Gripper of Region II, Irving Flaumenbaum of Region I, James Moore of Region V and Joseph McDermott of Region IV; local presidents Marie Romanelli of SUNY New Paltz, Felton King of Staten Island Developmental Center and Danny Donohue of

Central Islip Psychiatric Center; and by CSEA's Political Action Committee chairman, Joe Conway.

Gripper noted that New York City has been hard-hit by the dumping of mental patients from state-run institutions into the streets without proper care — a situation that would be aggravated if proposed budget cuts are carried out. He stressed that such cuts would hurt patients and employees alike — a point reiterated by King and Donohue, whose institution has already lost millions of federal dollars because of a too-low staff-to-patient ratio. Patient care and rehabilitation would be non-existent in this state if not for the extraordinary integrity and caring attitude of current employees, the speakers agreed.

The proposed cuts would hurt not only the state's mental institutions, but also the once-great SUNY system and many other state departments, notably the Departments of Transportation and Corrections.

Hollis Chase, head of the AFSCME corrections officers' union in New York State, said voters should throw out all legislators who allowed current reductions in the prisons' workforce, where overcrowding today matches conditions at the time of the tragic Attica riot several years ago. The department has recently begun allowing prisoners to do the jobs of prison employees, in an attempt to alleviate the understaffing problem.

Referring to proposed DOT cutbacks, Lattimer said, "They say they want us to love New York. How can you love New York when you can't even see it, because you've fallen into a pothole?"

Ms Romanelli lamented the demise of once-great SUNY system, formerly the envy of all the other states, and even of the world. "Now they're doing their best to turn SUNY into PUNY," she said. "The sad thing is, in addition to the loss of jobs, the quality of education of our students is suffering."

The only legislator to address the crowd was Sen. Dale Volker of Buffalo. He called the endangering of lives by cutting back on Mental Hygiene and Corrections budgets "obscene" and "barbaric."

The union's response to the proposed dismantling of state services did not end with the rally. CSEA has begun a massive ad campaign in newspapers and radio stations throughout the state, aimed at legislators and bearing the theme, "The ONCE-Great State of New York." It points out the tragic consequences, in both human and economic terms, if state services are further reduced. (See page 5.)

After the rally, some 130 CSEA statewide and regional Political Action Committee members and lobbyists met with lawmakers to find out exactly how each of them stand on the proposed cuts.

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CENSUS'80

Future public funding, jobs depending on new counts

ALBANY — The Civil Service Employees Assn. has issued a strong request to its entire membership to "answer the census" by completing and returning the 1980 census questionnaire which every household should receive this month.

CSEA President William L. McGowan urged every member to fulfill the obligation of participating in the 1980 census, pointing out that the results of the census will have a direct bearing upon public service jobs and funding, and therefore a direct bearing upon not only the general public but the individual CSEA member as well.

"It is vital that every single resident in the state is counted during this census. Fully one quarter of all funds spent by state and local governments are allocated to those governments in the form of Federal funds, and those crucial

allocations are determined on the basis of populations as reported by the official census," McGowan stated.

"To put it another way," McGowan said, "every person actually counted will have the effect of bringing into the community annually more than \$200 in Federal funds plus additional state aid funding. That funding is translated into public service programs and public service jobs. Millions upon millions of dollars in Federal aid programs to provide services and create jobs is dependent upon population figures for distribution. Every person not counted results in less Federal or state aid funding, and consequently less adequate public service programs and fewer public service positions. An accurate count is crucial, and I strongly urge the wholehearted participation by every member's family to insure that a complete count is achieved," McGowan stated.

NOTICE

ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not receive a ballot by

April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:

Region 1 516/691-1170	Region 4 518/489-5424
Region 2 212/962-3090	Region 5 315/451-6330
Region 3 914/896-8180	Region 6 716/634-3540

Delegate meeting coverage begins this issue . . . see pages 5, 6 & 7

Labor/management meetings **A concept of preventing grievances that's catching on across the state**

By Deborah Cassidy
Staff Reporter

Labor management meetings, increasingly being held on a regular basis throughout the Civil Service Employees Assn., are proving to be a major force not only in improving general working conditions but in preventing grievances which can be costly and time consuming for both sides.

Butch Knox, president of the State University of New York at Albany CSEA Local, first became involved in meetings there when he assumed office a year and a half ago. In that time, Knox says, he has seen the number of grievances drop from five a week to one, two and some weeks, zero.

At Wilton Developmental Center, a single meeting resulted in the resolution of three issues which could have been grievances, reports Fran Wilucz, vice-president of that local of CSEA. Wilucz, Local President Lloyd Welch and other union representatives meet monthly with management.

Though these are just two areas where labor management meetings are working, CSEA staff and representatives expect it will become accepted procedure in all locals to bring matters to such meetings before filing a grievance.

William Lochner, a Capital Region CSEA field representative who is finding that many of the locals he covers are joining this movement, com-

mented, "We're realizing more and more that this is an effective way to cut down on unnecessary grievances. Some matters must go the grievance route, but many cases, those affecting large groups of employees in particular, can be held up until discussion in the more relaxed atmosphere of these meetings can take place."

Questions over the university's right to reclassify an employee's job title to fill a vacancy elsewhere, were brought up and answered to the union's satisfaction at a recent meeting, according to Knox. "We recognized management's rights to do this, but we were concerned that no one was put out of a job. And we wanted to be sure promotions were made according to seniority and in keeping with civil service lists," he explained. "Knowing what the university's intentions and goals were ahead of time prepared the union to deal with the matter," he added. "Had we not gotten our questions answered, problems could have arisen and the next thing we know we'd have a grievance on our hands."

A temporary hold up in reimbursement checks for overtime meals allowances, a situation which had serious implications, was also a subject of that meeting. It was especially important for the hold up to be discussed, both parties agreed, because rumors concerning the reasons behind it were beginning to develop and could have created undue worry.

At Wilton recently, a dispute, which could have erupted into a major grievance, arose over management's practice of assigning earned time off to coincide with the weekends some employees had to go on military duty. The matter was calmly resolved during a routine meeting.

Most caseworkers at Wilton, Wilucz explained, work 24 hour a day, seven day a week shifts, with two weekends off per month. To allow for flexibility, these off weekends vary for each employee from one month to the next, as assigned by management. To avoid giving employees in the armed forces reserves time off for training, management was scheduling the off weekends at these times.

Knox and Wilucz agree that a majority of the otherwise grievable issues settled through discussion concern health and safety hazards in the workplace. "Safety is the kind of situation where we must let management tell their side and explain what they intend to do," commented Knox. "The union recognizes that such matters can't be taken care of overnight, so it's only logical to meet, present our demands and set a deadline to work within."

Other matters which are definitely not grievance material, but which may adversely affect working conditions are often a subject of the meetings. Included in this category are work schedules, requests for new equipment and supplies and interpretation of employee benefits.

Both union officers noted that it may take more than one meeting to fully resolve a matter — additional research, consultation and discussion are often needed — but some progress is usually made at each meeting.

"The fact that we are meeting, voicing our concerns and getting questions out in the open is encouraging," Knox said.

The success of the meeting depends on two key factors, the officers feel.

The first is having the right attitude. "You have to go in with an open mind and the intention that you are going to work things out," emphasized Wilucz. "You can't go in playing the roles of adversaries, but must realize you're there for the good of all."

This attitude, he added, may take some time to develop. Initial meetings may be awkward and non-productive, even hampered by hard feelings on both sides, but given time to work itself out, this situation will change.

It's essential to meet on a regular basis, ideally once a month. "Meeting monthly gives everyone just enough time to think about the previous discussion and to consider new areas," Knox pointed out. "And it keeps you in the habit of meeting. If you skip a month or so, you easily lose sight of the issues and the importance of discussion."

The actual conduct of the meetings vary from one local to another, but a standard rule calls for the union to provide a copy of its agenda to management at least a week in advance. This list should include a synopsis of each problem to allow management to research the areas they are unfamiliar with.



REPRESENTING SUNYA MANAGEMENT at monthly labor management meetings, from left to right, are Director of Personnel Leon J. Calhoun, Sr., Assistant Vice President of Finance and Business Robert Stierer, Assistant Vice-President of University Affairs Dr. Sorrell E. Chesin and Director of Physical Plant Dennis Stevens.



