



THE PUSH FOR SAFETY STANDARDS for public workers in New York State, led for years by CSEA, took union officials into the neighboring State of Connecticut recently to discuss Occupational Safety and Health Act (OSHA) procedures there. Shown in the above photo, left to right, are: Research Associate Tom Haley of the CSEA/AFSCME Legislative & Political Action office; Dominic J. Badolato, International Vice President and Executive Director of AFSCME District Council 4; Bernard J. Ryan, Director of CSEA/AFSCME Legislative and Political Action; CSEA Safety Coordinator Nels Carlson, and Leo F. Alix, Director of the Division of Safety & Health for the State of Connecticut.

Public SECTOR

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The deadline for returning ballots in CSEA's 1979 election of statewide officers and members of the State Executive Committee is 6 p.m., Thursday, August 30. The deadline for return of replacement ballots is 6 p.m. September 7. Ballots will be counted on September 7.

Major health insurance improvements possible

ALBANY — CSEA President William L. McGowan and top union officials say CSEA members in local government may be getting major improvements in health insurance next year as the result of proposed changes in the Statewide Health Plan Option.

After lengthy meetings between the state, CSEA and other public employee unions, the state has sent out bids on health insurance provided through the option for the first time in more than twenty years. This competitive process will apparently result in much improved protection for state

employees served by the plan for employees of political subdivisions which participate as the result of collective bargaining agreements.

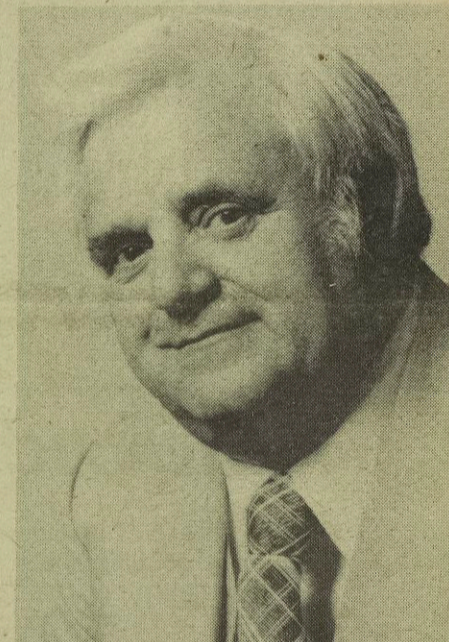
"CSEA's major concern in the design of this program was to protect the interests of our local government members who are participants in the Statewide Health Plan Option as the result of negotiated agreements," President McGowan said. "Based on what we have seen to date, these employees will be receiving major gains in benefits at no additional cost to themselves or to their employers."

The option provides health in-

urance to most state employees in major bargaining units and to tens of thousands of local government employees through participation in the plan by their employers. This year for the first time in two decades, the state conducted a complete review of the program, restructured benefits and bid for the coverage with about 20 major companies. Three have responded.

Changes in the plan would take place in January, 1980. Unions representing affected employees led by CSEA and AFSCME District Council 82, have been parties to the discussions on the revised plan.

"This process still is not final," President McGowan said, "but it would appear, based on what we have seen to date, that some substantial improvements are in the offing for employees participating in the option, including retirees. So far, it looks as if all of these benefits can be gained without additional premium costs.



CSEA PRESIDENT William L. McGowan has announced the possibility of major improvements in health insurance for local government members.

Demand mileage increase

ALBANY — CSEA and the State have reopened talks on a union demand that the State increase the mileage reimbursement rate for employees using their private vehicles for state business, and CSEA President William L. McGowan set the tone by declaring, "... unless these employees are adequately reimbursed, we won't drive another mile. Our people are not about to underwrite the business expenses of New York State out of their own pockets."

Under current contracts between CSEA and the State covering 107,000 state employees in the Administrative, Operational and Institutional bargaining units, state employees have been reimbursed 17 cents per mile since April for the use of their private vehicles on state business. Before March the rate was 15 cents per mile. However, gasoline and oil prices have escalated greatly since March, so last month CSEA notified the Governor's Office of Employee Relations (OER) that it would invoke its right under the contracts to demand a reopener of negotiations to consider mileage reimbursement rates.

The initial meeting to prepare for actual renegotiations was held August 21 between CSEA and OER. Under the current CSEA-State contracts, if the parties are unable to resolve the mileage issue at the bargaining table the dispute could be referred to panel of impartial arbitrators for a final and binding resolution.

"If the state thinks that CSEA is about to agree quietly to a few cents a mile with gasoline jumping by nickels and dimes, they have got another thought coming," President McGowan said. "Our contract doesn't require our members to use their cars for state purposes and unless they are reimbursed for their costs, I intend to tell them not to use their cars for state purposes."



MEMBER OF THE YEAR award winner Solomon Bendet, left, accepts his plaque signifying the honor from CSEA Region I President Irving Flaumenbaum at the August meeting of CSEA's Board of Directors. The Board recently approved creation of the award, and voted to give the first awards to Mr. Bendet and former CSEA President Theodore Wenzl, who was not present to accept his plaque. Mr. Bendet is retiring this year as President of CSEA Region II.

LOCAL GOVERNMENT REPORT

"Local Government Report" will appear regularly in "The Public Sector." The column is prepared and edited by Joseph Lazarony, chairman of the Civil Service Employees Assn. County Division, and contains information of interest for all CSEA members in general and employees of local government jurisdictions in particular. Comments and questions pertaining to this column may be addressed to Mr. Lazarony c/o "The Public Sector."

Gear up for political elections

That annual "mad" season, known as election time has rolled around once again. While our own union elections are completed, or nearly so, the local government political scene is just beginning to heat up. This year the great bulk of elections is centered on local government contests. Since the "double jeopardy" affect of elections on public employees (affected as citizens and affected as workers) is always present, we should all be gearing up for the campaign.

I hear many people say that political action is where it's at these days. Personally, I feel that negotiations and grievance administration will always be more important. However, a lot of our success (or failure) in these two areas can and does rest on our effectiveness in Political Action.

There are so many areas of concern one wants to discuss on the relationship between politicians, public employees and CSEA that it becomes difficult to properly organize the material. But at least two ideas seem worth discussion.

First — political action at local government level is different from such at the statewide level. For one

thing, our union members are often close to the candidates as neighbors, fellow lodge members, friends or business acquaintances. While on the surface this would appear an advantage, in fact it can be a detriment.

While endorsements of statewide candidates can and does result in broad voter support for the candidate, local government endorsements run up against such things as "Jack is really a good guy" even though Jack voted against Agency Shop for your unit; or "I've known Bill all my life", even though Bill has publicly advocated contracting out; or "Jane got my son a job", even though Jane has stated the employees are already well paid!!

It is hard to believe, but a fact — local government members often vote against their own interests. That close relationship is a force to be reckoned with. Political Action on the local level requires major efforts to communicate not only who we endorse, but why, and equally, why the non-endorsed candidate is not acceptable.

This can be hard, because we are "attacking" a local person. Nevertheless, it is necessary if we are to stop becoming the prime

economy move of political opportunists.

The second idea is closely related to the first. Assume that all of the previous difficulties are surmounted. Proper endorsements have been made, all members have received adequate reasoning for these endorsements and now comes election day. If ever there is a "bottom line", it has to be election day.

