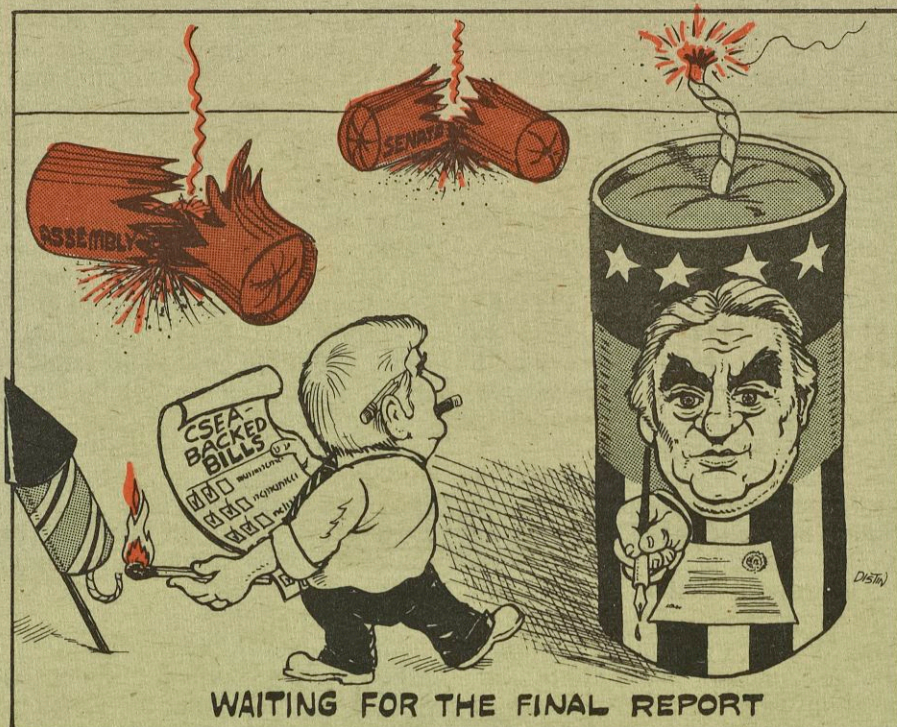


Major school district employee bills join other union bills on gov's desk

ALBANY — Three major CSEA-backed bills that passed the 1980 state legislature will, if signed into law by Gov. Hugh Carey, benefit the nearly 25,000 school district employees the union represents statewide.



The Public SECTOR

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One gives financial aid to small city school districts that were exceeding their constitutional taxing limit.

"We have numerous districts in that category throughout the state," said CSEA School District Coordinator Larry Scanlon, "and they were planning to ease their financial problems by laying off many of their non-teaching personnel. It seems that the first ones to suffer for the economic woes of the school districts are the valuable personnel who pay taxes in the district and had nothing to do with causing the problems in the first place."

"This bill passed both houses of the legislature only because of the hard work of grassroots CSEA members in school districts throughout the state," Scanlon said. "Now we have one more big task, and that's to write the governor and ask that he sign the bill as soon as possible."

The proper address is: Gov. Hugh L. Carey, Executive Chamber, State Capitol, Albany, N.Y. 12224.

Another piece of legislation that CSEA got passed will guarantee school-district employees the New York State minimum wage, which is currently \$3.10 an hour. The law will take effect Jan. 1, 1981.

The third major piece of CSEA legislation benefiting school-district employees is the Occupational Safety and Health Act. CSEA's top priority for the 1980 session, it was expected to be signed into law by the governor late last week.

"The extent to which OSHA applies to school district employees has been the subject of much discussion," Scanlon said. "The bill says that existing school buildings that have been certified as complying with the State Education Commissioner's rules and regulations are exempt from OSHA standards. But that's open to various interpretations. What about school-district employees whose workplace is a bus, a garage, or the grounds around a building?"

He added that school district employees who notice safety or health hazards on the job should continue to report them to the CSEA Statewide Safety Committee, but that Scanlon's office, at 33 Elk St., Albany, N.Y., should receive a copy.

CSEA learned Thursday that Governor Carey is thinking of vetoing the pension supplement bill, which would give retirees pension increases in the 3 to 7 percent range. The Governor's office cited the "substantial fiscal impact" of the measure.

"The Governor is pleading poverty to tens of thousands of former public employees who know too well what real poverty is," commented CSEA President William L. McGowan. "A worker who retired in 1970 has seen his pension's value cut in half by inflation, yet is told the state can't afford a 7 percent raise."

Family Protection Plus Plan available

For the first time, members of the Civil Service Employees Assn. can now obtain the advantages of individual, cash-value life insurance policies combined with the convenience and economy afforded by payroll deduction. The new coverage, called the Family Protection Plus Plan, was announced today by CSEA President William McGowan. It will be administered by Ter Bush & Powell, Inc., insurance consultants to CSEA, and underwritten by The Travelers Insurance Company.

In announcing the new program, President McGowan emphasized that the individual policies are not intended to replace any of CSEA's life insurance coverage.

"Group term insurance," Mr. McGowan said, "still provides a quick, low-cost way to create an 'instant estate' for the protection of a member's family. With the new individual policies, members can now expand that protection while building a cash reserve that they can use themselves, in later years, for personal, business, educational, or retirement purposes."

The difference between the two forms of coverage was explained by Richard K. Merkel, Vice President of Ter Bush & Powell, who joined in the announcement.

"Term insurance," Mr. Merkel said, "is pure protection. You're buying a death benefit, and that benefit will be paid to your beneficiaries if you die while the policy is in force. Permanent insurance also provides a death benefit, but in addition it builds up cash values during the years when you are paying premiums. During those years, the accumulated cash value can be borrowed by the policyholder at very low interest rates. And when the policy becomes fully paid up at age 65, it remains in force automatically for the rest of your life. Or, if you prefer, you can cash it in for the accumulated cash value and use the funds for another purpose. In these days of tight money and record interest rates, the build-up of cash values, and especially the guaranteed availability of loans at very low interest, is a feature that ought to appeal to many members. Another important feature is that policies issued to applicants through age 55 will be fully paid up at age 65 and will remain in force automatically thereafter."

The Family Protection Plus Plan offers many unusual features. For example, individual cash value policies can be purchased not only by CSEA

members, but also by their spouses and children under the member's payroll deduction privilege. This means, according to Mr. Merkel, that children can be started on their own insurance portfolios at the exceptionally low premium cost applicable to their age. "An important thing to remember about permanent coverage," Mr. Merkel pointed out, "is that the premium rate you start out with, which is based on your age at the time of purchase, remains constant for the life of the policy. A person who takes out a permanent life insurance policy at a very young age will pay the same low premium until the policy is paid up."

Other features of the Plan include automatic waiver of premium in case of disability for policyholders age five through 55; the ability of the member to retain his coverage even if he leaves his job; and the optional availability of increased benefits for accidental death and of very low-cost term riders covering the children of the policyholder. Members will have the choice of \$2, \$3, \$4, or \$5 payroll deductions per week, and the face amount of the policy will depend upon the deduction selected and the age of the applicant at his or her last birthday. Coverage available through the \$2 weekly deduction is guaranteed to every member. Higher amounts require the completion of a health questionnaire. Policies issued to applicants through age 55 will be fully paid up at age 65. Policies issued to applicants between 56 and 65 will be fully paid up 10 years after the date of issue.

An example of the unusual economy made possible when a policy is purchased under the CSEA plan and paid for through payroll deduction is offered by The Travelers Insurance Company. A 25-year-old female who was not a CSEA member and who bought an individual Travelers life policy, paid up at 65 and with waiver of premium, would pay monthly premiums totalling \$268.50 per year for a \$20,000 policy. If she chose to take the cash out at age 65, she'd receive \$12,480. A 25-year-old female who paid only \$260 per year through payroll deduction for a comparable CSEA coverage, however, would have a policy with a face value of \$26,156. And the cash value at age 65 would be \$14,020.

Members who want to know more about the CSEA Family Protection Plus Plan should communicate with their Ter Bush & Powell representative or directly with Ter Bush & Powell, Inc., Box 956, Schenectady, NY 12301. During business hours they may call Roz Marvin at (518) 370-8712.

Judicial employees push letter writing

Editor's note: Two key bills affecting the 3,800 judiciary employees represented by CSEA statewide passed the State Legislature recently and are awaiting action by Governor Carey. Those bills were outlined on page 1 of last week's issue of The Public Sector, along with an urgent request that all public workers immediately write to the governor asking his signature on those bills. The following letter, which outlines the entire lengthy situation concerning the Judiciary Employees CSEA Local 332 in Goshen. The letter, she says, is fully supported by other members of the union's labor/management committee of judiciary employees. The letter is printed in its entirety.