UNION OFFICIALS, from left to right, SUNYA CSEA Local President Butch Knox, Administrative Unit Vice-President John Lasky, Operational Unit Vice-President William T. Tetterling, Institutional Vice-President Gerald Lindeman, Executive Secretary Katherine Van Hoesen and Executive Vice-President Charles Bennett, attend monthly sessions with SUNY management.

ALBANY — Dues for CSEA members will increase April 1 as part of a dues structure approved by the union's Delegate body one year ago.

Dues deductions will increase by 25 cents bi-weekly for an annual dues rate of \$91.

Dues for part-time employees will increase proportionately from \$42.25 to \$45.50 per year.

O'Connor re-elected Westchester Unit President

WHITE PLAINS — Raymond J. O'Connor has been overwhelmingly re-elected president of the almost-6,000-member Westchester County Unit of CSEA Local 860. The ballots were counted March 5.

O'Connor led a slate of six others into office which included all unit officers except third vice president where the slate did not have a candidate on the ballot.

The unofficial results, pending the 10-day challenge period and a recount for first vice president, are:

President: Raymond O'Connor, 1088; Marlene High, 446; Ellen Cleveland, 435.

First Vice President: William Smith, 658; Rick Paradiso, 638; Cindy Wholey, 473; Edward Carafa, 235.

Second Vice President: Jerry Barbour, 1050; Ann Reale, 881.

Third Vice President: Ted Giordano, 1229; Walter Lippman, 520.

Fourth Vice President: Roger Williams, 901; Jim Abbatiello, 649; Stanley Getz, 447.

Sergeant-at-Arms: Tony Colarusso, 1059; Susanne Treulieb, 849.

Secretary: Kenneth Fischer (unopposed), 1784.

Treasurer: James Marino (unopposed), 1826.

DOT Poughkeepsie gives employees a real chilling indoor experience

By Jack Murphy
Staff Writer

POUGHKEEPSIE — Balmy spring weather can't come fast enough for the men who work in the Department of Transportation's Region 8 maintenance facility in Poughkeepsie.

It's not the snow and ice that's got the work force looking ahead — there hasn't been that much this year — but rather the cold temperatures that have on some days made working indoors seem almost like working outdoors.

Why?

Because a new heating system installed in the barn-like building only works part of the time and even when it does work it rarely keeps the building at a healthy, not to mention comfortable, level of warmth.

Jack Cassidy, president of CSEA Local 507, says there have been at least a half dozen times this winter when the facility has been literally too cold to work in. "Those heating units have been down two or three times a week," he said, "and you have to remember that those men are working on cold steel and are down on concrete. Even if it's 50 or 55 degrees in the building, and a lot of times it's not that warm, it's a lot colder on the floor."

The three-unit, forced hot-air heating system replaced an obsolete hot-water system last year, but has never functioned properly. According to Cassidy, the Office of General Services blames the system's installer for the malfunctions, but the installer says the system is not the proper installation and there is little if any chance of it ever working correctly without modifications.

Pat Roberts, Maintenance Superintendent for DOT's Region 8,

tends to agree with that assessment. "We predicted before it was installed that it wouldn't work," he said. "The system is just not adequate."

He said he has been "robbing Peter to pay Paul" to keep the heat on this winter, using maintenance repair funds, some \$2,000 to \$3,000 since the winter heating season began, to pay for repairs on the heating system.

He pointed out that had this been a severe winter with a lot of repairs needed for sanders and plows, he would have been hard pressed to find the funds to keep the heating system working at even an inadequate level.

Roberts has a fat sheaf of correspondence about the heating problem, but fears little will be done on a major scale because Region 8 is, someday, due for a new facility. "We've been promised new shops three different times," he said, "and we've lost them all. They usually don't put a lot of money into an old building."

And while Roberts' primary concern right now is keeping a parade of repairmen engaged with keeping the heat on, he has serious reservations about the system in general.

"This is a 12-zone system, but all three thermostats are out on the shop floor, so even if the system worked the heat wouldn't always be where it's needed," he said. "For example, here in the office we can be either freezing or roasting. Sometimes the morning sun will warm up the shop enough to keep the heat off, but the office will be freezing. At other times, like if they have the doors open a lot, the heat will stay on and we'll roast in here while the system works overtime to keep up the heat on the shop floor."

Roberts also said "I don't think the shop should have a forced air heating system. To the best of my knowledge

this is the only hot-air heated shop in the state."

He bases his objection to hot-air as opposed to hot-water on health and safety considerations. "If a man is working on brake shoes in the back of the shop," he said, "asbestos can be sucked into the system and transmitted throughout the building. The

CSEA Safety Specialist Nels Carlson charges that the inadequate and unhealthy heating system at DOT's Region 8 maintenance facility is not only affecting the employees there, but taxpayers across the state as well.

"It should be obvious to management that conditions at that facility are dangerously unhealthy to employees who work there, and that fact translates into management cheating taxpayers because such working conditions result in lower productivity," Carlson stated.

"DOT got lucky this winter. Often working conditions at the Poughkeepsie facility were nearly impossible as it was, and the health of the workers was in jeopardy many times. But what if this had been even a normal winter? Management owes it to everyone, the employees and the taxpayers, to upgrade this facility to insure a reasonably safe and comfortable work place."

same thing with when they're painting — those paint fumes go all over the building."

Roberts said that major corrections in the heating system will be at the top of his priority list when he goes after rehab funds later this spring, but he adds that only time will tell how successful he is in getting changes made.

Meanwhile Cassidy says he doesn't want his men working in the building when it is too cold to work.

"When the temperature drops below 60 degrees in there, I'd like to



LOCAL 507 PRESIDENT Jack Cassidy says heating problems are causing a severe hardship on the employees at the DOT's maintenance facility in Poughkeepsie.

see the men transferred to other work locations and the state should provide for the transportation.

"I think they should be ready now, immediately. If the heat isn't there, I want the men relocated. Yesterday it was so cold the men were ready to walk out of the building. We don't want that, but we do want those men relocated when it's that cold."

John Deyo, CSEA Region 3 field representative and a former president of Local 507, said the problem is a long standing one. "I've been told," said Deyo, "that there were supposed to be five units mounted on the roof, but for some reason they changed it to three — and three, even when they're working aren't enough to keep the building warm."

"Yesterday," he added, "the women in the office were wearing gloves and trying to type. That's ridiculous."



ATTENDING THE TOWN OF BABYLON CSEA UNIT dinner dance on March 1 in Melville are, from left, Danny Donohue, Central Islip Psychiatric Center Local 404; Cathy Green, Babylon Unit; Ben Boczkowski, Suffolk County Local 852; John Madlon, Hauppauge State Local 016; Dorothy Goetz, Local 852; Louis Mannellino, DOT Local 508; and Aileen Ronayne, Babylon Unit. The Babylon Unit is part of Local 852.

Yonkers school employee shot in parking lot incident

YONKERS — A Yonkers school cafeteria worker was shot twice while waiting outside for her school to open on February 25. The victim, Marie Miccoli, was in intensive care for 10 days following the attack, and, as of March 6, remained in St. Joseph's Hospital, Yonkers, according to Yonkers School CSEA Unit President Janice Schaff. Reportedly, doctors say a bullet is lodged near Ms. Miccoli's heart and that it is too dangerous to operate to remove the bullet.

Westchester County CSEA Local President Pat Mascioli said Ms. Miccoli and another employee were

sitting in a car outside Public School 13 at about 6:30 a.m. on Feb. 25.

For no known reason, a man reportedly approached the car and shot her in the mouth, and when she fell over, he shot her in the back, and then fled, Mascioli said.

Mascioli said CSEA is extremely concerned about the security of its employees. This was the second recent incident in the early morning outside School 13 involving an attack on a CSEA member.

He said the employees were reporting to work one hour before the 7:30 a.m. starting time as specified in

the contract in order for the school breakfast program to operate.

"At no time did management approach the union about their intent to have employees come in early. The contract is between the union and the school board," he said.

Mascioli said CSEA wants to work with management to solve any problems, but not at the expense of employee safety. In a letter to the Yonkers School Superintendent, he said in part:

"The lack of any kind of security or protection for our members in some of these situations has caused great

concern. I have instructed Mrs. Schaff to notify her membership that they are not to deviate from the terms of their contract in regards to hours worked unless such matter is specifically negotiated with the union and adequate security is provided to protect the membership. . . .

