

# THE PUBLIC SECTOR

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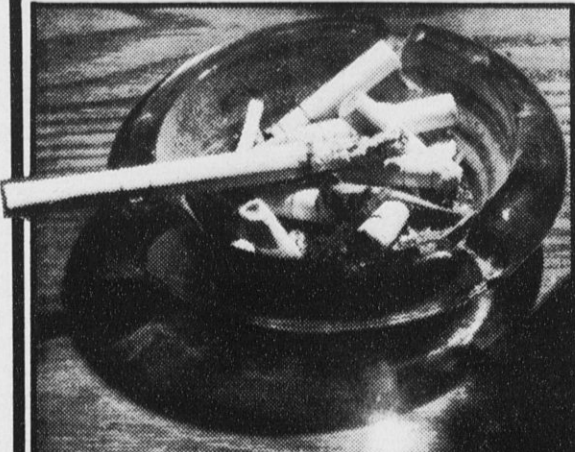
## FOR 42,000 MEMBERS

### It's comin' up cash

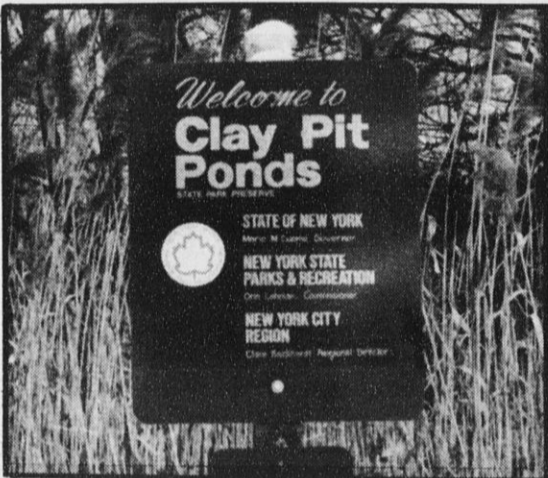
SEE  
PAGE  
3



# INSIDE



**GOING UP IN SMOKE? How new regs will affect you . . .**  
PAGE 9



**PARADISE HOLDING OFF PARKING LOTS . . . PAGES 10-11**



**FINANCIAL REPORTS . . . PAGES 16-18**

## Delegates meeting in progress

KIAMESHA LAKE — As this issue of *The Public Sector* went to press, several hundred CSEA delegates were attending a Special Delegates Meeting at the Concord Hotel here.

The one-item agenda for the meeting calls for delegates to review and discuss a report from the "Special Delegates Committee to Review the Delivery of Legal Services to CSEA" and to take whatever action the delegates deem appropriate.

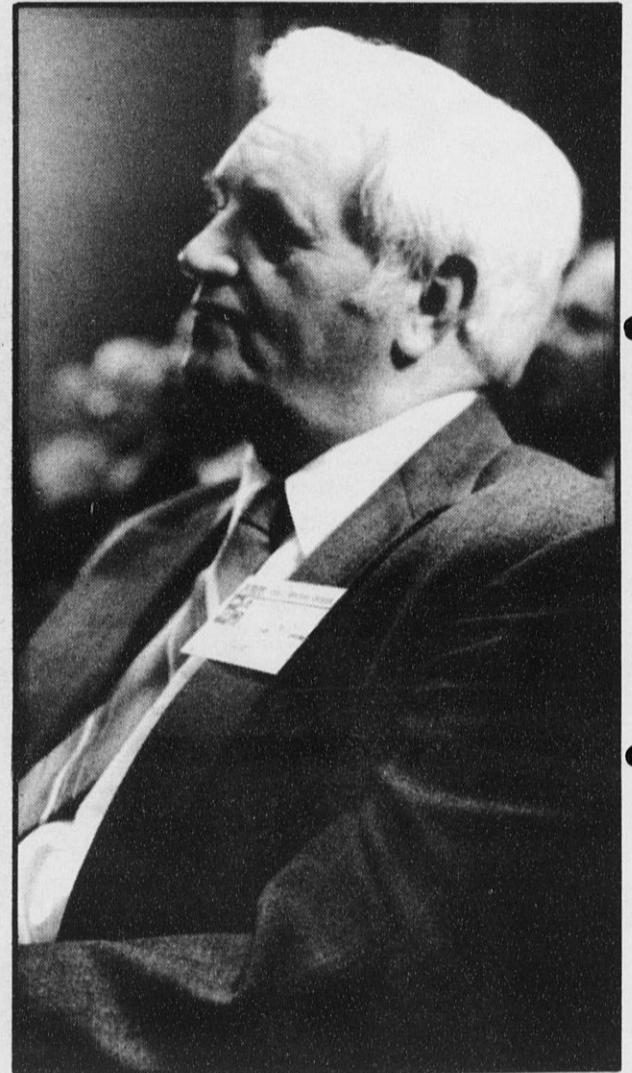
The special meeting was called by CSEA President William L. McGowan after more than 25 CSEA local presidents petitioned him to do so.

A complete report on the Special Delegates Meeting will be published in the next issue of *The Public Sector*.

## Public employees' progress



AFSCME International President  
Geraid McEntee



CSEA statewide President  
William L. McGowan

ALBANY — Public employee unions have come of age in the United States and in New York, AFSCME International President Gerald McEntee told participants at the recent New York State AFL-CIO Public Employees Conference.

"This session is evidence of a new spirit of solidarity and cooperation among all the affiliated unions that represent public workers," he said. "We're looking for and finding new and better ways of working together on behalf of the men and women who keep the government in New York up and running."

Several CSEA officials attended McEntee's keynote speech at the conference, including CSEA statewide President William L. McGowan.

## Public SECTOR

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# • COMP • WORTH • PAYS • OFF!

## 42,000 to get reallocations, pay increases

About 42,000 CSEA-represented state employees are about to receive pay increases as the result of their salary grades being reallocated upward from one to four salary grades. Thousands more will soon get pay hikes based on performing work reclassified as hazardous duty.

In one of the most dramatic changes in the history of the State Classification and Compensation Plan, the employees scheduled for salary reallocations effective during April will share in pay increases in excess of \$30 million, with several millions of dollars more going to those performing hazardous duties.

CSEA President William L. McGowan said, generally speaking, the upward reallocations represent what CSEA has been working hard to accomplish for many years.

"We have urged the state for many years to reallocate, in particular, entrance level office and clerical positions, as well as many other titles included in this new plan. I am disappointed that some other titles we want reallocated are not on this list," McGowan noted.

"There are many related situations we will continue to address," he added. "Among the problems still to be resolved are such things as new promotional lines, the jurisdictional classification of some positions, and how current level salaries will be maintained for present incumbents in positions which will be earmarked for downgrading as future implementation phases occur." This represents the initial phase of a plan that will include additional changes on an as yet unspecified timetable.

The increases are the end result of changes formulated by a State Interagency Task Force acting on recommendations from a pair of studies negotiated by CSEA in the 1982-85 and 1985-88 contracts for the state Administrative Services, Institutional Services and Operational Services bargaining units. CSEA negotiated studies of the State Classification and Compensation Plan and of the comparable worth of state jobs.

The pay increases will be effective during April for the 42,000 employees involved in changes in job titles and salary grade allocations, and later this spring for those who will be paid extra for performing hazardous duty.

Employees in more than 150 state job titles will be affected, with two job titles receiving a four grade reallocation and most of the remainder ranging from one to three grade increases. In a few titles, no changes in grade will occur. In addition, 37 job titles are being consolidated into five new job titles, resulting in salary allocations of from one to three grades for workers in those categories.

Final listings of the job titles involved in both the consolidations and individual job titles affected are listed on these pages showing their current grades, the new grades, and the number of grades reallocated.

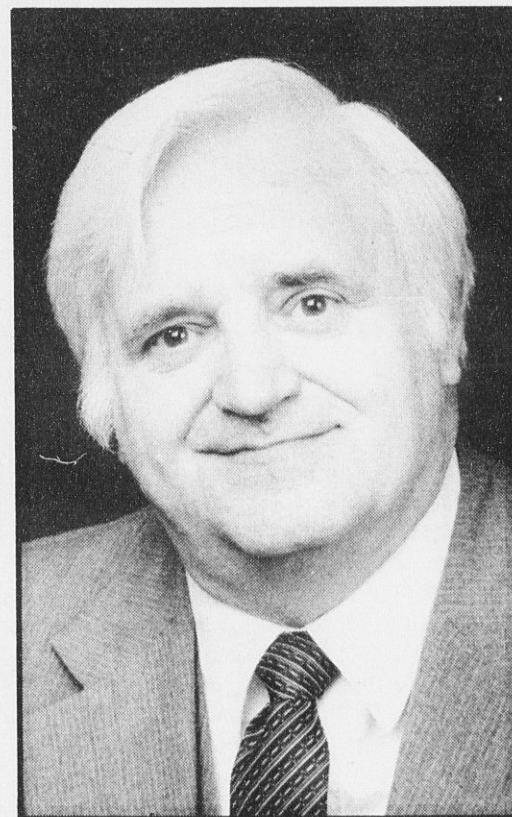
The comparable worth study concentrated on inequities in salaries for female-dominated job titles and those in which there were disproportionate numbers of minorities. That study was conducted by the Center for Women in Government. The detailed study of the state's Classification and Compensation Plan was conducted by the Arthur Young Company and evaluated all state

positions for possible reclassification and/or salary grade allocations and to determine how to reward hazardous duty performances.

These two studies laid the groundwork for the State Interagency Task Force to implement the changes about to become effective. Throughout that process, CSEA met often with and submitted opinions and suggestions to the Interagency Task Force relative to those changes.

**"We have urged the state for many years to reallocate, in particular, entrance level office and clerical positions, as well as many other titles included in this new plan. I am disappointed that some other titles we want reallocated are not on this list."**

**—CSEA President William L. McGowan**



Employees assigned higher salary grades will be paid at either the hiring rate of the new salary grade or receive percentage increases (calculated on the number of salary grades they go up), whichever results in higher pay. (Refer to Article 7.8 (b) of the current CSEA/state contracts).

For example:

Grade Change	Percentage Increase
+1	3.0 percent
+2	4.5 percent
+3	6.0 percent
+4	7.5 percent
+5	9.0 percent

Salaries, through reallocation, cannot be above the second longevity step of the new salary grade.

(Continued on Page 4)

# Comp worth adjustments enable thousands to share in millions

(Continued from Page 3)

## The factors used to make the changes

In making its final recommendations for the implementation of the results of the Comparable Worth and Classification Studies, the State Interagency Task Force used the data base generated by the Center for Women in Government after modifying it and using procedures to: 1) include a greater number of predominately female occupied positions; 2) revise the job factors to assure that each factor was independent and did not overlap with any other factor to produce a biased result by counting one aspect of job content more than once; 3) to assure that the grade allocation of a title did not rely excessively on a single job content factor; 4) to remove sex bias from the existing salary grade structure prior to developing the equation and factor weights; 5) to supplement the data base to include 60 more "key titles"; 6) to include actual education and experience requirements as well as those reported by job incumbents; and 7) to include title consolidation which was recommended by the Arthur Young Classification Study but not included in considerations by the Center for Women in Government.

Eight factors were used to measure job content. They are:

### Factor I: Knowledge and Skills

The factor Knowledge and Skills measures the nature and extent of information and facts (e.g., steps, procedures, practices, rules, policies, theories, principles and concepts) which employees must use to do acceptable work and the nature and extent of the skills needed to apply such information.

### Factor II: Managerial Activities

This factor measures the nature and extent of involvement in planning and scheduling activities, setting operational practices authorizing expenditures, preparing budgets, developing State policies and directing organizational units.

### Factor III: Supervision

The factor Supervision measures the kind and degree of responsibility assigned to the class for getting work done through others, and the scope and variety of operations supervised by the class.

### Factor IV: Written Communications

The factor Written Communications measures the nature and extent of communication, explanation, interpretation, and preparation of written materials required to accomplish work. This may include completing forms, original writing or editing materials prepared by others, in subject areas ranging from simple to highly complex, technical or legal.