The Editor: "The Public Sector":

As CSEA members and employees of the Unified Court System of New York State, we should like to use this to broadcast an open appeal to all of our fellow public employees.

In 1979, after several years of waiting, the Office of Court Administration, the administrative arm of the judicial branch of the State, instituted a Classification plan which directly affected some 9,500 court workers. This Classification plan was to bring about a standardization of job-titles, qualifications and salaries in the ranks of the non-judicial employees. These employees were previously employed by various counties and municipalities throughout the State, while also coming under the control of the State judiciary system. Unfortunately, the years preceding the promulgation of the Classification were years of neglect by the Office of Court Administration and its predecessor the Judicial Conference, in that, in many

areas, particularly those in the upstate counties and Judicial Districts, the Civil Service Law was not adhered to. The main problem has been the successive failure of these two agencies to provide civil service examinations for provisional employees of the court system.

The Civil Service Law quite clearly provides that examinations shall be given to provisional employees within nine months of the date of hiring. However, the Office of Court Administration has followed a course of provisional hiring without testing for a number of years with the result that roughly 60% of its non-judicial employees are now provisional employees. There are now individuals who have been provisionally employed anywhere from six to sixteen years with no civil service status whatsoever. The Office of Court Administration has begun, in the last year, conducting state wide civil service examinations for these employees, as well as anyone else who wants to take them. In other words, the people who have served loyally and faithfully for these years past are now told to take an exam with no protection or consideration at all. And if that were not enough, a twist has been added.

Some of the job titles previously held by provisional employees were converted by the Classification from entry-level titles to promotional ones. A pre-requisite of permanent status elsewhere in the United Court System was added to the qualifications to take the examinations. This has had the effect of barring individuals who have never had a chance to take tests, since tests were never offered, from qualifying to take exams for the jobs they hold, and have had held for years, on a first level. The Office of Court Administration has condescended to

allow the people in this position to take the exams for their job-titles on an open-competitive list. This is a third list, preceded by a District wide promotional list and a State wide promotional list. There is absolutely no consideration for time on the job, for past loyal service and on the job efficiency. And the final effect of this administrative Catch 22 situation is this: some 60% of the men and women in the ranks of the nonjudicial court employees, over 1,500 people with families to support and obligations to meet, stand to lose the jobs they have held for all these years. The personal tragedies can well be imagined and the effect on the operation of a very important branch of this state's government will be staggering.

If you work in a unit with a number of people who have to interact on a daily basis to perform the work of the unit, imagine what would happen if 60% of your unit's experienced personnel were let go and replaced by new and inexperienced people.

The Office of Court Administration has "graciously" agreed not to lay all of these people off at once. They have enacted an administrative order which provides that the last person hired in a unit be the first to be let go. Then, the people remaining in the unit who are under sentence of termination train the new employee on the job until a period of time goes by and the next employee is let go, and so forth. Its like sentencing someone to

be hung and then asking them to erect the scaffold and dig their grave. There are few people who will stay around for that type of treatment. They will be too busy looking for another job.

There is one thing which can keep all of this from happening. The Senate and the Assembly this year passed bills that would provide for a cover-in of these employees in Judicial Districts 3 through 9 upstate. These Districts have been the ones chiefly affected by the past negligence of the Office of Court Administration. Last year a similar bill was passed by both Houses of the Legislature only to be vetoed by Governor Carey for reasons best known to himself. Letters to Governor Carey at this time, urging him to approve this legislation will be greatly appreciated by every affected court employee and their families. With a large showing of unity among the members of CSEA, a major tragedy may be averted. These bills have the support of various bar associations and legislators from both parties and from all parts of the State. A brief letter to Governor Carey at:

The Capitol

Albany, N.Y. 12224

asking for his approval of A-8946 and S. 7667-A (Non-Judicial Employee Cover-In) will be one of the greatest things you can do for a large number of your fellow public employees.

Editor's note: While attending the recent 24th AFSCME International Convention in Anaheim, Calif. as a representative from CSEA, a delegate from CSEA Region III had all her money stolen. Upon hearing of the unfortunate situation, CSEA delegates immediately contributed to a fund to provide money to the delegate, Mrs. Dawn Gambino of Orange County CSEA Local 836. CSEA Region III President James Lennon has issued a thank you message to all delegates for their voluntary action, and Mrs. Gambino herself has requested that the following be printed as well.

I would like to sincerely thank each brother and sister delegate who attended the 24th International Convention of AFSCME at Anaheim.

When all my money was stolen, each one of the delegates came to my aid by helping me have enough money until I returned home.

I feel so proud to belong to an organization which is composed of such kind, generous and thoughtful people.

Sincerely,
Mrs. Dawn Gambino, RN
CSEA Local 836
Goshen, N.Y.
Orange County

Unemployment insurance

ALBANY — A case will be argued in the Court of Appeals this fall that will decide whether thousands of school-district employees throughout the state are eligible for unemployment insurance (UI) during the summer, or any other recess in the school year.

The State Labor Law, Section 690.11, says that non-teaching school district employees can be denied UI only if their written contracts guarantee them employment after the recess. But many school districts that lack such contracts oppose employees' receiving UI, on the grounds that a note from management saying they'll be rehired after the recess is all the "guarantee" they need.

CSEA Attorney William Reynolds has already filed a brief in the case. "A note from the school district is just not good enough to guarantee job security," Reynolds said. "It's just an excuse to deny workers their unemployment insurance."

"Also, it undermines duly-negotiated labor contracts by making people feel that they have a personal, individual agreement with the district."

CSEA School District Coordinator Larry Scanlon advises school district employees that, should their claim be denied on the basis of Section 690.11, they should file form No. 1 with the Dept. of Labor within 30 days. Form No. 1 was devised by CSEA. It has the effect of appealing the denial to an administrative law judge, but adjourning the hearing pending the outcome of the fall court case.

"By filing form No. 1, you'll be protecting your legal rights as defined by the highest court in the state," Scanlon said.

EBF ok's direct pay

ALBANY — The trustees of CSEA's Employee Benefit Fund recently voted to expand direct-pay privileges to include employees who are laid off and put on a preferred list.

Previously, such coverage was available only to those on approved leave without pay.

Current coverage is carried automatically for 28 days after an employee leaves the payroll. Thereafter, direct pay coverage may continue up to one year. The cost is \$50 per calendar quarter, for those in CSEA's three major statewide bargaining units. Those in other units

with dental coverage pay at a rate based on the contract between their employer and the Fund.

Direct-pay coverage applications can be obtained by mailing the coupon below, or by calling the Fund at (518) 459-8463 or toll-free at 800-342-4274. Applicants who are eligible for direct-pay coverage will be billed by the Fund.

This coverage is not retroactive and must be applied for before the employee leaves the payroll. Therefore, applicants must notify the Fund as soon as they know the date of their last paycheck.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

Name _____

Address _____

City _____

Soc. Sec. No. _____

State _____ Zip _____

Mail to: CSEA Employee Benefit Fund
One Park Place
Albany, N.Y. 12205

(Do not send payment at this time.)

State-CSEA announce funding granted for retraining 2,000 therapy aides

ALBANY — A labor-management committee that deals with long-term employment issues in State government has announced that funding has been granted for a project to retrain some 2,000 employees of the state's 20 centers for the mentally retarded and developmentally disabled.

In a joint press conference recently, CSEA President William L. McGowan; the Governor's Office of Employee Relations Director Meyer Frucher; Mental Retardation Commissioner James Introne; and Rodney E. Dennis, chairman of the Continuity of Employment Subcommittee, announced details of the funding and the program itself.

The labor-management representatives announced that a \$93,086 grant has been awarded from the Continuity of Employment Subcommittee to the State Office of Mental Retardation and Developmental Disabilities (OMRDD) to help retrain mental hygiene therapy aides to assume new roles caring for clients in community residences and residential intermediate care facilities.

The Continuity of Employment Subcommittee is part of the State-CSEA Committee on the Work Environment and Productivity, a broadly based labor-management panel committed to improving state employee working conditions and resultant productivity. President McGowan said CSEA strongly supports the retraining

program designed by OMRDD. CSEA represents the 41,000-member Institutional Services Bargaining Unit, which contains thousands of therapy aides.