"If our membership's compliance with such instructions is apt to disrupt necessary programs, I strongly suggest that a meeting be arranged between the union and the administration as quickly as possible to see if some means can be worked out to resolve the problem to the satisfaction of all parties."

No Taylor Law violation

FISHKILL—In a precedent-setting decision, the Appellate Division has unanimously agreed with CSEA that failure to accept out-of-title assignments because of fear of injury and/or future reprisals is not a violation of the Taylor Law.

Fishkill Correctional Facility CSEA Local 160 won the landmark decision

for 89 maintenance workers and teachers who had earlier been found guilty by a Corrections Department hearing officer of violating Section 210 of the State Civil Service Law. The men, with the strong backing of Local 160 President Larry Natoli and the local CSEA membership, refused to accept emergency out-of-title assignments as replacements for striking corrections officers.

Paul Eckelman, of the CSEA Region III law firm of Mangold and Mahar, argued before the Second Department of the Appellate Division that during the strike, there were three fears in the minds of the CSEA-represented workers: violence from the picketing corrections officers; future reprisals by corrections of-

ficers; and lack of protection from inmate violence once inside the prison. The four justices hearing the case unanimously agreed with the union.

"I hope all correctional facilities throughout the state take notice of this decision," Natoli commented. "It says that before an institution can order you into a place, they must be able to guarantee you that it's a safe place to work."

The original hearing officer ordered Taylor Law fines of two days pay for every day out of work for the employees involved. The March 3 Appellate Division ruling will restore those fines to the employees immediately.

Natoli credited union solidarity, as well as the CSEA attorneys, for the important victory.

Blood drive by Tax Local

ALBANY — As the result of a two-month donor recruitment drive conducted by Civil Service Employees Assn. officers and shop stewards in the State Department of Taxation and Finance Local 690, nearly 250 employees have signed up to donate blood on March 14 and 21 when the Red Cross Bloodmobile visits their worksite.

Some 60 of these employees will be donating for the first time, said Helen Butrym, coordinator for the Northeastern Red Cross blood drives in her Local.

CSEA worked in conjunction with Tax and Finance management personnel to set up dates, schedule donor appointments and to explain the program to employees.

According to Ms. Butrym, four bloodmobile visits are arranged each year in the department. She had high praise for the Tax and Finance employees who, she pointed out, have donated 1300 units of blood over the past year.

Among them is George Cundiff, who was featured in the "Public Sector" last year and has donated a total of 18 gallons of blood in the past 25 years.

During the recent holiday season, Ms. Butrym said, the Red Cross put out an appeal for blood for an open heart surgery patient who happened to be an employee of Tax and Finance, and, immediately 20 employees went down to the center to donate.

12,848 units of blood were collected from all the state departments last year.

Insurance files to remain open on TB lab staff

ALBANY — After hearing testimony from Civil Service Employees Assn. representatives and State Department of Laboratories and Research management personnel, the State Insurance Fund has agreed not to permanently close its files, for 18 years, on 18 Labs and research employees who were shown to possess tuberculosis antibodies in tests conducted in the fall of 1978.

The employees who work in the media section of the labs and research department came in contact with the disease while cleaning contaminated glassware and utensils.

None of the employees were determined to have an active case of TB, reports Labs and Research CSEA Local President Dorris Rabinowitz, but because of the "slight possibility" of the disease developing in later years as the result of this exposure, both the union and management felt the cases should remain open to permit the employees to file worker's compensation claims against the state.

The 18 year deadline was decided upon, said Ms. Rabinowitz, because if the disease does become activated it will most likely be within that time span according to medical officials.

Ms. Rabinowitz praised Dr. Robert Huffaker, acting director of Labs and Research, for his strong support in the matter.

CSEA Safety Hotline

800-342-4824

Women's career program

CSEA women are being urged to attend a free career planning program in Farmingdale L.I., March 26-28. The seminar, "Going Places: A Workshop on Women and Work," has openings for 45 participants at the State University Agricultural and Technical College, Farmingdale.

And, if you miss that one, the seminar will be repeated May 7-9 at the State University of New York at Purchase.

Co-sponsored by the Center for Women in Government and the State University of New York Administration Office of Alternative and Continuing Education, the program is directed to women in State government who are considering career changes and further education.

The program was conducted last year in Buffalo and Albany.

The seminar offers an in-depth exploration of career planning, including identification of skills, career aspirations and values, as well as an opportunity to develop strategies to achieve career goals.

For more information, call Ellen Cospito at the Center for Women in Government at (518) 455-6211.

Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

MARCH

- 18 — Pilgram Psychiatric Center Local 418 membership meeting, 8 p.m., Assembly Hall, Pilgram Psychiatric Center, West Brentwood.
- 19 — Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 955 Washington Street, Peekskill.
- 19 — Buffalo Local 003, general membership meeting, 5:30 p.m., Buffalo Aud Club, Memorial Auditorium, Buffalo. Topic: Political Action Involvement.
- 22 — CSEA Retirees Florida Area Club, Inc., second annual statewide conference, New Port Richey Holiday Inn, New Port Richey, Fla., noon.
- 29 — Oyster Bay Unit, annual dinner dance, installation of officers, 7:30 p.m., Antun's Restaurant, Hicksville.
- 31 — Southern Region III education workshop, 7 p.m., Holiday Inn, Kingston.

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 7-9 — Long Island Region I spring conference, Gurneys Inn, Montauk.
- 11 — Kingsboro Psychiatric Center Local 402 disco pre-Easter dance, 9 p.m. to 3 a.m., St. Joseph's Golden Hall, 856 Pacific St., Brooklyn.
- 17 — CSEA Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 1-3 — Tax Local 690 labor/management seminar, Ramada Inn, Lake George.
- 8 — CSEA Board of Directors meeting, 9 a.m. Quality Inn, Albany.
- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase County Club, Purchase.
- 21-23 — State Division Workshop, Kutcher's Club, Monticello.

JUNE

- 4-6 — County Division Workshop, Kutcher's Country Club, Monticello.
- 9-13 — AFSCME Convention, Anaheim, Calif.

Workshop set March 31 in Kingston

KINGSTON — Southern Region III will hold the first in a series of education workshops March 31 at the Kingston Holiday Inn.

The workshop, which is from 7 to 10 p.m., will cover grievances and negotiations and will be conducted by regional staff.

While the workshop is intended for CSEA members in Ulster County, any members in the region may attend, she said. Regional Education Committee Chairman Janice Schaff said her committee plans to hold similar workshops in the other counties of the region.

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Rally for responsibility

Proposed state budget cuts that would reduce public service programs and eliminate thousands of state job positions was the focal point of a "Rally for responsibility" protest March 11 in Albany by CSEA members.

The ad below is part of a massive advertising campaign being launched by CSEA around the state, using newspapers and radio stations. The campaign is aimed at alerting the general public and state legislators to the tragic consequences, in both human and economic terms, resulting for any additional reduction of state services.

The photographs on this page show some of the rally speakers as well as some of the more than 1,200 CSEA members who participated.



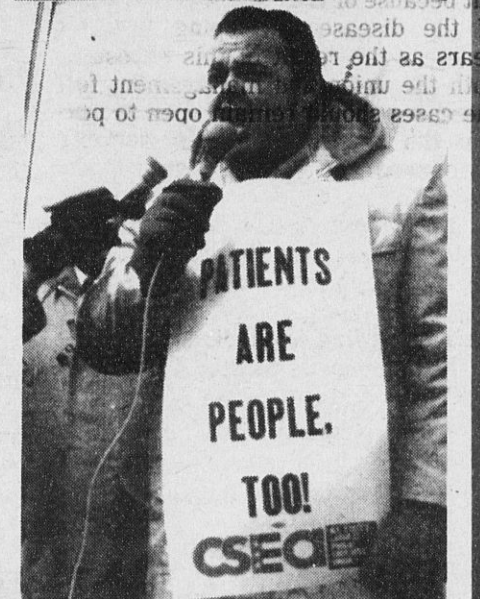
Once THE GREAT STATE OF NEW YORK



- New York once was a leader in public service to its citizens. Then it cut 10,000 state government jobs. Public services were also cut. Now the Governor and Legislature want to cut 10,000 more state jobs.
- New York once had a model mental health system. Now it has human warehouses where the goal of "treatment" is nothing but a hoax. Hospitals are losing accreditation due to understaffing and inadequate funding.
- New York once took pride in its public education system, its transportation network, its environmental concern and its concern for the less fortunate. Now we are faced with a state budget that could impair all of these services and more.
- New York promised its citizens it would stop the scandal of "dumping" mentally-handicapped people out of institutions and into communities where nobody cared. Now some Legislators want to close state hospitals and abolish community care programs.
- Cutting back on understaffed programs may be good politics but it's reckless government. New York's people need public services that only New York State can provide. Providing less than two percent funding for thirteen percent inflation won't do it.
- New York's future is everyone's responsibility. Write your Legislator and let him/her know that you want responsible government, not reckless leadership. New York can be a great state again.