### Factor V: Work Complexity

The factor Work Complexity measures the nature and degree of mental challenge required, including the repetitiveness or routine of work, the nature of information required to accomplish work, and manner in which that information is used or applied.

### Factor VI: Responsibility

The factor Responsibility measures the nature and extent of the effect work performed has on other people or on the organization, the scope of responsibility as reflected in variety of work and its impact on the operation of the unit or agency.

### Factor VII: Oral Communications

The factor Oral Communications measures the nature and extent of spoken communication required to accomplish work in conjunction with others not in the supervisory chain. This may include teaching, advising, giving directions or providing instructions, leading and planning meetings and workshops, and other work-related contacts with members of the public, other employees, and institutionalized individuals, including patients, clients and inmates.

### Factor VIII: Job Demands

The factor Job Demands measures the degree of decision-making required, the repetitiveness of work, the work pace, the need for special physical efforts to perform work, and other demands placed on the class. Environmental factors such as heat, cold, noise, inclement weather, etc. should be considered here.

### CONSOLIDATED TITLES

A number of job titles have been consolidated. Various positions which shared many similar responsibilities will now be listed under a single title with a new salary grade.

Permanent employees will not be required to take new civil service exams under title consolidation.

Employees on preferred lists will be placed (in order of seniority) on a new preferred list for the consolidated title. It may affect their standing since it will include a larger number of people.

For example, an employee who is number one on a preferred list for a title which has been eliminated could end up in a different position on the list for the consolidated position.

Here is a list of entrance level office and clerical level type positions which have been consolidated.

#### NEW TITLE—CLERK 1, GRADE 6

OLD TITLE	CURRENT SG
ADJUDICATION SERVICES CLERK	4
ADMITTING CLERK	4
APPS CONTROL CLERK I	5
CLERK	3
CREDENTIALS ASSISTANT	4
DATA PROCESSING CLERK I	5
DIRECTORY INFORMATION SYSTEM OPERATOR	5
DISABILITY DETERMINATIONS REVIEW CLERK	5
DRIVER IMPROVEMENT ADJUDICATION CLERK	4
ELIGIBILITY REVIEW CLERK I	5
EMPLOYMENT SECURITY CLERK	5
FILE CLERK	3
IDENTIFICATION CLERK	4
LIBRARY CLERK I	5
MOTOR EQUIPMENT RECORDS ASSISTANT	5
MOTOR VEHICLE REPRESENTATIVE I	4
MOTOR VEHICLE TITLE CLERK I	4
PRESCRIPTION EXAMINING CLERK	5
PROOFREADER	4
RADIATION SAFETY RECORDS CLERK	5
STATE EMPLOYMENT PLACEMENT CLERK	5
STUDENT AID ADJUSTMENT EXAMINER	4
STUDENT LOAN CLERK I	4
TELEPHONE OPERATOR	4
UNCLAIMED PROPERTY APPLICATION CLERK	5

#### NEW TITLE—KEYBOARD SPECIALIST, GRADE 6

OLD TITLE	CURRENT SG
BILLING MACHINE OPERATOR	5
BOOKKEEPING MACHINE OPERATOR	5
CREDENTIALS ASSISTANT/TYPIST	5
DICTATING MACHINE TRANSCRIBER	4
INFORMATION PROCESSING SPECIALIST I	6
STENOGRAPHER	5
TELEPHONE OPERATOR TYPIST	4
TELETYPE OPERATOR	4
TYPIST	3

#### NEW TITLE—CALCULATIONS CLERK, GRADE 6

OLD TITLE	CURRENT SG
ACCOUNT CLERK	5
AUDIT CLERK	5
BOOKKEEPING MACHINE OPERATOR	5
CALCULATING MACHINE OPERATOR	4
EMPLOYEE INSURANCE REVIEWING CLERK I	5
PAYROLL AUDIT CLERK I	5
PAYROLL CLERK I	5
STATISTICS CLERK	5

#### NEW TITLE—STORES CLERK, GRADE 6

OLD TITLE	CURRENT SG
COMMISSARY CLERK I	5
INSTITUTION RETAIL STORE CLERK	5
MECHANICAL STORES CLERK	5
STORES CLERK	5

#### NEW TITLE—SUPPLY ASSISTANT, GRADE 4

OLD TITLE	CURRENT SG
LINEN SORTER	2
LOCKER ROOM ATTENDANT	1
MAIL AND SUPPLY HELPER	1

# List of job titles involved

Here is an alphabetic list, as of April 2, 1987, of job titles that change in the first phase of the Classification and Compensation Plan.

It should be noted that in many cases the state decided that salary grades remain the same. The first phase of this plan includes no downgradings.

Old and new salary grades are listed:

	Current SG	New SG	Change		Current SG	New SG	Change
ADMINISTRATIVE AIDE	11	13	2	MEDICAL LAB TECHNICIAN 1 SUBSTANCE ABUSE	9	9	0
AGRICULTURAL PROGRAM AIDE	11	13	2	MEDICAL LAB TECHNICIAN 2	12	12	0
ALCOHOLISM PROGRAM AIDE	11	13	2	MENTAL HYGIENE THERAPY AIDE	9	9	0
APPS. CONTROL CLERK 2	9	9	0	MENTAL HYGIENE THERAPY ASSISTANT 1	11	12	1
BARBER	7	7	0	MOTOR EQUIPMENT MECHANIC	12	12	0
BEAUTICIAN	7	7	0	MOTOR VEHICLE REPRESENTATIVE 3	9	9	0
BRIDGE REPAIR ASS'T.	8	9	1	PAINTER	11	12	1
BRIDGE REPAIR MECHANIC	12	12	0	PARK WORKER 3	8	9	1
CARPENTER	12	12	0	PARKING SERVICES ATTENDANT	5	5	0
CLEANER	4	5	1	PAROLE PROGRAM AIDE	11	13	2
CLOTHING CLERK	4	4	0	PAYROLL AUDIT CLERK 2	9	9	0
COMP CLAIMS CLERK	5	6	1	PAYROLL AUDIT CLERK 3	14	14	0
COMMUNITY RESIDENCE AIDE	9	9	0	PAYROLL CLERK 2	9	9	0
CONSTRUCTION EQUIPMENT OPERATOR	8	8	0	PAYROLL CLERK 3	14	14	0
COOK	9	11	2	PLUMBER & STEAMFITTER	12	12	0
CRIMINAL JUSTICE PROGRAM AIDE	11	13	2	POWER PLANT HELPER	6	6	0
DATA ENTRY MACHINE OPERATOR	4	6	2	PRESCRIPTION EXAMINING CLK. 2	9	9	0
DATA PROCESSING CLERK 2	9	9	0	PRINCIPAL ACCOUNT CLERK	14	14	0
DATA PROCESSING CLERK 3	12	14	2	PRINCIPAL ACTUARIAL CLERK	12	14	2
DENTAL ASSISTANT	6	6	0	PRINCIPAL AUDIT CLERK	14	14	0
DIETICIAN TECHNICIAN	9	11	2	PRINCIPAL CLERK	11	14	3
DIRECTORY INFO. SYS. OPER. 2	9	9	0	PRINCIPAL CLERK CORPORATION SEARCH	11	14	3
DISABILITY DETERMINATIONS REVIEW CLK. 2	9	9	0	PRINCIPAL CLERK MEDICAL	11	14	3
EDUCATION PROGRAM AIDE	11	13	2	PRINCIPAL CLERK PERSONNEL	11	14	3
ELECTRICIAN	12	12	0	PRINCIPAL CLERK PROPERTY CONTROL	11	14	3
EMBOSSING MACH. OPERATOR	3	6	3	PRINCIPAL DATA ENTRY MACHINE OPERATOR	11	14	3
EMPLOYEE INS. REVIEWING CLK. 2	8	9	1	PRINCIPAL EMPLOYMENT SECURITY CLERK	11	14	3
EMPLOYEE INS. REVIEWING CLK. 3	12	14	2	PRINCIPAL FILE CLERK	11	14	3
EMPLOYEES RETIREMENT MEMBERSHIP EXAMINER 1	5	6	1	PRINCIPAL MAIL & SUPPLY CLERK	11	11	0
ENERGY INFORMATION AIDE	11	13	2	PRINCIPAL STATISTICS CLERK	12	14	2
EQUALIZATION PROGRAM AIDE	11	13	2	PRINCIPAL STENOGRAPHER	12	12	0
EQUALIZATION RATES AIDE	11	13	2	PRINCIPAL STENOGRAPHER LAW	12	12	0
FOOD SERVICE WORKER 1	4	5	1	PRINCIPAL STORES CLERK	12	12	0
FOOD SERVICE WORKER 2	7	9	2	PRINCIPAL TYPIST	11	12	1
FOOD SERVICE WORKER 3	9	13	4	PURCHASING ASST. 1	7	9	2
GENERAL MECHANIC	12	12	0	PURCHASING ASST. 2	11	14	3
GROUNDWORKER	6	6	0	REFRIGERATION MECHANIC	12	12	0
HEAD COOK	12	15	3	ROOFER & TINSMITH	12	12	0
HEAD HOUSEKEEPER	12	15	3	SECRETARIAL STENOGRAPHER	12	12	0
HEAD JANITOR	12	15	3	SOCIAL SERVICES DISABILITY AIDE	11	13	2
HIGHWAY EQUIPMENT OPERATOR	7	7	0	SENIOR ACCOUNT CLERK	9	9	0
HOSPITAL ATTENDANT 1	4	5	1	SENIOR ACTUARIAL CLERK	9	9	0
HOSPITAL CLINICAL ASSISTANT 1	4	6	2	SENIOR ADMITTING CLERK	8	9	1
HOSPITAL CLINICAL ASSISTANT 2	7	8	1	SENIOR AUDIT CLERK	9	9	0
HOUSEKEEPER	6	7	1	SENIOR CALCULATING MACHINE OPERATOR	7	9	2
HUMAN RIGHTS AIDE	11	13	2	SENIOR CLERK	7	9	2
INFORMATION PROCESSING SPECIALIST 2	9	9	0	SENIOR CLERK CORPORATION SEARCH	7	9	2
INFORMATION PROCESSING SPECIALIST 3	12	12	0	SENIOR CLERK SURROGATE	7	9	2
INSTITUTION RETAIL STORE ASSISTANT MANAGER	8	8	0	SENIOR COMP CLAIMS CLERK	8	9	1
JANITOR	6	7	1	SENIOR DATA ENTRY MACHINE OPERATOR	7	9	2
LAB TECHNICIAN	9	9	0	SENIOR EMPLOYMENT SECURITY CLERK	7	9	2
LABORER	6	6	0	SENIOR FILE CLERK	7	9	2
LAUNDERER	4	5	1	SENIOR IDENTIFICATION CLERK	9	9	0
LIBRARY CLERK 2	7	9	2	SENIOR LAB TECHNICIAN BACTERIOLOGY	12	12	0
LIBRARY CLERK 3	11	14	3	SENIOR LAB TECHNICIAN BIOLOGY	12	12	0
LICENSED PRACTICAL NURSE	9	10	1	SENIOR LAB TECHNICIAN BIOCHEMISTRY	12	12	0
LICENSING PROGRAM AIDE	11	13	2	SENIOR LAB TECHNICIAN CHEMISTRY	12	12	0
LOCKSMITH	11	12	1	SENIOR LAB TECHNICIAN MICROBIOLOGY	12	12	0
MACHINIST	12	12	0	SENIOR MAIL & SUPPLY CLERK	7	7	0
MAIL AND SUPPLY CLERK	3	5	2	SENIOR MECHANICAL STORES CLERK	9	9	0
MAINTENANCE ASSISTANT	8	9	1	SENIOR PARKING SERVICES ATTENDANT	8	8	0
MAINTENANCE ASST. MECHANIC 55B	8	9	1	SENIOR PAYROLL AUDIT CLERK	8	9	1
MAINTENANCE ASST. (CARPENTER)	8	9	1	SENIOR RADIOLOGIC TECHNOLOGIST	12	12	0
MAINTENANCE ASST. (ELECTRICIAN)	8	9	1	SENIOR STATISTICS CLERK	9	9	0
MAINTENANCE ASST. (LOCKSMITH)	8	9	1	SENIOR STENOGRAPHER	9	9	0
MAINTENANCE ASST. (MARINE)	8	9	1	SENIOR STENOGRAPHER LAW	9	9	0
MAINTENANCE ASST. (MASON & PLASTERER)	8	9	1	SENIOR STORES CLERK	9	9	0
MAINTENANCE ASST. (MECHANIC)	8	9	1	SENIOR TELEPHONE OPERATOR	8	9	1
MAINTENANCE ASST. (PAINTER)	8	9	1	SENIOR TYPIST	7	9	2
MAINTENANCE ASST. (PARKS)	8	9	1	SENIOR TYPIST LAW	7	9	2
MAINTENANCE ASST. (PLUMBER & STEAMFITTER)	8	9	1	SENIOR UNDERWRITING CLERK	8	9	1
MAINTENANCE ASST. (REFRIGERATION)	8	9	1	SIGN PAINTER	11	12	1
MAINTENANCE ASST. (ROOFER & TINSMITH)	8	9	1	SOCIAL SERVICES DISABILITY AIDE	11	13	2
MAINTENANCE HELPER	6	6	0	STATE UNIVERSITY PROGRAM AIDE	11	13	2
MARINE ENGINEER	12	12	0	STEEL FABRICATOR	12	12	0
MASON & PLASTERER	12	12	0	STUDENT LOAN CLERK 2	8	9	1
MEDICAL CODING CLERK	5	6	1	STUDENT LOAN CLERK 3	11	14	3
MEDICAID CLAIMS EXAMINER 1	7	9	2	SUPERVISING HOUSEKEEPER	9	11	2
MEDICAID CLAIMS EXAMINER 2	11	14	3	SUPERVISING JANITOR	9	11	2
MEDICAID REVIEW AIDE	11	13	2	SUPERVISING MOTOR VEHICLE REPRESENTATIVE 1	11	14	3
MEDICAL LAB TECHNICIAN 1	9	9	0	TEACHING HOSP STERILE SUPPLY TECHNICIAN 1	6	7	1
				TRAFFIC SIGNAL MECHANIC	12	12	0
				TRANSPORTATION OFFICE ASSISTANT 1	5	6	1
				TRANSPORTATION PLANNING AIDE 1	5	9	4
				TRANSPORTATION PLANNING AIDE 2	9	9	0
				TRANSPORTATION PLANNING AIDE 3	12	14	2
				UNCLAIMED PROPERTY APPL. CLERK 2	9	9	0
				WELDER	12	12	0
				XRAY AIDE	4	5	1
				YOUTH DIVISION AIDE 2	9	9	0
				YOUTH DIVISION AIDE 3	12	12	0