Will our members support our endorsements? Will they break away from party lines; from friendships; from personal acquaintance, and vote their own best interests?

Some results tell us "maybe not". It is sad to note that thousands of public employees voted for Proposition 13, then lost their jobs or suffered wage losses because of that vote!

The fact may be that many public employees have not learned to vote THEIR interests, not the candidates interest! And I am referring to all public employees! If the interests of "X" County public employees are best served by Candidate A, then all of us, State, County, City, Town, Schools and Authorities, who live in that area should support A.



Joseph Lazarony
County Division Chairman

So, political action committees at local government level must be aware of these two facts: politicians of this level may negate your effectiveness via friendships, etc., and members may negate our effectiveness by voting the politicians interests, not their own. Information on what these actions may cost that public employee is very important.

No other type of union is so overwhelmingly affected by who is elected. All of us can improve ourselves and our co-workers by voting to help ourselves. It's called the democratic process, it really works and it needs EVERY public employees' active participation!

See you soon,

Statewide officers' pay to increase Oct. 1

ALBANY — The Board of Directors of CSEA voted overwhelmingly on August 16 to increase the salaries of top union officers for the first time in many years, effective October 1, 1979.

By a margin of 54 to 17, the Board increased honorariums paid to the President, Executive Vice President, Secretary, Treasurer and six Regional Vice Presidents. The increases will not become effective until the start of new terms for officers next month. Election of statewide CSEA officers is presently taking place with ballots to be counted on September 7.

The President's honorarium, created 12 years ago at \$30,000, was set at \$50,000. The increase brings the salary of the President up to the low end of the range of salaries of presidents of other AFL-CIO labor organizations of similar size.

In the 12-year period since the honorarium was first established, the CSEA has negotiated more than 65 percent increases in the salaries of its state membership yet, until yesterday, the honorarium for President had only been increased once, six years ago, to \$35,000.

The honorarium for Executive Vice President was established at \$35,000 by the Board's action. Previously the compensation paid to an Executive Vice President was dependent upon several factors including the incumbent's salary as a public employee plus an honorarium of \$6,000.

Top CSEA officials work full-time for the union while technically remaining public employees under provisions of a law that requires the union to pay the officer's employer for the salary and fringe benefits of the officer. This provision allows the elected officers to service the membership on a full-time basis and reimburses the public employer for all costs of the officer.

This "buy back" provision affects the offices of President, Executive Vice President, and the union's six Vice Presidents. The union also buys blocks of days for the services of the Secretary and Treasurer as needed.

The new honorarium structure approved yesterday will equalize the compensation of future officers of the union based on the work performed on behalf of the members, not on the salaries of the incumbents with their public employers.

The new structure sets the salary of Vice Presidents at \$30,000 per year including their "buy back" salaries as public employees. This equalizes the compensation for vice presidents for the first time since the union's regionalization concept was adopted seven years ago.

The Board established the salaries for the Secretary and Treasurer at \$15,000 each with a provision for purchasing additional blocks of time as needed.

Purchase of this time would be deducted from the honorarium. Unlike the positions of the other statewide union officers, the positions of Secretary and Treasurer are not full-time positions under the union's Constitution and By-Laws.



SUPPORTING SCHOLASTIC FOOTBALL, the CSEA Unit recently donated \$300 to the Connetquot High School football program. As CSEA Field Rep Jim Walters, left front, smiles his approval, football coach Bob Connolly and Friends of Football president Dorothy Dals, center, accept the contribution from Unit President Ed Pembroke, right. CSEA Unit officers watching in the rear are, from left, recording secretary Dorothy Flathmann, sergeant-at-arms Fred Steinhauer, first vice president Mary Riday, and second vice president Connie Kutsay.

CSEA reaches agreement in Hudson, Catskill schools

Contracts have recently been settled between the Civil Service Employees Assn. and the City of Hudson and the Catskill Central School District.

A two year settlement for City of Hudson workers resulted in across the board increases of \$425 in the first year and \$475 in the second year.

Additional benefits include an increase in longevity payments to 25 years of service, a shift differential of .15 per hour, time and a half holiday pay for bus drivers, sick leave accumulation up to 200 days and the right of the CSEA to review procedures for assignment of overtime to all employees.

Negotiating team members were

Jake Hoffman, Karne Tamburo, Lyle Shufelt and O. Oswald.

Increases of \$540 in the first year, \$625 in the second year and a cost of living raise, with a minimum of three and one half percent and a maximum of seven and one half percent, in the third and fourth years were negotiated for Catskill Central School District employees in that contract.

The school district has also agreed to a pay an increase in employees uniform allowance and dental plans, and will allow them to buy back half of their accumulated sick time at a rate of \$5 per day.

Raymond Dela-penna, Robert Newkirk, Shirley Deluca and Cary Whately were on the negotiating team.



CHRISTMAS SHOPPING EARLY are these members of CSEA Local 688. From left are Doris Williams, Frank Zink, Local President Jary Lubinski, and Linda Rafter.

Local 688 shopping for Christmas early

ALBANY — Members of CSEA Social Services Local 688 are doing their Christmas shopping early — and at bargain prices, thanks to an idea by Local 688 President Jary Lubinski.

Ms. Lubinski is providing the 670 members of her CSEA group with a chance to order toys at a 40% discount during the next few weeks, through a local toy distributor. Samples of the toys were being displayed, and orders taken, in an area adjacent to the lobby of the State office building at 40 North Pearl St. in Albany, where Ms. Lubinski and some 3,200 other state workers are employed.

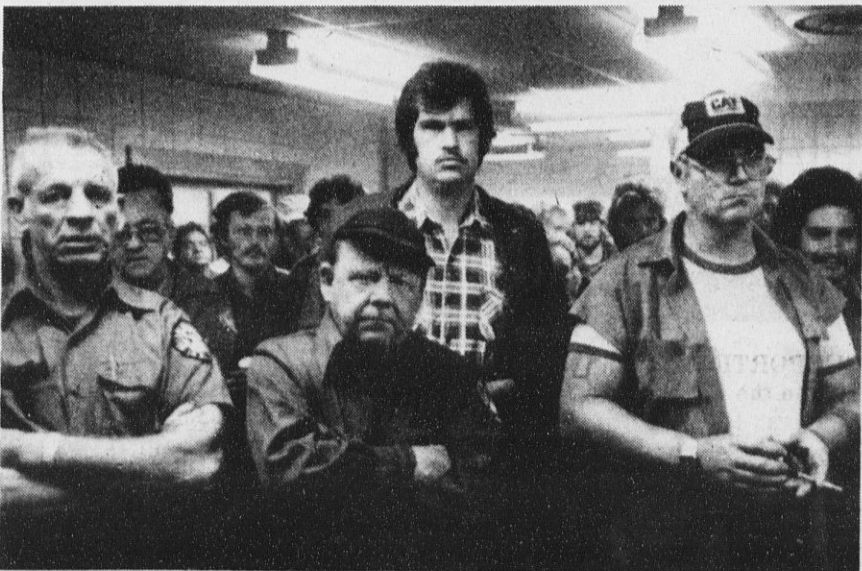
"We feel it's like money in their pockets, to be able to get Christmas presents at a discount," she said recently. "It's just another benefit that the union can get them, using group purchasing power."