CSEA

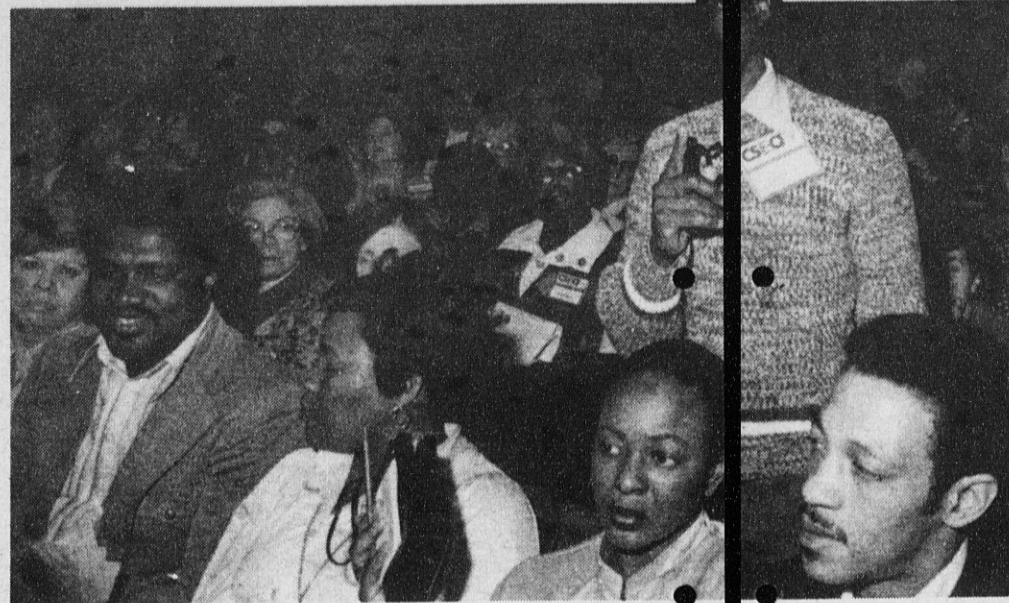
Local 1000 AFSCME
AFL-CIO





AFSCME INTERNATIONAL PRESIDENT Jerry Wurf, center, was a keynote speaker during the delegates meeting. Here Wurf is being greeted by Region I safety committee chairman Art Loving, right. At left is Region I President Irving Flaumenbaum, who along with CSEA President William L. McGowan, is an AFSCME International vice president.

MAKING A STRONG POINT during meeting is Lord Gran from Downstate Medical Center Local 646.



RENSELAER COUNTY Local's Joseph Lazarony addresses an issue during county delegates meeting on March 9 in Albany.



PILGRIM PSYCHIATRIC CENTER Local 418 delegates included, from left, Jean Frazier, Helen Regis and Sylvia Weinstock.



BOARD OF DIRECTORS members, as is customary, met on opening day of delegates meeting. Statewide Secretary Irene Carr is delivering her report at the microphone, while Executive Vice President Thomas McDonough checks some notes. McDonough presided over entire delegates meeting in absence of President William L. McGowan, who was called to Buffalo area due to the serious illness of a relative.

Delegates act on several constitution, by-law amendments

ALBANY — CSEA delegates took action on a number of important amendments or proposed amendments to the union's constitution and by-laws during the Special Delegates Meeting March 9-11 in Albany.

The delegates approved an amendment to the CSEA constitution which gives the union's delegate body the final authority in determining whether CSEA affiliates or merges with any other organization. The new amendment reads:

"Any affiliation or merger of The Civil Service Employees Association, Inc. with another organization after approval by the Board of Directors must be ratified by a majority vote of the delegate body in order to be effective."

In a first reading of a proposed constitutional amendment (two readings are required to amend the constitution) the delegates passed an amendment which would prevent members of the CSEA from holding two seats on the Board of Directors.

The proposed amendment does permit members to run for more than one board seat in the 1981 election only, but if victorious in both elections, the member must choose between the seats.

The delegates amended the by-laws concerning honorariums as follows: "The establishment of any honorarium or the increase in any

existing honorarium must be approved by the appropriate body prior to the beginning of the election procedure for the next term of office for the position or positions affected. All newly created honorariums or any changes in honorariums shall be published in the official paper of the CSEA within thirty (30) days of the change."

The by-laws also were amended to give the 10 statewide CSEA officers status as voting delegates as follows:

"The officers of the Association, President, Executive Vice President, six Vice Presidents who are Region Presidents, Secretary and Treasurer, who are not otherwise elected as voting delegates from their locals, shall, by virtue of their office, be designated as voting delegates at all meetings of the Association."

In another by-laws change, retiree dues were set at \$9.00 a year.

The delegates rejected a proposed amendment to the constitution to reorganize the County Executive Committee.

Under the statewide Insurance Committee report, the delegates voted to establish the distribution of anticipated dividends declared by the Mutual Life Insurance Company of New York as follows:

Under age 40 — 30 percent; ages 40 to 44 — 25 percent; ages 45 to 49 — 12.5 percent; ages 50 and older — 10 percent.

COUNTY DIVISION CHAIRMAN Mary Sullivan of Herkimer County presided over meeting of county delegates on opening night of convention.



EDUCATIONAL LOCAL 870 delegation included, from left, Carol Craig, Local President Walter J. Weeks, and Mike Curtin.



BUMPER STICKERS supporting enactment of an OSHA protection bill for public workers in New York State were distributed to CSEA delegates along with large pins carrying the same message.

OSHA Because it's Right. CSEA



CATTARAUGUS COUNTY Local 805 delegates included, from left, Tom Bruno and Ted W...



PATRICIA CRANDALL of Cortland SUNY Local 605, chairwoman of the state division, discusses the upcoming state division workshop May 21-23.

No primary endorsements from delegates at meeting

ALBANY — AFSCME International President Jerry Wurf praised CSEA as a labor union that "brought something to AFSCME" during an address before approximately 1,000 CSEA delegates attending to the union's Special Delegates Meeting here.

Wurf was among a list of several speakers to address the delegate body, including a trio of speakers appearing on behalf of leading presidential candidates for the major national political parties. U.S. Secretary of Labor Ray Marshall addressed the group as a spokesperson for President Jimmy Carter, former Michigan Congressman James O'Hara spoke on behalf of Senator Edward Kennedy and Michael Roth, a past Republican candidate for statewide office, spoke on behalf of George Bush. There had been some speculation that delegates might endorse candidates for New York's upcoming presidential primary election, but no endorsements were considered during the delegates meeting.

Also during the meeting, State Senator Fred Warder was presented an award by the union. Sen Warder is retiring at the end of this year. State Senate Majority Leader Warren Anderson spoke in

praise of Warder's pro-labor record at the union delegates meeting.

Notables not attending the delegates meeting were CSEA President William L. McGowan, who was called to the Buffalo area due to a relative's serious illness; and Southern Region III President James Lennon, who is recovering from illness.

Wurf praised the CSEA Legislative and Political Action Program. "CSEA brought something to AFSCME, to a union which 'thought we knew everything,'" Wurf said.

Wurf was highly critical of statements made by representatives of the New York State governor who maligned public employees as "over paid, under worked with fringe benefits out of line."

He also attacked the use of the word "productivity" by those attacking public employees. Productivity requires appropriate tools, a reasonable and decent work place and qualified management, he said.

"Otherwise, productivity is bologna," Wurf said.

