

State retro raise in August paychecks

ALBANY — A process that began months ago, in the Fall of 1978, officially concluded July 25 when separate agreements for the Administrative, Institutional and Operational Units were signed by representatives of CSEA and the State.

Bargaining for the 105,000 state workers in the three units represented by CSEA began last Fall, and concluded some time ago. However, the State Legislature only recently passed the necessary legislation to fund the agreements.

Salary increases negotiated by CSEA for the state employees in the three major bargaining units will be reflected for the first time in paychecks being issued this week and next. They will contain the negotiated 7 per cent increase for the first year of the new three-year agreements and a lump sum retroactive payment of that increase due since the April 1, 1979 effective date of the contracts.

CSEA has previously worked out an agreement whereby the State will compute the tax deduction on that retroactive amount on a pro rated basis rather than a lump sum basis to minimize the tax withheld.

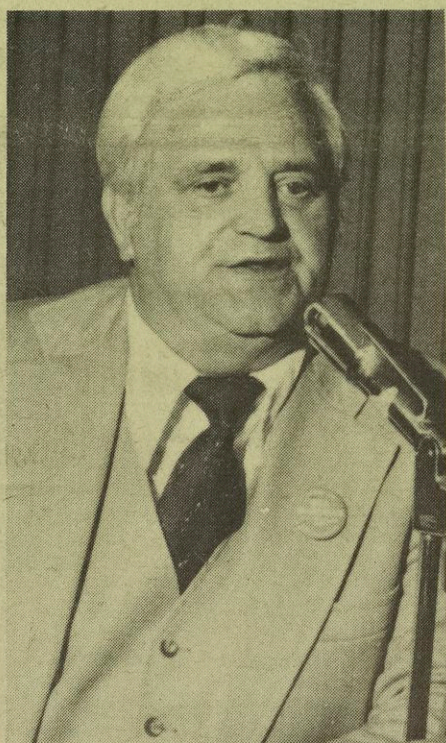


STATE UNITS AGREEMENTS SIGNED — Separate unit agreements for the Administrative, Institutional and Operational Units are signed by CSEA President William L. McGowan, left, and Meyer S. Frucher, center, the Governor's Director of Employee Relations. Assisting Frucher is James B. Northrop, right, deputy director of OER. Standing in back are CSEA Collective Bargaining Specialist Robert Guild, who helped negotiate the agreements, and CSEA Executive Director Joseph J. Dolan.

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PRESIDENTIAL CANDIDATES — Incumbent statewide CSEA President William L. McGowan, left, and challenger Kenneth Cadieux of Rockville Centre, right, are shown at a recent "meet the candidates night" program in Suffolk County. They, along with candidates for other statewide CSEA offices and seats on the union's State Executive Committee, have been conducting extremely active political campaigns across the state.

Contract talks at impasse

ALBANY — CSEA has declared impasse in its negotiations with the Office of Court Administration for second-year contract improvements for two groups of 3,000 court employees: the newly-merged Judicial Districts 3 through 9; and the State's judiciary workers.

Both groups have CSEA contracts extending from April 1, 1978 through March 31, 1980. The second-year reopener talks on wages, health insurance and five other items began for both groups in January. Five bargaining sessions have been held for each unit, with the last two being coalition sessions. Nancy Roark, CSEA Board of Directors members representing the judiciary employees, chairs the team of employees for Judicial Districts 3 through 9, while Joseph Johnson, Jr. chairs the negotiating team of State judiciary employees. The Public Employment Relations Board has named Ben Westervelt to mediate the impasse.

Extend contract items to seasonal workers

ALBANY — CSEA President William L. McGowan has signed a contract with the Governor's Office of Employee Relations extending major provisions of new CSEA-State contracts to seasonal employees employed by the State.

The contract provides the same salary increases, benefit improvements and contractual language improvements for the seasonal employees as those won by CSEA represented employees in the state's Administrative, Institutional and Operational bargaining units.

Seasonal employees are covered under a separate contract as a result of their special status under the state's Civil Service Law. These are employees who work hours of regular, full-time employees, but whose work is not continuous throughout the year and recurs in successive years. Positions covered by the seasonal agreements include: park personnel, conservation workers, ski patrol workers, etc.

"The last contract covering these members expired in April," President McGowan said in signing

the agreement, "but through this agreement, our people will receive the salary increases and contractual benefits they are due retroactive to the April 1 expiration date of the last agreement.

"What's more, the agreement provides for the first time that seasonal employees otherwise eligible for health insurance protection shall receive the prescription drug coverage and dental insurance improvements won by their brothers and sisters in the three state bargaining units. This is a good contract and one of which these employees can be proud," the union leader said.

Implementation of the agreements will begin immediately with actual salary increases and retroactive payments appearing at varying dates depending on the personnel practices of the employing agency. In addition to the seven percent general salary increase contained in the first year of the agreement, seasonal employees hired after April 1, 1977 will receive additional increases of up to nine percent as a result of the equalization of the former dual salary schedule system.

Reminder — no state workshop

A REMINDER! As reported in last week's issue of The Public Sector, the CSEA State Division Workshop originally scheduled to be held August 5-7 in Lancaster, Pa. has been postponed. The workshop was postponed by CSEA's mini-Board of Directors for fiscal considerations upon recommendation of the union's Budget Committee.

Temporary officers for new locals selected

By Jack Murphy

FISHKILL — Two new units have been chartered in CSEA's Region 3 and both have organized and selected temporary officers.

The larger of the two units, representing about 600 employees, covers the Westchester Developmental Center which is located mainly on the campus of the Harlem Valley Psychiatric Center, but also has a number of halfway houses in Westchester County.

The other unit currently covers about 60 non-security workers at the new Downstate Separation Center, a Corrections Department Facility recently opened just across I-84 from the Fishkill Correctional Facility.

According to CSEA Field Representative John Deyo, both units received their charters on June 21 and organizational matters proceeded immediately.

At the Westchester Developmental Center, the temporary officers selected are Lee Rushford, president; Joe Bott, 1st vice president; Lionel McLarty, 2nd vice president; Ruth Patrick,

secretary; and Gary Eldridge, treasurer.

Deyo said efforts were underway to set up a labor-management meeting "so they can all get to know one another." He pointed out that about 500 of the units members were at the Harlem Valley site with the other 100 in the "halfway" facilities.

At the Downstate Separation Center, which had been designated a reception center when built, the new unit represents clerical, maintenance and kitchen workers. Deyo said he expects the present membership of about 60 to grow to over 100.

Temporary officers selected by the unit are Mike Rabideau, president; Colleen Stephens, vice president; Gail Quericia, secretary; and Donna Markley, treasurer.

"All the employees represented by these two new units are already covered by CSEA contracts," said Deyo. "Both units are spin-offs — Westchester Developmental Center from Wassauc and Downstate from the Fishkill Correctional Facility."



WESTCHESTER COUNTY CSEA Local 860 members congratulate the county's first commissioner sheriff, Thomas J. Delaney, second left. On hand were, from left: Carmine DiBattista, second vice president; and Eleanor McDonald, treasurer; of Local 860 and Raymond J. O'Connor, president of the Westchester County Unit of the local. The installation was July 2 at the County Court House in White Plains.

Contract for Cortland schools

CORTLAND — Workers of the Cortland school system represented by Cortland County CSEA Local 812 have a new three year contract which gives them raises of 26 cents per hour plus increments each year beginning July 1, 1979.

They are also now covered by 41j under the retirement system.

Twelve-month employees can now accumulate up to 156 days sick leave credits, while ten-month workers can bank up to 144 days.

Led by CSEA Field Representative Terry Moxley, the negotiating team included Don Crandall, negotiating team chairman and First Vice-President of Local 812; Unit President Lorie Janke, Out-going President Stan Perry, Pat David, Ned Hayes, Eleanor Schoonover, Eileen West, and Melva Yonta.



LUCK OF THE DRAW — Candidates for the seat on the State Executive Committee representing the State Insurance Department are shown just after drawing recently for the order in which the candidates will appear on the ballots. At left is Debby C. Collins of Waterford, who drew the number 2 spot, and at right is Virginia Hewitt of Newtonville, who picked the top spot. In center is Karen Pellegrino, a member of CSEA's Election Procedures Committee. Ballots for statewide officers and members of the State Executive Committee (Board of Directors) go into the mail to eligible members on August 6 and must be returned by 6 p.m. August 30.