The distributor was doing a brisk business on a lunch hour in the newly opened office building. The idea had never been tried before — at least not in this area — and CSEA members were showing enthusiasm for it by deluging the CSEA volunteer order-takers. All the officers of the local are involved in the project, according to Ms. Lubinski. Members were notified of the "Early Christmas Sale" via the local's monthly newsletter.

During the rest of the month of August, similar order-taking for toys were planned for other Albany locations where Dept. of Social Services employees work.



DETERMINATION AND DEFIANCE shows in the faces of union leadership, above, and the rank-and-file members, below, in these photos taken during an August 13 meeting of sanitationmen of the Oyster Bay Unit of Nassau County CSEA Local 830. Upset over unsafe equipment and intolerable working conditions, in the above photo, CSEA statewide President William L. McGowan tells the men not to move the equipment until conditions are improved. At right is Local 830 President Nicholas Abbatiello, and between the two in the background is Oyster Bay Unit President Pat D'Alessio. As reported in last week's issue, the confrontation led to management meeting a series of union demands for improvements after the members refused to move the vehicles until the demands were met.



OFFICERS of Local 425, Utica Psychiatric Center, were installed recently by CSEA Region V President James Moore. New officers are from left to right, standing, President John Giehl, Sargeant at Arms Don Delia, 1st Vice President Bob Green, Parliamentarian Earl Montgomery. Sitting are Treasurer Anna Mae Darby, Recording Secretary Debby Powers and 2nd Vice President John Blair.

Engineering aide exam

The State Department of Civil Service this month announced "competitive transition" examinations for Engineering Aide. This is a Grade-5 title which opens the door to future career advancement through promotion examinations to Engineering Technician positions at the Grade-8, Grade-11, Grade-15 levels — and in some agencies, to Assistant Civil Engineer, G-19.

These "competitive transition" examinations are intended to broaden and enhance opportunities for advancement and occupational change for State employees. The examinations are part of an effort by the Civil Service Department to deal with a long-standing problem faced by clerical and secretarial employees who are in "dead end" jobs, with limited advancement opportunities.

Transition programs to help solve this problem are being carried out in accordance with a memorandum of intent, agreed to by the State and the Civil Service Employees Association, which establishes a Clerical and Secretarial Employee Advancement Program.

The Engineering Aide transition examinations are open to qualified employees of the Executive Department, Division of Equalization and Assessment (examination 00-025); the Department of Transportation and the East Hudson Parkway Authority (examination 00-026), and the Department of Environmental Conservation (examination 00-027).

To qualify, an individual must either have been permanently appointed to a clerical or technical position in the competitive or non-competitive class before Aug. 3, 1979, or must have at some time worked at least three months on a permanent basis in a clerical or technical position in the competitive or non-competitive class. The deadline for filing applications is Sept. 10, and the examinations will be conducted on Oct. 20. Announcements are available at agency personnel offices.



Grievance won; back on job

MT. MORRIS — A therapy aide trainee at Craig Developmental Center says she is "completely satisfied" with the outcome of a grievance filed through CSEA, according to CSEA Local 405 President Robert Love.

In the latest development in a year-and-a-half long case, the trainee has received retroactive medical insurance coverage and maternity benefits. She had been fired in November of 1977 after completing a one-year training program by a supervisor on the grounds she missed too many days of work.

A grievance filed by Field Representative Charles Bird stated that 20 days the woman lost due to

illness and hospitalization had no effect on the capability of her work, citing reports from her instructors.

An arbitrator ruled she had been illegally terminated and she returned to work April 18 of this year with back pay.

There will be no issue of The Public Sector next week. Labor Day week is one of four weeks throughout the year in which issues are not published. The next issue will be dated September 12.

Suffolk County duplicate ballots

HAUPPAUGE — Duplicate ballots may be obtained from any of seven persons throughout the county in the new election of officers of Suffolk County CSEA Local 852, according to Elections Committee Chairperson Aileen Ronayne. Duplicate ballots may be secured, if an original ballot was not received, from August 30 to September 5.

Members requiring a duplicate ballot may contact any one of the following individuals:

Aileen Ronayne of Copiague,

evenings at 842-9330; Lynn Martins of Commack, evenings at 543-7378 or days 3 to 5 p.m. at 348-4124; Frank Trotta of Bellport, evenings at 286-3797 or days at 234-2622; James Carthy of St. James, evenings at 584-5927; Barbara Perreco of Mastic Beach, evenings at 281-0629 or days 8 a.m. to 4 p.m. at 924-4300 Ext. 204; Lorraine Zahosky of Jamesport, days at 727-3200 Ext. 221 or evenings at 722-3334, or Sylvia Cheatham of Lake Ronkonkoma, days at 733-0400 Ext. 435.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224. This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

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Please allow 3-4 weeks for change to take effect.

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Opposes Broome County probation director appointment

'We feel CSEA has proven itself, and it makes me feel proud . . .'

By Tony Rossi, Jr.
Special to The Public Sector

Just how important is a strong union working and sacrificing time and expense to support its public employees? Ask one of the competitors seeking the position of Broome County Probation Director what the name Robert Callender means to them for a speedy reply.

CSEA is just emerging from a lengthy court battle involving the appointment of Robert A. Callender as Broome County Probation Director in which Broome County unit of Local 804 called upon CSEA for a case against the appointee and the County.

In a case that had state-wide implications, the Broome County administration was defeated in its bid to make the job of county probation director a purely political appointment. CSEA was quick to oppose the county's move and played a large part in the defeat of the county.

The turmoil began with the appointment of Callender, who had no prior administrative experience in probation, by County Executive Donald McManus on December 18, 1978, according to John Tangi, Broome County probation officer and department CSEA steward. The appointment was made to replace long-time director Clarence W. Chase. On August 6, in the face of two major court defeats, McManus withdrew the appointment of Callender as permanent county probation director.

"CSEA was there," Tangi said once the air had begun to clear. "We had no way of knowing how we would come out in this and our only defense was CSEA." When Callender was appointed, the professional personnel in the county probation department called upon Barbara Pickell, President of Broome County Unit of CSEA Local 804, to see what could be done about the situation. Most of them met with Pickell and unanimously voted to petition CSEA to take court action against the county.

Upon ascertaining the facts of the case with regional CSEA Attorney John Rittinger, CSEA gave the go-ahead to file a proceeding in State Supreme Court against Broome County. Meanwhile, Pickell wrote the Civil Service Commission in Albany advising them of the county's action.

Faced with this unexpectedly strong opposition to Callender's appointment, McManus withdrew him as permanent director and named him acting director for six months. "McManus apparently hoped during this time to overcome the opposition sufficiently to make Callender acceptable to the county legislature," said Tangi.

By naming Callender acting director, the county executive avoided the need for legislative confirmation proceedings and gained the six months for the county's law department to do battle with the State Probation Division. These moves by McManus not only put the county probation department in an uproar, but left Callender off balance, too.

To take the McManus appointment, Callender resigned as criminal justice coordinator for the Southern Tier East Regional Planning and Development Board. He left that job apparently under the impression that his future was relatively secure. It wasn't. The County executive made the mistake of appointing someone to a permanent job that is supposed to be a competitive application.

In July, Callender brought suit in Federal District Court against the State Probation Division charging the division's specifications for probation director were discriminatory. U.S. District Court Judge Edmund Port ruled the specifications were not discriminatory.