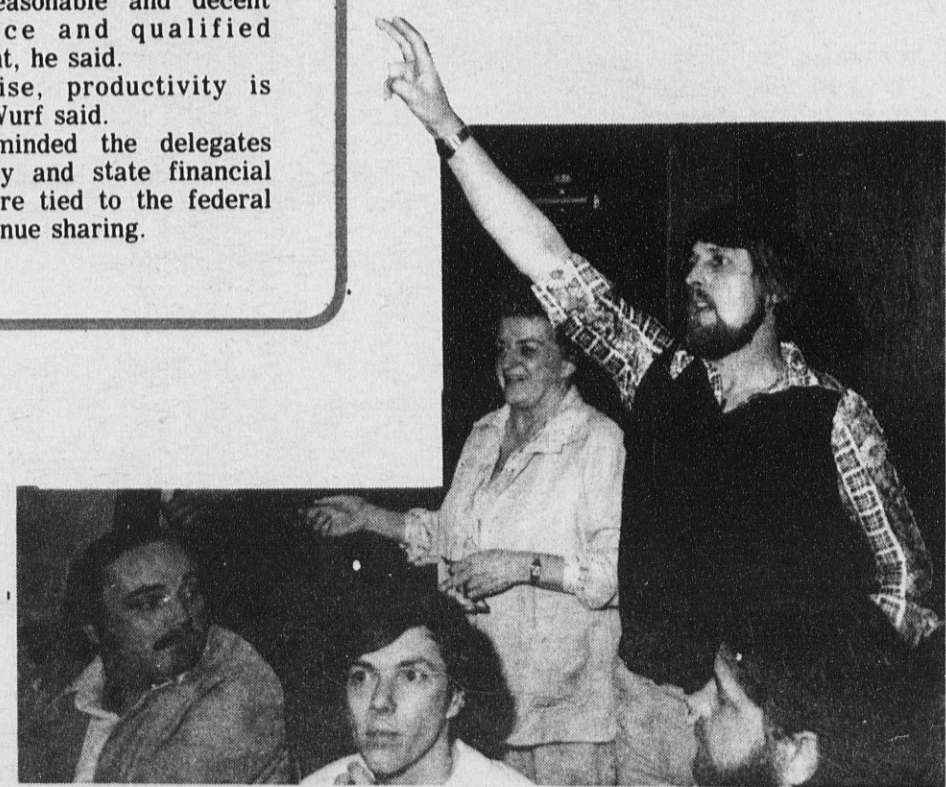
Wurf reminded the delegates that locality and state financial problems are tied to the federal budget-revenue sharing.



MANHATTAN DEVELOPMENTAL CENTER Local 443 delegates included Keith Edwards and Verdell Whitehead.



DELEGATES FROM CORTLAND — Nick Piedigrossi, left, was a delegate from SUNY Cortland Local 605, while Peg Coombs, right, was representing Cortland County Local 812.



WADE WILLIS, President of Palisades Interstate Park Commission Local 105, speaks from the floor during state division meeting.

No official list, but

Will J. N. Adam be shut down?

By Dawn LePore

PERRYSBURG — The story has been changing for so long at the J.N. Adam Developmental Center that, at first, everyone believed it was just a rumor.

But last month, at an agency-level labor-management meeting, the rumors were made official. The facility, employing more than 500 CSEA members, is scheduled to close in 1982.

"Nobody really knew," said Local 400 President Paul Christopher. "There had been rumors. But there are always rumors."

J.N. Adam has been targeted to close before — in 1970, 1972, 1977 and 1981, but efforts by CSEA and state legislators kept the center open. Now it's happening again.

"Just as the meeting was ending, I asked Commissioner Introne if he had any plans to close any facilities," Christopher said. "He said 'No.' Then I asked him if J.N. Adam was going to close in 1982 and he said 'Yes.'"

"One week later, Introne tours the place and tells the administration that he's concerned with the quality of care and the continuity of employment issue."

James Introne, who heads the state Office of Mental Retardation and Developmental Disabilities, has been quoted in a Buffalo area newspaper as saying J.N. Adam must close because of violations of federal fire, health and safety standards. In the same article, Frederick Zazycki, deputy director of the center, said that the state plans to move the 400 residents into several small community-based facilities throughout the Southern Tier, shifting J.N. Adam's employees at the same time.

Christopher says the cost would

be astronomical. According to one source at the facility, it would cost under \$500,000 to bring J.N. Adam up to standards. Work required would include installing a sprinkler system and widening doors in one out building, replacing a few floors, repairing a stack in the power plant and the steps and front column of the main building.



LOCAL 400 PRESIDENT Paul Christopher, foreground, discusses the problems associated with the apparent closing of J.N. Adam Developmental Center during last month's Region VI meeting. At right, background, is Dave Polisoto, also a member of Local 400.

"That's peanuts compared to what it would cost to run a dozen community homes," Christopher said. "Say you had nine 30-bed homes, you're increasing your administrative costs nine times. If they don't have the money in the budget to bring us up to standards, how are they going to find the money for them?"

"Between 250 and 275 of our residents are total care patients," he said.

"They will have to be institutionalized their whole lives. They're not toilet trained. They can't walk or even sit up for the most part. They need exactly the type of care we give here and, I

think, give better than anybody.

"State policy in mental hygiene has always been you don't make changes unless you can prove the care will not be the same, but better. But patient care is equal to the number of staff available, not the size of the building.

"I doubt if these homes would have the number of nurses needed

ly off them, allowing bed-ridden residents to spend time in the fresh air.

"In the summer, we can wheel them out and even feed them outside," Christopher explained. "Try building those on a new facility. The only way those patients would get any sunshine would be through a window."

Most community homes currently established for less severely retarded individuals require thousands of dollars to convert them for use. Such homes for total care patients would require significantly higher costs.

"If you ask Introne where these facilities are going to be or how he's going to improve care, he doesn't know," Christopher said.

During a recent Parents and Friends meeting at the facility, Introne was quoted as saying that even if no new facilities were built, the residents would still be transferred out of J.N. Adam.

"He said he would do everything in his power to close the center," Christopher said. "But in a meeting he had with me, he said he had nothing to do with the plan at all. He said the decision was made in 1976.

"I do fully believe if this place closes, it would be an economic disaster to the people of Perrysburg. There are no jobs here, no major industry. Who's going to hire a 45-year-old lady in their factory anyway? Most of these people are farm families, who rely on that second income to make ends meet. They'll be on the welfare rolls.

"The closest facility is in West Seneca — a 75-mile commute each way, if a few employees could transfer," he said.

"We have to fight this somehow."

Region II MH dispute over staffing ratios

NEW YORK CITY — What employees do you count when determining a mental health facility's patient / staff ratio?

The answers to this question appear to be roots of a difference of opinion between CSEA Metropolitan Region II and the Office of Mental Health (OMH) New York City Region.

OMH NYC Region Director Sarah Connell reported patient / staff ratios at the five psychiatric centers in the region as at or near the 1/1 ratio of the Morgado Memorandum. Connell provided that information at a regional Mental Health Labor-Management meeting on Feb. 6, 1980.

The five adult facilities involved are Bronx, Creedmoor, Kingsboro, Manhattan and South Beach Psychiatric centers (PC).

CSEA Field Representative Bart Brier took exception to Connell's patient:staff ratios at the meeting

and asked for the actual numbers of patients and staff at the facilities. Connell said that data would be provided to the union.

At the meeting, Brier said: "Those ratios are not reality for direct care staff. The amount of overtime at the facilities refutes the rosie ratios.

"This problem goes to the heart of tensions in the region."

After the meeting, Brier said the information he had on patient:staff ratios at Manhattan PC differed greatly from the better than 1/0.8 ratio Connell claimed.

He said information he had indicated the ratio at Manhattan PC for direct care staff (Grades 7, 9, 11 and 13) was approximately 1/0.5 in December 1979. When nurses (PS&T) are added, the ratio is 1/0.6, he said.

"If OMH is going to count doctors, clerks, cooks, electricians and other non-direct care staff,

their ratios are meaningless," Brier said.

At the meeting, Brier alluded to considerable forced overtime at Manhattan PC and Kingsboro PC, calling the patient:staff ratios "dangerously low."

He identified consequences of the low ratios as walkaways, assaulted staff and financial losses in comp time.

Other subjects discussed at the meeting included:

- The proposed budget calls for OMH to operate community residences, which, if passed, will be located in all boroughs except Manhattan.

Brier cautioned management that the subject "is important to the union. It should be done properly and carefully."

