

# Public Sector

Official Publication of The Civil Service Employees Association

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Wednesday, May 2, 1979

## 'Refuse out-of-title work'

ALBANY — CSEA President William L. McGowan last week instructed union members to refuse any demands by state supervisory personnel to perform work normally performed by members of AFSCME District Council 82, who at press time were in the second week of a job action against the State.

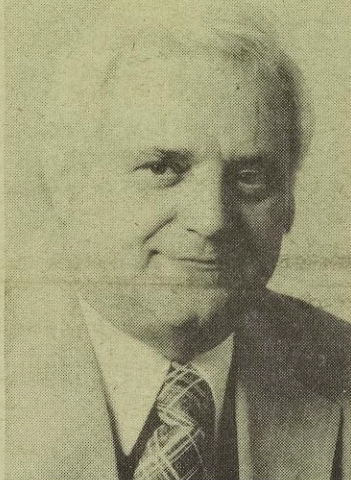
Several thousand state employees represented by CSEA are employed in the 33 correctional facilities around

the State which are the prime target of the Council 82 job action.

In a dispatch to the union's leadership, President McGowan instructed CSEA's members to exercise their rights under the union's contracts with the State to refuse out-of-title work assignments despite management pressure. He said the union will defend any members who exercise their rights under the contract.

CSEA has received reports that supervisors at some state facilities have attempted to pressure union members into performing functions normally performed by the striking members of D.C. 82. In addition to instructing union leaders to refuse such pressure, Mr. McGowan sent a letter to Meyer Frucher, Director of the Governor's Office of Employee Relations, demanding an immediate halt to management efforts to pressure CSEA members to do the work of the striking AFSCME members.

Previously, top CSEA leaders met with representatives of the Department of Corrections, the Office of Mental Health and the Office of Mental Retardation to express concern that the safety of workers be protected during the crisis.



WILLIAM L. MCGOWAN

## Reschedule election of officers

ALBANY — The election for CSEA statewide officers and the State Executive Committee has been rescheduled to be held in August, the CSEA Board of Directors voted, 49-24, on April 26 in Albany.

Under the new schedule, some of the key dates are:

May 14 — Selection of Nominating Committee.

June 8 — Report of Nominating Committee.

July 9 — Final day for petitions to be filed.

Aug. 6 — Ballots delivered to post office.

Aug. 30 — Deadline for return of ballots.

Sept. 7 — Official results announced.

Sept. 17 — End of protest period.

The 1979 election changes were necessary as a result of CSEA delegate action which prohibited retired members and employees in bargaining units represented by another union from holding elected office. A number of retired members and PS&T unit members formerly represented by CSEA were candidates for elected offices, and new nominating committees must, in many cases, now be named and new candidates selected.

The board also voted to permit locals which did not have PS&T or retiree candidates or committee members to hold their elections as previously scheduled. Education locals also were voted to be exempt from the above schedule.

In other action, the board voted to allow PS&T and retirees now holding elected office on the state, region or local level to remain in office until successors are elected. However, PS&T and retirees who were appointed to committees other than board committees forfeited that appointment as of April 21.

## Vote count delayed

ALBANY — The counting of ratification ballots from CSEA members in the three major state bargaining units relative to tentative 3-year agreements between CSEA and the State was ordered postponed indefinitely last week by CSEA President William L. McGowan.

Ballots were to have been counted last Friday, April 27, but President McGowan ordered the postponement for an indefinite period due to the job action by AFSCME District Council 82 members against the State, which was in its second week at Public Sector press time.

Members of the Administrative, Institutional and Operational bargaining units have been voting by mail ballots on the tentative pacts which would become effective retroactive to April 1 if approved. President McGowan notified the state last week the union would not count the ratification ballots as originally scheduled so as to avoid any influence on the labor dispute involving Council 82, which also involves their tentative agreement with the State.

## New membership qualifications approved

ALBANY — CSEA delegates have approved, by a more than two-thirds majority, major changes in the union's Constitution and By-Laws which now prohibit retired members or employees in any bargaining unit represented by another union from holding elected office within CSEA.

The important changes, which had been approved initially at a special meeting on April 4, were approved for a second time at a subsequent special delegates meeting April 21, also in Albany. The changes became effective immediately, however CSEA Chief Counsel James W. Roemer told delegates that any person currently holding elected union office who would otherwise be ineligible as a result of the changes, will be permitted to finish out the current term of office.

By a 1,406 to 686 weighted voting

total, delegates approved changes in the Constitution to redefine categories of membership. Only full members can vote in union elections and hold elected office, and the change now limits full membership to actively employed public workers in units for which no other union is recognized. Retired people or other employees who previously could pay full dues and become eligible for elected office no longer may do so.