**THE BROOME COUNTY UNIT** of Broome County Local 804 recently signed a two-year contract. At the signing are, from left seated, Robert Shaller, unit president; and Carl Young, Broome County executive. Standing are, from left: Joan Brower, Local 804 president; Pat Sullivan of Willow Point Nursing Home; Kay Ousterout, Motor Vehicle Department; Dawn Heath, Willow Point Nursing Home; Mary Coyle, Public Health Department; Alene Beall, Department of Social Services; Michael Jablanski, CSEA chief negotiator; Harold Fanning, Public Health Department; and Jim Pendergast, deputy personnel director.

## CSEA signs new contracts

CSEA negotiates contracts for 800 units, 300 locals and more than 100,000 state workers. Some of the most recent contract settlements include:

- \* a three-year pact for the New Hyde Park Village Unit of CSEA Nassau County Local 830;
- \* a two-year agreement for the East Hampton Town Unit of CSEA Suffolk County Local 852;
- \* a two-year contract for the Riverhead Town Unit of CSEA Suffolk County Local 852;
- \* a three-year pact for clerical workers in the Wappinger Falls Central School District Unit of CSEA Dutchess County Education Local 867;

- \* a three-year agreement for the Webutuk School District Unit of CSEA Dutchess County Education Local 867;
- \* a four-year pact for the newly-organized Mamaroneck Teacher Aide Unit of CSEA Westchester County Local 860;
- \* the first contract for the Hudson Falls Village Unit of CSEA Washington County Local 858 for three years;
- \* a three-year contract for the Dutchess County Unit of CSEA Dutchess County Local 814;
- \* a two-year pact for the Huntington Town Unit of CSEA Suffolk County Local 852;
- \* a three-year agreement for the Clarkstown Unit of CSEA Rockland County Local 844.
- \* a two-year contract for the Amsterdam Wastewater Treatment Plant Unit of CSEA Montgomery County Local 829.

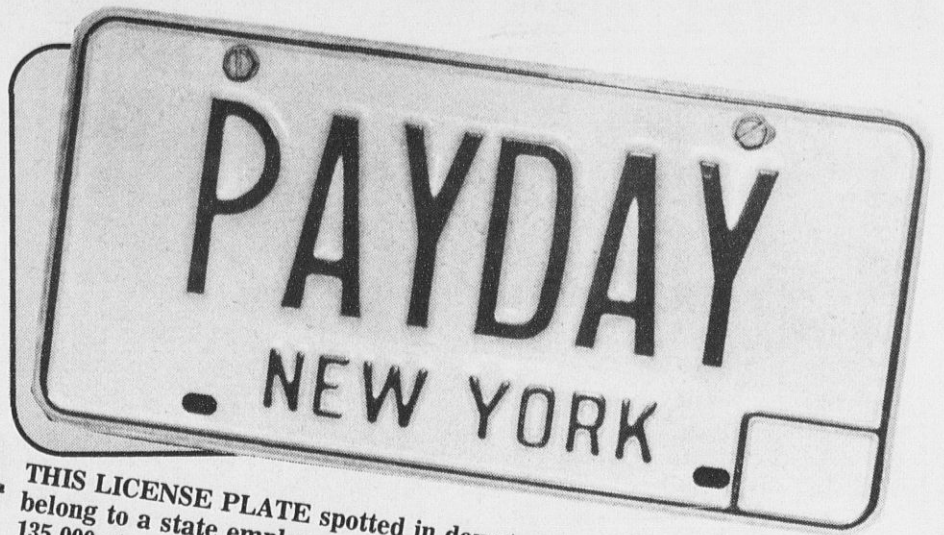


**THE BABYLON TOWN UNIT** of CSEA Suffolk County Local 852 recently settled on a three-year pact. Unit members and town officials celebrate the contract signing. They are, from left, unit negotiation team member Marie Pickles Amato, Unit President Catherine Green, unit negotiating team members Muriel Schechtel and Cynthia Nester, Babylon Town Supervisor Anthony Noto, Personnel Director Fred Gallagher and unit negotiating team member Edie Rowe.



**SUNY DELHI FACULTY STUDENT ASSOCIATION LOCAL 628** recently signed a three-year agreement. At the signing are, from left, seated, Local 628 President Corinne Oliver, Negotiator Joseph Greenfield and CSEA Field Representative Jerry Phelan; standing, Manager Dan Ryan, Negotiator Robert Goldsmith, Local 628 Treasurer William Vigus and Local 628 Secretary Linda Pipa.

# State payday was in doubt 'til the last minute—again



THIS LICENSE PLATE spotted in downtown Albany may or may not belong to a state employee, but it sums up nicely what April 1 became for 135,000 state workers who were left in doubt for days due to the annual budget battle in the Legislature.

About 135,000 state employees were left dangling like puppets on a string last week, waiting to see if April 1 would be a payday or turn out to be an "April Fool's" joke.

It marked the second consecutive year in which state workers became unwilling pawns as members of the State Legislature and Gov. Cuomo argued over a new state budget for the fiscal year which began April 1.

With scant days to go to the April 1 deadline legislative leaders were saying publicly that a new budget was unlikely to be in place on time, prompting State Comptroller Edward V. Regan to announce paychecks could not go out as scheduled on April 1 without a budget in place.

But with about 48 hours to go, the governor's office announced that a special spending bill, with bipartisan support in the Legislature, would be enacted to provide for meeting the April 1 payroll for about 135,000 state workers paid under the Administrative payroll, whether or not the new state budget was in place.

As it turned out, Wednesday April 1 was a payday for the vast majority of employees, but a sort of "joke" on many in outlying areas where paychecks arrived late due to distribution problems.

Last year the Legislature passed the state operations budget on April 2, one day before a scheduled payday. And although virtually all employees were paid that day, many received their checks very late in the day.

As happened this year, and in many other years in which the budget was adopted after the April 1 start of the new fiscal year, state employees were left wondering if they would be paid, and when.

An additional 93,000 state workers paid under the Institutional payroll a week after the Administrative payroll are not expected to be affected in any way by this year's budget battle.

In addition to the 6 percent pay raises which became effective April 1 for CSEA-represented state employees under terms of the current CSEA/state contracts (as reported in the previous issue of *The Public Sector*), location pay also increased for state workers in certain areas effective the same date.

Location pay for state employees in the New York City, Nassau, Rockland, Suffolk and Westchester counties area increased from \$406 to \$602.

State workers paid on the Institutional payroll will see the increases in the April 23 paychecks and those on the Administrative payroll will receive the increases in paychecks dated April 29.

## Personnel practices at SUNY slammed

ALBANY — "A private patronage network" is how CSEA board member Pat Crandall describes the State University of New York's personnel practices.

Crandall recently testified at a SUNY public hearing where she blasted "unenlightened" practices that "perpetuate a caste system."

She said the SUNY Chancellor currently has the power to remove positions from the classified to the unclassified service, which means he can hire or promote at will.

For example:

Two employees, working side-by-side, doing the same job can be earning vastly

different salaries. The better-connected employee, enjoying unclassified service, will earn more money.

She cited the case of a grade 7 typist in the classified service with a \$14,303 starting salary compared to "another typist in the unclassified service and enjoying the exalted title of assistant to the vice president for student affairs" with a \$20,025 starting salary.

Crandall also told SUNY trustees that a 1986 study of the state's classification system backs her up.

She noted that the independent consulting firm of Arthur Young found that four open-ended SUNY job titles covered 63 percent of employees participating in the study. The consultant also suggested that if the study were expanded, even more abuses would be found.

Crandall concluded that existing personnel practices are "out of control" and is demanding:

1. All promotions be based strictly on merit, fitness and seniority;
2. Positions currently unclassified be returned to the classified service; and
3. The patronage system be ended.



PAT CRANDALL

## Donohue urges Long Islanders to support the March of Dimes WalkAmerica

Dear CSEA Brothers and Sisters:

It's time for us to ready our sneakers, pull out our favorite sweat socks and join the March of Dimes in the fight against birth defects.

CSEA statewide President William L. McGowan has been honored as March of Dimes Labor Man for 1987. Let's stand up to that honor and walk for those who can't.

"WalkAmerica" is scheduled for Sunday, April 26. CSEA will have tables set up in Nassau and Suffolk counties, and CSEA participants will receive hats and t-shirts.

Sign-in time is 8 a.m., and step-off is at 8:30. In Suffolk, the walk will take place at the Hauppauge High School. In Nassau, it will be held in Eisenhower Park.

Please call the March of Dimes at (516) 496-2100, Ext. 34, to request your sponsor sheet. And be sure to tell them you're on the CSEA team!

In unionism, I remain,

Fraternally yours,  
DANNY DONOHUE  
CSEA Region I President

# PCBs — Least of the problem

FORT EDWARD — CSEA's disclosure that toxic sludge dredged from the Hudson River in the Fort Edward area contains far more dangerous materials than polychlorinated biphenyls (PCBs) is generating controversy and closer examination by the state, media, environmentalists and the union.

But many serious questions remain unanswered.

As reported in *The Public Sector*, CSEA's involvement began after it was learned the Department of Transportation (DOT) was surveying workers about their involvement with the dredging projects in the mid-1970s.

That survey was undertaken when DOT became alarmed over an apparently high cancer rate among employees.

The State Health Department is reviewing the surveys at DOT request.