Watertown impasse to legislative hearing

WATERTOWN — A legislative hearing by the Watertown City Council for the purpose of imposing a one-year contract on the City of Watertown Unit of Jefferson County CSEA Local 823 was expected to be held on July 30.

Unit President Ronald Spinner said the city manager has insisted that one-fourth of the unit take an approximate five-cent an hour reduction in their present hourly wage. The present contract expired on June 30, 1979.

Spinner and Dick Brown, a member of the negotiating committee for the unit, said the union and the city reached impasse on two issues as follows:

- Some years ago the city and the union agreed to reduce the workday by City Hall employees to 6.5 hours a day in lieu of pay increase. The city manager now demands the union add an additional 30 minutes a day to the work day without additional financial compensation.

The two unit members said the city's offer of a seven percent pay increase tied to the additional work time would lower those employee's hourly wages by about five cents.

- The union demands that the city unit receive the same compensatory time rules as the Watertown police and firemen. The city's position places restrictions on the unit that are not placed on the police and firemen, Spinner and Brown said.

The dispute went to fact-finding, and the unit accepted the report and the city rejected it, the unit leaders said.

The unit held an informational meeting with the membership on July 24 to prepare for the hearing.

Local 823 President Richard Grieco, who is a member of the unit, said the union will look into the possibility that the city's demand for a reduction in wages violates the bargaining in good faith provisions of the Taylor Law.

Working with the unit negotiating team is CSEA Collective Bargaining Specialist Roger Kane.

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

August 6—Ballots delivered to Post Office for Mailing

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered

August 30—Return of ballots — 6:00 p.m. Deadline

August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period

September 7—Return of Replacement Ballots — 6:00 p.m. Deadline

September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11

September 7—Official Results Announced

September 17—End of Protest Period (10 days after Official Results are announced)

NOTE: Those eligible to vote shall be dues paying members in good standing as of June 15, 1979

Corcoran: Handling grievances is the most important job in the local

ALBANY — A training seminar on grievance procedures was conducted recently for new State Education Department CSEA Local stewards. The staff of the Capital Region of CSEA conducted the session at the Empire State Plaza to train new stewards who have stepped in to take over from stewards in the PS&T bargaining unit formerly represented by CSEA.



REGIONAL DIRECTOR John Corcoran said that "handling grievances is the most important job in the Local."

According to Capital Region Director Jack Corcoran, this is the first of many training seminars which will be held throughout the Region over the next several months, "since the loss of PS&T members permeates nearly every State Local. We have chosen to start with the Education Local because it was the hardest hit," he said.

Corcoran told the stewards that handling grievances "is the most important job in the Local." He advised them to move along with the procedure on a timely basis, to know the contract, to know all their colleagues and to establish a good working relationship with management.

Aaron Wagner, a Capital Region field representative, discussed the steps of the grievance procedure and the various reasons for which a grievance may be filed.

A representative from the personnel office of the Education Department was also on hand to join the discussions. The stewards were able to ask questions of the speakers at the end of the session.



LISTENING CAREFULLY are these representatives from throughout the Education Department. From left are Donna Ackerman, Ruth Martin and Edward Sloan.



MARGE EGAN, president of Education Local 657, introduces new officers Kathy Bouloukas, member of grievance committee, and Rick Weeks, first vice president and downtown chairperson for the Capital Region safety committee. Behind them are Aaron Wagner, a Capital Region field representative, and Jack Corcoran, Regional Director for the Capital Region.



NORTH HEMPSTEAD Town Clerk John S. DaVanzo, 4th from left, congratulates newly elected CSEA President Alex Bozza at the recent installation of officers ceremony for the Town of North Hempstead's Civil Service Employees Association unit. From left are Secretary Henry Krutosik; Bozza; 2nd Vice President Jesse Salerno; Town Clerk DaVanzo; 1st Vice President Karen Pollock, and Sgt.-at-arms James Cleary. Missing from the picture are Unit Treasurer Ann Grella and 3rd Vice President Karl Held.

Region VI meeting stresses management communication

By Dawn LePore

JAMESTOWN — "Attack the problem, not the people" is an important piece of advice to remember when dealing with conflict situations, says Dr. Kathleen Connor, Director of the Center for Management Studies at Buffalo's D'Youville College.

Dr. Connor, guest speaker at the Region 6 annual meeting held here in late June, addressed the topic of "Winning Through Effective Conflict Management" at the gathering, hosted by Chautauqua County CSEA Local 807.

"The core problem in management is communication," Dr. Connor said. "What we need is the facility to see what others think. You don't have to agree. This is a basis for a productive way to deal with conflict."

During the general business meeting, the group voted to contribute \$1,000 to the Special Olympics fund and challenged any other region to match that amount. The group also decided to contribute \$100 to the March of Dimes Telethon, held in Rochester on June 24, and \$100 to the United Rubber, Linoleum, and Plastic Workers, who are involved in a suit to obtain pensions and severance pay following the closing of a Buffalo plant in 1974.

Directory of Regional Offices

REGION 1 — Long Island Region (516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 4 — Capital Region (518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 2 — Metro Region (212) 962-3090

Solomon Bendet, President
George Bispham, Regional Director

REGION 5 — Central Region (315) 422-2319

James Moore, President
Frank Martello, Regional Director

REGION 3 — Southern Region (914) 896-8180

James Lennon, President
Thomas Luposello, Regional Director

REGION 6 — Western Region (716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director



Charles Novo

3 Brookhaven units win new contracts

BROOKHAVEN — The three Town of Brookhaven units of Suffolk County CSEA Local 852 have accepted a new pay offer by the town for 12.5 percent over a two-year contract, according to Highway Unit President Charles Novo.

Novo said the highway, white collar and blue collar units accepted contracts of 5.5 percent in the first year and seven percent in the second year.

The negotiated contract came after the units reached impasse and a legislative hearing was held April 24. Novo said the town, rather than impose a one-year settlement, went back to the bargaining table in June.

The town's earlier offer of 11 percent over two years had been rejected by the Highway Unit and narrowly accepted by the other units, Novo said. He said all three units had to accept the pay package for ratification.

AFL: Get vote out

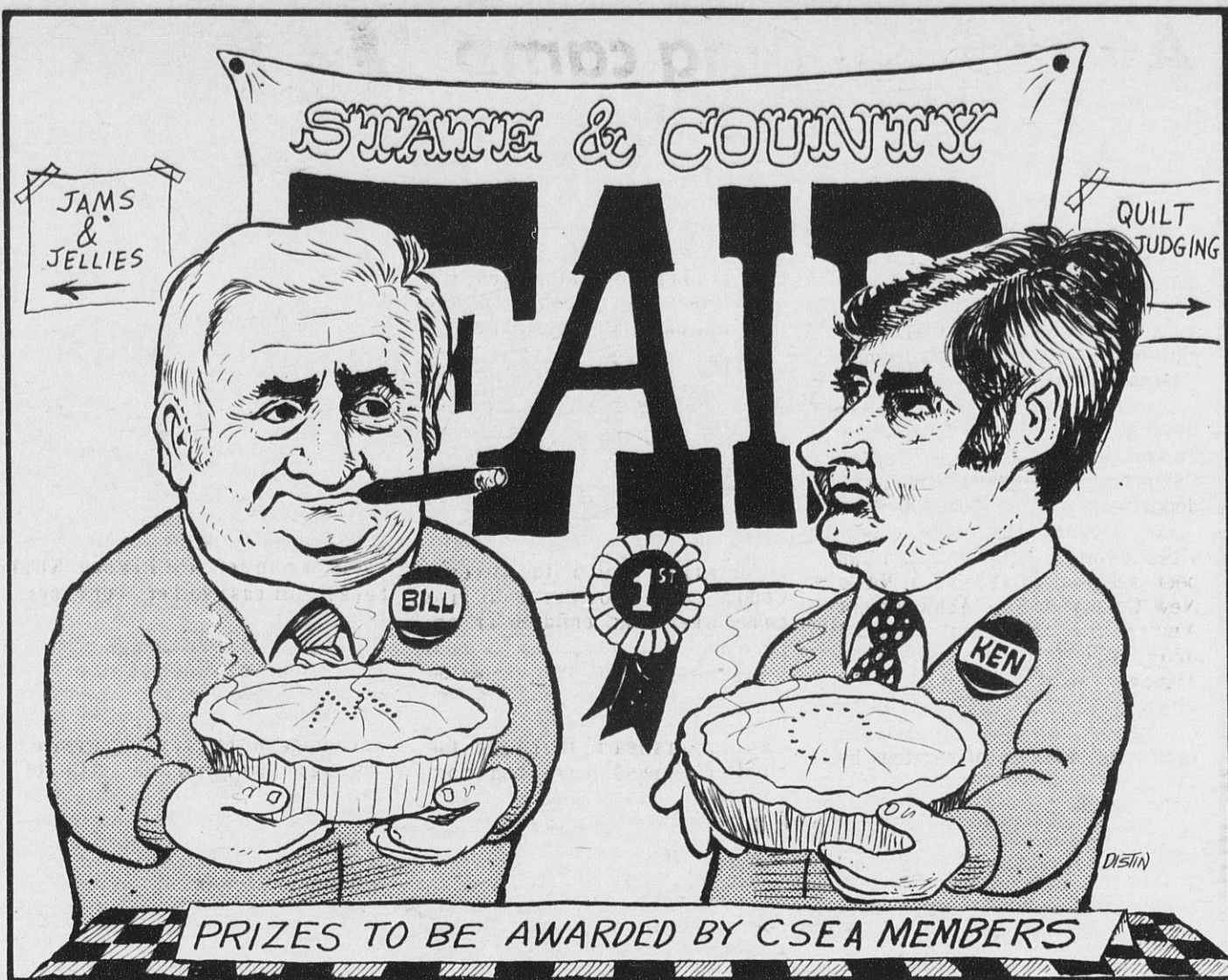
The New York State AFL-CIO has launched a massive get-out-the-vote and educational campaign throughout the State to urge voter approval in November of the \$50 million Transportation Bond Issue.