The program, the largest formal State training effort of its kind, is designed to take advantage of years of experience and skills acquired by aides working in institutional programs. As the State reduces reliance on institutional care, retraining will enable seasoned employees to make an important contribution to the developing, community-based system of care for retarded and developmentally disabled individuals.

The retraining is expected to reach nearly 2,000 mental hygiene therapy aides as they transfer to community-based jobs in coming months. An estimated 180 staffers are now undergoing or have completed basic training in specialized workshops which began in January. Many have begun new

jobs as community residence aides in state-operated community residences and intermediate care facilities. Both type residences are supervised homes within communities for family-sized groups of disabled persons.

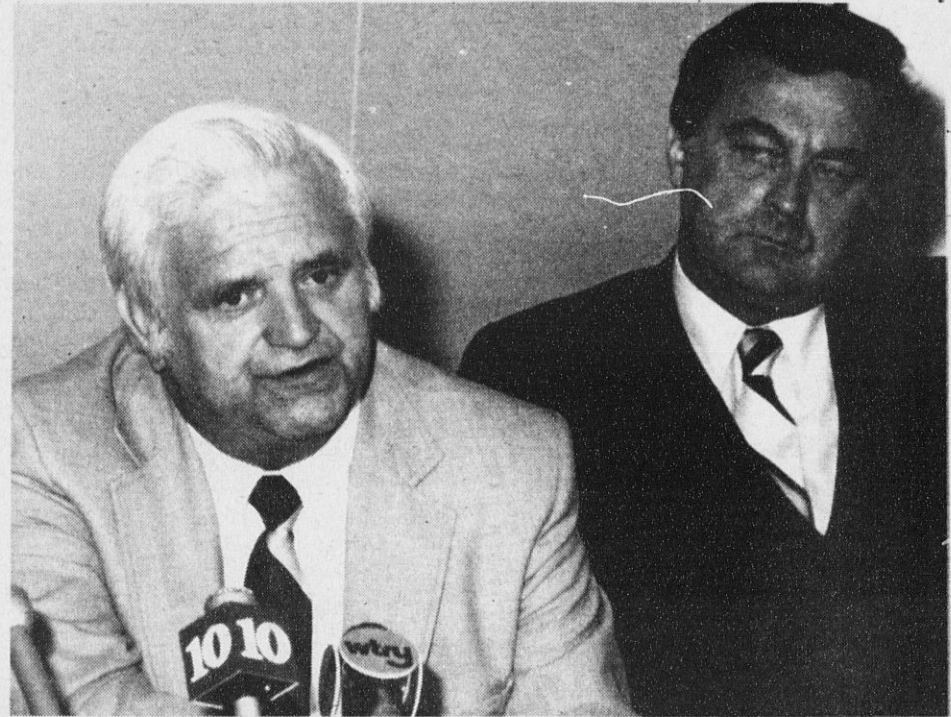
Additional retraining sessions are scheduled to get under way this summer in the Ballston Spa, Westchester, Middletown, Albany, Buffalo, Binghamton, Rochester and New York City areas.

OMRDD's Bureau of Staff Development and Training will use

this project as the prototype for continuing in-service training of community residence aides in years ahead. The project also has tentative Federal approval for a matching grant.

"We expect that this program will help reduce the employee turnover rate, boost morale and enhance client development," said James E. Introne, commissioner of the Office of Mental Retardation and Developmental Disabilities.

CSEA PRESIDENT WILLIAM L. MCGOWAN tells news media representatives that the union strongly supports a just-announced training program to retrain nearly 2,000 mental hygiene therapy aides to assume new responsibilities in community-related facilities. At right is CSEA Executive Director Joseph J. Dolan Jr., who attended the press conference to announce funding of the project. Several top state officials also participated in the labor-management press conference.



MANNING THE TELEPHONES at the Westchester Council for the Arts phonothon in White Plains are Westchester County Local 860 members, from left, Roger Williams, Edward Carafa, Pug Lanza, Roy West and Eleanor McDonald.

WHITE PLAINS — Eighteen members of Westchester County CSEA Local 860 participated in the fund-raising phonothon of the Westchester Council for the Arts recently.

The council helps sponsor workshops, plays, concerts, films and tours for both adults and children in Westchester County.

Those CSEA members donating their time to work at the phonothon were:

Westchester County Unit: Local President Pat Mascioli, Mary Williams, Roger Williams, Ann Reale, Susan Treulieb, Bernard Treulieb and Edward Carafa.

White Plains Schools Unit: John Catoe, Gary Conley and Barbara Peters.

Town of Greenburgh Unit: Eleanor McDonald, Camille Biancardi and Helen Vetrano.

Yonkers Schools Unit: Janice Schaff and Barbara Rosengaft.

Bryom Hills Schools Unit: Doris Mikus.

Eastchester Schools Unit: Roy West.

Town of Harrison Unit: Pug Lanza.

Calendar of EVENTS

July

- 5—Genesee Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Dansville.
- 8—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Ave., Holtsville.
- 12—St. Lawrence County Local 845 annual family picnic, noon-8 p.m., Beach Road, Waddington Beach, Waddington.
- 19—Black River Valley Local 015 family picnic, 11 a.m., Wescott Beach State Park.
- 9—CSEAP workshop, Region II, 10 a.m.-3:30 p.m., Room 4430, 2 World Trade Center, New York City.
- 10—CSEAP workshop, Region I, 10 a.m.-3 p.m., Room 2B43, State Office Building, Hauppauge.
- 11—Syracuse City Local 013 annual clambake, 5 p.m., Hinerwadel's Grove, Taft Road, North Syracuse.
- 11—CSEAP workshop, Region III, 10 a.m.-3 p.m., Room 100, Lecture Center, SUNY New Paltz, New Paltz.
- 21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 21—Region III Mental Health labor/management meeting, 1 p.m., Hudson River Psychiatric Center, Poughkeepsie.
- 23—Saratoga County Local 846 general membership meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.
- 26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.

Local 860 members work for charity

HELPING MAKE THE Westchester Council for the Arts phonothon a success are Westchester County Local 860 members John Catoe and Doris Mikus.



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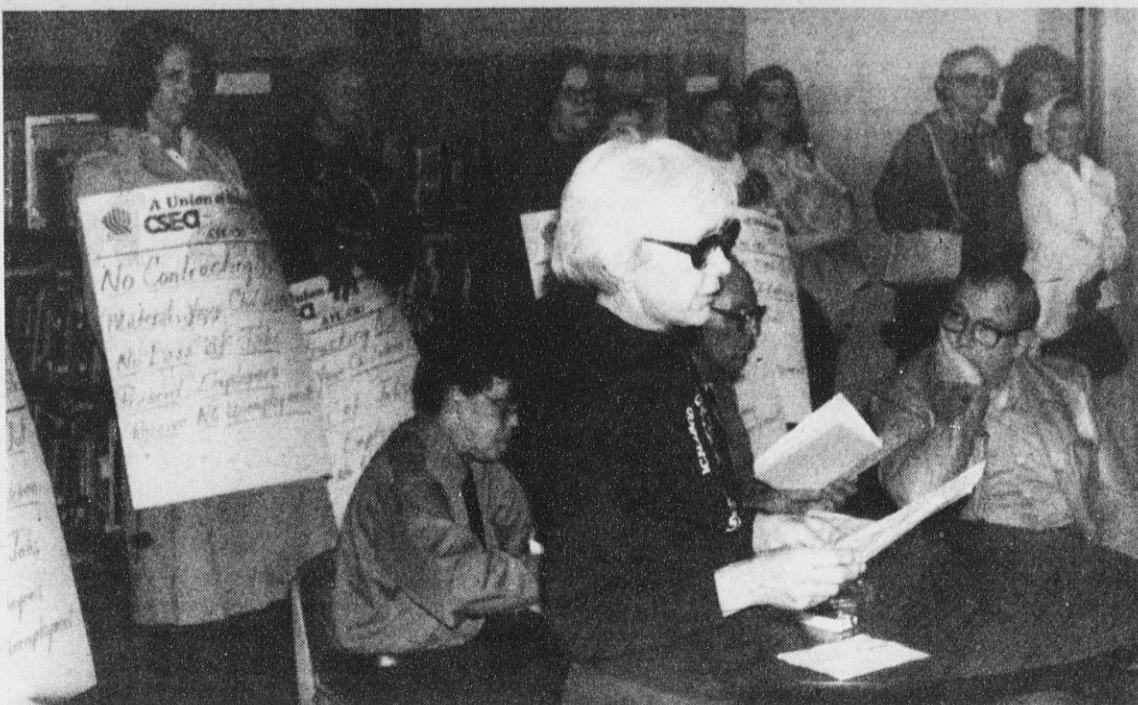
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ICHABOD CRANE SCHOOL DISTRICT employees represented by CSEA recently conducted informational picketing at a school board meeting to show their anger over plans by the board to contract out to a private concern some 50 school bus driver positions. Here Ichabod Crane CSEA Unit member Angela Lorusso, foreground, speaks to the board at its meeting as other union member listen in the background. The board is still considering its proposal, and the union has begun an advertising campaign to take its case to the public for support.