The river sludge reportedly was sifted and dried, then used for road sanding and as landfill before it was discovered to be toxic. Many workers handled the sludge without any protective equipment or clothing.

The Health Department previously reviewed those circumstances and found no cause for concern in the late-1970s.

The toxics were dumped into the river over many years by area industry, but only General Electric's PCB dumping gained widespread notoriety.

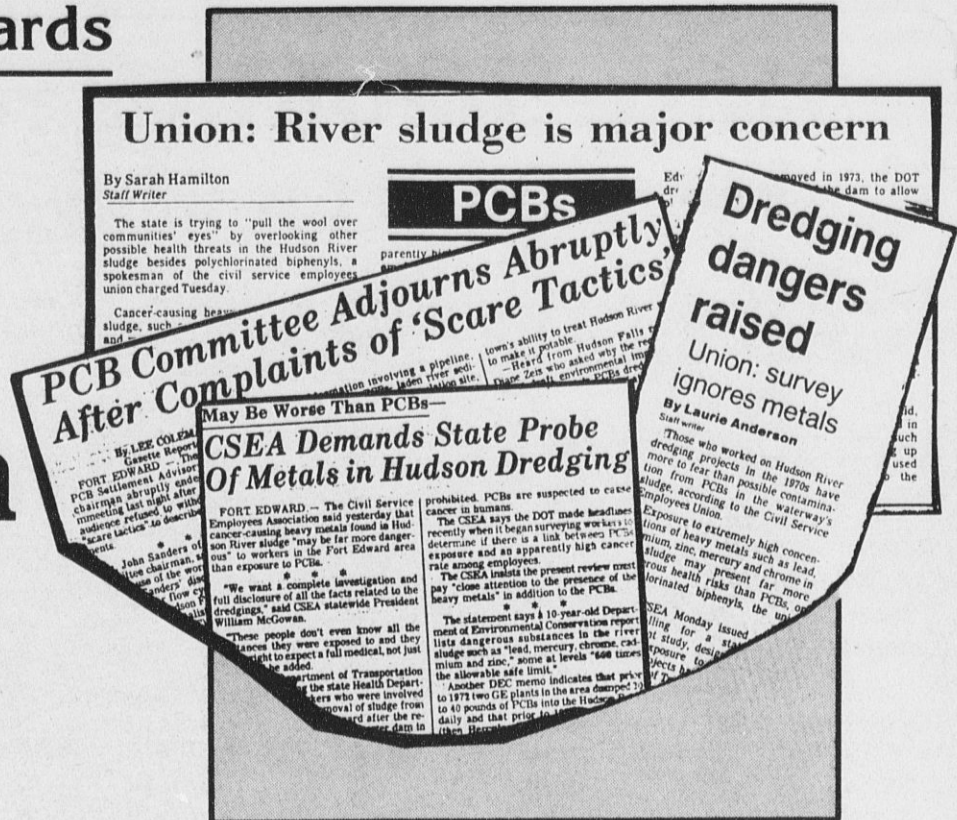
"DOT management was not too happy with CSEA exposing the situation to the public," a source close to the situation reports. "But members and even the general public reacted positively."

It has since been learned that DOT is conducting interviews with surviving family members of deceased workers to find out if they had been involved in the various dredging operations.

The union is also looking into whether similar situations may exist in other locations across the state.

Meanwhile, CSEA's insistence on a complete and thorough physical for workers to check for the "whole alphabet of toxic materials including herbicides, PCBs and other cancer-causing chemicals" is gaining support from some DOT officials.

"The problem right now is that management is looking for someone to point a finger at and they're looking in a mirror," the source said.



Still, there are intriguing aspects of the situation that are not yet clear.

For instance, the cancer-causing heavy metals found in the sludge are not even part of the Health Department's review.

State Department of Environmental Conservation (Encon) documents indicate that while General Electric was dumping 20-30 pounds of PCBs a day into the Hudson in the early 1970s, a CIBA-Geigy facility in the area was discharging nearly 2,000 pounds of lead chromate per day.

A 1975 report by the National Center for Disease Control directly links exposure to lead chromate with lung cancer.

Since the Health Department should certainly have this information, CSEA wants to know why Health is making no effort to review the possible adverse effects of any substance other than PCBs?

A direct link between PCBs and cancer in people has never been fully proven.

CSEA would also like to know why the state raised such a furor over PCB contamination of the Hudson, but apparently looked the other way on the lead chromate dumping, which may be far worse?

There is also no effort underway to fully investigate the presence of dozens of other toxics in the Hudson, even though state and federal reports document their presence. For example, a federal report indicates dangerous levels of the deadly chemical dioxin have been found in Hudson River fish.

CSEA wants to know why the state is not conducting a thorough investigation of these circumstances, now that it is clear workers who were unknowingly exposed may be paying with their lives for lax pollution enforcement?

So far the state isn't answering.

## CSEA efforts help avert Labor layoffs, again



ALBANY — Several hundred Department of Labor employees facing layoffs went home April 1 thinking it was their last day of work. But a stopgap measure agreed to that evening by the governor and legislative leaders won them a reprieve until June 30.

An estimated \$2 million was found to save the jobs while officials try to place the workers in other agencies.

Initially 250 CSEA members faced possible layoffs because of a \$30.2 million federal cutback. But union efforts helped place scores of workers so that by April 1 only about 50 members were still in jeopardy. CSEA is confident most of them will be placed in other jobs by June 30.

Meanwhile, congressional committees have restored \$27 million in funding cut from the department, but the additional money is not expected to be approved until summer.

The *Public Sector* will have full coverage next issue.

MAKING LABOR A TOP PRIORITY . . . are from left, CSEA Political Action Director of Operations Joyce Dimitri; AFSCME Legislative Director Welsh; Department of Labor Board Member Jeanne Lyons; Region III PAC Chairman Alex Hogg; Region IV PAC Chairman Bill Burdick; all pictured during a recent Washington briefing.



# State smoking rules start May 7

## CSEA pushes for fair worksite implementation

The nation's toughest smoking regulations take effect in New York state next month, but a lot of burning issues will still be left smoldering and the overall picture will remain hazy.

"CSEA wants to help clear the air," said CSEA statewide President William L. McGowan, himself a "sometimes smoker" whose trademark is an ever-present cigar which he alternately smokes and chomps unlit.

The Public Health Council says it adopted the stringent regulations sharply limiting tobacco smoking in public places, including worksites, "to preserve and improve the public health by limiting the exposure of the public to tobacco smoke."

"Personally, I think this is a damn good regulation, if you look at it strictly from its intentions," McGowan said.

"But from a practical standpoint, it is fraught with problems in implementation and enforcement. Regardless of its good intentions, we have a duty to ensure that in their haste to stomp out the cigarette, they don't trample the rights of individuals," according to the union chief.

CSEA represents a quarter of a million employees in thousands of work locations throughout the state, virtually all of which will be covered by the new smoking regulations.

"We recognize that the regulations are mandatory, and we agree with the conclusions about the dangers of smoking and second-hand smoke to non-smokers that led to the regulations being adopted," McGowan said.

"But we also have an obligation to protect the rights of all our members — smokers and non-smokers — by seeing that the regulations are properly applied. That's why CSEA is attempting to work with management to negotiate how the policy will be applied in every workplace where we represent employees," the union president said.

"It's to management's advantage to work with us, to negotiate with us how the regulations will be applied," McGowan said. "I think it'll make the changes go smoother and it'll certainly cut down on the number of grievances that could be filed if management applies the policy in an arbitrary manner."

## At work . . .

When they go into effect May 7, the Public Health Council's smoking regulations will allow non-smokers to work without suffering from co-workers' cigarette smoke. That means smoking is prohibited in areas where both smokers and non-smokers work or meet together.

The regulations don't prevent an employer from declaring the whole workplace smoke-free. The employer must also attempt to comply with requests from non-smoking employees who work in areas where smoking is allowed by non-employees.

The first regulation requires the employer to adopt a written policy. That policy must be posted and written copies available to employees at their request.

The policy must include the following:

- \* Smoking will be prohibited in any enclosed work area unless all the workers there smoke.
- \* Smoking is prohibited in auditoriums, classrooms, conference rooms, meeting rooms, elevators, hallways, restrooms, employee medical facilities and rooms or areas containing equipment that is used by employees.
- \* Non-smoking areas must be provided in cafeterias, lunchrooms and employee lounges, and they must be able to accommodate demand. The regulations say that if 70 percent of the area is designated for non-smokers, then the demand is considered to have been met.
- \* Employers can designate rooms that are closed to the public as smoking rooms for employees.

## In public . . .

If you're a smoker, you'd better be prepared for May 7. That's when the new Public Health Council smoking restrictions take effect.

They reach far beyond the workplace and into virtually every area where both smokers and non-smokers congregate, from restaurants and bowling alleys to courthouses and clubhouses.

The restrictions say that, "except as otherwise permitted by this part, no person shall smoke or carry a lighted cigar, cigarette, pipe or any other form of smoking object or device in any indoor area open to the public," and continues to list the places where smoking is prohibited.

To help you see how you might be affected, the following list includes some of the areas where smoking is restricted under the regulations:

- \* taxicabs and limousines;
  - \* all schools;
  - \* hospitals and other facilities which provide residential health care — although residents may be allowed to smoke in designated areas;
  - \* arenas, auditoriums, clubhouses, courthouses, stadiums, elevators, gymnasiums, restrooms, waiting rooms and waiting areas, spas and health clubs, enclosed areas with swimming pools, food markets, stores, banks and other commercial service establishments.
- There are exceptions, but for the most part, you can prepare yourself for fewer cigarettes in public if you are a smoker, and less second-hand smoke if you aren't.

BLOWING SMOKE . . .  
SEE CARTOON, PAGE 14



# PRESERVING PARADISE

## Clay Pit Ponds Park keeps Staten Island urban growth at bay

By Lilly Gioia

CSEA Communications Associate

**S**TATEN ISLAND — They are young, upwardly mobile and they work not far from Wall Street. Yet they definitely don't



RECREATION AIDE Reba Wynn uses skis to patrol nature trails during winter months at Clay Pit Ponds Park Preserve.

fit the picture of typical New York City "yuppies."

The small group of CSEA members who staff Clay Pit Ponds Park Preserve, the Big Apple's newest state park, are, indeed, upwardly mobile. Seven days a week they climb along hiking trails and patrol bridle paths in a nature preserve tucked away in the southwestern corner of an otherwise heavily populated Staten Island.

A typical day at the preserve recently found 28-year-old Rich Speidel, state park naturalist and CSEA member, escorting a group of wide-eyed first graders along scenic trails in search of animal tracks and bird nests.

"I'm not in this kind of work for the money," says Speidel, who holds a degree in natural resources conservation, fish and wildlife management from Cornell University.

Trekking through snowy woodlands with a dozen six and seven-year-old city kids, it was obvious that Speidel enjoys sharing his love of nature and respect for the environment with his pint-sized companions.

"The whole reason why I chose this career is because I realized how important our natural resources are and that as people we need the natural world for our survival," he said. With more than 350,000 Staten Islanders living in the city's third largest and fastest growing county, Speidel believes that "especially in this area, it's important to try to preserve whatever land we can."

Former CSEA member Jim McGowan has been the park manager since September 1985, when he was promoted from the ranks of CSEA's Operational Services Unit to the top post.

McGowan differentiates between "recreational" parks and park "preserves." Clay Pit Ponds Park Preserve, which opened to the public in late 1980, is one of only three designated preserve areas within New York State. The other two preserves are Connetquot River Preserve on Long Island and Rockefeller Preserve in Westchester County. The Parks Commission defines preserves as natural areas with sensitive ecosystems that can only tolerate limited use by humans.

Preserves are maintained in their natural state as much as possible and the focus is essentially on educational uses.