After the initial appointment of Callender, Margot Thomas, general counsel for the probation division in Albany, said the appointment by McManus was in direct conflict with Section 257 of the state Executive Law. Thomas pointed out Callender should have been required to seek the post through an open, competitive Civil Service exam and that the appointee lacked minimum qualifications for the job.

When McManus appointed Callender, he cited the man's criminal justice experience with the East Regional Planning Board as a benefit to the county. The probation division and CSEA maintained that Callender's experience fell far short of minimum qualifications for the job.

Richard J. Ciprioni, representing the Municipal Service Division of the State Department of Civil Service, wrote Barbara Pickell that he was told by Kenneth Meade, then county personnel officer, that the county intended to hold a competitive exam for the post within one month, said Tangi.

"This was simply not so," Tangi said. Instead, the county began an attempt to remove the county probation director's position from competitive classification to unclassified, thereby dispensing with the need for a competitive examination.

The county lost in its bid to do this at a hearing before the Civil Service Commission in Albany on August 1. Opposing the county at the hearing was the attorney for the State Division of Probation and representatives of CSEA.

After Callender's acting appointment expired on June 30, McManus ap-



J. BRADLEY WAHL, left, Broome County probation officer and position applicant, and John Tangi, probation officer and department CSEA steward, look over congratulatory letter commending involvement on Callender case.

— Photo by Tony Rossi, Jr.

pointed Callender permanent probation director again. According to Tangi, the county executive said he made this move to "buy time."

Apparently McManus was unable to buy enough time, though, because on August 6 the county executive withdrew Callender's name completely.

The biggest setback to Callender and McManus came the first week in August when state Civil Service officials denied the county's request to remove the competitive nature of the appointment process and the dismissal of Callender's discrimination charges by Judge Port.

James Bradley Wahl, probation officer in the Broome County division, applied for the position of probation director and was unhappy with the quick appointment by McManus of Callender. Wahl, representing the qualified applicants for the post, said he was pleased with the action of CSEA in the case.

"As far as I know, he (McManus) never even read my resume for application to the position," Wahl said. "It's evident that Callender was picked early in this game of charades." Wahl said he's not "crying the blues," and admits he may not be the best qualified for the job, but said those applicants with even the best credentials were given the same "token consideration."

"Since a large percent of our funding comes from the state," Wahl added, "the applications for the job should have gone state-wide to look for the best possible individual for the job."

The local press has also come under fire by the county probation division for their coverage of the series of events surrounding the Callender case. "The public has been getting only one side of this case by the local media," Wahl said. "Our position was never included in the articles." Wahl said the local papers seemed to favor Callender, giving the appointee more attention than he deserved.

"I was very pleased with the CSEA action," said Local Unit President Pickell, adding that Broome County membership feels very good about CSEA after this and several other recent cases. Tangi expressed his satisfaction with CSEA and said CSEA was quick to help the county probation department through a tough case. He added CSEA was ready to proceed on a second case if necessary.

"Some people ask about what all our CSEA dues go toward," said Tangi. "These fees are very small to us now." Tangi said without the time and money given by CSEA, the division would have been without defense in the Callender case.

"This case shows how important a union really is," said Pickell. "We feel CSEA has proven itself, and it makes me feel proud to be a president of a CSEA Local unit."

Unrest lingers on in wake of recent prison strike

Civilian employees complain of poor working conditions then and unequal treatment since

Controversy boiling

By Jack Murphy

BEACON — "If the prison guards ever strike again the state's gonna be in one helluva lot of trouble."

That statement from a civilian employee of a prison in the lower Hudson Valley drew cheers from a crowd of about 50 Corrections Department workers who met here recently to air complaints and to get information about what has become a major controversy, the state's handling of overtime incurred during the strike by prison guards last spring.

The anger stems from two main sources: Confusion over the exact meaning of the "Hongisto memo," and charges of inequities from prison to prison.

Chaired by James Lennon, President of CSEA Region 3, and Larry Natoli, chairman of the Corrections Committee for Region 3, the meeting featured an appearance by Paul Burch, a CSEA collective bargaining specialist from Albany who deals primarily with the Corrections Dept. Also fielding questions was John Deyo, a Region 3 Field Representative.

Burch explained to the group that, in accordance with the "Hongisto memo," civilian employees who were locked into the prisons were paid on the basis of 8 hours of straight time, the next 8 hours of work at double time and 8 hours of standby or sleep time at the straight rate. This after the first 24 hours of the emergency situation with the first 24 hours of the strike time being paid at time and a half.

The explanation raised a number of protests from employees who maintained they had expected double time for everything past the first 8 hours each day.

As one of the protestors put it, "If any of us knew we'd be paid straight time to sleep on a concrete floor, or on a mattress soaked with urine, then we never would have worked — I can guarantee you that."

According to Natoli, "We were promised double time and now we've found out we aren't going to get it, so we're accepting our checks (on Aug. 18) under protest and we're investigating ways of straightening things out." He estimated that the "average" loss over what was expected came to about \$750 and 10 days of vacation for each affected employee.

Burch reiterated the wording of the "Hongisto memo" and explained that the Senate finance committee "which must appropriate the money for these payments" refused, when it passed the legislation, to provide for double time for "sleep time" and instead agreed to pay straight time for "standby" hours.

A new flurry of questions came up on what constituted "standby."

A Greenhaven employee related that a number of employees were sent home with instructions to stay near a telephone and be ready to come back in at any time. "To me," he said, "that is stand by, but we're not getting paid for it."

An employee of another facility said that on several occasions "standby" time was interrupted by work details such as unloading supply helicopters. He maintained, with considerable support from the crowd, that work time should be paid for a double time rates and not as standby.

Lennon agreed. "If I were you," he said, "I'd go to the superintendent and say 'I did this and this for so many hours and I can prove it. I was working and you're paying me at standby rates.'"

"If he doesn't do anything about it," Lennon continued, "you tell him you're going to institute a grievance."

Deyo continued on the same theme, telling the crowd that anyone who worked during "standby time" should talk to the superintendent.

The other issue that caused a great deal of discussion and comment concerned reports of inequities from institution to institution on reporting work and standby hours.

According to Natoli, most institutions in the lower Hudson Valley, which is CSEA's Region 3, reported employees on a 12-12 basis, or 12 hours on duty and 12 hours on standby. First of all, he said "most guys were working 18 to 20 hours and not 12, and secondly we've heard other places were on a different basis."

William Kenneweg, President of CSEA local 158 at Greenhaven, elaborated on that point. "We're not being paid equally with other institutions. We understand that some of the upstate institutions reported workers on duty 20 hours and off 4, while we were on 12-12. Every institution has a different system and we don't think we're being treated fairly."

Rose Marcinkowski, President of Walkkill Local 163, said "In addition to being unfair to people in terms of money, this kind of arrangement has planted an animosity among people who were good enough to help the state out and work."

Lennon said later that reports of inequitable reporting of time would have to be checked out. "It is only fair that our people get equal treatment with the others. They did a hard job and did it well, and the very least they deserve is to be treated equally and fairly."

Natoli told the members present that "after we get the checks (on Aug. 18) we'll get together again to see what we can do from that point." He also appealed to the group to come to the next meeting with documentation and to bring along anyone else who had a dispute.