"This is one of the most important issues to face New Yorkers in many years and we intend to make passage of the Bond Issue our top priority," State AFL-CIO president Raymond Corbett declared.

Corbett said a special Bond Issue Committee, composed of members of the State AFL-CIO's Executive Council, will coordinate the 2.4 million-member State federation's campaign in support of the ballot proposal.

If the proposal is approved by the voters, New York will spend a total of \$847 million, including federal matching funds, to improve regional rail transportation, commuter and freight service and local highways throughout the state.

"As the energy crisis worsens and the price of gasoline rises, it is clear that New York requires a modern and balanced transportation system to meet the needs of all the people in the State," Corbett said.



CETA waivers vary by area

MINEOLA — Waivers to extend the tenure of CETA employees beyond 18 months should be available in areas where unemployment is at least eight percent for three consecutive months, according to an investigation by Nassau County CSEA Local 830.

The investigation discovered that Nassau County, which does not meet the eight percent requirement, will be allowed 50 waivers which will go to handicapped CETA employees, a Local 830 spokesman explained.

Applications for waivers must be submitted by CETA prime sponsors to the Federal Department of Labor by Aug. 15.

Playland to host CSEA Day

RYE — Region III CSEA Day is set for 10 a.m. to 1 a.m. on Aug. 11 in Playland.

The event is for CSEA members in the region, their families and their friends, Westchester County Unit President Raymond J. O'Connor said.

He said those who attend will have the option of choosing from two admissions options, including:

- Free beer and soda, free parking and 66 tickets for the rides for \$10 per carload.

- Free beer and soda, free parking but no tickets for the rides for \$2 per carload.

Those wishing to attend should mail their requests, including checks

payable to Local 860 CSEA, to Local 860, 196 Maple Avenue, White Plains, N.Y. 10601.

Additional information on CSEA Day can be obtained by calling the local office at (914) 428-6452.

Westchester County Local 860 is coordinating the event. Co-chairmen of the committee are Eleanor McDonald, Grace Ann Aloisi and Rose Ann Lanza.

O'Connor said the statewide candidates have been invited and CSEA President William McGowan has indicated he plans to attend. Region III President James Lennon also is expected, he said.

A large turnout for CSEA Day also is expected, O'Connor said.

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Please send me a membership form for membership in Retired Civil Service Employees of CSEA.	
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City, State _____	Zip _____
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Award-winning camp staffed by CSEA

BY TONY ROSSI, JR.

Winning a NACo New County Achievement Award means somebody has done a lot of outstanding work in providing a service to a community, and the children involved in the Broome County Department of Social Services camp program can attest to the fine services given them at the department's summer camp. CSEA Local 804 members from the department provide those services.

The Broome County Social Services summer camp program has been selected to receive a NACo New County, U.S.A. Achievement Award for their outstanding program. Through this 1979 Management Achievement Award given by the National Association of Counties, outstanding effort in improving delivery of services by the department is recognized, and will be shared with counties throughout the nation as a model program for their possible use.

According to Diane Saeger, Senior Case Worker at the Broome department, the camp, which ser-

vices between 50-80 youngsters each season, was recognized because it is unique. "The camp program is an innovative idea; it's one of very few, possibly the only program of its kind being used."

"This program also gives caseworkers a new perspective on what parents go through," said Heather Kirkland Fischer, a case worker from the camp, pointing out that the close living and working setup helps caseworkers to better understand families.

The major goal of the Broome County camp program is to give caseworkers and children an opportunity to develop ties to each other through the six-day period during which children and workers live together at camp facilities. Caseworkers learn, first hand, the children's special needs, behaviors and personalities, and an opportunity for therapeutic experience is available.

Through close contact between children and workers, better relationships are formed, and children experience feelings of accomplishment and self-worth. "Through this close contact, pure relationships form around child and workers, and the child sees other adults as models other than just their parents," Saeger said.

The camp also gives youngsters an opportunity to learn camping skills, become aware of the outdoors, and observe ecology and conservation. Another benefit of the program is that it provides a break for parents or foster parents, which is seen by some of these people as a concrete service to them.

According to Nancy Syryca, a Broome County caseworker, the camp has improved since its origin in 1971. "Earlier, the camp usually just turned out to be a vacation, but over the years it became more involved with caseworkers and children working toward goals," said Syryca. One improvement,



COUNSELORS for the Broome County Social Services camp program display banner made by children through one of the sports programs at the camp. From left are Heather Kirkland Fischer, Nancy Syryca and Diane Saeger, all caseworker counselors.

Syryca said, is that an age limit is now used, considering the age groups which are least seen by caseworkers and could most take advantage of the camp experience. Through this limit the ratio of caseworkers to children has been increased from 1:7 to 1:3, thereby giving each worker more opportunity to devote individualized time to children.

Other improvements have been made on the program including an orientation program for workers. Also, a caseworker now has to attend the camp in order to send any of his or her children, thus helping to develop worker-child relationships.

The need for the camp program was recognized by the department in 1971 when the caseworkers saw a need to experience living with some of the 400 children who were their responsibility. Often, what the parents reported about children made no sense to workers because the child they saw was a charming, well behaved one. Through the camp the caseworkers observe children in an intensive living situation and relate to each child as more than the outsider who comes to ask questions once a month or less.

Perhaps the most important virtue of the Broome County Social

Services camp program is the amount of long, voluntary hours put in by caseworkers who participate. These workers are paid during regular hours at the camp, and volunteer their time after 5:00 p.m. Broome County is responsible for paying workers for their regular hour work, and now finances the entire cost of the camp, including such pay, meals, equipment and transportation.

"The only way we can stick to our goals," said Syryca, "is to volunteer extra time after hours for these kids." The job at camp may be tiring at times because of behavior problems with children, but the workers feel the program is well worth it. "I think the camp is just great," said Saeger, and I'd hate to see it go." Saeger added, "But I'd like to see more workers and more enthusiasm."

Fischer said the camp used to be made up of only child welfare workers, but people from other areas are getting involved now. Fischer added she would like to see more community involvement in the program, and hopes the camp idea will catch on in other counties. "I would hope that by us winning this award, other counties will become aware and follow similar programs.



SENIOR CASEWORKER Diane Saeger looks over list of youngsters scheduled to attend the 1979 camp program.