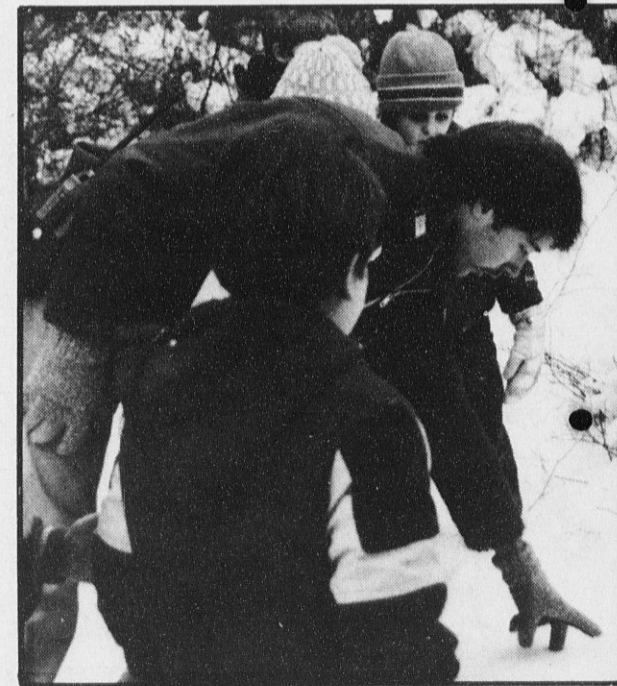
Ten years ago, when he was a 20-year-old environmental science major attending Plattsburg State College, McGowan became aware of a campaign on his native Staten Island to save the pine oak woods and



wildlife sanctuary on the island's southwestern tip. Because of their natural beauty and proximity to metropolitan New York City, park lands on Staten Island were and are prime targets of real estate developers. McGowan joined in the efforts of the 7,000-member Protectors of the Pine Oak Woods Inc. to save the wetlands for future generations.

Largely because of those efforts, 90 acres of the land became designated as "freshwater wetlands" by the Department of Environmental Conservation in 1976.

The uniqueness of the property is now legislatively recognized and protected under the 1980 New York State Historic



RICH SPEIDEL, a conservation education assistant, points out animal tracks in the snow to a school class touring the Preserve, above, and checks out the park's chicken house in photo at right.



YOUNGSTERS FROM A STATEN ISLAND SCHOOL listen to state park naturalist Rich Speidel as they watch for wildlife during a nature tour.

Preservation Act, which designated Clay Pit Ponds as among "lands of special natural beauty, wilderness character or geological, ecological or historic significance for future generations."

The area is noted for its rich deposits of clay, discovered in the 1800s and converted into millions of clay bricks used to construct buildings all around New York City. That incessant clay digging created the massive pits and ponds from which the park takes its name.

Staten Island is a part of the Atlantic flyway, and its ponds and wetlands provide important feeding, breeding and wintering grounds for several species of hawks and song birds, some considered endangered. Some 138 species of birds, 14 species of

mammals, 12 of reptiles and seven of amphibians have been identified within the preserve area.

The comparison is obvious — in New York City where the state's largest population of people is concentrated within the smallest land area, migrating and permanent wildlife are guaranteed open living space because enough people cared to preserve and protect it.

McGowan also notes that the Clay Pits Ponds area is designated as "archaeologically sensitive" because many Indian artifacts continue to be discovered on park preserve land.

Although he has devoted a tremendous number of hours over the years to help develop the land and plan for its future, McGowan takes little personal credit, simply saying, "You try to do the job. It's something good for the future and that's one of the reasons I wanted to do this."

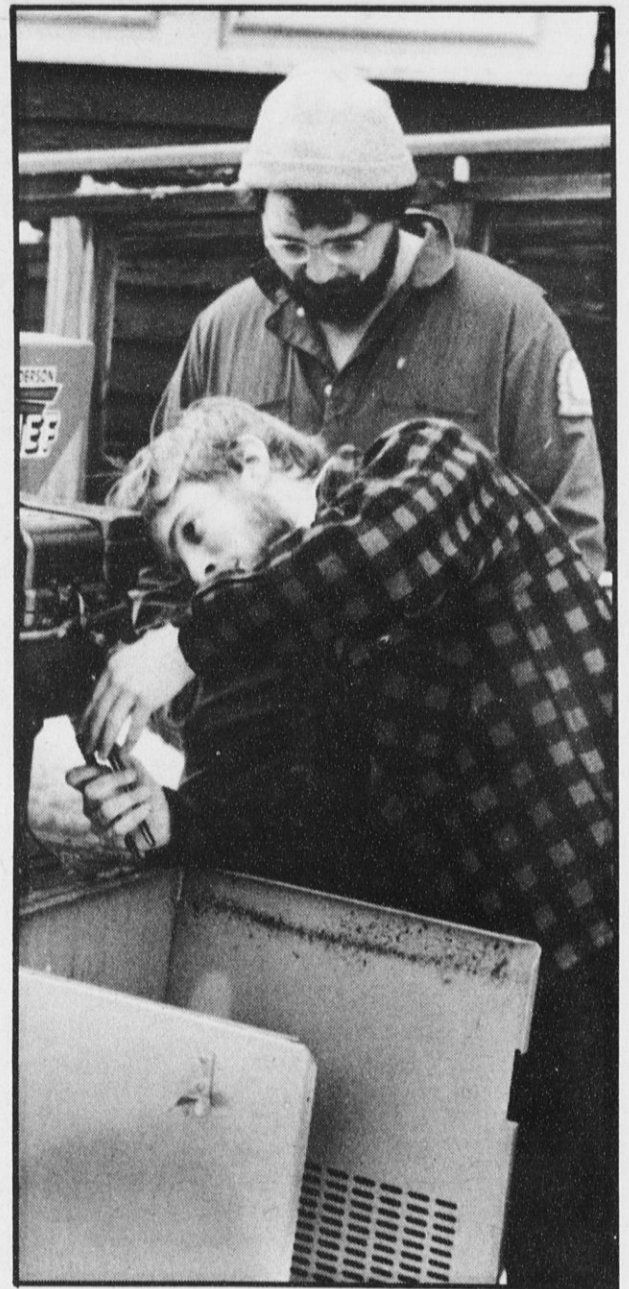
Restoring sections of preserve farmland and historic farm houses on the property has been painfully slow. But last June the State Parks Commission approved a new management plan that should speed the needed improvements.

Meanwhile, in addition to regular tours for school and other groups, an innovative program developed by preserve staff enables parents and pre-schoolers to learn together about the mysteries of nature by participating in the Early Childhood Program. During the winter, the storytelling is conducted around the big woodburning stove at the park house.

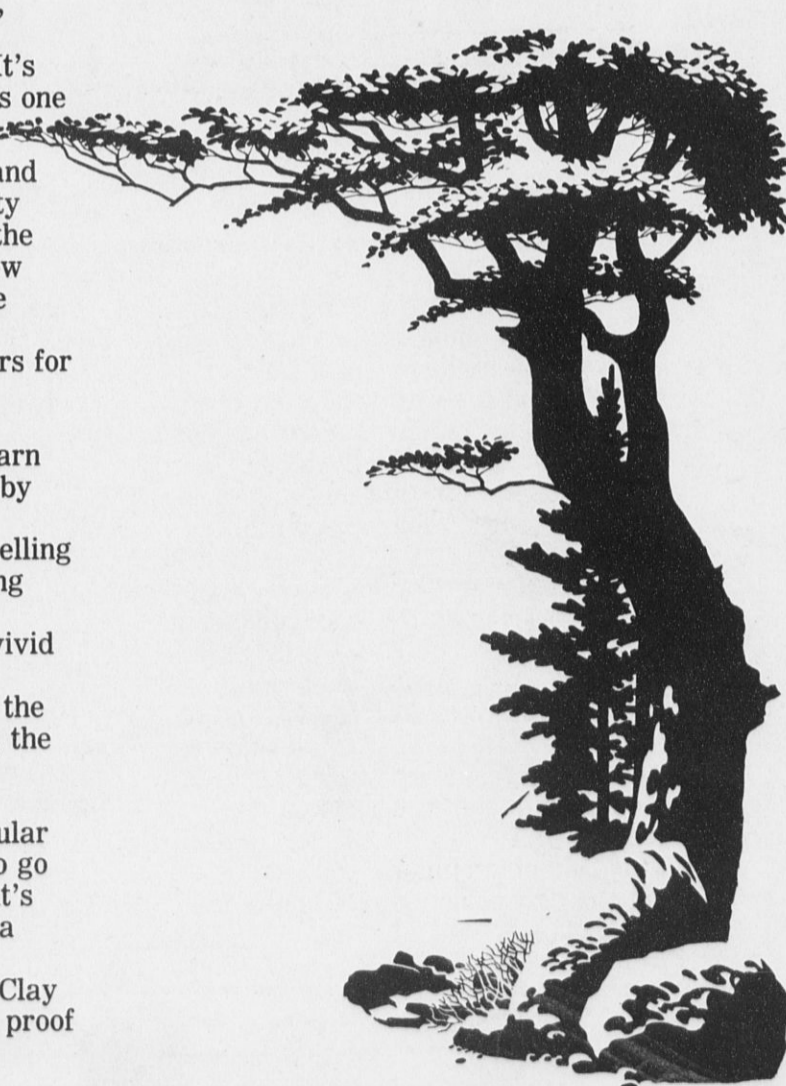
The luxuriant Preserve foliage is in vivid contrast to the rush of new home construction and landfills which end at the park's border. At Clay Pit Ponds Park, the escape to nature is close at hand and exhilarating.

Several years ago the lyrics of a popular song lamented "don't it always seem to go — you don't know what you've got till it's gone. They paved paradise and put up a parking lot."

One visit to the deep, quiet woods of Clay Pit Ponds Park Preserve is convincing proof that, even in New York City, it doesn't HAVE to be that way.



PARK MANAGER JIM MCGOWAN, rear, watches Park Maintenance Assistant Peter Van Cott work on a piece of equipment.



# They want two hours for too little pay

Compiled by Daniel X. Campbell  
CSEA Communications Associate

SARATOGA SPRINGS — When winter's snow leaves this vacationer's paradise, the influx of visitors isn't far behind. But unless the attitude of the Saratoga Springs City Council changes, visitors to this resort community might be greeted with paid advertisements in area publications warning them about labor problems within city hall.

And if a tourist visits city hall, he or she is apt to see employees there wearing stickers noting that the city fails to live up to its legal contract or comply with a legal order to do so.

Paid advertising and the wearing of stickers by city hall employees are but two of several ways CSEA says it plans to make the general community aware of how the city has failed to honor a contract with CSEA that the city council ratified a year ago.

The city council ratified a two-year contract covering members of the Saratoga

Springs City Hall CSEA Unit last April but then failed to implement the agreement. CSEA filed charges of bad faith bargaining against the city, and a state Public Employment Relations Board (PERB) hearing officer ordered the city to honor its contract. The city has since decided to appeal that decision to the full PERB board.

"That's nothing but a stalling tactic and a waste of city taxpayers' money," says a union spokesperson. "The issue has been decided, the council did ratify the agreement . . . they even had it typed up. So the appeal is just a sham."

At the heart of the dispute is how many hours per week city hall employees are to work. Under the disputed contract, about one-half of the approximately 65 city hall employees work 33 hours per week in staggered shifts to provide 40-hour-per-week coverage in city hall, Monday through Friday. Saturday hours, which were

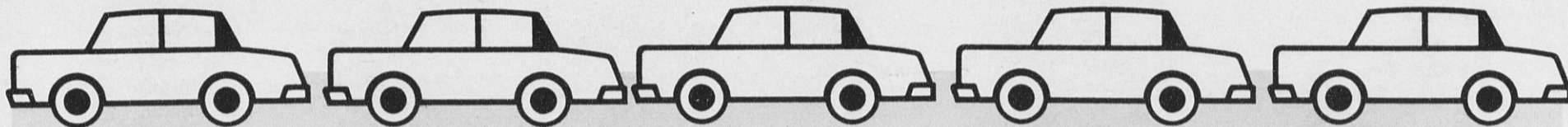


STICKERS LIKE THIS are starting to be worn by Saratoga Springs city hall employees. The sticker is part of a program of educating the general public about the city's failure to honor a contract it had ratified with CSEA.

previously worked, were dropped under the new contract.