A new category of "Associate Member" was created, with annual dues of \$26.00, to enable employees of other units to hold limited membership in CSEA for the purpose of participating in CSEA insurance programs and "such other rights and privileges approved by the Board of Directors." And the "Retired Member" category was modified as to limited membership status as well.

Because a large number of retired members and PS&T unit members no longer represented by CSEA were candidates for office in the 1979 election of statewide officers and members of the State Executive Committee (Board of Directors), the dates of the

election have had to be altered to allow for the nomination of new slates of candidates by a new nominating committee. (See related story).

For more on the April 21 special delegates meeting, turn to pages 6 and 7.



SOME 700 CSEA DELEGATES met in Albany on April 21 to approve major changes in the union's Constitution and By-Laws. Among the delegates were, from left, Gordon D. Hobbs, a member of Middletown CSEA Retirees Local 917; and Alexander M. Hogg, President of Middletown Psychiatric Center Local 415.



**INTENSITY OF SPECIAL DELEGATES MEETING** on April 21 in Albany, during which important changes in CSEA's Constitution and By-Laws were approved, is registered in these faces. Listening to a discussion on the issue is, from left, John Wyrrough of Tompkins County Local 855; Mary Sullivan, President of Herkimer County CSEA Local 822; and James Hennerty of Local 855.

## Meany urges CSEA support

WASHINGTON — AFL-CIO President George Meany has taken a direct interest in the 9th Judicial District court employees election between CSEA and an independent organization. Last month, Mr. Meany wrote a letter to all 9th Judicial District employees, urging them to vote for CSEA/AFSCME Local 1000. His letter follows:

"In a few days you'll be voting to choose the organization that will represent you in collective bargaining, determining your wages, hours and working conditions for years to come. That's not an unimportant decision.

"A few months ago the New York Civil Service Employees Association (CSEA) affiliated with the American Federation of State, County and Municipal Employees, part of the AFL-CIO. As a result, you are now part of the AFL-CIO family and have the full resources of a great national union, one million strong, to back up the officers and staff of your New York organization. CSEA/AFSCME Local 1000 represents the overwhelming majority of all state employees in New York.

"The alternative on the ballot will be an independent association with limited resources and without statewide or national resources. That organization is not part of the AFL-CIO today and can not affiliate with the AFL-CIO family of organized workers.

"I urge you to vote for CSEA/AFSCME Local 1000 to represent you."



**AMONG DELEGATES TO SPECIAL MEETING** on April 21 were, from left, Fran All and Moira Greiner, both of SUNY Oneonta CSEA Local 635.

## Labor program aide dies

FARMINGDALE — Sanford 'Sandy' Lenz, labor program coordinator and professor at the State School of Industrial and Labor Relations — Cornell University, died unexpectedly on April 12.

Lenz, 52, arranged many programs for labor unions, including CSEA. He was responsible, for instance, for shop steward training programs in Nassau County and Westchester County in 1978, Ray O'Connor, president of the Westchester Unit of CSEA Local 860, said.

In Westchester, Lenz organized and took part in the training of 45 stewards in four different locations, O'Connor said.

Many CSEA members attended Lenz's funeral on April 16.

Lenz, an electrical engineer, was a member of the International Brotherhood of Electrical Workers.

## Serving coffee not her cup of tea

FISHKILL — When stenographer Judy Jaeger was asked to serve coffee, she found it was not her cup of tea.

As a result, the member of East Hudson Parkway Authority CSEA Local 051 filed a grievance, claiming that waitress-duty at monthly Authority board meetings was not found in her job description.

Local 051 President Chuck Zoffer had Ms. Jaeger file her grievance on March 9, and on April 3 the step-3 decision was rendered. "When assigned to assist at future Board meetings, you will not be required to serve food or beverages or clean up dinnerware," wrote Ray Radzivila, the Parkway's executive director.

## LETTERS to the Editor

Editor: The Public Sector:

I am an Assistant Stationary Engineer for the State of N.Y. working at the Middletown Psychiatric Center's Powerplant. Since my employment here for almost 2 years now, I have continually heard about the attempt made about 2 years ago for an upgrading of all powerplant employees throughout the State. I've been told it's been at least 15 years since there's been any upgrading for such employees, while many other depts. have received upgradings during these 15 years.

Powerplants are very necessary for the operation of any state facility or institution, and it takes a team effort of many qualified, competent, and knowledgeable employees to operate such powerplants efficiently and safely, 24 hours a day, 365 days each year. The grades for we powerplant employees are unjustifiably low. Evidently the state governing authorities have not considered our plea for "just a little more livable wage". I wonder if the CSEA would take up our plea, and help us to obtain this upgrading we've been waiting so long to receive?