New National Safety Council memorial program announced

CHICAGO — Labor organizations can honor the memory of a Brother or Sister killed in either a workplace or off-the-job accident, by making a contribution to the National Safety Council's Memorial Fund Program.

These memorial gifts, according to the Council, will help awaken the public to ever-present dangers and suggest ways to avoid safety hazards

at the workplace, in the home, on the highways, and in public places.

Vincent L. Tofany, president of the 67-year-old Council, notes that "Accidents are the leading cause of death among all persons aged 1 to 38. Among persons of all ages, accidents are the fourth leading cause of death, 103,500 fatalities last year. Work accidents resulted in 13,100 fatalities —

a one per cent increase from 1978. These facts demand prompt and vigorous safety action. The memorial Fund Program will help the Council expand its safety and health programs.

Labor organizations and their memberships, or individual members wishing to pay tribute to a Brother or Sister, can send a memorial gift, in any amount, to Council headquarters. Contributions should be accompanied by the full name of the person to be memorialized, the name and address of the family member to receive the memorial card, and the donor's full name and address.

Anyone wishing further information on the National Safety Council's Memorial Fund Program can write to or call the National Safety Council, Labor Department, 444 N. Michigan, Chicago, Illinois 60611.

CSEA
Safety Hotline
800-342-4824

CSEA STATEWIDE PROBATION COMMITTEE Chairman James Brady, right, introduces State Probation Director Thomas J. Callanan, center, to committee members at a recent committee meeting. At left is committee member John Whalen.



Bloodmobile Coming

Bloodmobile visits for State employees have been scheduled at the following locations:

- July 2 — Taxation and Finance, Albany
- July 9 — SUNY at Buffalo, Main Campus
- July 9 — Utica State Office Building
- July 9 — Rome Developmental Center
- July 9 — Transportation, Poughkeepsie State Office Building
- July 9 — Marcy Psychiatric Center, and Central N.Y. Psychiatric Center, Marcy
- July 10 — Gowanda Psychiatric Center, Helmuth
- July 10 — SUNY at Stony Brook
- July 10 and 11 — Labor, Albany
- July 10 — Harlem Valley Psychiatric Center, Wingdale
- July 11 — Watertown State Office Building
- July 14 — Binghamton Psychiatric Center
- July 15 — Kings Park Psychiatric Center
- July 15 — Office of General Services, Albany
- July 16 — Civil Service, Albany
- July 17 — O. D. Heck Developmental Center, Schenectady
- July 21 and 22 — Binghamton State Office Building
- July 21 — Hauppauge State Office Building
- July 22 — Wassauc Developmental Center
- July 23 — SUNY at Albany
- July 24 — SUNY at Buffalo, Amherst Campus
- July 25 — Broome Developmental Center, Binghamton
- July 28 — Criminal Justice Services, Albany
- July 28 — Transportation, Rochester
- July 30 — Environmental Conservation, Avon

CSEA, State negotiate accord on OMR facilities for Region II

NEW YORK CITY — Metropolitan CSEA Region II has negotiated an agreement with State Mental Retardation Commissioner James Introne concerning implementation of the Morgado Memorandum for Office of Mental Retardation (OMR) facilities in Region II.

Region II President James Gripper, in a memorandum to the regional Executive Committee, said: "Commissioner Introne commits

the Department to open 108 state-run community facilities in the Metropolitan Region. There also is a commitment to expand day treatment programs through the use of state resources and employees.

"Most importantly, the agreement provides a mechanism by which CSEA will monitor the establishment of community residences. This tool should enable CSEA to limit any new voluntary agency activities."

Negotiating the agreement with OMR was CSEA Field Representative Bart Brier, who was supported by Gripper and Local Presidents William Anderson, Bronx Psychiatric Center; Dorothy King, Creedmoor Psychiatric Center; Margaret Meaders, Manhattan Developmental Center; Brenda Nichols, Brooklyn Development Center; and Felton King, Staten Island Developmental Center.

Introne, in a May 22, 1980, letter to CSEA President William L. McGowan, said:

"As you know, my staff has been working very closely with some of your staff and the New York City facilities Chapter Presidents to resolve some issues affecting community placements. . .

"These discussions have taken place over a long period of time and are somewhat conditioned by the outcome of our budget this year.

"It is generally common knowledge we suffered some financial reductions in this year's appropriations. . .

"It is my feeling that even with these reductions we can continue to meet the general provisions of the Morgado memorandum and move to establish more State Operated Community Residences.

"This being the case, I feel confident in committing myself to the following courses of action of particular concern to the New York City Chapters."

Those actions are:

- Representatives of CSEA will be appointed to Borough Developmental Service Office Boards. These appointments will be made in spite of the objections by voluntary agencies.

- Establishment of 108 State-operated community residences in New York City, subject to legislative approval.

- Residents of OMR facilities will receive six hours of program a day. Day program expansion in the community will be by State employees where resources exist.



DISCUSSING THE AGREEMENT BETWEEN CSEA and the State Office of Mental Retardation on implementation of the Morgado Memorandum in Region II are, from left, CSEA Communications Specialist Hugh O'Haire; Field Representative Bart Brier, negotiator for the agreement; Region II President James Gripper and Region II Director George Bispham.

Union wins Newburgh CETA fund case

NEWBURGH — CETA funds were improperly used by the City of Newburgh to hire police cadets to replace four laid off dispatchers.

That's not news to Newburgh Unit President Bill Mott, who said, "We

warned them, but it was like seeing someone walking on thin ice — if they won't listen, they're going to sink."

In this case, it was Administrative Law Judge D. Barry Morris who came to the rescue by upholding a

complaint filed by CSEA on behalf of the dispatchers.

CSEA had charged that \$54,000 in CETA funds were improperly used to replace the laid off dispatchers. The cadets were supposed to be trained in

patrol work, crime prevention and communications, but at a hearing police officials admitted that the cadets were trained only in communications.

The judge's decision cited the CETA regulation on "maintenance of effort" which prohibits using monies to fill the same or equivalent positions from which other people have been laid off. Indeed, the judge wrote, "... the activities performed by the laid off police dispatchers were substantially identical to the activities performed by the police cadets as evidenced by testimony of the county's witnesses."

Orange County officials, fighting the CSEA action, maintained that the U.S. Department of Labor concurred in the way funds were being spent; but the judge found no evidence to back up that contention.

The four dispatchers have been rehired and the judge has asked that both the Department of Labor and CSEA submit to him suggestions on what penalties Orange County should pay for improperly using the funds.

Albany Co. unit files charges

ALBANY — The Albany County Social Services Unit of the Civil Service Employees Assn. has brought improper practice charges against the county for allegedly intimidating two employees filing separate grievances.

In one instance, the county demoted case planner Nancy Bell, and disbanded her unit, after she refused to withdraw a grievance seeking a promotion she felt was unfairly denied to her. Bell, according to CSEA Unit President Lawrence Frank, sought the position of case supervisor B, one grade over her present position, for which she met educational and experience requirements. After

being denied the promotion, she made a formal complaint, but was told by management that unless she revoked it she would face a demotion.

After being told the DSS offices would be closed on Good Friday afternoon, a day not normally designated a holiday, the second employee, Glen Humphreys, requested and was granted personal leave for that morning. On Good Friday morning, however, management issued another announcement, saying the extra holiday applied only to certain offices, Humphreys' not included. Upon returning to work the following Monday, Humphrey found that he

was docked for being absent that afternoon. He immediately filed a grievance, claiming he was the victim of poor communications, and was recently told that if he did not retract it, never again would the DSS offices be closed early on such unscheduled holidays.