But the city claims, after it had ratified the 33-hour workweek, that it intended employees to work 35-hour workweeks in exchange for eliminating the Saturday hours, and now wants employees to work two extra hours per week without any increase in compensation.

Noting that PERB has already upheld CSEA's version of the agreement, a union spokesman said the employees are willing to work a 35-hour workweek but must be compensated for 35 hours, not 33 hours.



## PARKING CRUNCH

## Permit plan is pushing people to the limits

ALBANY — A controversial city parking permit plan that has forced state employees and other non-residents to attempt to find parking spaces on city streets far from their worksites has once again come under attack by CSEA.

A CSEA representative told members of an Albany Common Council committee recently that the permit plan has caused extreme problems for people who work in the city, particularly the huge government office complexes. The Empire Plaza complex, to which thousands of public employees commute daily, is located at the center of a large area of downtown Albany where resident parking permits are required in order to park on city streets.

CSEA and other unions and groups fought the city prior to inception of the

parking plan, and the city has since enlarged and changed the original boundaries of the area reserved for permit parking only.

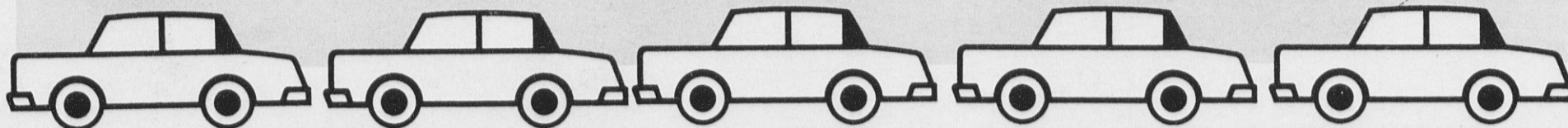
The CSEA spokesperson told the city council members conducting a public hearing on plans for the latest revision of the area that the union will seek to have the Appellate Division of State Supreme Court overturn the parking plan as being beyond the scope of the city's original permit program.

The union representative said that as the city pushes back the area requiring permits it causes additional problems for people who must commute into the city to work.

"This forced migration causes problems for the workers ranging from fears of

possible physical abuse, mugging and rape, to on-the-job problems relative to late arrivals, etc." And it forces many employees to forfeit overtime and promotional opportunities because lack of parking requires them to resort to car pools and shuttle buses for transportation, according to the CSEA spokesperson.

CSEA continues to work with the state in efforts to create additional state parking lots to ease the problems, but no definite solutions have yet been found. Meanwhile, the union spokesperson said, expanding the permit area coupled with construction of a massive new civic center in the downtown area only adds to the woes already created by the plan, and CSEA remains staunchly opposed to the plan in its entirety.



# Getting help: Nassau County Local and management support Employee Counseling Service

In Nassau County, employees who have a problem have a place to turn — the Employee Counseling Service (ECS).

Supported by labor and management, the service helps county employees whose personal problems, including alcohol and drug abuse, that may affect work performance.

"This joint venture has the support of labor and management," said Nassau County CSEA Local 830 President Jerome P. Donahue. "ECS is the appropriate treatment vehicle for bringing troubled colleagues back into the workplace as healthy, productive people."

Labor and management recently got together to back the program at a breakfast sponsored by the union in Westbury.

About 100 CSEA unit presidents and

officials, county officials and agency heads and ECS staff from the Department of Drug and Alcohol Addiction attended the annual event.

During the breakfast, ECS Director Bill Douglas and his staff dramatized situations

to illustrate when a co-worker might need some help through a referral to ECS.

The program was also designed to help those present respond constructively to failing job performance and to encourage troubled employees to get help at ECS.



PLANNING THE AGENDA for the recent CSEA breakfast in support of the Employee Counseling Service in Nassau County were, from left, Harold E. Adams, commissioner of Nassau County Department of Drug and Alcohol Rehabilitation; Rita Wallace, executive vice president of CSEA Nassau County Local 830; Thomas Gulotta, county executive; and William A. Douglas, director of ECS.

**"ECS is the appropriate treatment vehicle for bringing troubled colleagues back into the workplace as healthy, productive people."**

## Region V sets grievance classes

A series of orientation programs to certify members as CSEA grievance representatives has begun at various locations throughout Central Region V.

The three-hour programs, presented by CSEA's Education Department, are designed specifically for members who handle grievances. They will address a number of most commonly asked questions concerning the proper steps needed to effectively process grievances.

All program participants will receive a copy of the *Grievance Procedure Handbook* and *Revised Stewards Manual*. Those attending should bring a copy of their own contract.

The first session was held March 29 in Binghamton. The remainder of the schedule is as follows:

April 13	Syracuse	LeMoyne Manor,
April 15	Hornell	State Office Building
April 29	Watertown	Ramada Inn
April 30	Potsdam	SUNY Potsdam Raymond Hall
May 2	Lake Placid	Holiday Inn
May 5	Utica	Mohawk Valley Community College Payne Hall

Registration for the Hornell session is at 6:30 p.m., with the program beginning at 7. Registration for the Lake Placid session is at 9 a.m., with the program running from 9:30 a.m. to 1:30 p.m. For all other sessions, registration begins at 5:45 p.m. and the sessions run from 6:30 to 9:30 p.m.

Registration forms are available through the Region V office, Suite 308, 290 Elwood Davis Road, Liverpool, N.Y. 13088.

## CSEA now accepting job applications

ALBANY — CSEA is currently accepting applications for the following positions:

**Assistant Director of Research (Albany)** — Minimum qualifications include bachelor's degree (at least 15 hours mathematics, economics, statistics) or five years research experience with one year in a supervisory role;

**Assistant Contract Administrators (Albany)** — Minimum qualifications include bachelor's degree or three years responsible work experience involving public contact or a combination thereof;

**Field Representative (Rochester)** — Minimum qualifications

include bachelor's degree or three years responsible work experience in personnel, labor relations or related field; driver's license and car for business use required;

**Health and Safety Specialist (Syracuse)** — Minimum qualifications include bachelor's or associate's degree in related field or three years experience of an investigatory/safety nature; driver's license and car for business use required.

Submit resumes immediately to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224.

CSEA is an equal opportunity employer.

# Prison workers protest unequal starting wages

STORMVILLE—State prison employees who work in the Hudson Valley are protesting an unfair system that provides step 4 salaries to certain entry-level employees.

Greenhaven Prison CSEA Local 158 President Chuck Cipriani said that typists and stenographers at Sing Sing Correctional Facility in Ossining start at more than \$14,000 per year, while those in other area prisons start at \$11,000. Ossining officials say they received authorization to offer the higher starting wage because they had problems attracting job applicants.

Some former Ossining employees have transferred to other area facilities and are making more than the employees who have been there for years.

The workers have started a petition drive to protest the system. Anyone who is interested in starting their own petition drive may contact Cipriani, c/o Greenhaven Local 158, P.O. Box 108, Stormville, N.Y. 12582.



**SIGN HERE** — Greenhaven employee Carol Leight passes a petition to Kay Wysocki to sign. When the petitions are completed, they will be sent to state officials to protest the inequities in salaries for typists and stenographers at area prisons.



# Reg. III PAC

## Making a difference

### CSEA lobby moves ahead

TARRYTOWN — Public and private sector labor union political action committees (PACs) accounted for 30 percent of the PAC money donated to New York political candidates in 1984.

According to Tom Haley, CSEA's political action and legislative department director, 25 labor union PACs are among the top 100 in the state that support candidates and lobbying efforts in New York. CSEA is among the top five.

The state's largest public employee union has an impact in Albany, Haley said at a recent Political Action Committee Conference in Tarrytown.

"CSEA has come a long way in a short time," he said. "It's not so simple to say 'legislation should be passed because it's right.' We do well."

Inroads are being made on the local level, Haley emphasized, but more than grassroots efforts are needed to make significant progress.

But one member said local politicians often count on voter apathy to get re-elected.

"A grassroots effort that raises the consciousness of voters can make a significant difference," she observed. "You can scare the hell out of a do-nothing incumbent with a union endorsement and a phone bank staffed by union activists."



GETTING DOWN TO BUSINESS — Region III Political Action Committee members Janice McGuinness and Ed Carafa talk with Assemblyman Terrence M. Zelesky of Yonkers. They were among about 70 PAC members and legislators at a recent Region III PAC dinner in Albany.

## Activists learn to use political clout

TARRYTOWN — "We are dependent on you to tell us what we ought to do."

That's what AFSCME Political Representative Andrea Strader told those who attended the Region III Political Action Committee (PAC) Conference recently.

Public sector jobs are directly dependent on federal funding, she said. "Washington can kill you," she warned.

Emphasizing the importance of member involvement, Strader advised the activists to organize grassroots support for their objectives.

"Establish goals," she said. "These must be stressed." Strader said that "opinion leaders" can help get members' support.

"Solicit support from your union president, public relations department, shop

stewards and other community leaders," she urged.

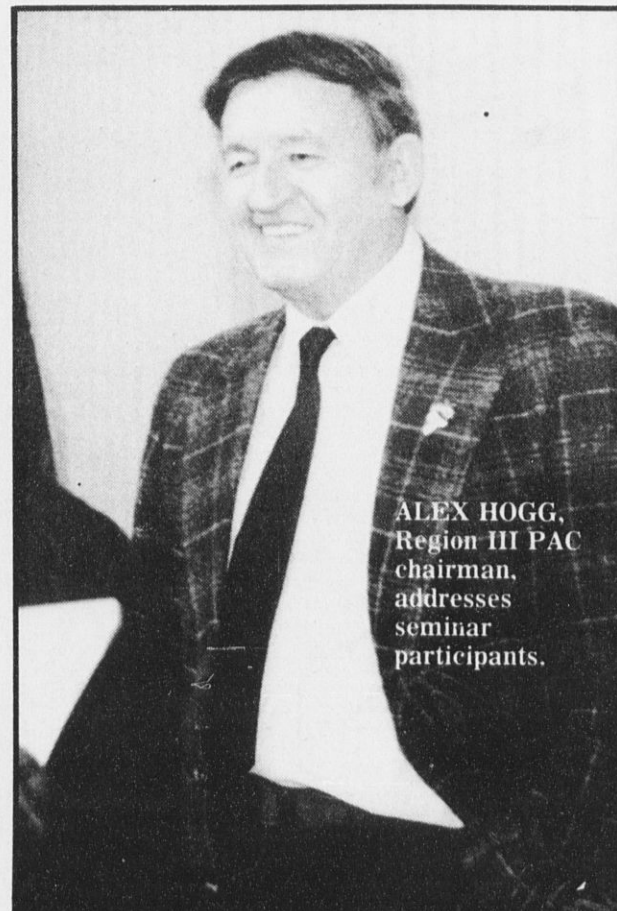
She gave other tips, including:

- \* meet with elected officials when they're home; get to know them;
- \* use a public relations approach;
- \* keep in touch with the local media;
- \* call on allies in organized labor;
- \* when legislation is coming up for a vote, keep in touch with your Congressional representatives;
- \* send letters — make them one page or less on one subject and include the bill name and number; be factual; don't rely on form letters or pre-printed cards.

"You have tremendous clout," Strader said. "Use it!"



LISTENING INTENTLY, members of the Region III PAC pick up lobbying tips at a recent seminar in Tarrytown.



ALEX HOGG, Region III PAC chairman, addresses seminar participants.

# FINANCIAL STATEMENTS

The financial statements of CSEA Inc. for the year ending September 30, 1986, are published in this issue of *The Public Sector* along with comparative figures from the previous year. The report of Cooper and Lybrand, our independent certified public accountants, and a report from the Special Audit Committee is also published in this issue.

The combined statements of Fund Balance and Expenses indicate that expenditures exceeded revenues by \$1,194,103 compared to a loss of \$891,163 for the prior year. At September 30, 1986, the net worth of CSEA, including restricted plant and contingency funds, was \$12,800,000.