SARATOGA EDUCATION CSEA LOCAL 864 officers were installed recently. CSEA Region IV President Joseph McDermott, left, congratulates new president Lester Cole Jr. with a handshake. Others, from left, are Second Vice President Mary Louise Fasolino; First Vice President Henry Ebert; Secretary Myrtle Major; and Treasurer Sandra Fitzpatrick.

Hospital unit pact

LOCKPORT — Employees in the Lockport Memorial Hospital general unit of CSEA Local 832 will be receiving a seven percent increase, plus increments due, for each year under a three-year pact, retroactive to April 1, 1979.

The agreement, which included an agency shop clause, also provided for an additional \$225 longevity step after 20 years service, \$250,000 major medical coverage, and time and a half on holidays.

The new contract also changed layoff and recall provisions so that seniority will be used solely as the basis.

The negotiating team for the pact included Marion Clute, president, Kathy Winters, Marilyn Dibley, Richard Rustin and Florence Stevenson and CSEA Collective Bargaining Specialist Danny Jinks.

Region IV workshop mirrors scores of union sessions all across New York

Workshops. Seminars. Training sessions. Informational meetings. Over the course of any given year, scores of such educational gatherings are held across the state by CSEA for the members. Public sector unionism, always complex, is also always changing. And it requires constant educating and re-educating to keep abreast of such changes. The recent CSEA Region IV annual workshop at Bolton Landing, while just one of scores of similar sessions annually throughout the union, is fairly typical of the extensive presentations made for the membership during such meetings. The Public Sector assigned staff writer Deborah Cassidy and photographer H. Brian Triller to cover the Region IV workshop to show the high level and diversity of educational programs being presented on a regular basis across the state by CSEA.

180 attend workshop sessions at Sagamore

BOLTON LANDING — Approximately 180 officers and delegates from Locals throughout the Capital Region gathered at the Sagamore Hotel for the Capital Region's annual Workshop on July 20, 21 and 22. Focusing on three major concerns of public employees today, the program included sessions on:

Civil Service Law, with David Zaron from the New York State Department of Civil Service.

Motivation: Women in Unions, with Linda Tarr-Whalen from the New York State Department of Labor.

Affirmative Action, with Betsy Gordon from the New York State Department of Civil Service.

The workshop officially opened Friday evening with a Region business meeting.

Also in attendance over the weekend were several Regional and Statewide candidates for CSEA offices. AFSCME District Council 37 Executive Director Victor Gotbaum delivered a speech to the delegates at dinner on Saturday.

The workshop was organized and moderated by the members of the Region's Education and Social Committees.



RELAXING BETWEEN SESSIONS are Victor Gotbaum, Executive Director of AFSCME District Council 37; CSEA Capital Region President Joseph McDermott; and CSEA statewide President William L. McGowan.

AFSCME's Gotbaum calls for greater member involvement

BOLTON LANDING — In an after dinner speech to Capital Region Workshop delegates, Victor Gotbaum, AFSCME Council 37 Executive Director, called for more union involvement on the part of women, minorities and young people.

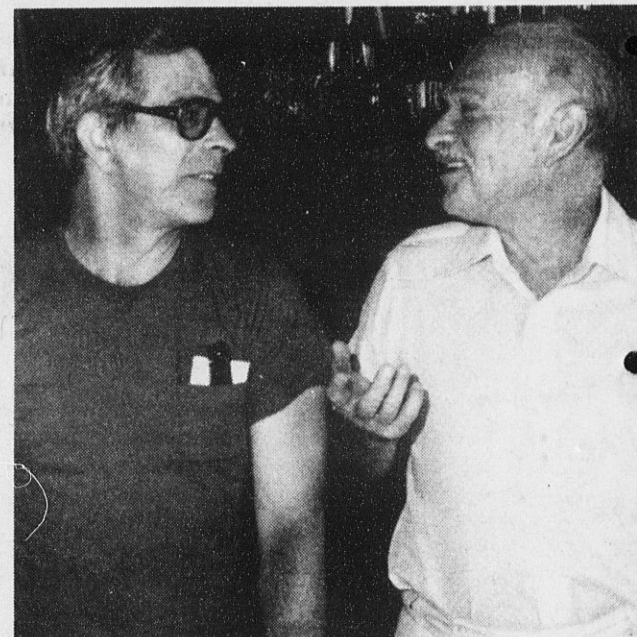
"These groups represent a large and increasing percentage of our membership and if unions are to be most

effective they must get involved," he said.

He told the officers that it is up to them to seek out women, minorities and young people and request that they join committees and run for offices.

Mr. Gotbaum also warned that times will be tough for employees in the future and that unity and cooperation on the part of all unions will be needed to survive.

CIVIL SERVICE LAW is topic of discussion between, from left, Timothy McInerney, CSEA Region IV first vice president; and David Zaron of the Department of Civil Service, who was a speaker at one of the sessions.



State wants more job mobility

BOLTON LANDING — Speaking to the Capital Region Workshop delegates on the topic of Civil Service Law, David Zaron, a representative of the State Civil Service Department, concentrated on the classification and compensation systems and the appointment and testing process.

One of the major issues in Civil Service reform today, he explained, is the attempt to decentralize the classification process, allowing each agency to establish its own classifications as it sees fit. "Because of the size of the workforce, one commission is not able to look closely at individual titles, and as a result there are not always clear distinctions between exempt, competitive, non-competitive

and laborer positions," he said. "The result is that the employees get hurt; they do not have the job mobility they should have."

He pointed out that in order to put a position in the exempt class, the Department of Civil Service must explain and rationalize its reasons.

The establishment of minimum qualifications for testing and appointments is a critical process and should not be too limiting or confining, Mr. Zaron said. This is the right of management, but the union should be interested in the decisions and may appeal those decisions which it feels are unfair.

He discussed the testing process and offered tips on filing for tests and preparing for them.

More union activism by women encouraged

BOLTON LANDING — Women need to be more active in the higher levels of their unions, Linda Tarr-Whalen from the State Department of Labor, told a group of men and women at the Capital Region Workshop. "And not only will the women benefit, but their being active will increase and strengthen the union. In fact, if women don't get into unions, the unions will fail," she said.

She pointed out that the number of women who are union members is increasing, but the number who are in office is not increasing.

Women in the working world still face a number of problems, warned Ms. Tarr-Whalen. They still hold traditional positions such as nursing, teaching and secretarial work, they make an average salary of 57 percent of what men make, they face barriers, such as a degree requirement rather than merit, to career ladders and they find themselves competing with other women for higher positions, rather than competing with the men.

The first place to resolve some of these inequities, she feels, is in the area of classification and salaries. A laborer, who is no more skilled than a typist to do his job, is a grade seven, while the typist is a grade three.

"We can't let up the pressure. As women move up they should help those on the bottom," she advised.

The typical American family, she pointed out, is no longer one in which the father goes to the office and the mother

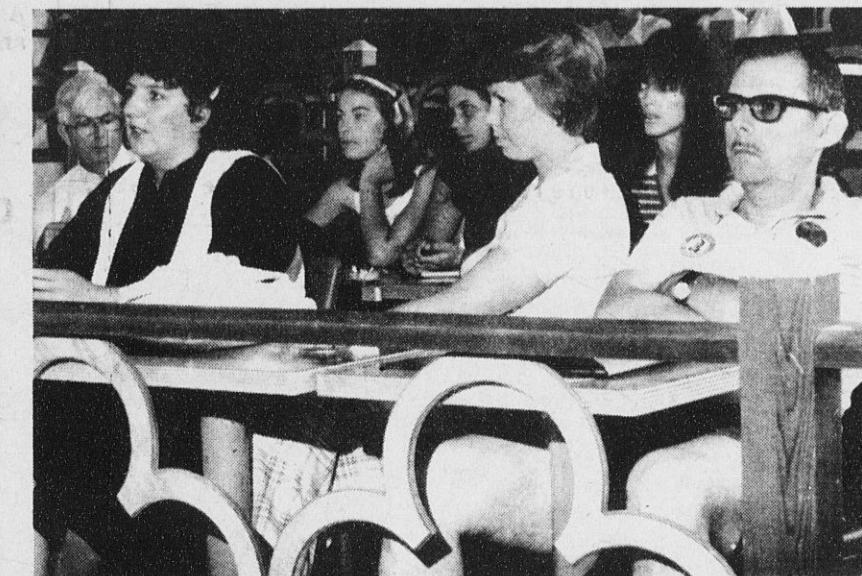
stays home, but one in which both work or in which the house is headed solely by the mother who works. "We're not working for pin money anymore and we need the same kind of protection the men need," she proclaimed.