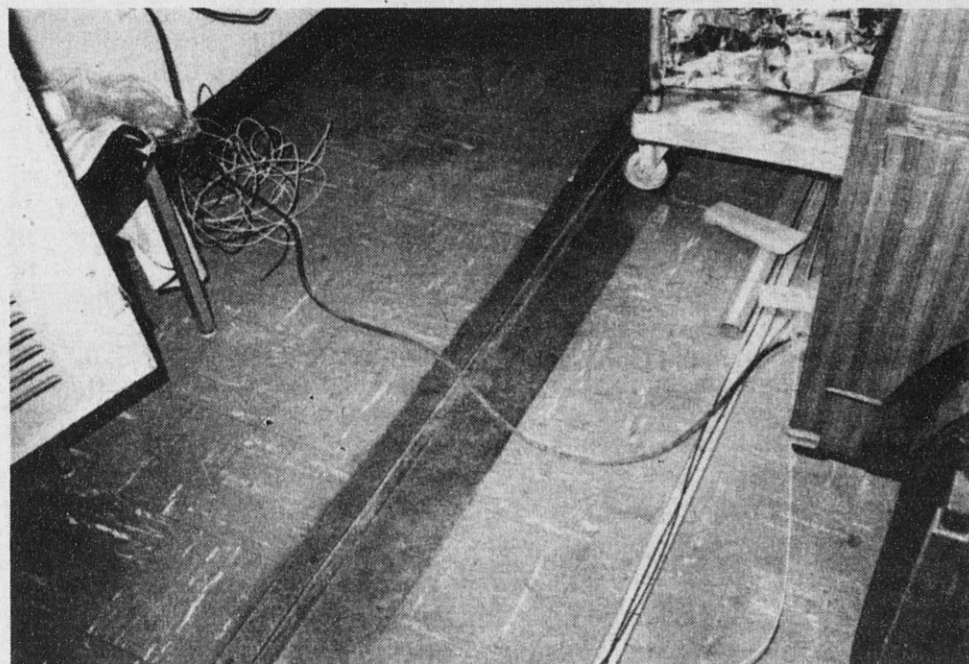
"In both cases it is obvious that our employees were justified in filing grievances and management's threats are clearly a case of intimidation," explained Capital Region CSEA Field Representative James Cooney, who is assisting Frank in filing the IP charge. "The union won't tolerate this."

How can you have a good afternoon when you've had a lousy lunch — and paid too much for it?



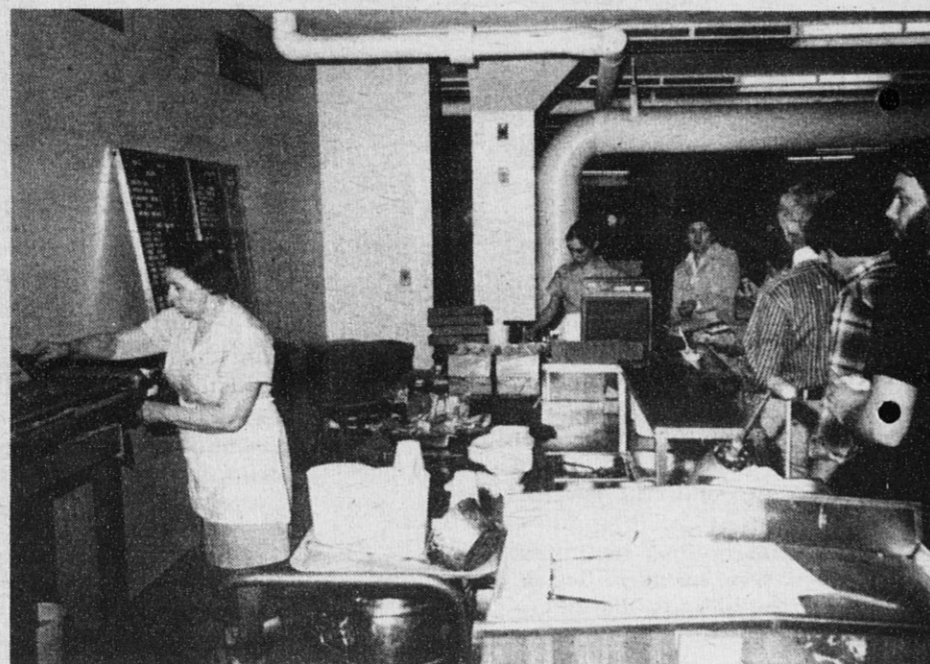
(Left) A VIEW OF A CORNER OF THE BUILDING 8 CAFETERIA at the New York State Campus reveals the overcrowded, unattractive atmosphere, typical of all the campus cafeterias. The cashout line shown is the only one for the more than 3,500 employees who use the service during the lunch hour rush.

(Below) THE FOOD CHOICES ARE LIMITED and the packaging lacks eye appeal, as shown in this photo of the campus cafeteria system.



SAFETY HAZARDS PLAGUE EVEN THE CAFETERIAS. The mass of electrical wires shown in this photo presents a fire hazard and an unwary victim could easily trip over the wire stretched across the aisle.

(Below) **STATE WORKERS** at the Empire State Plaza are generally pleased with the changes DAKA has made in the cafeteria system. The staff has been increased to provide faster service, signs indicate where each kind of food is sold and plants make the atmosphere more pleasant.



THERE IS NOTHING APPETIZING about the set up of food here, and employees continue to wait in the long, slow moving lines for service at one of the campus cafeterias.

(Below) **SOME WORKERS HAVE EXPRESSED DISSATISFACTION** over having to walk past the dish return area after paying for their lunches. The union consulted with DAKA over this complaint and was told something could be done to correct the situation.



High price, low quality reversed at Plaza cafeteria; campus improvements expected

By DEBORAH CASSIDY

ALBANY — State employees at the Empire State Plaza and the New York State Campus have long found it convenient to have lunch at one of several in-house cafeterias, operated by private food service companies through state contracts. However, in recent years, escalating prices, a drastic drop in food quality and a generally poor atmosphere in the cafeterias has caused dissatisfaction among the employees and has generated concern within the Civil Service Employees Assn.

With prodding from the union, the state has recently contracted the Plaza food services to Dining and Kitchen Administration (DAKA), a new company which has already lowered prices and has made major improvements in service and quality. The same is hoped for at the campus where bidding for a contract is taking place.

Employees first began to complain to the Uptown-Downtown CSEA Committee about the cafeteria systems three years ago. And thus began a series of meetings between the committee, chaired for the last two years by Sandra Sokolowski (Uptown) and Rick Weeks (Downtown), and state management representatives. Attending many of those meetings were Capital Region CSEA President Joseph McDermott and Capital Region CSEA Director Jack Corcoran.

During this time, McDermott recalls, there were "some successes, but no major changes."

The issue came to a head last October, however, when the union began to feel it was getting nowhere dealing with the food companies and considered calling for a boycott of the cafeterias at both work locations. The

boycott never became necessary because the employees finally reduced their buying significantly. They began to bring their own lunches or to go out for lunch.

"Going out seemed to have a major impact," McDermott said. "People were coming and going in droves from about 11:30 a.m. to 2:30 p.m. each day. Elevators were crowded and traffic was tied up."

It was then, McDermott and Weeks emphasize, that the state realized the employees and the union were serious, and the Plaza contract was awarded to DAKA, who promised to "be more responsive to the union's ideas."

"It's important for the members to understand that their complaints and suggestions, their constant pressure on the state through the union has brought about the changes at the plaza and promises to do the same at the campus," McDermott stressed.

Many of the problems in the past, Corcoran indicated, stemmed from the large share of profits the state required the food service companies to pay it. "To compensate for this loss in profits, the food concerns began cutting corners. They stopped buying high quality ingredients and raised prices tremendously."

He pointed out that DAKA can charge less because the state has lowered the profit percentage it expects from the company.

Under the old system, he continued, all too often an employee would get an inferior lunch. "The meat in the sandwiches had a bad taste, salads were skimpy and wilted. And the state didn't realize the effect this was having on productivity. How can you have a good afternoon when you've had a lousy lunch and paid too much for it?"

In addition, Weeks and Sokolowski charge, past vendors have been "unimaginative" in their approach to preparation and service. "At best the food tasted bland. There was little variety in the offerings and nothing was being done to make the servings attractive," they said.

Low staffing in the cafeteria resulted in long and slow moving lines for service and cashing out. And due to a lack of decorum, a stark and institutional atmosphere pervaded the lunchrooms.

"Lunchtime, which is supposed to be a major, refreshing break in the workday, had become a harried, sometimes disastrous affair," commented Sokolowski.