- Connell would not discuss discussions between OMH and other agencies regarding shared staffing. She said it was a prerogative of

management.

Brier warned her that unilateral changes in terms and conditions of employment are violations of the Taylor Law. "This is a most sensitive issue," he said.

Connell and CSEA appear to have different concepts of the functions of the labor management meetings. She does not agree with CSEA that problems not resolved at the facility level should be addressed at the regional labor-management meetings.

CSEA Collective Bargaining Specialist Robert Guild said: "There is a need for communication at the regional level. Facility problems should not be brought to Albany.

"Issues which cannot be resolved at the facility should be brought to the region. If the issue cannot be solved at the region, only then bring it to Albany.

"Facility problems have to be addressed here."

MH rumors of closings, proposed cutbacks causing morale problems in Southern Region

By Jack Murphy
Staff Writer

FISHKILL — Talk by mental health department officials about further cutbacks in resident facilities and the possible closing of two or more psychiatric centers has caused a good case of nerves among department employees in the lower Hudson Valley.

CSEA's Region 3 is the locale of the heaviest concentration of psychiatric facilities in the state and several communities rely heavily on the state facilities as major employer and economic backbone.

But interviews with a number of CSEA officials show the human toll is already being felt in many of the institutions, especially those rumored to be on the state's "hit list."

"The uncertainty of the situation hits hard," said Flip Amodio, a long time employee of the Middletown Psychiatric Center and now a CSEA field representative. "It has to affect morale — everybody walking around wondering 'Am I going to be here next month.'"

The uncertainty he refers to affects many of the state's facilities since there has been no announced decision yet as to which institutions are to be shuttered.

Three of those most frequently mentioned as candidates for closing are the centers in Middletown, Poughkeepsie and Wingdale.

"I don't think the impact of a

possible closing has registered on most of our people — at least not yet," said Harold McKinney, vice president of the CSEA unit at the Hudson River Psychiatric Center in Poughkeepsie.

"There is some concern, but nowhere nearly as great as in other places," he said. But he added, "The county has mentioned the possibility of using some of our buildings as a new Dutchess County Jail — and that ought to raise some real questions."

At Middletown, where most of the employees remember the ax falling in 1971 on half the employees and half the patients, there is real worry.

CSEA unit president Alex Hogg says his people "are really worried."

"We're vulnerable," he said. "We lost our accreditation and we're operating on a one year temporary certificate. There are 250 to 300 vacant items that have to be taken care of to be reaccredited."

"We are very, very vulnerable," he said. "The average years of service for our people is about 20 years — and there's nothing in Middletown that could provide comparable employment for these people."

Amodio echoed that concern.

"Many employees at these 'hit list' hospitals have put in 15 to 20 or more years of loyal service and now they have to be asking themselves 'where do I go from here?'"

"Everything becomes an element of indecision and that not only affects the employee's personal life, but it can have an affect on his work. The indecision inserts a tremendous element of fear and that can't help but lower morale."

"Let's face it," he said, "this puts a short fuse on all elements of a person's life."

At Wingdale, Bob Thompson, local president and a veteran of more than 25 years at the Harlem Valley facility, said "We've been in the limelight on this thing for a lot longer than anybody else. It seems like they're always talking about shutting down this place. We're the star actors."

He indicated that this long term uncertainty has caused some numbness among the employees. "We've been apprehensive so long," he said, "the attitude seems to be 'Just tell me what's going to happen. I can't stand the suspense any longer.'"

Thompson pointed out that Harlem Valley is in an isolated area, shut off from the rest of Dutchess County by a mountain range.

"We're the only industry in this valley," he said. "The hospital supports the whole valley from Pawling to Millerton. There's no public transportation over the mountains to Poughkeepsie or Fishkill except by car so if these jobs go..."

There are about 850 CSEA employees on the Wingdale campus with an average length of service of about 20 years.



FLIP AMODIO, a union field representative with years of experience working in a psychiatric center, says "the uncertainty of the situation hits hard... it has to affect morale..."

"One of the criteria reportedly being used to determine which facilities are closed is community impact," said Thompson. "If they close Harlem Valley the community will most definitely be impacted."

For employees in any number of mental health facilities the wait goes on, wondering and waiting and listening for the shoe to drop and hoping it drops somewhere else.

Lennon: These people have families with kids in school

FISHKILL — James Lennon worries about the people who are wondering if and how long they'll have their jobs.

"You can't just think about big numbers and big dollars — you have to think of the individuals and their families," said the president of CSEA Region III in discussing rumors of possible closings of one or more psychiatric facilities in his region.

"It's hard not knowing what your employer has planned," he said.

"These people have families with kids in school, homes with mortgage payments due and ties to their communities in many, many ways."

"How can they buy a new house or even a new car or make any kind of long range commitments?" Lennon asked. "In some of the places these centers are located, there just aren't any other jobs."

"Up to now most of these employees could live normal, productive lives. Now with all this wondering about the future they also have to be wondering about what to do about their homes, and other things. It's not very pleasant for the people involved," he concluded.

Mental hospital closure list cut to 4

State Mental Health Commissioner James Prevost told lawmakers Tuesday he had cut the list of state mental hospitals which might be closed to four. But he wouldn't say which ones, and indicated that the closure plan is still up in the air.

Prevost spent more than three hours at a legislative budget hearing being grilled about the possible closings, first mentioned last fall, and about his department's budget request of more than \$700 million.

Several legislators reminded Prevost that he had once said they would have the Office of Mental Health's recommendations about closings by January or February.

"I hope we will have them for you by the end of April," was the revised schedule Prevost announced on Tuesday.

Prevost said his agency was still working on the closure list, and might end up narrowing it even further — perhaps to two hospitals. Initial indications from the department, which says the closing would save money, were that six or even 10 facilities might be candidates for mothballing.

Prevost said he had recommended to Gov. Hugh L. Carey's staff that four institutions be closed, but that "they told us they wanted more time to study the possible use of the facilities by other state departments." The other agencies interested are the state's adult and juvenile prison systems.

John Hardy, secretary of the Ways and Means Committee, reported his staff had made several late-night visits to mental hospitals in New York City and



JAMES PREVOST

found staffers asleep, derelicts sleeping in corridors, and drug cases "wide open" in the wards.

The commissioner admitted under questioning that about 60 patients per month are escaping from Manhattan State Hospital and that walkaways are a problem in at least five other hospitals.

However, he said many of the patients who escape already are in the community on "off-ground" privileges.

As a result, he said an interim policy now requires the approval of three psychiatrists, including one outside physician, before a furlough can be granted patients who come into the system under a penal violation. In addition, family members and the local district attorney must be notified.

Sen. Dale Volter complained about the department's failure to give full incremental raises to directors at five of the state's 23 mental hospitals.

"The general belief is that they didn't get their raises because they didn't move patients out fast enough," said the Erie County Republican. "Isn't it true that they didn't get their full raises because they didn't meet certain quotas?"

Prevost said that he had initially recommended the five be given full raises, and had changed his mind only after objections were raised by the Budget Division.

"Don't you have a plan to allow decreases in staff to the point where some facilities will be decertified and have to be closed?" asked Assemblyman Robert Wertz, R-Suffolk.

"Ridiculous! I wouldn't be part of it," Prevost answered.

Assemblyman Arthur Kremer, D-Long Beach, said Prevost would be hard-pressed to spend \$12 million of the \$23 million the Legislature appropriated for community service programs in the current fiscal year.

"Now you're asking us for \$34 million" for the new fiscal year beginning April 1, Kremer added.

"At the rate you're going, you couldn't give away that money standing on a street corner."

Prevost admitted that community service programs had been slow in getting off the ground. But he argued that the state had now "cut into the revolving door" which had people returning time and again to mental hospitals.

UNCERTAINTY OF SITUATION is reflected in these headlines from the March 5, 1980 Albany Times Union. State Mental Health Commissioner James Prevost testified that the number of possible facilities to be closed has been narrowed to four, but he still refused to say which ones are still being considered.

Training set for Manhattan PC provisional stenographers

NEW YORK CITY — Forty typist/stenographers on provisional status — some for as long as 15 years — at Manhattan Psychiatric Center (MPC) will be attending a secretarial school at State expense, MPC Local 413 Grievance Chairman Mohamed Hussein has reported.