LINDA TARR-WHALEN, of the State Department of Labor, called for a greater degree of activity in their union by women.



REPRESENTING Social Services Unit of Essex County Local 816 at workshop were, from left, Jane Hathaway, Gloria Cross, and Unit President Margaret Bronson.



INTERESTED PARTICIPANTS included, front row from left, Jary Anne Lubinski, acting president of Social Services Local 688; Marie Hankle, Local 688 grievance committee chairperson; and Local 688 Acting Vice President Alan Siegel; Visible in second row, from left, are Regional Director John Corcoran, and Linda Rafter, acting treasurer; Donna Nedeau, and Doris Williams, secretary, all of Local 688.

State Affirmative Action criticized

BOLTON LANDING — Capital Region delegates expressed dissatisfaction with New York State's affirmative action program to Betsy Gordon, a representative of the Civil Service Department who spoke on the topic at the workshop.

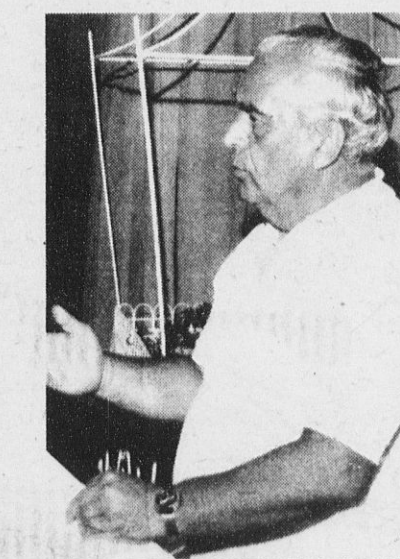
James Gamble from the Department of Environmental Conservation CSEA Local, told Ms. Gordon that management committees appointed to enforce affirmative action are lax and ineffective. He chided the State for not properly overseeing and monitoring its committees.

CSEA statewide President William L. McGowan also accused the State of not doing its job and called the affirmative action program, which would require employers to employ more women, minorities, elderly and handicapped, "nothing more than a window dressing. The state passed a law and then sat back and did nothing about its enforcement," he said. "But we're not going to sit back and take it, we're going to fight for it."

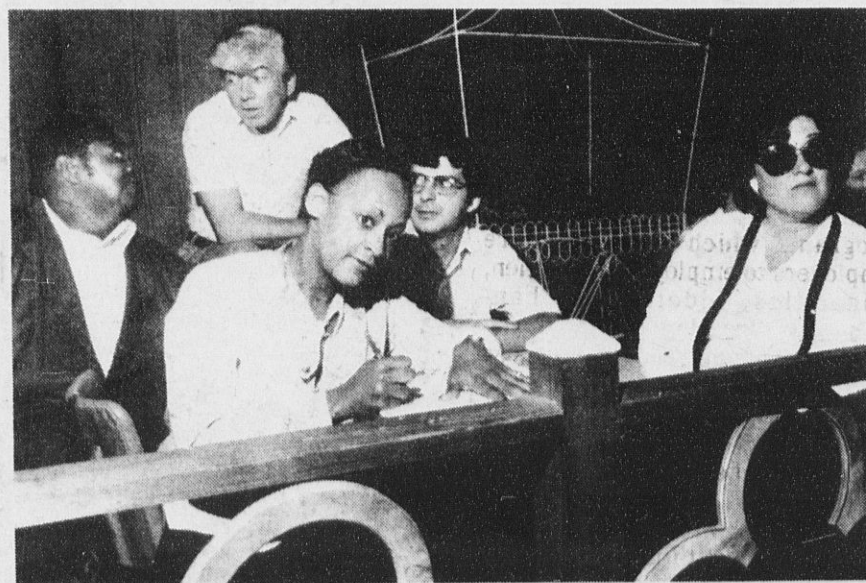
Kenneth Cadieux, chairman of the CSEA Constitution and By-laws Committee and a candidate for Statewide president, told Ms. Gordon and the delegates that the

State should be doing something about affirmative action, but if it does not, the CSEA should.

Other delegates cited instances where the special needs of the handicapped are not being met and women and blacks are not moving up the career ladder as they should.



MEMBER PARTICIPATION is important in the education process. Here, Pat Martenis, vice president of CSEA Local 664, addresses a question to one of speakers during workshop.



RENSSELAER COUNTY LOCAL 842 was well represented by, from left, Elmer Creagh, Local President Richard Evans (rear), Nancy Williams, Joseph Cassidy, and Karen Messier.



MARCY PSYCHIATRIC CENTER LOCAL 414 held a testimonial program for its outgoing officers recently. CSEA Statewide President William L. McGowan, left, was on hand to offer congratulations to outgoing Local 414 president Charles Noll, fourth from right, as new Local 414 President Ernest Coleman, third from right, watches. In photo are, from left, Mr. McGowan, Local Secretary Linda Fletcher; William Deck, Chairman of CSEA's State Executive Committee; outgoing secretary Gerald Sullivan; Mr. Noll, Mr. Coleman, Regional Director Frank Martello, and CSEA Central Region President James Moore.

CSEA wins certification challenge

ALBANY — The Capital Region of the Civil Service Employees Assn. has successfully weathered a decertification challenge in the Albany County Health Department unit, coming away from the ballot box with a much stronger showing of support than anticipated by the anti-union employer.

The challenge to CSEA representation was forced by the actions of Doctor John Lyons, Commissioner of the Department. Harm Swits, CSEA Collective Bargaining Specialist, explained the behind the scenes actions of the county commissioner this way:

"Approximately a year ago, the County was successful in removing the Teamsters as collective bargaining representative for the employees in the Albany County Sewer District. In that situation the Teamsters were charging high dues and delivering little, if any service to the members. The Teamster membership fell way below the required fifty percent of the unit and the County quickly moved to decertify the Teamsters. PERB notified the Teamsters of the County's action and the Teamsters picked up their bags and left without even going to an election.

"Doctor Lyons apparently remembered this situation and when the CSEA voluntary membership in the Health Department fell below the required percentage for a short period of time, the Doctor informed the County Attorney and the County Personnel Office that CSEA could be decertified. This action came while CSEA was in the middle of negotiations for a reopener with the County for the County Health Department workers.

"The County officials filed the necessary papers with PERB to force an election, then waited to see if CSEA would put up and fight or shut up and run like the Teamsters. We moved for an immediate on-site election. The results stunned the County officials who, while anticipating a CSEA victory, assumed that the CSEA support would be just a little over fifty per cent.

Taylor Law inequities force cafeteria unit to accept offer

By DR. GERALD ALPERSTEIN

WATERTOWN — The Watertown City School District Board of Education proved the inequity of the Taylor Law when it comes to negotiations for school district contracts.

That school board used every advantage given it by the Taylor Law to turn negotiations into coercion this spring, sources in CSEA reported.

The Cafeteria Unit of Jefferson County CSEA Local 823 ratified a contract in June 1979 to replace a contract which expired in June 1978.

Unit President Judy Noble said the unit "reluctantly ratified the contract" after the board changed its bargaining positions in May 1979 as follows:

Prior to May 1979, the pay offer was averages of six percent in the first year and 6.5 percent in the second year including increments. The problem was in health insurance coverage where the board wanted to pay only part of the coverage for employees working 20 to 29 hours a week. Policy had been for the board to pay completely for health insurance coverage.

In May 1979, management changed its position by demanding the offer be accepted by the end of June or it would drop its offer of six percent in the first year, which would be paid retroactively, and would reduce the 6.5 percent in the second year each month the offer was not accepted, Ms. Noble said.

She said her unit of 35 cafeteria workers met and reluctantly voted to ratify the contract offer with only a handful of dissenting votes.

"Most of the members felt it would be futile to fight the board by going public. There was no alternative" considering what would have been lost, she said.

Local 823 President Richard Grieco said the board was "squeezing the group on the bottom."

The unit represents 45 employees who work two to seven hours a day. Except for the cafeteria manager, the wages range from \$2.80 to \$3.55 an hour.