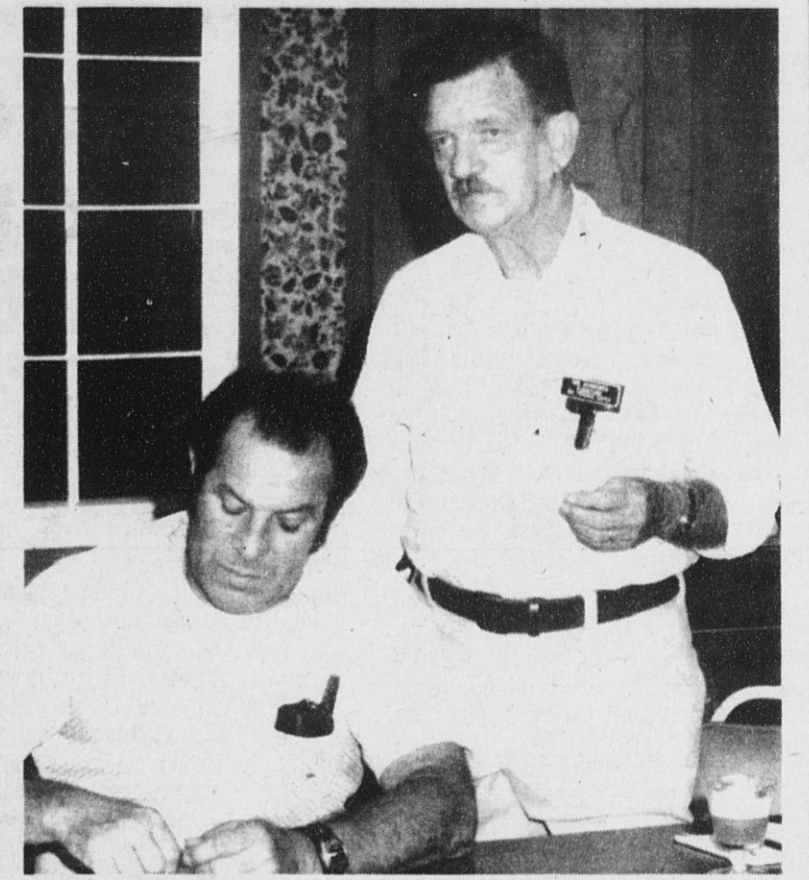
"We're going to pursue this thing," he said "until we're treated fairly."



COMPLAINT OVER UNEQUAL PAY and difficult working conditions during recent correctional officers strike is registered by Cathy Diedrick of the Fishkill facility.



LARRY NATOLI, right, Chairman of the CSEA Region III Corrections Committee, discusses complaints with Pauline Capanzano and Ron Averill, both of Fishkill Correctional Facility.



BILL KENNEWEG, right, President of CSEA Local 158 at Greenhaven, charged that "we're not being paid equally with other institutions." At left is Carmen Masanotti of the Walkkill Facility CSEA Local.

CSEA members claim:

Strike living conditions primitive, non-existent

By Jack Murphy

BEACON — Primitive or non-existent living facilities for "locked-in" civilian employees who staffed the state's prisons during a strike by correction officers, drew the ire of some of those involved in a meeting here to discuss what they termed as "inequities" in the state's payoff for the emergency period.

"The first night I slept sitting at my desk," said one woman prison employee. "The next night I slept sitting up at a desk down the hall and actually ended up sleeping at desks more than anywhere else."

"At one point they put mattresses on the floor but they were . . ." the sentence trailed off as a look of distaste came over her face.

Another woman, from a different facility, said, "I had a semi-private room with another woman the first couple of nights, but then they took us out and put us in a co-ed dorm — and they gave our room to the National Guard. Why couldn't they have slept in the dorm?" she asked.

The same woman said that on two different occasions she was in the bathroom when men came into the room.

Another said the supply situation was "ridiculous."

"We didn't have any towels or face cloths. We had a big roll of terry cloth. If we wanted a face cloth we had to cut off a piece, if we could find

scissors, or tear off a chunk."

A husband-wife team, who work in different facilities, said their son had to be shipped off to relatives and they had a hard time keeping in touch with him and each other because phone time was so limited.

A male employee related that he had the choice of sleeping on a concrete floor or on a mattress "soaked with urine."

A worker in one of the correction facilities in Dutchess County was incensed about what took place outside the facility while he and others were on the inside.

"The sheriff's department was a disgrace. They did absolutely nothing

about the harassment on the picket line until the State Police showed up.

"I had eggs thrown at me, among other things," he said and I went to the deputy in charge and asked him what he was going to do about it — Do you know what he said?"

"He told me that if he did anything, they'd throw eggs at him, too! Can you believe that?"

The long hours, the interrupted sleep, the petty verbal harassment by prisoners to the women employees, and the institutional food over long periods of time all drew poor marks.

"The uncertainty of it all, drove you crazy," said one woman, "Even

little things, like they'd tell us to be somewhere at a certain time to get picked up in a helicopter to fly inside — and then the helicopter wouldn't show up or wouldn't show up for two or three hours. After a while little things became big things."

James Lennon, President of CSEA Region 3, told of one woman employee who was attending college part time and because of the school she missed while being locked-in received incompletes in her subjects, wasting the tuition she had paid.

This incident may have a happy ending, however, as Lennon said efforts were being made to rectify this injustice and allow her to take the course again without charge.



CSEA STAFFER PAUL BURCH, left, explains the supposed method of payment to civilian employees during the recent correctional officers strike during meeting in Beacon where angry CSEA-represented employees discussed inequities. CSEA Region III President James Lennon and union Field Rep John Deyo listen at right.

WALKKILL CSEA LOCAL 163 representatives documented problems at their facility during dispute. Local 163 President Rose Marcinkowski lists grievances while Ed Gorton and George Hughes listen.



Retiree Newswatch

Drug benefit Jan. 1

It is not surprising that mail and phone calls from retirees have been pouring in since it was stated in this column that improved health insurance benefits will become available to them within a few months. The inquiries boil down to How? and When?

The drug prescription benefit will become effective for the State's retired public employees on January 1, 1980. Sometime before then drug prescription cards will be received in the mail from the Employees Health Insurance Section of the Civil Service Department.

Some retirees are confused and concerned by the fact that, while they have not yet received such cards, working employees have already received them. This is the result of the 1979 contract agreement negotiated by the Civil Service Employees Association. The program is administered by the new Employees Benefit Fund office for state workers, but not for retirees. The Health Insurance Plan for retirees continues to be administered by the Civil Service Department.

Until January 1, 1980, retirees

continue to be protected to the same extent that they have been covered in the past.

For the retirees the new prescription drug plan will be of tremendous financial benefit. Every retired person knows only too well how high the costs of prescribed medications can run for the elderly. The retiree simply pay the pharmacist the one dollar deductible who then bills the State for the balance.

Membership in CSEA, as a retiree, is not necessary to enjoy this benefit. But it should be remembered that it was CSEA negotiators who made this benefit a reality. It is another answer to the question sometimes raised by retirees: What is CSEA doing for me? The very least a non-member retiree can do at this point is to join the ranks of the 20-some thousand CSEA retired members to strengthen their on-going push for more urgently needed benefits.

As to giving credit where credit is due, what other retired public employees association can claim credit for this drug prescription windfall negotiated by CSEA, the State's largest union?