Hussein said management met with him and Local 413 President Ismael Lope on Feb. 28, and agreed to finance

the training. Hussein said CSEA Education Director Thomas Quimby and others at the union's headquarters had made telephone calls to the State Department of Mental Health to push for support of the program.

The whole series of events, which culminated in management agreeing to send the 40 employees for training, started when a management memo indicated that a number of the

provisional employees would be terminated if they were unable to pass an examination.

"It is a bit strange that for all these years, the employees provided satisfactory service to the State. With all the provisional employees in State service, why did Manhattan Psychiatric Center have to pick on a few Grade 3's and 5's? This selective enforcement smells of harassment," Hussein said.

CSEA
Safety Hotline
800-342-4824

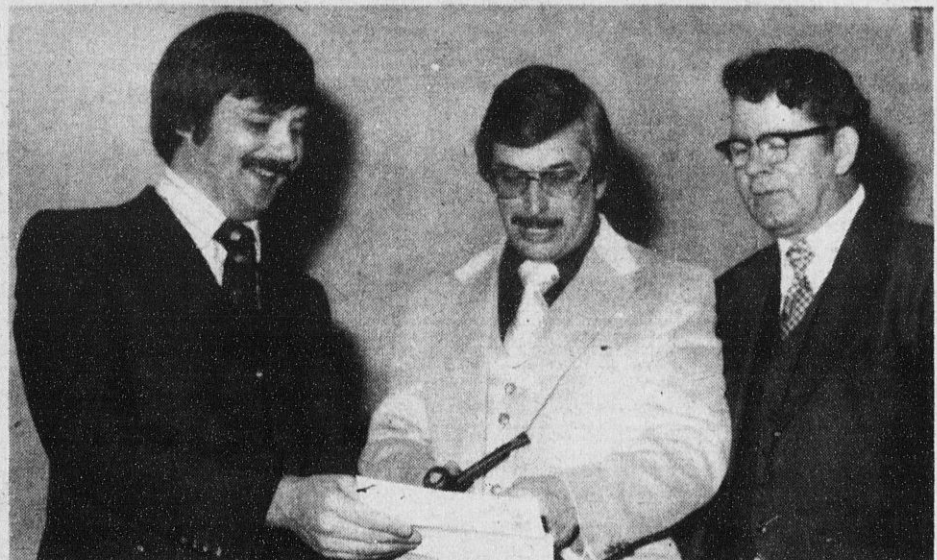
OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Code
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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



FULTON COUNTY LOCAL 818 held its annual dinner-dance recently in Johnstown. Local 818 President Bill Sohl is shown in animated conversation with board member Bertha McLain during the program.



PIERE ALRICH, left, legislative assistant to State Assemblyman Glenn Harris, was a guest at the affair. He is discussing an item of interest with Local 818 President Bill Sohl, center, and Second Vice President Ken Morris.



LOCAL 818 OFFICERS include, from left, Secretary Ruth Gregoria, First Vice President Helen Maraszkievicz, President Bill Sohl, Treasurer Grace Bevington, and Second Vice President Ken Morris.

STATE OPEN COMPETITIVE JOB CALENDAR

Filing Ends March 17, 1980

Air Quality Policy Analyst	\$21,345	29-286
Chief of Mental Hygiene Telecommunications Support	\$26,390	28-026
Health Manpower Counselor	\$13,125	25-185
Health Manpower Counselor, Associate	\$21,345	28-055
Health Manpower Counselor, Senior	\$16,420	25-186
Supervisor of Rehabilitation Hospital Fiscal Administration Assistant	\$21,545	28-028

Evaluation of Training or Experience and/or
Oral Test

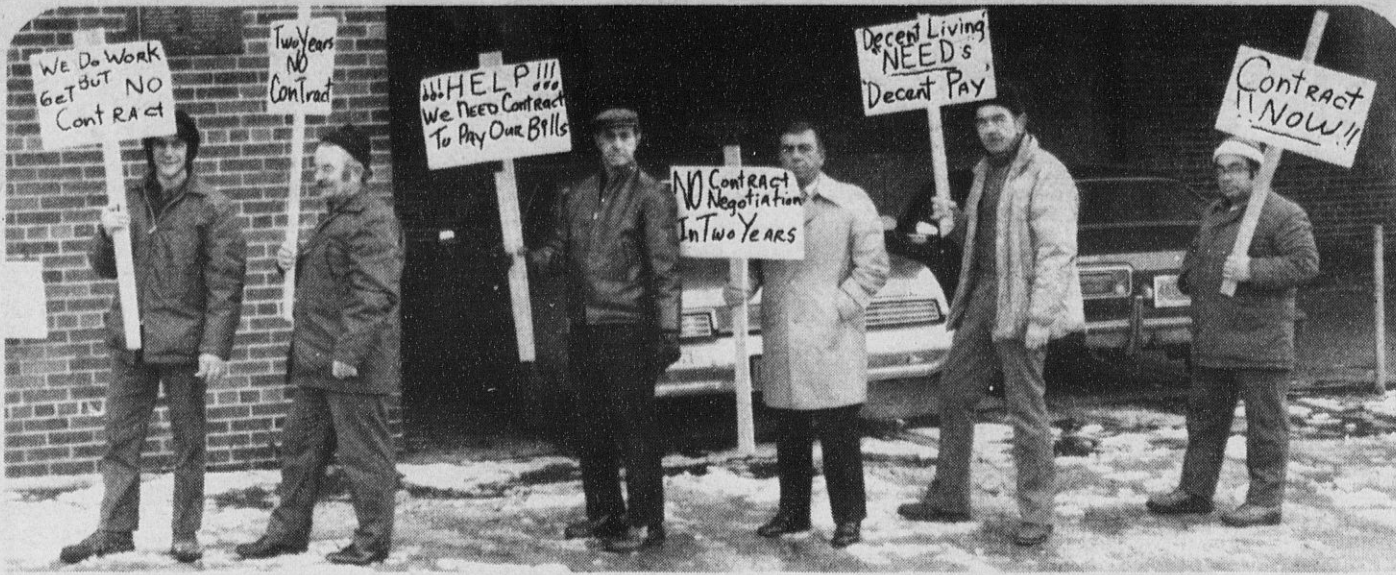
Filing Ends March 24, 1980

Food Service Training Coordinator	\$14,700	28-009
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Evaluation of Training or Experience and/or
Oral Test

Filing Ends March 31, 1980

Librarian (Reference), Principal	\$25,000	27-986
State Law Librarian	\$23,755	28-054



DEMONSTRATING FOR A NEW CONTRACT ARE MEMBERS of the Yonkers Parking Authority Unit of Westchester County CSEA Local 860 on Feb. 19. Among those at the demonstration are, from left, Richie Greco, Dom DiCarmino, John Dee, Local 860 President Pat Mascioli, Frank Trepanowski and Philip Castillo.

Yonkers Parking in fact finding

YONKERS — The 11 members of the Yonkers Parking Authority Unit of Westchester County CSEA Local 860 entered their 15th month of working without a contract in March 1980 as the Public Employment Relations Board (PERB) prepared to enter fact finding.

CSEA Field Representative Joseph O'Connor said the fact finding hearing was set for March 12 following negotiations and mediation which O'Connor said have reached "a stalemate."

"In all our months of negotiations, the Parking Authority has never made an official pay offer," he said.

The 11 members operate the municipal parking lots and empty and repair parking meters.

THE YONKERS PARKING AUTHORITY UNIT demonstration on Feb. 19 brings out a daily newspaper reporter, right, who is speaking with Unit President John Dee, center, and Local 860 President Pat Mascioli.



3 stenos get test go-ahead

PURCHASE — Three Senior Stenographers at SUNY Purchase — Pierina Cappiali, Gwen G. McClain and Lois D. Saunders — were able to take the Principal Stenographer examination on Feb. 23, 1980, thanks in part to the attention of CSEA.

State Civil Service Commissioner Victor S. Bahou overruled his staff in granting permission for the three members of SUNY Purchase Local 637 to have their applications for the examination backdated, CSEA Field Representative Larry Sparber notes.

Bahou's decision came after Sparber interceded on behalf of the three stenographers. Sparber's letter to Bahou, in part, read:

"The employees originally took the Senior Stenographer exam G-9 in November 1978. Because of statewide complaints of tutorial inequities, the shorthand portion of the exam was rescheduled for March 1979.