Field Representative Thomas Dupee said most of the employees earn approximately \$2,000 a year. Also those employees with 10-years experience — top of the scale — are receiving increases of approximately 10-cents an hour, he said.

Ms. Noble said that the action by the board led to the early retirement of three long-time employees. She said the retirement policy requires retirees to receive the same benefits they received as employees. The three retired while the health insurance was fully paid, she said.

Dupee said there was no problem with the board being able to afford paying the health insurance. It took the position that part-time employees should not receive fully paid benefits.

"This situation demonstrates the inherent weakness of the Taylor Law. The employees in this situation had no rights and no recourse. There is no legislative hearing in the school districts," Dupee said.

7% pay raise, agency shop

ELMIRA — Workers of the Chemung County - Elmira Sewer District, represented by CSEA Local 808, will receive raises of at least 7% in the first year of their contract, retroactive to January 1, 1979, while second year raises are tied to the cost of living index.

Some workers will have pay scales increased as much as 27% because of the new contract which is their first as County workers. They were formerly City of Elmira employees.

They are also now covered by Agency Shop.

With a past practice clause preserving many benefits they enjoyed as city workers, their new contract provides 10 days of vacation after one year, 15 after 5 years and 20 days after ten.

The contract also gives them from

one to five days of bereavement leave for death in the family, based on the degree of relationship.

They also now receive two days personal leave, \$25 for work shoes, 5 sets of uniforms and replacement of one uniform every six months.

For health insurance, they are now covered by Super Blue, which includes dental and optical benefits.

Shift differential pay will be 20 cents per hour for the second shift and 12 cents for the third shift.

Sick leave may be accumulated up to 170 days.

A grievance board chosen jointly by the County and the Union will resolve arbitrations.

CSEA Field Representative Jim Corcoran was chief negotiator for the union with past president Tony Maria and Bill Fitch also on the negotiating team.



A WIN IN HUDSON — Sandra Patzwahl, a school district aide, and CSEA Field Rep Aaron Wagner, check the vote tally after CSEA won a recent representation election for aides and monitors in the City of Hudson School District. The overwhelming win was 23 for CSEA to 2 for no representation.

• Almost all state pharmacies participate in CSEA plan

ALBANY — Over 95 percent of the pharmacies in New York State are participating in the new CSEA

Participating Pharmacy



Blue Cross
of Northeastern New York

Employee Benefit Fund Prescription Drug Program, it was announced recently by Thomas P. Collins, Fund Director.

More than 100,000 state employees in the Administrative, Institutional and Operational Units, represented by CSEA, have received information brochures and wallet-size plastic cards to enable them to participate at pharmacies displaying the familiar Blue Cross symbol.

The Prescription Drug Program, administered by the Blue Cross Plans of New York State, is part of the new Employee Benefit Fund that was included in the most recent contract agreement with the state.

Town moves toluene to safer yard location

BROOKHAVEN — Approximately 10 barrels of highly explosive and toxic toluene have been moved to an isolated area of the Town of Brookhaven Highway Yard, Highway CSEA Unit President Charles Novo has reported.

The toluene had been stored inside and next to working spaces in the yard until it was moved on July 23, shortly after an article on the dangers involved appeared in The Public Sector.

Toluene is an ingredient in T.N.T. — Trinitro-toluene and is extremely explosive.

Highway Unit member Kenneth Davis, who was poisoned by toluene on July 10 while driving the backup truck behind the paint spreading equipment, remained off the job as of July 24, Novo said.

The toluene is used by the highway department as a paint thinner and

drying agent and as a cleaning solvent. A substitute solvent is being tried in the highway yard.

Davis said he was suffering from loss of oxygen in the blood and enlarged veins in the lungs from exposure to toluene.

Novo said he was still waiting for the town to find a substitute for the toluene.

He said there was no word yet from the Suffolk County Medical Examiner's Office on the results of the blood tests taken by the six members exposed to toluene. He also is attempting to arrange for x-rays of the men to be taken.

Toluene, according to various sources, causes illness in concentrations as small as 200 parts per million; is addictive; and is suspected of causing cancer, brain damage, liver damage and anemia.



HUNTINGTON UNIT CONTRACT SIGNING — As Huntington Town Supervisor Kenneth C. Butterfield signs the 1979-80 town unit contract, Unit President Dorothy Goetz watches before signing the document as well. Standing are negotiating team members, Thomas Mazzola, second vice president; Shirley Claasen, first vice president, and Rozalind Norton.

New Blasdell pact 7% plus COL

BLASDELL — Village of Blasdell Department of Public Works employees, represented by Erie County CSEA Local 815, will receive raises of 7.5 percent as of June 1, 1979 and 7 percent on June 1, 1980, plus an extra 1 percent should the cost of living index rise by more than 12%.

They will have 5 weeks vacation after 15 years and 6 weeks after 20 years of service, and payable on separation. New Year's Eve will now be a full day holiday.

After 10 years, longevity pay will be \$100 and after 5 years, \$300.

The village will pay for one pair of work shoes each year.

With CSEA Field Representative Robert Young on the negotiating team were Unit President Robert Bingut and James O'Connor.

Crandall on ballot

The name of Patricia Crandall of Cortland was inadvertently omitted from the list of candidates for State Executive Committee seats as published in last week's issue. Patricia Crandall is a candidate for a seat on the State Executive Committee representing Universities.

IP filed by SUNY local

STONY BROOK — The SUNY at Stony Brook CSEA Local has filed an improper practice charge against the SUNY management for its refusal to allow a CSEA member time off to appear in court.

Al Varracchi, president of the 1,200-member local at the sprawling Long Island campus, said that a woman CSEA member was subpoenaed to appear in court to testify on a case in progress. She notified her supervisor and complied with the court order. The SUNY administration said that the employees must charge time to her accruals.

After the member discussed the issue with the union, Mr. Varracchi and CSEA attorneys filed the improper practice charge.

"This is a violation of our contract and we won't tolerate shabby treatment of any of our members," Mr. Varracchi said. The CSEA leader said he felt confident that the CSEA would have the SUNY position overturned.



CSEA LEADERS — The union's two top elected leaders share a light moment during a ceremony July 25 in which separate agreements for the three major state bargaining units were signed by CSEA and State representatives (see page 1 story). CSEA Executive Vice President Thomas McDonough, left, and President William L. McGowan appear pleased that the lengthy negotiations for 105,000 state workers are now officially ended.

CSEA Safety Hotline

The Civil Service Employees Assn. has established a toll-free 800 hotline to receive information relative to unsafe working conditions and reports on job-related mishaps. If you believe you know of any unsafe work conditions, please call:

800-342-4824

Calendar of EVENTS

AUGUST

- 2 — Region III Meet the Candidates Night, 7 p.m., Holiday Inn, Newburgh.
- 3 — Willard Psychiatric Center Local 428 Meet the Candidates Night, 7:30 p.m., Ovid VFW, Ovid.
- 5 — Westchester Local 860 Installation, 2 p.m., Rye Golf Club.
- 5-10 — NYS School of Labor Relations, Cornell University, Fourth Annual Northeast Region Summer Institute.
- 7 — New dental, prescription benefit program informational meeting, 8 p.m., Monroe Community Hospital auditorium, 435 E. Henrietta Road, Rochester.
- 8 — New dental, prescription benefit program informational meeting, 8 p.m., Marygold Manor, 770 Maryvale Road at Union Road, Cheektowaga.
- 11 — Westchester County CSEA Day, Playland Rye.
- 16 — CSEA Board of Directors meeting, Thruway House, Albany.
- 20 — Brooklyn Developmental Center Local 447 election, 6 a.m.-6 p.m., Conversation Pit, Building 5.