So far the union and the employees are satisfied with the improvements DAKA has made at the Plaza, since it took over in April. "Immediately, we stopped receiving complaints," said Weeks. "And a random survey has revealed most employees are pleased."

The union met with DAKA representatives when it was awarded the contract and found the company was willing to work with them to cater to the employees. Weeks said the division manager of DAKA told him, "Nothing is made of stone. We are willing to make changes wherever practical."

"One of our major concerns was that there be no hidden prices, as in the past, and DAKA complied to the extent of putting price stickers in even the hard rolls."

Weeks was also shown a copy of the plans for expansion, so that the union would know what to expect and could suggest changes if necessary.

"Communications between the food service company and the union are

open, and that's an important factor," he added.

Not only has DAKA lowered prices, but the food it serves is better tasting, fresher and more eye appealing than before.

Special sales on certain items are conducted weekly.

More variety, including pizza, sandwiches, salads and all kinds of fast foods, is being offered. A major attraction, Weeks says, is the "Salad Ways," salad bars which allow the employees to prepare their own salad, have it weighed at the cash register and pay for it by the ounce.

Weeks did say that the union is not entirely pleased with the 15 cents per ounce the employees are being charged. "A quarter of a tomato weighs about an ounce, so putting a good salad together could be expensive." However, the union can and will negotiate on the price, he said.

The atmosphere has been enhanced by a more attractive arrangement of furniture and the addition of plants and art objects. Additional cash registers help to move lines more quickly.

Though little has changed at the campus, Sokolowski says the union is hopeful that a contract change there, expected to be made by the end of the summer, will be for the better.

"We understand nothing will be changed under the present cafeteria management," she explained, "but, the state has said they will be more careful and demanding in selecting the new vendor. We have seen the bidding specifications and feel they meet our members needs."

Meanwhile employees there continue to bring their own lunches to eat in the cafeteria or go out and buy it. Cafeteria sales, she said, "are definitely down."

Union protest leads to protection from falling asbestos at City Hall storeroom

NEW ROCHELLE — A new drop ceiling is being installed in the basement storeroom of New Rochelle City Hall as a protection against falling asbestos, culminating an 18-month fight by the City of New Rochelle CSEA Unit to have a dangerous health hazard corrected.

Asbestos is a cause of stomach and lung cancer and of other respiratory diseases.

Leading the fight to correct the hazard was Unit President Anthony Blasie; Southern Region III President James Lennon, a resident of New Rochelle; and CSEA Field Representative Larry Sparber.

Construction of the drop ceiling started in May, 1980, and was continued in June.

Construction of the ceiling was approved by the City Council in March, 1980. Mayor Leonard C. Paduano and Councilman Rocco Bellatoni were most influential in having the removal of the hazardous condition approved, Blasie said.

Blasie also praised Westchester County Legislator Ronald Tocci for his influence in obtaining the personnel for the construction.

The 18-month fight started in January 1979 when Blasie and other members of the unit sought action by the city management to correct a hazardous condition.

When there was no action by the city management to eliminate the hazard, the unit turned to Westchester County Local 860 and to Region III President Lennon.

The New Rochelle Unit, backed by members of many other Local 860



ITS ALL SMILES in the storeroom in the basement of New Rochelle City Hall where a new drop ceiling is being constructed to protect those in the room from falling asbestos. In the storeroom are, from left, City of New Rochelle Unit President Anthony Blasie, New Rochelle Mayor Leonard C. Paduano, CSEA Field Representative Larry Sparber and Southern Region III President James Lennon who is a resident of New Rochelle.

units, held a demonstration outside City Hall before a council meeting in March 1980.

During the council meeting, Blasie and Lennon spoke on the dangers of asbestos exposure.

The Public Sector first publicized the New Rochelle asbestos problem last February, and later gave full coverage to the demonstration and to speeches before the City Council.

Perseverance pays off with improvements for New Rochelle workers



NEW ROCHELLE MAYOR Leonard C. Paduano inspects the newly constructed frame for the drop ceiling of the City Hall storeroom. The ceiling above is insulated with a material containing asbestos which has been flaking off and falling.

Union effort pays off with parking spaces for workers

NEW ROCHELLE — Forty employees of the New Rochelle Public Library, represented by CSEA recently have been provided parking in the vicinity of the library.

A demonstration by CSEA and petitions and letters from union members and from the public led the way in the New Rochelle Library Unit's victory for parking spaces.

When the library moved into a new building in the fall of 1979, no parking for the employees was provided, and city management refused to respond to a request for parking.

When the library officially opened, the Library Unit, backed by other units of Westchester County Local 860, picketed the ceremony.

The parking spaces were provided when the City Council, in effect overruled the city management, and voted the parking spaces.

The Library Unit, led by President Phyllis Kennedy, is part of the City of New Rochelle Unit, led by President Anthony Blasie.

CSEA FIELD REPRESENTATIVE Larry Sparber, left, New Rochelle Public Library Unit President Phyllis Kennedy and City of New Rochelle Unit President Anthony Blasie stand next to a sign in front of the new public library which reads: "No parking except for library staff." When the library opened in 1979, no such signs were to be found near the library. Hard work by CSEA produced a change in the parking situation for the employees.



FACES in the crowd

The Civil Service Employees Assn. is blessed with a wealth of dedicated and capable activists, from the grassroots level to the highest echelon. Thousands upon thousands of union members across the State participate in the activities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-seated strength of the powerful union. Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable "Faces in the Crowd" of the thousands of people who help the union function effectively.



INVOLVED, A DOER AND AN ORGANIZER are some of the words which Saratoga County CSEA Unit President William McTygue uses to describe union representative Cheryl Sheller. In the above photograph, Cheryl, right, talks with a local reporter about the recent carnival for Saratoga County Infirmary patients she helped organize.

Union work fascinating for Cheryl

SARATOGA — Prompted by a genuine love and concern for the clients at the Saratoga County Infirmary where she is a physical therapy aide and an active member of her Civil Service Employees Assn. Unit, Cheryl Sheller eagerly volunteered to assist infirmary officials in planning a recent carnival day aimed at boosting patient morale.

Consequently, in her own words, she 'plunged headlong into a whirlwind of activity' that included arranging the events and games, selecting the more than 500 prizes to be awarded to game winners, and handling a major portion of the publicity surrounding the festival.

Sheller was also largely responsible for getting the rest of her CSEA unit, as well as some members of the Saratoga County CSEA Local involved in the celebration.

"This is the highlight of my union activities so far," Sheller commented about the experience. "I'm still not over it, after several weeks. I just got so much pleasure out of making the day so much nicer for the patients. Their smiles will be with me for a long time."

This is the first time such an event has been held and, encouraged by its success, the union and the administration are already making plans for another next year, she added.

Sheller has played a major role in the CSEA's attempts, over the past few years, to become a more active and effective force in the lives of infirmary employees.

Prior to 1978, there were few union activities there and, in fact, a general membership meeting was virtually unheard of.

In July of 1978, after having worked for the infirmary for three years, Sheller answered a call for union representatives and took on the role of shop steward. Soon after she joined the unit's political action, social and membership committees, and helped to found the unit newsletter "Shop Talk." This past April she was elected corresponding secretary for the Saratoga County Local CSEA.

A host of educational workshops, membership meetings and social activities, resulting in part from her efforts and enthusiasm, she feels has helped to "bring the union to the membership."