"This delay caused by negligence of Civil Service, resulted in the eligible list not being released until Spring 1979. The final results of the test are quite extraordinary. Ms. Saunders placed 3rd, Ms. McClain placed 7th and Ms. Cappiali placed 11th.

"The Personnel Office at (SUNY) Purchase, in April 1979, requested the Senior Steno list at the earliest possible date. They were advised by Civil Service that the list would be delayed pending a pre-canvass by geographical location.

"Despite the efforts of (SUNY) Purchase to obtain the list, it was not received until December (1979).

"The upcoming Principal Steno exam requires permanent Senior Steno Status by November 29 (1979). As (SUNY) Purchase could not issue a canvass letter until December, and did not appoint them permanently until January 1980, the employees are therefore technically barred from taking an exam which is not only seldom given but very important as far as the career ladder is concerned."

Building repaired

GLENS FALLS — The Civil Service Employees Assn. says that it is satisfied with renovations and repairs made in a Glens Falls office building into which State Department of Health employees were moved in mid-January.

According to Allen Mead, president of the Department of Health CSEA Local, during an inspection of the building just prior to the move, CSEA officials discovered some pipes which were coated with asbestos, a fire retardant substance which, when inhaled, can cause cancer and other lung diseases. CSEA brought this to the attention of the State Department of Agency Manpower and Management, which promptly had the pipes removed.

After an earlier inspection, made in December, the union expressed concern about a lack of on-site parking spaces for the employees, insufficient electrical wiring, unsafe stairways and poorly functioning elevators, heating and cooling systems.

All of these matters were corrected before the employees moved in, Mead reported.



Lennon presents Merit Award

A certificate of merit was presented by CSEA Region III President James J. Lennon recently to Raymond Radzivila, retiring former executive director of the East Hudson Parkway Authority.

Radzivila was honored for more than 30 years of service in the Department of Transportation Region 8 and the East Hudson Parkway Authority during a luncheon attended by more than 200 people.

He was appointed executive director of the East Hudson Parkway Authority in 1968 and retained that position until the takeover of the Authority by the State DOT on November 1, 1979.

RAYMOND RADZIVILA, center, accepts a certificate from CSEA Region III President James Lennon, left. Standing at right is Region III Field Representative John Deyo.



CIVIL SERVICE EMPLOYEES ASSOCIATION Local 611 of SUNY Oswego discusses 1980 CSEA Scholarship Award, which will be given to a member or family member at SUNY Oswego Spring Honors Convocation March 26. Scholarship committee members in discussion above include, from left, Loretta Beckwith, Cosi Masuicca, Dale Dusharm, Local 611 president; and Patricia C. Ruppert, acting alumni director.

CSEA Region I holds safety workshop

As safety and safety legislation (OSHA) become one of CSEA's highest priorities, one facet of that growth is the need to educate CSEA members in the subject. Recently Long Island Region I hosted the first CSEA regional safety and health workshop. Representatives of CSEA, AFSCME and the National Safety Council provided the instruction and information.

HAUPPAUGE — More than 200 CSEA members of Long Island Region I attended the first CSEA regional safety and health workshop here recently.

Instruction and information on safety and health were provided by CSEA Collective Bargaining Specialist Nels Carlson, coordinator of the CSEA Safety Hotline; CSEA statewide Safety Committee Chairman Frank Falejczyk, Buffalo Psychiatric Center Local 403; Steve Fantauzzo, AFSCME safety and health specialist; and Jack Suarez, National Safety Council labor liaison.

Carlson recommended personalizing safety to union members. Cold statistics do not move people. But if they know the victim, it is a different story, he explained.

Falejczyk emphasized the availability of the CSEA toll-free Safety Hotline — 1-800-342-4824 — to those employees who require confidentiality in reporting a safety problem.

Calling the hotline "will protect an employee from harassment," he said.

He also recommended never assuming a person knows the proper way to complete a physical task, operate a piece of equipment, etc., as a way to reduce accidents.

Fantauzzo identified and discussed job-site related health hazards including:

- Injuries in the public sector are three times that of private industry in comparable jobs and twice as

severe. Refuse collectors have five times the injury rate as coal miners. Waste treatment workers have twice the injury rate as coal miners.

- The most dangerous work environment is the hospital with radiation, anesthetic gasses and other hazards.

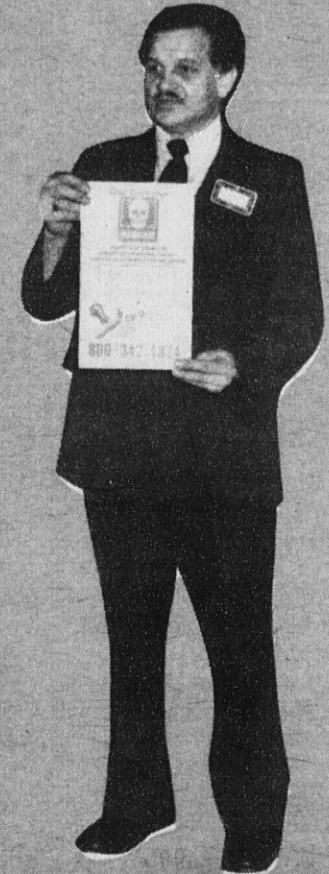
- Two or three months exposure to asbestos can cause death 20 years later.

"Workers should have the right to know what are the hazards of their workplace," Fantauzzo said.

He and Carlson both emphasized that safety and enactment of OSHA legislation would save money by reducing accidents and its associated expenses.

Coordinators of the workshop were the chairman and co-chairman of the regional education committee, Greg Szurnicki and James Forsythe, respectively.

COLLECTIVE BARGAINING SPECIALIST Nels Carlson advises the more than 200 CSEA members attending the first regional safety and health workshop to "personalize safety to members."



CSEA's Safety Hotline was emphasized at the safety workshop by one of the speakers, Frank Falejczyk of Buffalo Psychiatric Center Local 403, chairman of the CSEA statewide Safety Committee.



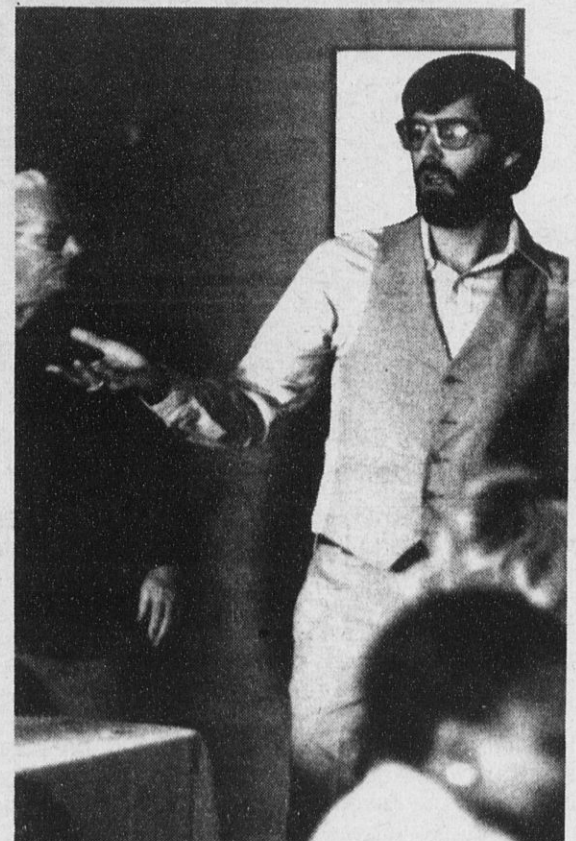
Left, ANSWERING QUESTIONS on safety are Jack Suarez, left, of the National Safety Council and Arthur Loving of Long Island State Parks Local 102 and co-chairman of the regional safety committee.



DISCUSSING THE FIRST REGIONAL SAFETY WORKSHOP are, from left, Jim Forsythe, co-chairman of the Region I education committee; Region I President Irving Flaumenbaum, and Region I education committee chairman Greg Szurnicki, chief organizer of the workshop.



HIGHLY INTERESTED and motivated CSEA members attend the Region I safety and health workshop including, from left, Raymond Magliulo and Kathy Golio, both of Pilgrim Psychiatric Center Local 418; and Cathy Green and Aileen Ronayne, Town of Babylon Unit of Suffolk County Local 852.



AFSCME's Steve Fantauzzo speaks on the relationship of the work environment to causes of death and disease.