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS AUGUST 6, 1979

Employee Health Service Physician	\$40,658	27-938
Marketing Representative, Senior	\$11,904	25-027
Social Services Assistant	\$11,250	25-016
Social Services Employment Specialist	\$14,075	24-875
Social Services Employment Specialist, Senior	\$18,301	24-876
Tax Compliance Agent	\$10,024	25-017
Tax Compliance Agent (Spanish Speaking)	\$10,024	25-017
Hospital Equipment Specialist	\$14,075	27-941
Job Training Specialist I	\$14,850	27-943

FILING ENDS AUGUST 27, 1979

Aquatic Biologist, Supervising	\$18,301	25-041
Beverage Control Investigator	\$11,250	25-019
Beverage Control Investigator (Spanish Speaking)	\$11,250	25-019
Beverage Control Investigator Trainee I	\$10,024	25-020
Building Construction Engineer, Assistant	\$14,850	25-037
Building Construction Engineer, Senior	\$18,301	25-038
Compensation Claims Investigator	\$11,695	24-947
Compensation Claims Legal Investigator I	\$13,325	24-948
Compensation Investigator	\$11,695	24-949
Medical Conduct Investigator	\$11,250	25-034
Medical Conduct Investigator, Senior	\$14,075	25-035
Rent Examiner	\$12,395	25-031
Rent Examiner, Senior	\$14,680	25-032
Superintendent of Construction, Assistant	\$11,904	25-039
Traffic Supervisor, Assistant	\$12,744	25-018
Wildlife Biologist, Supervising	\$18,301	25-001
Weights and Measures Specialist I	\$10,624	25-036
Natural Disaster/Civil Defense Radiological Representative	\$11,250	27-931

FILING ENDS SEPTEMBER 10, 1979

Coastal Engineer, Senior	\$18,301	27-942
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You can also contact your local Manpower Services Office for examination information.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS AUGUST 6, 1979

Public Administration Traineeship Transition Program	Salary dependent on advancement
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FILING ENDS AUGUST 20, 1979

Fiscal Administrations	\$19,420-20,366	36-636
Sr. Motor Vehicle License Clerk	\$7,565	36-777
Motor Vehicle Cashier	\$8,454	36-778
Institution Steward	\$18,301	36-611
Admin. Officer, Trans. Region	\$18,301	36-796
Prin. Civil Eng'r. (Highway Mtce.)	\$27,842	39-386
Prin. Civil Eng'r. (Structures)	\$27,842	39-387
Prin. Civil Eng'r. (Traffic)	\$27,842	39-388
Chief, Safety Standards & Systems Bur.	\$27,842	39-388
Dir., Safety Capitol Projects Bur.	\$27,842	39-388
Regional Highway Mtce. Eng'r. B	\$25,095	39-389
Regional Highway Mtce. Eng'r. A	\$27,842	39-390
Institution Steward	\$18,301	36-786
Supervising Wildlife Biologist	\$18,301	36-738
Assoc. Aquatic Biologist	\$16,469	36-797
Supervising Aquatic Biologist	\$18,301	36-798
Prin. Aquatic Biologist	\$20,366	36-799
Prin. Fish & Wildlife Biologist	\$20,366	36-800
Assoc. Wildlife Biologist	\$16,469	36-801
Prin. Wildlife Biologist	\$20,366	36-802
Sr. Rent Examiner	\$12,583	36-779
Asst. Bldg. Construction Eng'r.	\$14,850	36-792
Sr. Bldg. Construction Eng'r.	\$18,301	36-793
Sr. Supt. of Construction	\$14,850	36-794
Sr. Medical Conduct Investgtr.	\$14,075	36-785
Sr. Comp. Investgtr.	\$11,904	36-775
Comp. Claims Investgtr.	\$10,024	36-787
Sr. Comp. Claims Investgtr.	\$11,904	36-788
Comp. Claims Legal Investgtr. I	\$11,250	36-789
Comp. Claims Legal Investgtr. II	\$14,075	36-790
Comp. Claims Legal Investgtr. III	\$19,420	36-791
Sr. Law Dept. Investgtr.	\$16,469	36-783
Chief Budgeting Analyst	\$22,623	39-361
Chief Budgeting Analyst	\$22,623	39-362
Traffic Supervisor	\$15,065	36-773

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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 (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$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 (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor	\$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 (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

Frieday's the one for nominating candidates

By Dawn LePore

If practice makes perfect, then Jerry Frieday must be getting pretty good at her job.

As chairperson for the CSEA statewide Nominating Committee, not only did Jerry help build a slate of candidates for this year's elections but she did it twice.

"We had a slate of nominees completed in February when PERB issued its decision. At that point every nomination we had was considered null and void," Jerry said. "Consequently, we had to start over from scratch."

PS&T members that had been nominated numbered 42 out of a total 110 — more than a third. Four members of the committee also had to be replaced.

"The decision cost CSEA thousands of dollars," said Jerry, who works as an accounts payable clerk at the State University of New York at Buffalo.

"For me to fly in to Albany for one day costs \$148 and it costs more to drive in because you have to stay overnight," she said.

That's when Jerry decided to exercise her power as chairperson and set a precedent. Instead of bringing the 28 members of the committee to Albany on several separate days to reconsider the nominations (as had been done in the past,) she set up a three-day

session June 6th through the 8th.

"It was much easier to do it that way and much less costly to have us come in for two or three days than keep running back and forth. I just couldn't see wasting all that money," she said. "It worked out fine. I think the committee did a good job."

When a vacancy popped up close to the June 22 deadline to decline, Jerry conducted a telephone canvas to fill the empty spot ("It was cheaper than trucking everyone across the state again").

Jerry, who's been with the University 13½ years, started as a typist in the library. She joined CSEA in 1966 and since then has contributed greatly within her own local with 1,500 members, it's the largest university chapter in the state — as well as in the region and statewide.

She became active in the union in 1970, when she became a member of the Social committee of Local 602. In the following years, she has sat on or chaired several others: Election, Membership, Budget and Constitution and Bylaws.

She has served on the Region 6 and statewide nominating committees three times — in 1975 as secretary for both, in 1977 as chairperson of the region and in 1979 as chair for both.

In 1978, she was appointed an ad-

FACES in the crowd

A periodic series about activist members who, often without fanfare and public recognition, contribute to the success of CSEA.

JERRY FRIEDAY, as chairperson for the statewide Nominating Committee, checks list of candidates for statewide and State Executive Committee positions in the union's 1979 elections.



ministrative representative on the Board of Directors and a member of the standing statewide Education committee and the statewide Layoff committee.

In addition she has functioned as a Sergeant-at-Arms at four major conventions and coordinated every region 6 meeting for the past four years.

Although she laughingly calls herself a "glorified gopher", Jerry gets serious when talking about her duties on the nominating committee.

"Our job is to place in nomination candidates for statewide office and for the Board of Directors who in our estimation would be the best qualified to serve CSEA," she said. "We actually sit in judgement on every application. But if anyone disagrees with us, they have the route of petition."

"There is an amendment before committee now to limit the

availability of petitions to anyone who has taken his chances with the committee first and been denied," she said. "I agree with that. I don't think petitions should be given to just anybody who wants one."

"If you're not interested enough to submit a proper application first, what kind of a job are you going to do in office?" she asked.

Another change Jerry would like to see would be the requirement of some kind of personal interview with applicants.

"I feel that a personal interview is much better than what you see on a piece of paper. What looks good on paper, might not actually be that way," she said.

"I had wanted the nominees for the big four (statewide offices) to come before the committee, but I was told it would cost too much."

In the future, Jerry said, it might be possible for members of the committee to go out to the candidates within their own regions to establish a more personal flavor to the nominating process.

"Right now, that is the only flaw in the whole production," she said.

Abbatiello calls for unity at Local 860 installation



NASSAU COUNTY LABOR COMMISSIONER William Pederson, left, congratulates Nicholas Abbatiello on his installation as president of Nassau County CSEA Local 830.

EAST MEADOW — The new officers of Nassau County Local 803, the largest local in CSEA, were installed by CSEA President William L. McGowan on July 13.

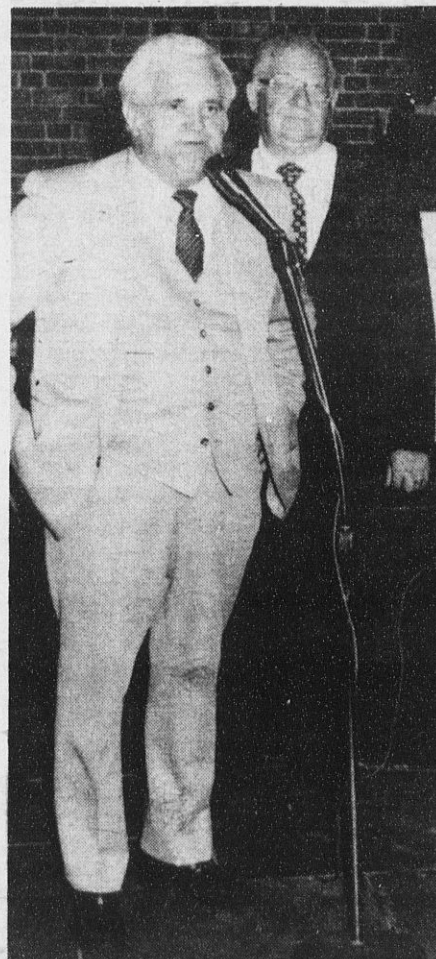
Installed were: Nicholas Abbatiello, president and board representative; Irving Flaumenbaum, board representative; Jerome Donohue, first vice president; Pat D'Alessio, second vice president; Rita Wallace, third vice president; Edward Ochenkoski, fourth vice president; Ruth Braverman, fifth vice president.