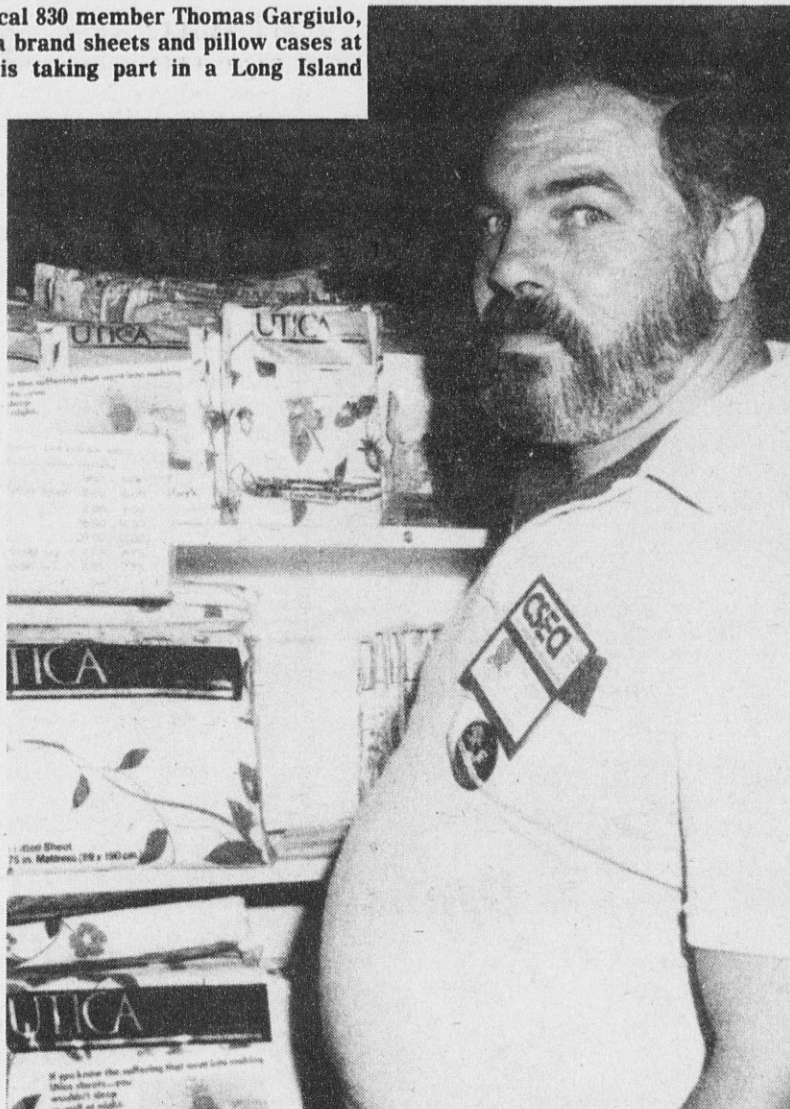
"I find union work fascinating, fun and exciting, she said. "It has been an invaluable learning experience for me."

"As any other union officer responsible for representing various opinions held by the membership, Cheryl has had her victories and her disappointments," says her unit President William McTygue. "But through it all she has had a keen sense of fairness and responsibility to her office and her fellow employees. She is involved, a doer and an organizer, whether in community activities or as a union activist."

A native of Albany, Sheller now lives in the Saratoga County Town of Providence with her husband Paul. She is president of the Women's Auxiliary of the town's fire department.

THE ANGER IS ON THE FACE OF Nassau County Local 830 member Thomas Gargiulo, who is standing next to a display of J.P. Stevens' Utica brand sheets and pillow cases at Macy's department store in Garden City. Gargiulo is taking part in a Long Island Federation of Labor protest.

(Below) NASSAU COUNTY LOCAL 830 President Nicholas Abbatiello, left, a vice president of the Long Island Federation of Labor, AFL-CIO, leads almost 50 unionists at Macy's department store in Garden City in a protest against the sale of J.P. Stevens products. Also at the protest from Local 830 is John Aloisio, right.



Hit Macy's on J.P. Stevens sales

GARDEN CITY — Nassau County Local 830 President Nicholas Abbatiello, a vice president of the Long Island Federation of Labor, recently led a protest by the federation against the sale of J.P. Stevens products at Macy's department store in the Roosevelt Field shopping center here.

Almost 50 persons from many unions in the federation, including CSEA, took part in the protest in support of the Amalgamated Clothing and Textile Workers Union (ACTWU), which is attempting to organize J.P. Stevens employees.

J.P. Stevens, a giant textile company, has been called the worst labor law violator in the United States according to the ACTWU. The ACTWU has been leading a nation-wide boycott of J.P. Stevens products. CSEA supports the boycott.

The protest in Garden City was held in the hope that Macy's Chairman of the Board Edward Finkelstein would answer some questions about the

department store and J.P. Stevens, including:

- Why does Macy's claim to be neutral on J.P. Stevens and then run full-page newspaper advertisements on the products?
- Why are the Bamberger's and Davison's divisions of the company the leading carriers of J.P. Stevens products in their areas?
- Why does Finkelstein refuse to meet with representatives of organized labor?
- Why can't Macy's secure alternative products from other manufacturers?

These were the same questions presented to a Macy's official at the store in the April 30 protest by the Long Island Federation of Labor, which was led by Long Island Region I President Irving Flaumenbaum.

The protestors, after assembling outside Macy's, marched into the bedding department where they were met by a half-dozen store officials.

Leading the protestors were Abbatiello and ACTWU representative David Dyson.

The protestors demanded to speak with the store manager. After Abbatiello, Dyson and the other protestors made it plain they would remain in the bedding department, the manager sent word he would meet the group in a store meeting room.

In the meeting room, Abbatiello told the store manager the Long Island Federation of Labor could educate Long Island shoppers about J.P. Stevens products at Macy's.

Other CSEA members taking part in the protest were Thomas Gargiulo, Ed Plummer and John Aloisio.

Among the labels J.P. Stevens' products hide behind include: Utica, Tastemaker, Fine Arts, Meadowbrook, Gulistan, Forstmann, Pinehurst, Snoopy, Dinah Shore, Suzanne Pleshette, Yves St. Laurent, Angelo Donghia, Cacharel, Hardy Amies and Lenard Fisher.

Informational program held for Brookhaven CSEA units

NORTH PATCHOGUE — An informational and educational program on the history and background of CSEA and AFSCME, and discussions concerning the two major labor unions since they affiliated, was conducted recently by officials of the unions for members of the three CSEA units of the Town of Brookhaven.

Approximately 800 employees of the town are represented by the white collar, blue collar and

highway units of Suffolk County Local 852.

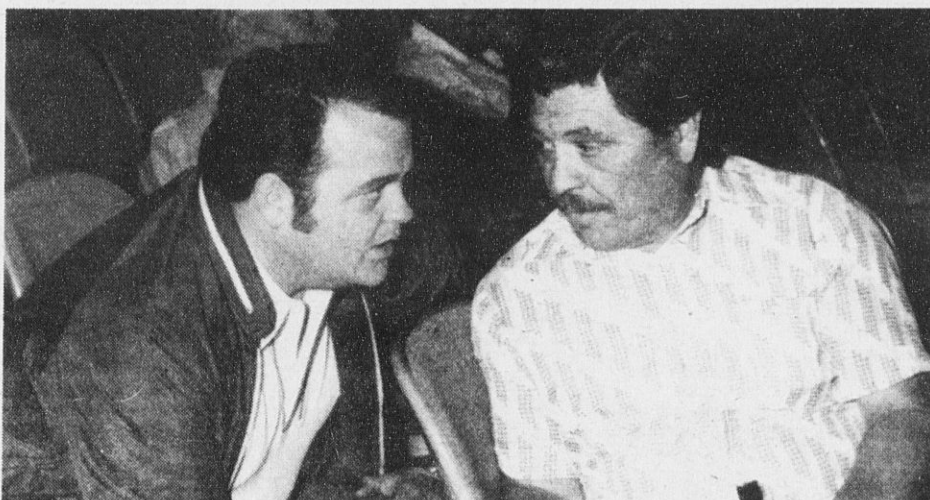
Speakers at the meeting included Local 852 President Ben Boczkowski and AFSCME officials Robert McEnroe and Steve Regenstreif.

Also at the meeting, AFSCME presented a short program on organized labor's right-wing opponents and their tactics.

The meeting was organized by Brookhaven Highway Unit President Charles Novo.



SUFFOLK COUNTY CSEA LOCAL 852 President Ben Boczkowski, right, speaks on the affiliation of CSEA with AFSCME at a meeting of the three Town of Brookhaven units on May 28 in North Patchogue. Other speakers at the meeting include, from left, Brookhaven Highway Unit President Charles Novo and AFSCME New York Director Robert McEnroe.



LONG ISLAND REGION I First Vice President Danny Donohue, left, confers with Robert O'Brien of the BOCES II Unit of Suffolk County Local 852 at the May 28 Brookhaven units meeting in North Patchogue.

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The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse.

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Assistant Clinical Physician	\$25,161	20-117
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Assistant Attorney	\$12,397	20-113
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(Bachelor's Degree)		
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Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
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Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
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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
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Nurse II (Psychiatric)	\$11,904	20-586
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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)		
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Assistant Speech Pathologist	\$11,337	20-884
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Dietician	\$11,250	20-887
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Stenographer (NYC only)	\$6,650	20-890
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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.