MARY E. SULLIVAN  
CSEA Statewide Treasurer

WILLIAM L. MCGOWAN  
CSEA Statewide President

## REPORT OF INDEPENDENT ACCOUNTANTS

To the Officers and Directors  
THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the balance sheets of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. for the General Fund and Insurance Fund as of September 30, 1986 and 1985, and the related statements of revenues, expenses and changes in fund balances and changes in financial position for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1986 and 1985, and the results of its operations and changes in its financial position for the years then ended in conformity with generally accepted accounting principles applied on a consistent basis.

Albany, New York  
January 16, 1987

*Cooper & Lybrand*

## THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. GENERAL FUND BALANCE SHEETS as of September 30, 1986 and 1985

ASSETS	1986	1985
<b>CURRENT ASSETS</b>		
Cash and cash equivalents - Note 2	\$ 6,927,886	\$ 6,747,283
Short-term investments - Note 3	4,557,896	1,787,520
Membership dues and agency fees receivable	965,200	899,796
Due from Insurance Fund	261,280	167,751
Miscellaneous receivables	449,556	531,536
Prepaid expenses	118,089	98,167
Total current assets	<u>13,279,907</u>	<u>10,232,053</u>
<b>PROPERTY, PLANT AND EQUIPMENT</b>		
Land	1,096,000	971,000
Office buildings	3,745,529	3,294,963
Furniture and equipment	1,297,944	1,471,647
Real estate held for sale		1,120,399
	<u>6,139,473</u>	<u>6,858,009</u>
Less accumulated depreciation	( 723,507)	( 993,392)
	<u>5,415,966</u>	<u>5,864,617</u>
<b>OTHER ASSETS</b>		
Certificate of deposit - Note 2		400,000
Long-term investments - Note 3	4,088,949	6,528,760
Deposits		21,000
Cash surrender value - officers' life insurance	95,370	28,000
	<u>4,184,319</u>	<u>6,977,760</u>
	<u>\$22,880,192</u>	<u>\$23,074,430</u>
<b>LIABILITIES AND FUND BALANCES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 778,018	\$ 972,886
Compensated absences	476,612	462,221
AFSCME per capita dues	894,591	843,933
Due to locals for share of dues	3,154,922	2,770,728
Advances due to Labor Education Action Program	786,062	
Current maturities of long-term debt - Note 9	88,343	80,569
Total current liabilities	<u>6,178,548</u>	<u>5,130,337</u>
<b>LONG-TERM DEBT - Note 9</b>		
DEFERRED COMPENSATION LIABILITY - Note 7	3,748,990	3,837,336
COMMITMENTS AND CONTINGENT LIABILITIES - Notes 5, 8 and 10	142,000	102,000
<b>FUND BALANCES</b>		
Fund for general operations and working capital:		
Undesignated	1,824,746	3,531,766
Designated by the governing board to offset future dues increases	4,500,000	4,500,000
	<u>6,324,746</u>	<u>8,031,766</u>
Fund for contingency	3,880,456	3,822,287
Fund for building and equipment investment	1,026,819	801,129
Fund for additions to building and equipment	1,578,633	1,349,575
	<u>12,810,654</u>	<u>14,004,757</u>
	<u>\$22,880,192</u>	<u>\$23,074,430</u>

## THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statements of GENERAL FUND REVENUES, EXPENSES, AND CHANGES IN FUND BALANCES for the years ended September 30, 1986 and 1985

	Fund for General Operations and Working Capital	Fund for Contingency	Other Funds	1986 Total	1985 Total
<b>Revenues:</b>					
Dues and fees:					
State	\$16,720,422	\$	\$	\$16,720,422	\$15,671,271
Local government	13,732,238			13,732,238	13,750,255
	<u>30,452,660</u>			<u>30,452,660</u>	<u>29,421,526</u>
<b>Less:</b>					
Refunds to locals	4,987,119			4,987,119	4,844,308
Political Action provisions - Note 6	925,221			925,221	854,801
Affiliation dues - Note 5	10,421,950			10,421,950	10,005,750
	<u>16,334,290</u>			<u>16,334,290</u>	<u>15,704,859</u>
	14,118,370			14,118,370	13,716,667
<b>Insurance Fund reimbursement of expenses - Note 4</b>					
Labor Education Action Program Grants	553,479			553,479	426,000
Health Benefits Program Grant	1,493,894			1,493,894	1,607,120
AFSCME Grants - Note 5	183,025			183,025	
Investment income - Note 3	650,005			650,005	491,657
Gain on sale of assets	949,718	250,282	108,144	1,308,144	1,922,167
Income from other sources	76,946		194,923	194,923	
	<u>76,946</u>		<u>76,946</u>	<u>76,946</u>	<u>58,453</u>
	<u>18,025,437</u>	<u>250,282</u>	<u>303,067</u>	<u>18,578,786</u>	<u>18,222,064</u>
<b>Expenses:</b>					
Employees' pension and group life insurance costs	1,042,934			1,042,934	1,003,407
Salaries, payroll taxes and other personal service	7,967,742			7,967,742	7,812,253
Administrative travel, lodging and meals	1,124,410			1,124,410	954,338
Officers', directors' and committees' expenses	776,604			776,604	1,155,614
Official publication	841,979			841,979	746,854
Printing and communications	399,541			399,541	401,314
Legal services	2,218,647			2,218,647	2,112,539
Data processing services and equipment rental	538,798			538,798	459,559
General expense	281,295			281,295	219,653
Depreciation			307,410	307,410	228,118
Interest expense			329,046	329,046	314,254
Headquarters occupancy costs	270,100			270,100	293,226
Public relations programs	52,011			52,011	144,918
Travel allowance to locals	158,510			158,510	143,132
Regional offices, conferences, State and County workshop costs other than payroll	1,007,993			1,007,993	965,230
Labor Education Action Program expenses	1,493,894			1,493,894	1,607,120
Health Benefits Program Grant	183,025			183,025	
Delegate meetings, election expenses and organizational costs	778,950			778,950	551,698
	<u>19,136,433</u>		<u>636,456</u>	<u>19,772,889</u>	<u>19,113,227</u>
Excess of revenues over expenses (expenses over revenues)	( 1,110,996)	250,282	( 333,389)	( 1,194,103)	( 891,163)
Fund balance, beginning of year	8,031,766	3,822,287	2,150,704	14,004,757	14,895,920
Appropriations between funds	( 596,024)	( 192,113)	788,137		
Fund balance, end of year	<u>\$ 6,324,746</u>	<u>\$ 3,880,456</u>	<u>\$ 2,605,452</u>	<u>\$12,810,654</u>	<u>\$14,004,757</u>



# FOR YOUR INFORMATION



# ANNUAL REPORT

## Civil Service Employees Assn.

### THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

#### STATEMENTS OF GENERAL FUND CHANGES IN FINANCIAL POSITION For the Years Ended September 30, 1986 and 1985

	1986	1985
<b>FINANCIAL RESOURCES PROVIDED BY OPERATIONS</b>		
Excess of expenses over revenues	(\$1,194,103)	(\$ 891,163)
Item which did not require outlay of working capital during the year:		
Depreciation	307,410	228,118
Total working capital used by operations	( 886,693)	( 663,045)
Long-term investments transferred to current	400,000	600,000
Decrease in long-term investments	2,439,811	
Proceeds from long-term borrowing		4,000,000
Increase in deferred compensation liability	40,000	102,000
Disposition of property, plant and equipment	1,000,033	
Decrease in deposits	21,000	148,000
	<u>3,014,151</u>	<u>4,186,955</u>
<b>FINANCIAL RESOURCES APPLIED TO</b>		
Purchase of property and equipment	858,792	4,834,974
Increase in long-term investments		5,483,087
Payments of long-term debt	88,346	162,664
Increase in cash surrender value - officers' life insurance	67,370	28,000
	<u>1,014,508</u>	<u>10,508,725</u>
Increase (decrease) in working capital	<u>\$1,999,643</u>	<u>(\$ 6,321,770)</u>
<b>SUMMARY OF CHANGES IN WORKING CAPITAL COMPONENTS</b>		
Increase (decrease) in:		
Cash and cash equivalents	\$ 180,603	(\$ 700,830)
Short-term investments	2,770,376	( 4,991,567)
Membership dues and agency fees receivable	65,404	152,058
Due from Insurance Fund	93,529	129,367
Miscellaneous receivables	( 81,980)	( 110,594)
Prepaid expenses	19,922	( 81,262)
Decrease (increase) in:		
Accounts payable	194,868	( 364,360)
Compensated absences	( 14,391)	( 50,055)
AFSCME per capita dues	( 50,658)	( 16,943)
Dues to locals for share of dues	( 384,194)	( 220,442)
Advances due to Labor Education Action Program	( 786,062)	
Due to employees' retirement plan		13,427
Current maturities of long-term debt	( 7,774)	( 80,569)
Increase (decrease) in working capital	<u>\$1,999,643</u>	<u>(\$ 6,321,770)</u>

### THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

#### INSURANCE FUND - FOR INSURED MEMBERS ONLY

	1986	1985
<b>BALANCE SHEETS</b>		
as of September 30,		
<b>ASSETS</b>		
Due from insurance underwriter	\$311,179	\$228,750
<b>LIABILITIES</b>		
Due to General Fund	\$261,280	\$167,751
<b>FUND BALANCE</b>		
Restricted for members insured under the group plan	49,899	60,999
	<u>\$311,179</u>	<u>\$228,750</u>
<b>STATEMENTS OF REVENUES, EXPENSES and CHANGES IN FUND BALANCE</b> for the years ended September 30,		
	1986	1985
<b>REVENUES</b>		
Refund from insurance company	\$544,179	\$415,383
<b>EXPENSES</b>		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 4	553,479	424,350
Other expenses	1,800	1,650
	<u>555,279</u>	<u>426,000</u>
Excess of expenses transferred to fund balance	( 11,100)	( 10,617)
Fund balance - beginning of year	60,999	71,616
Fund balance - end of year	<u>\$ 49,899</u>	<u>\$ 60,999</u>

### THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

#### NOTES TO FINANCIAL STATEMENTS

##### 1. Significant Accounting Policies

The Association adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

##### Income taxes:

The Association is a labor union exempt from income taxes under Section 501 (c)(5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

##### Investments:

Investments are carried at the lower of amortized cost or market value. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

##### Property, plant, equipment and depreciation:

Property, plant, equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 35 years.

##### Grants received:

Labor Education Action Program and Health Benefits Program funds are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications. Funds received in advance of expenditures are restricted.

##### Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 7.)

##### Insurance fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year,

expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 4.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

##### 2. Cash and Cash Equivalents

Cash and cash equivalents as of September 30, 1986 and 1985 include:

	1986	1985
Cash in banks, unrestricted	\$4,875,062	\$4,142,331
Cash in banks, restricted	786,062	206,044
Certificates of deposit	1,266,762	2,398,908
	<u>\$6,927,886</u>	<u>\$6,747,283</u>

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of \$1,750,000 with a banking institution. The principal deposit was to remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987. The principal deposit balance at September 30, 1986 is \$400,000.

##### 3. Investments

Aggregate amortized cost and market value of short and long-term investments as of September 30, 1986 and 1985 are as follows:

	1986	1985
Amortized cost	\$8,862,445	\$8,316,280
Market	\$8,646,845	\$8,316,280

At September 30, 1986, short-term investments reflect an unrealized loss of \$215,600.

(Continued on Page 18)

# FOR YOUR INFORMATION



# ANNUAL REPORT

## Civil Service Employees Assn.

(Continued from Page 17)

Investment income of \$1,308,144 for the year ended September 30, 1986 includes \$1,433,004 in interest income, \$90,740 of realized gains and \$215,600 of unrealized losses. Investment income of \$1,922,167 for the year ended September 30, 1985 includes \$1,724,423 of interest income and \$197,744 of realized gains.

#### 4. Group Life Insurance Reimbursement of Expenses

The Board of Directors approved that separate studies be conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1985 and 1984. The effect of these studies was to decrease fund income and the insurance fund balance by \$103,479 and \$49,350 for the years ended September 30, 1986 and 1985, respectively. General fund income and the fund balance for general operations were conversely increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1986 has not yet been initiated.