By Thomas Gilmartin
CSEA Retiree Coordinator

Reaction to the 1979 cost-of-living increase for retirees who received just 1% is still lively, ranging from disappointment to outrage, from "let the legislators have it, they like to take care of themselves," to "I can't decide how to spend that extra dollar they've added to my pension check." Bitterness is too weak a word to characterize their feelings.

The press, both local and syndicated, quickly recognized a good story and has been giving the incredible "increase" full treatment, as prominently as the rash of bank robberies in New York City.

Perhaps in the next election year, no other happening will have moved the retirees more to holding their legislators accountable for their position on supplementation bills for state retirees. Even the most apathetic have become aroused by what some have called an "insulting" response to the nation's double digit inflation. Time will tell.

In fairness, it should be pointed out that all who received the small 1% increase which caused such a stir, also had renewed for them the increases they had already been getting, ranging from 18% to 26%.



Such supplementation is only temporary and, to be continued, must be re-legislated at each legislative session. Not many realize that they could actually lose whatever percentages of increase they were getting, if the legislators chose not to renew it. Last year there was no increase for almost all retirees, just renewal of the existing benefit.

Also, those who retired between April 1, 1969 and March 31, 1970 are now receiving a supplemental increase for the first time, amounting to 18% of their basic pension effective this past July 1st. We called that advance of one year "breaking the 1969 syndrome" which has opened the way for more increases for those who retired in the seventies.

Problems continuing with Saratoga Springs school board



PLANNING FOR THE PERB HEARING ON AUGUST 23, and an informational picketing protest in conjunction with the hearing, are, from left, Lester Cole, President of the Saratoga City School District Non-instructional Unit; Dawn Wetsel, Henry Ebert, President of the City School District private sector CSEA transportation Local; CSEA Capital Region Director John D. Corcoran Jr., and George Day, Vice President of the transportation local.

SARATOGA SPRINGS — With the start of a new school year just around the corner, CSEA continues to battle with the Saratoga Springs City School District, charging that the district has thus far failed to comply with earlier Court and Public Employment Relations Board rulings regarding the reinstatement of CSEA-represented workers in the school district's transportation department.

At press time, CSEA was back before PERB officials in Albany in an attempt to force the school district to comply with the earlier PERB order, and a subsequent Court order regarding reinstatement of school district employees terminated illegally in 1977 when the district illegally contracted out the transportation department to a private subcontractor.

Region VI makes endorsements

BUFFALO — The Region VI Political Action Committee has announced the committee's first endorsements for Erie County elections: Edward J. Rutkowski (Rep.) over Alfreda Slominski in the Sept. 11 primary; Marie M. Gannon (Dem.), 1st Legislative District; Leonard Lenihan (Dem.), 13th Legislative District; Mrs. Honor Schlenker (Lib.), Councilman, Town of Evans; and Paul E. Lawton, Supervisor, Town of North Collins.

Final decisions on political endorsements will not be made until after the primary.

Farone victorious

SCHENECTADY — The following new officers were recently elected in Schenectady County CSEA Local 847: Alfred Farone, president; Frank Tomecko, first vice-president; Frank DeBiase, second vice-president; Jacolyn Alper, third vice-president; Connie Colangelo, secretary, and Georgeanne Hughes, treasurer.

Mr. Farone was also elected to the CSEA Board of Directors and Ronald Teller was elected Capital Region delegate.

Region V moves office to Liverpool

LIVERPOOL — The Central Region V headquarters has been moved from Syracuse to suburban Liverpool at 290 Elwood Davis Road, Suite 308.

The new telephone number of the regional office is (315) 451-6330.

Calendar of EVENTS

AUGUST

- 29 — Westchester County Local 860 Political Action Seminar, 6 p.m., White Plains Hotel, White Plains.
- 30 — Region III Political Action Seminar, 6:30 p.m., Holiday Inn, Newburgh.

SEPTEMBER

- 8 — Saratoga County Local 846 Clam Steam and Steak Roast, 12:30-9 p.m., Krause's Half Moon Beach, Crescent.
- 20-21 — SUNY/CSEA Workshop, Flagship Hotel, Rochester, N. Y. Details available from CSEA local presidents.
- 28-30 — Central Region V Fall Workshop, Syracuse.



INSTALLATION of two newly re-elected officers of the Lindenhurst Memorial Library CSEA Unit are sworn in by Suffolk County CSEA Local President Bill Lewis, second from left. Installed are Vice President Sandra Purins, second from right, and Secretary Theresa Kluko, right. Watching are CSEA Field Rep John Cuneo, left, and Unit Treasurer Elsie Barry and President Lucille Knapp, center.

Arbitrator supports CSEA

BATH — A Harverling school district laundress will receive a back pay adjustment as part of a ruling by an arbitrator upholding a past practice.

Arbitrator Irving Markowitz ruled that Arlene Wheaton was improperly changed from a ten month salary schedule to an hourly rate and is thus due the \$700 difference in pay for the past year. She is also to be restored to her salary schedule for the balance of the contract between the district and CSEA Local 851.

Westchester reclassification turndown may be appealed

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 most likely will appeal the county's decision not to reclassify its corrections officers, Unit Business Agent Carmine DiBattista reported.

DiBattista said the county informed him on Aug. 8, 1979, it will turn down the unit's request for reclassification. Once the county's official report is received, the unit can appeal to the joint union-county Classification and

Compensation Appeals Board, he said.

The unit is seeking a one-grade reclassification. The corrections officers are hired at \$11,615 without experience and at \$12,570 with experience, he said. The top step in the fifth year, is \$16,685, he said.

DiBattista said most of the corrections officers are at the top step and with reclassification would be earning \$18,340.

The unit's position on the reclassification is based on dangerous working conditions, both environmentally and personal bodily safety; short-staffing; large turnover due to quitting; and 115 job injuries in the last year; DiBattista said.

The corrections officers were involved in a wildcat strike in July 1979.

**CSEA
Safety Hotline
800
342-4842**



SEN. JOHN FLYNN, center, chats with Westchester County CSEA Local 860 President Pat Mascioli, left, and CSEA Region III President James J. Lennon, right, during a recent dinner program honoring Senator Flynn, who is from Westchester County.

Program Sept. 26-27 on child protection

SPRING GLEN — A program for child protective workers will be offered Sept. 26-27 at Homowack Lodge. The program is part of the Conference on Child Abuse and Neglect.

The conference is sponsored by the federal Department of Health Education and Welfare Region II (New York, New Jersey, Puerto Rico and the Virgin Islands).

Conference workshops will include: Services to Neglected Families, Services to Sexually Abusive Families, Services to Abused and Neglected Children, High Risk Identification, Therapeutic Day Care As a Preventive and Treatment Tool, Task Force Development, Multi-Disciplinary Coordination Teams, Establishing Parent Aide Programs, Parent Education and Factors to Consider in Removing Children.

Also Working with the Family and Juvenile or Domestic Relations Court, Cultural Considerations in Assessing Possible Child Abuse or

Neglect in Hispanic Families, Establishing New Parents Anonymous Chapters, Maintaining Parents Anonymous Chapters, Role of Citizen's Groups and Volunteers, Adolescent Abuse and Neglect: The Unexamined Caseload, Manpower Development and Training in Child Protective Services and The Function and Role of the Child Protective Service.