(Right) SOUTHERN REGION President James Lennon, right, joins Putnam County Local 840 President Millicent DeRosa and Putnam County Executive David Bruen at the Region III legislative breakfast in Newburgh.



(Above) ATTENDING THE REGION III legislative breakfast in Newburgh are, from left around the table, Alexander Hogg, Middletown Psychiatric Center Local 415 and statewide Legislative and Political Action Committee; Thomas Schmidt and Walter Durkin, both Sullivan County Local 853; Everett Remington and Harold McGuigan, both Orange County Local 836; Thomas Haley, CSEA Legislative and Political Action assistant director; Patricia Neelon, Judiciary Local 322 and a vice chairman of the Region III Legislative and Political Action Committee; and State Senator Richard E. Schermerhorn.

(Below) DUTCHESS COUNTY EXECUTIVE Lucille Pattison joins Larry Natoli, center, Fishkill Correctional Facility Local 160; and Thomas Luposello, Region III director; at the regional legislative breakfast.



Regional legislative breakfast

NEWBURGH — Southern Region III held its second legislative breakfast of the year in Newburgh recently.

This breakfast was for the northern part of the region. A breakfast in April was for the southern part of the region.

Speaking for CSEA at the breakfast were Region III President James Lennon, Region III Director Thomas

Luposello, Region III Legislative and Political Action Committee Chairman Carmine DiBattista and Co-Chairmen Patricia Neelon and C. Scott Daniels.

Also CSEA Legislative and Political Action Assistant Director Thomas Haley gave a report on proposed legislation of CSEA's legislative program.

Elected officials speaking at the breakfast included State Senator

Richard E. Schermerhorn, Putnam County Executive David Bruen, Dutchess County Executive Lucille Pattison and Orange County Executive Louis Heimbach.

Attending the breakfast were representatives of Assemblymen Glenn Warren, Steven Salant and William Larkin; and of Congressmen Hamilton Fish and Benjamin Gilman.

Coordinators of the breakfast were Neelon and Daniels.



NASSAU COUNTY CSEA LOCAL 830 President Nicholas Abbatiello, sitting left; and Village of New Hyde Park Mayor William Gill, sitting center; sign a new three-year contract between the Village of New Hyde Park Unit and the village. Attending the signing are, from left standing, Unit President Butch Bignatelli, CSEA Field Representative Michael Aiello, Unit Vice President John Gorski, Village Treasurer and negotiator Julius Caccopla and Village Trustee Warren Tackenberg; and, sitting right, Village Deputy Mayor Ben Benivegna.

New Hyde Park has a contract

NEW HYDE PARK — Members of the Village of New Hyde Park Unit of Nassau County Local 830 started a new, three year contract on June 1, 1980.

Unit President Butch Bignatelli said the contract calls for each

employee receiving \$1,000 in the first year, \$1,300 in the second year and \$1,500 in the third year in addition to scheduled increments.

The contract adds one personal day and adds in the third year a dental plan and an optical plan, he said.

Report out on contract situation

TROY — A comprehensive fact finding report has been issued by Robert D. Helsby in the dispute between Rensselaer County Sheriff and the County Sheriffs Unit of the Rensselaer County CSEA Local. The fact finder, the former chairman of the state Public Employment Relations Board, tied together the three issues of dispute, wages, shift differential and holiday premium pay into a complete settlement package and indicates that his recommendations should be taken as a complete package.

In the wage area, the nationally-known fact finder established a systematic wage and salary comparability formula to resolve the ongoing inequities in the present situation which finds that, "Rensselaer County Sheriff's Department salaries are low in comparison to contiguous counties, other counties of comparable size, location and population and also with police departments of the surrounding area."

Helsby's report says, "An analysis of wage levels in the area, the cost of living, and other economic factors in the light of duties and responsibilities of the employees lead me to conclude that salary levels particularly for Deputy Sheriffs and Corrections Officers, are not adequate to properly meet the basic needs of these employees."

Helsby also noted the County's ability to pay for his recommended salary package, saying "With regard to an ability to pay the County would appear to be in a sound financial condition. The fact that the County has reduced taxes a total of 19.3% in the past three years in itself would indicate some degree of fiscal health. While the outlook for the next few years is clouded by many of the uncertainties which the County has cited, care must be exercised to balance the needs of government, the employees and the taxpayers. In these next few years, increased concern should be given to the basic needs of employees in order to provide fair treatment to them and thus provide a better balance to the management-labor equation."

Harm Swits, CSEA Collective Bargaining Specialist, commented on the fact finders report. "The fact finder took his time to fashion a complete systematic solution to what is becoming a major problem area in the public sector of Rensselaer County. His solution should be supported by the County Executive and the Legislature so that accord between labor and management can replace the feeling of growing discord between the involved groups."

There is productivity involvement in the contract, he said.

Bignatelli thanked Long Island Region I President Irving Flaumenbaum, Abbatiello and CSEA Field Representative Michael Aiello for their support during negotiations.



SPECIAL OLYMPICS VOLUNTEER May Lou Weaver, center of the Elmira Correctional Facility congratulates two athletes sponsored by Local 156. Athletes Annette Vondracek of Cayuta and Richard Smith of Elmira participated in frisbee events at the Summer Games.

CSEA gives big boost to Special Olympics

ELMIRA — The Special Olympics came to Elmira the sunny weekend of June 14-15, when more than 1,000 very special athletes gathered to participate in the annual Summer Games.

Among the enthusiastic competitors were more than 100 Special Olympians sponsored by CSEA Regions, Locals, Units and individual members.

Among the many volunteers working throughout the weekend as chaperones and parade marshals were 14 CSEA members from the Elmira Correctional Facility, including John Galvin, President of Local 156, and Gloria Holtz, who served as volunteer coordinator. The Local also sponsored 20

athletes who participated in the Elmira games.

To date, CSEA has forwarded more than \$12,000 in contributions to the New York Special Olympics, an amount which will enable more than 600 mentally handicapped individuals to participate in the year-round program of sports training and athletic competition.

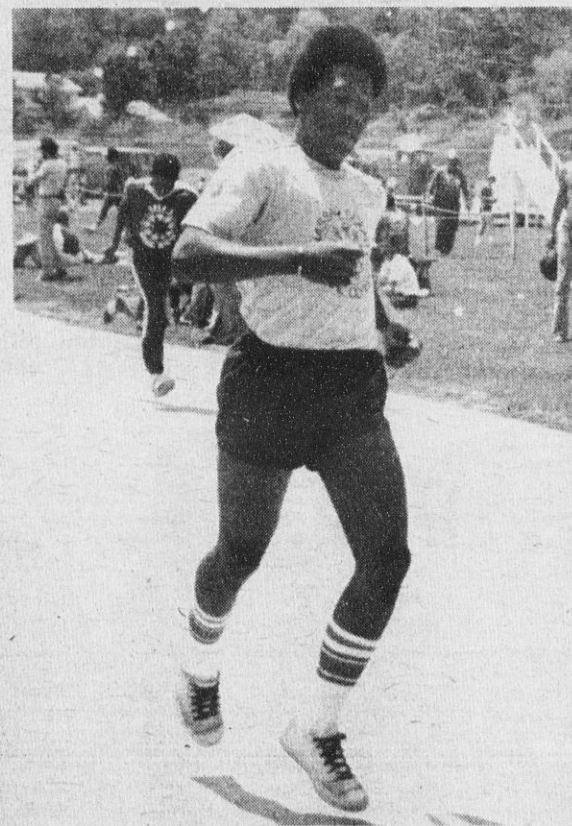
The CSEA-sponsored Special Olympians who didn't compete in the Summer Games will have their moments of glory later this year in such events as the Fall Games, Winter Games or special statewide tournaments.

There's still plenty of time to sponsor an athlete. For your convenience, use the coupon below.



LAURA RIDLEY of Campbell, sponsored by CSEA Local 156 of the Elmira Correctional Facility, displays the medal she won in the frisbee competition.

SAMUEL BROWN of Hempstead, sponsored by the Nassau County Local, led the field in the 100 meter dash.



AMONG THE ATHLETES sponsored by Western Region 6 who won medals at the Summer Games were this proud quartet. Left to right, Mark Bazley of Hamburg, gold for the mile run and the softball throw; Lynn Grace of Depew, silver for the softball throw; Corrinne Killian of Tonawanda, silver for the standing long jump; and Penny Brink of Tonawanda, bronze for the standing long jump.

Please help. For your convenience, use the attached coupon. Send your tax-deductible contribution to:

CSEA Supports Special Olympics

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