#### 5. Affiliation Agreement

Effective January 1, 1981, CSEA became a permanent affiliate of the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). As an affiliate, CSEA must pay the prevailing AFSCME per capita tax per member per month (\$4.30, 1/1-12/31/86; \$4.10 1/1-12/31/85). AFSCME also provides CSEA with organizational grants for various Association activities. The grants amounted to \$650,005 and \$491,657 for the years ended September 30, 1986 and 1985, respectively.

#### 6. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$925,221 and \$854,801 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1986 and 1985, respectively.

#### 7. Employee Benefit Plans

##### Pension plan:

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$788,343 and \$755,155 for the years ended September 30, 1986 and 1985, respectively. The unfunded actuarial liability at December 15, 1985, according to the latest actuarial valuation, was \$1,153,840 and is to be funded over a remaining period of 11 years. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1985 and 1984 are presented below:

	1985	1984
Actuarial present value of accumulated plan benefits:		
Vested	\$5,521,026	\$5,649,051
Nonvested	614,194	507,781
	<u>\$6,135,220</u>	<u>\$6,156,832</u>
Net assets available for benefits	<u>\$9,107,339</u>	<u>\$9,132,128</u>

##### Deferred compensation plan:

The Association maintains a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the years ended September 30, 1986 and 1985 was \$166,864 and \$175,288, respectively.

#### Post-retirement Benefits

The Association provides health care benefits for retired employees. All employees become eligible for these benefits if they qualify for retirement while working for the Association. The cost of these benefits, which approximated \$65,000 and \$20,000 for the years ended September 30, 1986 and 1985, respectively, are expensed as premiums are paid.

#### 8. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1986, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

#### 9. Long-term Debt

Mortgage payable in monthly installments of \$36,600 plus interest payable at 9.25%, maturing November 2004, collateralized by land, building and equipment. \$3,837,333

Current 88,343

Long-term \$3,748,990

Debt principal payments required are as follows:

1987	\$ 88,343
1988	96,873
1989	106,224
1990	116,477
1991	127,720
Thereafter	<u>3,301,696</u>
	<u>\$3,837,333</u>

Interest expense for the years ended September 30, 1986 and 1985 was \$329,046 and \$314,254, respectively.

#### 10. Commitments

The Association is committed to various noncancelable leases for rental of office space for satellite and regional offices, vehicles and equipment expiring at various dates. Minimum rental payments under such leases are as follows:

Fiscal Year	Offices	Vehicles and Equipment	Total Amount
1987	\$ 437,227	\$ 454,196	\$ 891,423
1988	367,319	454,135	821,454
1989	275,052	137,278	412,330
1990	189,330	107,384	296,714
1991	194,348	39,664	234,012
	<u>1,463,276</u>	<u>1,192,657</u>	<u>2,655,933</u>
Later years	374,001		374,001
Total minimum payments required	<u>\$1,837,277</u>	<u>\$1,192,657</u>	<u>\$3,029,934</u>

Rental expense for the years ended September 30, 1986 and 1985 was as follows:

	1986	1985
Satellite and regional offices	\$ 581,586	\$ 591,313
Vehicles and equipment	<u>547,177</u>	<u>539,067</u>
	<u>\$1,128,763</u>	<u>\$1,130,380</u>

The Audit Committee met at CSEA headquarters on Feb. 19, 1987. The following committee members were present: Chairman John Geraghty, Charles Perry, Ralph Spagnolo, Gail Hansen, Pat Gooden and Frank Nero.

The committee reviewed the Annual Financial Report of CSEA for the fiscal year ended Sept. 30, 1986.

The auditors from our independent accounting firm of Coopers and Lybrand were also present and the committee discussed the details of the financial statements and the result of the audit with them.

CSEA experienced a loss of \$1,194,103 in fiscal year 1986 as compared to a loss of \$891,163 in 1985. Total fund balance decreased from \$14,004,757 to \$12,810,654.

The committee discussions centered around the general fund balance (the fund used to pay for CSEA operations) and

more specifically, the unrestricted general fund balance. It was noted that this fund has decreased from \$3,531,766 to \$1,824,746.

The committee discussed the need to bolster revenues in light of the projected \$3,174,368 deficit for 1987 and received a report on current efforts to address this problem.

#### SPECIAL AUDITING COMMITTEE

#### JOHN GERAGHTY — CHAIRPERSON

Linda Fiorentino

Patricia Gooden

Gail Hansen

Fred Nero

Charles Perry

Ralph Spagnolo



**SIMPLY OUTSTANDING** — The three CSEA staff members who have been named "CSEA Outstanding Employee" over the past several months got together again recently for an additional award. CSEA statewide President **William L. McGowan** presented engraved desk sets to, from left, Associate Offset Machine Operator **Rose DiNuzzo**, Graphic Artist **Ralph Distin** and Research Analyst **Don Kelly**. At right is Headquarters Staff Union President **Joan Dunham-Card**. Staff employees are periodically recognized as "outstanding employee" under the program designed to award exceptional service on the job.

# This, that

AND THE OTHER THING

## Bowled over

**Frank Sidari** of Orleans Correctional Local 177 reports that CSEA Department of Transportation (DOT) Local 506 won a "mini bowling tournament" between his local, DOT Local 506, DOT Local 527 and Albion Correctional Local 151. More than 40 members joined the fun.

## A real trooper

After working as a cleaner-groundkeeper at the State Police Troop A Headquarters in Batavia, **William Gibbons** is trading his brooms for handcuffs and a badge.

A members of New York State Police CSEA Local 261, Gibbons has completed the

requirements and received orders to begin trooper recruit training at the State Police Academy in Brockport.

In a few months, he could well be reporting back to Troop A in a different uniform.

## Correction

A retiree was incorrectly identified in a photograph of the recent CSEA Retirees Legislative Breakfast. With Assemblyman **Robert D'Andrea** and Lillian Clark of Retirees Local 999 was **Mary Lynch**, also of Local 999.

## Picture perfect!

**Ernie LaWare** of Attica Correctional Local 258 noticed a snowy owl perched on a fence post while driving near his home. He dashed home, grabbed his camera and returned to

the scene, where he was rewarded with an excellent shot. It was so good that the *Buffalo News* featured the photo on its picture page.



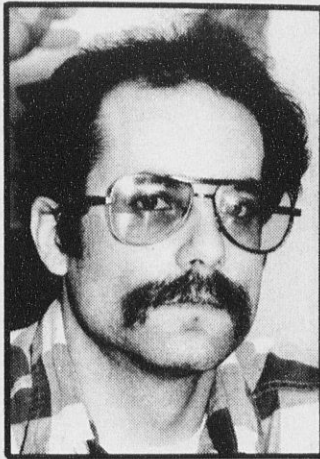
If you had the opportunity to ask President Reagan one question, what would it be?

Where asked:  
**REGION VI**



**BETTY WILLIAMS**  
Secure Care Treatment Aide, Rochester Psychiatric Center Local 420

"Why do you continue to cut programs that assist the most needy in our society, such as the mentally ill, the unemployed, senior citizens and school districts?"



**BARRY KORBIN, Sr.**  
Lab Technician, Surgery Dept., SUNY Buffalo Local 602

"Why don't you do something to shorten the time that workers have to wait for the results from toxic substances and right-to-know complaints?"



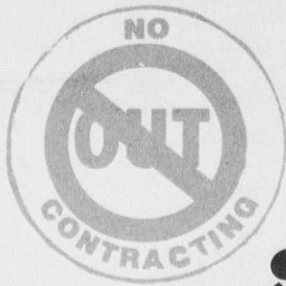
**PRUDY TRAMONTANA**,  
Medical Social Worker, Erie County Local 815

"How would you make ends meet if all you had to live on was Social Security and Medicare?"



**TURNER ROBINSON**, Youth Division Aide, DFY Masten Security Center Local 562

"How much longer do you think you can dupe the American public into thinking you are correctly doing your job?"



# No answers: School superintendent fails to convince workers that he won't contract out maintenance jobs

By Charles McGear  
CSEA Communications Associate

**NORTH SYRACUSE** — For 119 custodial and maintenance employees of the North Syracuse Central School District, the burning question remains: is the district planning to contract out the work they do to a private sector firm?

School Superintendent Thomas O'Rourke failed to convince the more than 50 employees attending a CSEA-called meeting that there would be no loss of jobs for the members of the North Syracuse School Custodial and Maintenance Unit of CSEA Onondaga County Local 834.

Fred "Pat" Farrance, unit president, said O'Rourke attended the meeting at CSEA's request.

"We wanted to clear the air and get some straight answers from the top man," he said.

While O'Rourke said he has "no interest in having anybody come in to replace the workers," he admitted that he has investigated the possibility of using a private sector firm on a consulting basis.

"I'm looking for some kind of cost effectiveness," he said at the Saturday meeting. "They (any outside firm) would work with employees to improve school conditions and spending."

But the workers question that philosophy, pointing out that the school district already employs qualified people who could accomplish the same goals as a consulting firm.

"Some of us right here in this room can provide a training program," one employee said. "After all, we have over 600 years of experience in the district."

O'Rourke reportedly said a week before the meeting that only a few managers would come into the district and present managers represented by CSEA would keep their jobs.

But union members questioned that plan, asking why the Board of Education would

permit two sets of managers when the idea contradicts the goal of saving money.

CSEA Field Representative Terry Moxley said he thinks the district will wait until the present contract expires in 1988 before replacing employees.

The fact that O'Rourke delayed signing the unit contract for seven months after the school board and the union ratified it is additional evidence of the desire to replace custodial and maintenance staff.

Farrance called for increased solidarity and support for the communications and political action committees within the unit.

"We must continue to remain strong and work together," he said. "We will monitor the situation very closely and keep you (the members) informed when anything new develops."

The union prepared and placed newspaper advertisements to explain the situation to North Syracuse taxpayers.

Members also have been wearing "No Contracting Out" buttons and distributing reprints of the ads in the school district's communities.



## An Open Letter To North Syracuse School District Taxpayers:

We, the 118 dedicated employees in the Maintenance and Operations Unit of the District, are extremely concerned by the District's recent action that may jeopardize our jobs. We understand the District intends to subcontract the maintenance service (Custodial & Grounds Personnel).

### HOW WILL THIS AFFECT YOU?

Proponents of contracting out public sector jobs to an outside firm want you to believe it will SAVE MONEY.

### DO NOT BE MISLED!

To get a foot in the door, some private contractors offer an "attractive package" to a school district. This is known as "low-balling." As contract services continue, the district finds itself locked into a contract it may not change or cancel. To compound the problem, a contract may be awarded to a private sector firm under a no bid or "negotiated" bid situation. Later, when concerned taxpayers have questions about poor service and steadily increasing costs, the school district may find itself unable to correct the problems without additional cost.

It is a fact that contracting of public services to outside firms pushes accountability and responsiveness a giant step away. Contracting out has also been used to mask the inadequacies of public officials who cannot manage effectively.

We respectfully remind you that the District employs 118 well-trained professionals with a total of 684 years of experience; 76 of those employees live in the District! They pay taxes in the District! They support local business in the District! And, in addition to their job and family security, they are deeply involved in the North Syracuse Community.

In conclusion, we urge your support in rejecting any effort to substitute inexperienced, transient personnel for these professional public employees.

**POLITICAL ACTION COMMITTEE  
CUSTODIAL-MAINTENANCE UNIT  
NORTH SYRACUSE CENTRAL  
SCHOOL DISTRICT**

**CSEA**

Civil Service Employees Association, Inc., Local 1000 AFSCME-CIO



**TAKING IT TO THE TOP** in the fight against contracting-out of maintenance and custodial work in the North Syracuse Central School District are: CSEA Field Representative Terry Moxley, center, flanked by Pat Farrance, right, and Gary Spangler, left, president and vice president of the North Syracuse School Maintenance and Custodial Unit of CSEA Onondaga County Local 834. Farrance and Moxley spoke to more than 50 school employees at a recent meeting which featured a statement by the school district superintendent.

'Some of us can provide a training program ... we have over 600 years' experience in the district.'