For additional information, contact: Region II CA/N Annual Conference, Family Life Development Center, Human Development & Family Studies, Cornell University, Ithaca, N.Y. 14853.

The registration fee is \$35.

Accommodations including gratuity for two nights at Homowack Lodge are \$95 for a single and \$75 for double occupancy; for one night \$45.50 for a single and \$39.50 for double occupancy.

Reservations are made directly with Homowack Lodge at (914) 647-6800 or (212) 279-7250.

Bus drivers awarded back pay

RICHBURG — Arbitrator Donald Goodman has upheld a past practice for bus drivers of the Richburg Central School and awarded back pay to several aggrieved drivers.

He also said that the district must return to the past practice under which extra runs were driven by regular drivers.

Mr. Goodman ruled that the district could not unilaterally change the past practice and hire substitutes for the extra runs.

Several drivers who were replaced by substitutes on extra runs will receive the pay which they would have earned had they made those runs.

The drivers are represented by Allegany County CSEA Local 802.

Insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1979. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1979. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

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 (Bachelor's Degree) | \$12,890 | 20-109 |
| Junior Engineer (Master's Degree) | \$13,876 | 20-109 |
| 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 (salary varies with location) | \$11,250-\$12,025 | 20-226 |
| 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 (salary varies with location) | \$8,454-\$10,369 | 20-334 |
| 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 (salary varies depending on specialty) | \$10,624-\$12,583 | 20-877 |
| 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.

STATE OPEN COMPETITIVE JOB CALENDAR

| FILING ENDS SEPTEMBER 10, 1979 | | |
|--|----------|--------|
| Coastal Engineer, Senior | \$18,301 | 27-942 |
| Coordinator of Title I Programs | \$22,500 | 80-034 |
| Hearing Reporter | \$13,885 | 25-050 |
| FILING ENDS SEPTEMBER 17, 1979 | | |
| Remediation Assistant | \$10,624 | 80-033 |
| Park Naturalist | \$11,450 | 25-052 |
| Security Hospital Treatment Assistant | \$13,461 | 25-053 |
| Damages Evaluator | \$13,125 | 25-054 |
| Senior Damages Evaluator | \$13,304 | 25-055 |
| Engineering Aide | \$ 6,773 | 25-056 |
| Engineering Technician | \$ 7,997 | 25-057 |
| Senior Engineering Technician | \$ 9,481 | 25-058 |
| Real Estate Appraiser (Mass Appraisal Systems) | \$14,075 | 25-059 |
| Sr. Real Estate Appraiser (Mass Appraisal Systems) | \$18,301 | 25-060 |
| Real Property Info. System Specialist, Senior | \$14,075 | 25-061 |
| Real Property Info. System Specialist, Associate | \$18,301 | 25-062 |
| Medicaid Claims Examiner I | \$ 8,825 | 25-064 |
| Community Nursing Services Consultant (Family Planning) | \$17,365 | 27-939 |
| Senior Insurance Examiner | \$18,501 | 24-678 |
| State Veteran Counselor | \$13,304 | 24-768 |
| Parks and Recreation Field Representative | \$14,075 | 25-043 |
| Director of Department of State Publications | \$25,000 | 25-045 |
| Electric Inspector | \$11,695 | 25-047 |
| Gas and Meter Tester | \$ 9,865 | 25-048 |
| Gas Inspector | \$11,695 | 25-049 |
| FILING ENDS SEPTEMBER 24, 1979 | | |
| Assistant Director of Utilization Review | \$20,366 | 27-944 |

You can also contact your local Manpower Services Office for examination information.

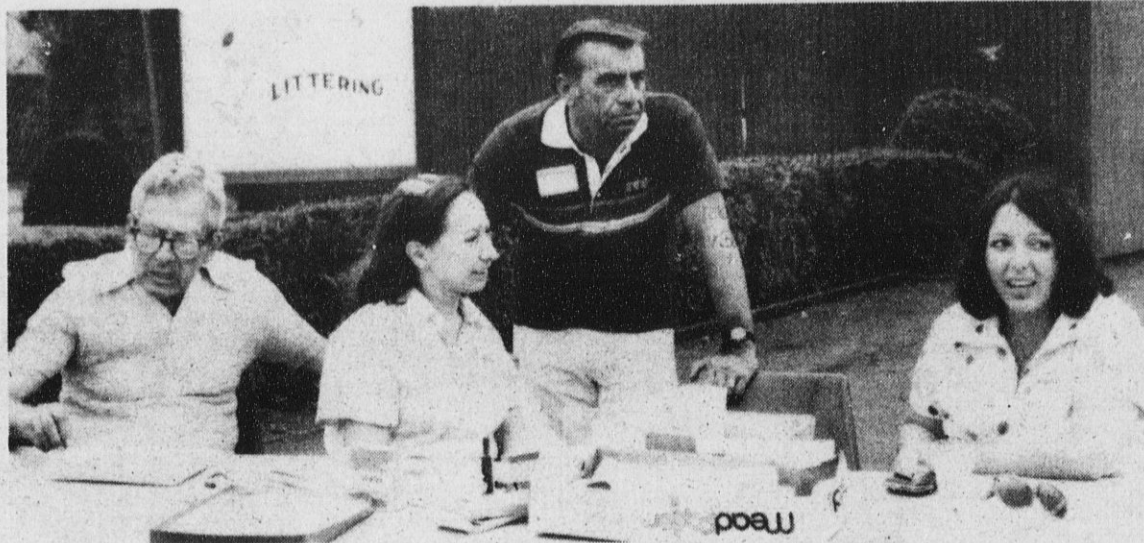
COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

| FILING ENDS SEPTEMBER 10, 1979 | | |
|--|----------|--------|
| Thruway Division Engineer | \$29,340 | 39-391 |
| Employees' Retirement Benefits Examiner I | \$9,865 | 36-810 |
| Engineering Technician | \$9,330 | 36-813 |
| Senior Engineering Technician | \$11,060 | 36-814 |
| Nurse Administrator I | \$17,320 | 38-381 |
| Engineering Aide | \$7,900 | 00-026 |
| Engineering Aide | \$7,900 | 00-027 |
| Sr. Real Property Info. System Specialist | \$15,420 | 36-816 |
| Assoc. Real Property Info. System Specialist | \$21,345 | 36-817 |
| Real Estate Appraiser (Mass Appraisal Systems) | \$16,420 | 36-818 |
| Sr. Real Estate Appraiser (Mass Appraisal Systems) | \$21,345 | 36-819 |
| Engineering Aide | \$ 7,900 | 00-025 |
| State Veterans Claims Supervisor | \$17,320 | 36-464 |
| Sr. Insurance Examiner | 21,345 | 36-334 |
| Associate Insurance Examiner | 26,390 | 36-335 |
| Security Hospital Sr. Treatment Assistant | \$14,680 | 36-815 |
| Senior Damages Evaluator | \$15,520 | 36-811 |
| Chief Gas & Meter Tester | \$12,395 | 36-804 |
| Chief Electric Complaint Technician | \$17,320 | 36-805 |
| Power Consumer Service Supervisor | \$21,345 | 36-820 |
| Gas Inspector | \$11,695 | 36-822 |
| Chief Generating Facilities Analyst | \$36,095 | 39-380 |
| Medicaid Claims Examiner Trainee | \$ 8,345 | 36-823 |
| Assoc. Social Services Medical Assistance Specialist | \$26,390 | 39-384 |
| Principal Social Services Medical Assistance Specialist | \$32,475 | 39-385 |
| Radio Dispatcher | \$10,572 | 36-854 |
| Supervising Medical Record Administrator | \$18,225 | 30-212 |
| Thruway Division Engineer | \$29,340 | 39-391 |
| Employees' Retirement Benefits Examiner I | \$ 9,865 | 36-810 |
| Engineering Technician | \$ 9,330 | 36-813 |
| Senior Engineering Technician | \$11,060 | 36-814 |
| Nurse Administrator I | \$17,320 | 38-381 |
| Engineering Aide | \$ 7,900 | 00-026 |
| Engineering Aide | \$ 7,900 | 00-027 |
| Sr. Real Property Info. System Specialist | \$15,420 | 36-816 |

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.