Mary Calfapietra, recording secretary; Sam Piscitelli, treasurer; Alice Heaphy, Corresponding secretary; Louis Corte, financial secretary; and Dudley Kinsley, sergeant at arms.

The major address to the almost 200 members and guests at the installation was given by Abbatiello, who called for unity on negotiations and in political action to combat the strength of special interest groups.

Among the guests were CSEA Executive Director Joseph J. Dolan and Nassau County Labor Commissioner William Pedersen.

Master of ceremonies for the installation was Ralph Natale, retiree and former Local 830 officer. The committee which planned the function was headed by Thomas Gargiulo.



CSEA PRESIDENT WILLIAM MCGOWAN speaks to the audience at the Nassau County CSEA Local 830 installation in East Meadow on July 13 after installing the new officers. Long Island Region President Irving Flaumenbaum, who was installed as a Nassau County board of directors representative, listens in background.

New contract calls for 8%

Workers of the Johnson City school system, represented by Broome County Educational Local 866 of the Civil Service Employees Association, (CSEA), will now receive federal minimum wages and 8% raises (including increments) in each year of the three year contract which they ratified recently.

Clerical employees working 30 hours or more will get 12 days sick leave per year while bus system workers working 30 hours or more will receive 10 days. Those working between 20 and 30 hours will now get 5 days.

The workers will get three weeks vacation after eight years and one additional day for each year after the 16th year to a maximum of four weeks.

Effective July 1, 1980, they will receive dental benefits funded up to 1% of payroll.

The retirement plan now includes 41j and hours off on approved leave count toward overtime.

With CSEA Field Representative Jim Corcoran as chief negotiator, the negotiating team included then President Stew Bennett, representing head custodians; George Cosler and John Galusha, maintenance; Betty Brown, cafeteria; new President Bill Barkman, buildings and grounds; George Bound, transportation; Mike Kosick, custodians; Darlene Salata and Elsie Galus, clerical.

'The employment and promotion picture for minorities and women in state government is a grim one'

The following testimony was given on July 19 before the Assembly Sub-Committee on Affirmative Action. It is reprinted in its entirety.

Mr. Chairman, distinguished members of the committee: my name is Pauline F. Rogers, and I am a partner in the law firm of Roemer and Featherstonhaugh, general counsel to the Civil Service Employees Association, Local 1000, AFSCME. I speak to you today on behalf of the approximately 105,000 state workers represented by CSEA.

I would like to state at the outset that, in our view, the employment and promotion picture for minorities and women in state government is a grim one. Without question, the State of New York as a public employer has simply failed to show a leadership role in meeting the goals of affirmative action, and is indeed far behind private employers of similar size throughout the country in employing minorities and women at all levels. This fact is evidenced by the annual ethnic surveys conducted by the New York State Department of Civil Service pursuant to Executive Order 40 of Governor Carey. The most recent published report shows serious underrepresentation of women and minorities even at entry level positions, and a gross failure to appoint and promote minorities and women into higher levels of government. In the 11th Annual Ethnic Survey of the Work Force of New York State Agencies, it was found that although the New York State work force consisted of 19.6% minority representation, only 8.8% of persons in the category of officials and administrators were minority. Only 8.3% of the professionals category consisted of minority persons, while the lowest category (characterized as para-professional) contained 39.2% minorities. With respect to women

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in the state work force, the same survey found that while women made up 45.3% of the total work force, 68.2% of all females employed by the state were employed in office and clerical or para-professional categories. The effect of the fact of concentration of women and minorities at lower levels of employment in state government is obvious: 58.9% of all females, 55.0% of all blacks, and 60.3% of all Hispanics earned below \$10,000.00, while among non-minority males, only 35.7% earned below \$10,000.00.

Perhaps the most discouraging fact about these statistics is that there has been extremely little change in them during the 11 year period during which annual ethnic surveys have been conducted. In other words, while Executive Order 40 and its predecessors had contemplated that knowledge of the racial, sex, and ethnic configurations of the work force in New York State government would provide an incentive for affirmative action, they have clearly not done so. For example, in the most recent survey, conducted for the period July 1, 1976 through June 30, 1977, the Department of Civil Service noted, that "for the 11th consecutive year, the Bridge Authority did not report a single minority employee in its work force of 93 employees."

The failure of affirmative action in New York State government at other than entry level positions has been blamed by some persons on the so-called "rule of three" contained in the New York State Civil Service Law. In our view, those who advocate the elimination of the rule of three and creation of a broad discretionary system of appointment to promotion positions would do enormous harm to the minorities and women whom they claim would be promoted into higher level positions if broader discretion were introduced into the system. To the contrary, the Department of Civil Service (again in its annual ethnic surveys) has stated "The competitive class which constituted 79.3% of the work force continued to have better representation of women and blacks than other jurisdictional classes. In 1977, of all females surveyed, 90.0% held positions in the competitive class, compared to 70.5% of all males surveyed. Of all groups surveyed, blacks had the highest percent of representation in the competitive class, with 82.4% of all blacks reported occupying positions in that class." In view of the fact that the overwhelming proportion of middle management in state government consists of white males, it is not surprising that where discretion is

most greatly accorded (that is, in the labor and non-competitive classes, where the rule of three is not applied) white males continue to receive promotional opportunities from their white male supervisory counterparts. Elimination of the rule of three in the competitive class would, we submit, have the same result.

The Civil Service Employees Association has gone on record on many occasions in the past before the Legislature in proposing reforms which would improve the representation of minorities and women at all levels of government. We have proposed the creation of viable career ladders which would enable minorities and women to move into supervisory and management level positions. We have recommended that new recruiting techniques be developed for the state service, and we have recommended that civil service requirements for appointment and promotion be reviewed for the purpose of eliminating ethnic and sex bias. In the most recent round of negotiations between the state and CSEA, great strides were taken in the development of training monies for promotional opportunities, and the development of an employee advancement program for clerical and secretarial personnel. In addition, CSEA is in the process of preparing a proposal for a legislative bill which would require the review and study of all civil service job prerequisites to insure that minorities and women are not excluded from eligibility for appointments by unnecessary degree or height and weight requirements, or by failure to take into account relevant experience, or other factors which may have an adverse impact on minorities and women. In addition, the bill would require the study committee to report back to the Legislature on its findings for further action by it.

In sum, it is the view of CSEA that Executive Order 40 has failed to improve the status of women and minorities in state government. It is further clear to us that dismantling the civil service system is not the answer. What is the answer, in our view, is a serious and concerned review of civil service job requirements and promotional prerequisites, and the elimination of artificial ethnic,



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racial and sex barriers to movement upward for minorities and women. These steps cannot and will not be taken, however, unless the Legislature compels governmental administrators to carry out the public policy of affirmative action in New York. The Legislature must, through financial measures if necessary, compel governmental administrators to take their responsibility for affirmative action seriously so that minorities and women can be recruited and trained where necessary to take on more positions at higher levels in state government. Too often, Executive Order 40, and the policy of affirmative action in state government, are being disregarded by those in a position to carry them out. Affirmative action officers must be given greater protections and greater authority to become involved in recruitment, training programs, and job development. The Department of Civil Service requires more money to conduct examination job prerequisite studies, and, if necessary, middle and upper level management must be sanctioned for failure to take affirmative steps to eliminate discriminatory practices.

CSEA is prepared to support legislation which would bring enforcement to the executive policy of affirmative action.

On behalf of CSEA, I would like to thank the committee for the opportunity to present our point of view.

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