Region III CSEA Day at Playland hosted by Westchester County Local



FIRST STOP AT CSEA DAY at Playland in Rye on Aug. 19 was at the ticket desk manned by members of Westchester County CSEA Local 860, the host and sponsor of the event. More than 400 CSEA members, their families and friends attended the twice-rain-postponed event at the county-owned amusement park. At the ticket desk are, from left, Carmine LaMagna, Local first vice president; Grace Ann Aliosi, a co-chairman of the event; Pat Mascioli, Local President; and Linda Peterson.



THREE PRESIDENTS chat about union issues at CSEA Day in Playland including, from left, Region III President James Lennon, Local 860 President Pat Mascioli and Westchester County Unit President Raymond O'Connor.



ELEANOR McDONALD is a co-chairman of CSEA Day at Playland.



THE MIDWAY AT PLAYLAND attracted the Batts family. With parents Valder and John are, from left, Adrian, Devona, Andre and Chelsea.



ENJOYING A PICNIC LUNCH at CSEA Day is Linda Wren and her father John.



REACHING ALL THE RIDES at Playland takes quite a bit of walking. Gillian Baillee solved that problem by travelling piggy-back on her mother, Barbara.



HEAD SHOP STEWARD for the Playland employees represented by CSEA is Curlie Bell.



KAY LAMAGNA and TERRY BASIE, below, appear to be having a good time at CSEA Day at Playland.

In Region V:

AFSCME gives course on training of shop stewards

ALEXANDRIA BAY — Stewards have always occupied a special and important role in the labor movement. Recognizing the unique responsibilities of stewards, the Civil Service Employees Assn. conducts periodic training seminars for the men and women who fill these key positions. Most recently, CSEA in conjunction with the

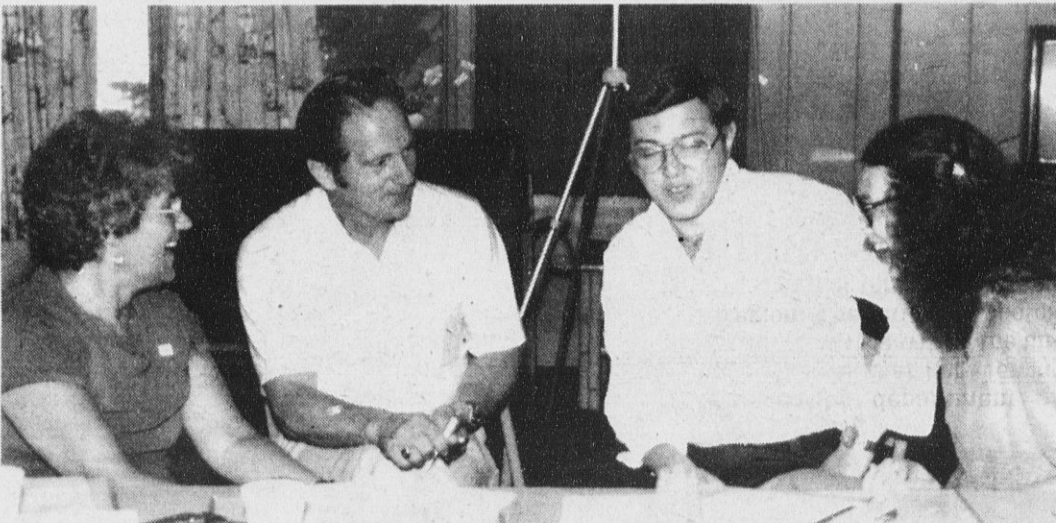
training and education department of AFSCME conducted a seminar here for instructors who train stewards within the union's Central Region. The adjacent photos illustrate some aspects of that seminar and provides a glimpse of some of the union members who fill the all-important job of steward/instructor.



AFSCME Educational Representative Bailey Walker, standing, gestures to make a point to instructors' class recently held at Alexandria Bay to expand Region V Stewards Training Program. CSEA instructors include CSEA Regional President James Moore; Mary Lauzon, President of SUNY at Potsdam Local 613 and Pat Smith, Steward Instructor of Marcy Psychiatric Center Local 414.



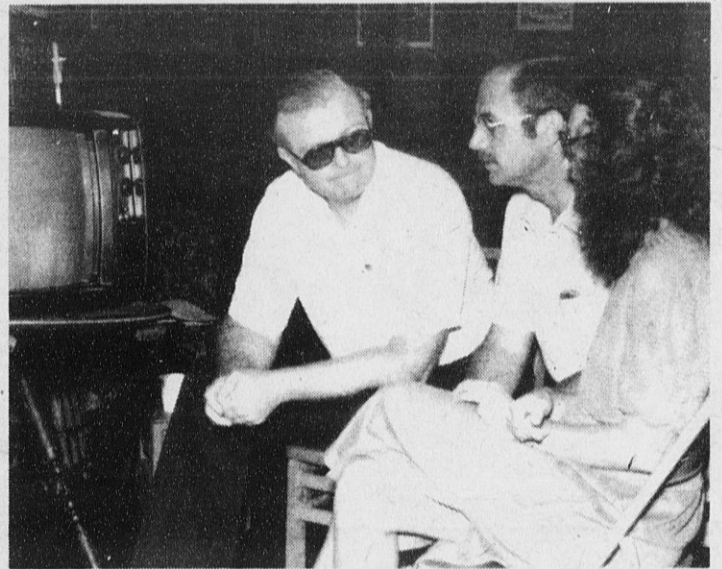
LEARNING TEACHING TECHNIQUES were Dorothy Penner, Steward Instructor, Oneida County Local 833; Ralph L. Young, 3rd Vice-President of Region V from Oneida County Local 833, and Claire McGrath, Grievance Chairperson of Syracuse Local 013.



ENJOYING A LIGHTER MOMENT are Delores Herrig, President of Oneida Educational Local 869; Ron Spinner and Richard P. Brown of Jefferson County Local 823 and Marnie Kirchgessner of Tompkins County Local 855.



REGIONAL DIRECTOR Frank Martello and CSEA Region V President James Moore discuss other business during a coffee break at Instructor Training Seminar for the Region's expanding Steward Training Program.



WATCHING THEMSELVES ON TV monitor are CSEA Regional Director Frank Martello, center, and Marnie Kirchgessner, right, of Tompkins County Local 855. Bob McEnroe, left, New York State Educational Director for AFSCME, prepares to critique their teaching technique. Video tape recorders helped students see their own performances as others might see them.