Your C.S.E.A. Union Brother,  
John T. Normoyle  
Middletown

Ms. Jaeger, a junior stenographer and three-year CSEA member at the Parkway Authority office in Pleasantville, had been required to serve sandwiches and drinks to five or six people at the board meetings, and then to clean up after them, according to Mr. Zoffer.

Today, thanks to the successful grievance, she is performing the regular stenographic functions that she was hired to do.

"I'm glad we brought this out into the open. I hope it puts other employers on notice that there is no way that any stenographer or secretary can be expected to perform the duties of a waitress as a part of her job," Mr. Zoffer noted.

## Calendar of EVENTS

### MAY

- 4 — Local 860, White Plains Schools annual dinner-dance honoring recent retirees. 7:30 p.m. to 12:30 a.m., Purchase Country Club, Anderson Hill Road, Purchase.
- 12 — Cortland County Local 812 retirees party, 7:30 p.m., American Legion, Homer.
- 24-26 — CSEA Armory Committee meeting and elections, Long Island.

### JUNE

- 8 — Capital District CSEA Armories meeting, dinner, election. Guilderland Range.

## Seasonal employees at issue

LAKE PLACID — The Civil Service Employees Assn. is becoming involved in the controversial issue of the rights of seasonal employees to protection under Article 33 of the contract.

In a recent case at Whiteface Ski Center in Lake Placid, a seasonal employee, who worked for approximately eight and a half months each year, returning every season for 20 years, was fired on charges of misconduct, without a hearing. When the CSEA filed a grievance on behalf of the employee the personnel office at the ski center rejected it saying that seasonal

employees are not protected under the contract.

A provision in the State contract calls for protection of employees after two years of continuous service in the labor class. The CSEA is maintaining, according to Capital Region Field Representative Charles Scott, that such an employee does provide continuous service if he returns year after year. "The temporary break in service during the summer months should be overlooked," said Mr. Scott. "So many years of service simply should not be disregarded." He noted that there are some

seasonal employees who do not return to work each year. "There is a distinction between the two classes of workers and the State must recognize this," said Mr. Scott. The Office of Employee Relations, he said, could not clarify their status.

Nels Carlson, a collective bargaining specialist for the CSEA, commented that there is a need to bring this issue to the forefront. "We have identified this problem at the ski center and it must exist in other areas," he said.

On the advice of its legal counsel the CSEA has taken this case to arbitration.



CSEA'S WOMEN'S COMMITTEE will present a 2-hour program on "The Challenging Role of CSEA Women" at the 1979 County Division Workshop June 14. It marks the first time the Committee has presented a program at the County Workshop, and was made possible through the cooperation of County Division Chairman Joseph Lazarony. Shown at a planning session recently are Committee members, seated from left, Janice Schaff, Joanna Williams, Geri Cadieux and CSEA Statewide Secretary Irene Carr. Standing, from left, are Mary Moore, Nonie Johnson, Barbara Reeves, and Millicent DeRosa. Missing from photo were members Stella Williams and Maureen Malone.

## Major lobbying for legislation begins in Albany

ALBANY — A major lobbying effort by CSEA in support of new agency shop legislation was expected to start on May 1, CSEA Legislative and Political Action Director Bernard Ryan reported.

CSEA members from Long Island Region I and the union's Legislative and Political Action Committee were expected to be in Albany that day to speak with all the members of the State Legislature from Region I, Ryan said.

The agency shop legislation, if passed, would continue the agency shop fee for state employees and would extend it to local government subdivisions.

Gov. Hugh L. Carey is on record in support of the agency shop for state and local governments.

Ryan said the lobbying effort will continue with all CSEA regions participating as follows: May 8, Region II; May 15, Regions III and IV; May 22, Region V; and May 29 or 30, Regions VI and I and the Political Action Committee.

## Union files IP against Seneca

WATERLOO — The Civil Service Employees Assn. has announced that an Improper Practice charge has been filed against the County of Seneca on behalf of more than 140 employees in the Seneca County Unit of CSEA Local 850.

According to Jack Miller, CSEA Field Representative, the union alleges that Seneca County has engaged in an improper practice by ignoring ground rules negotiated and duly signed by both parties November 30, 1978.

The union contends the rules called for continuation of the present contract agreement until a successor agreement was reached. And, under terms of the existing contract, the

county is obligated to incremental payments as outlined in Section 3 of the agreement. The County maintains it will not pay any increment in 1979.

"There is no question in our mind that the Seneca County Board of Supervisors is using the increment payment as a vehicle to force a contract on employees of Seneca County," Miller said.

"We bargained in good faith with the County and mutually agreed, in writing, that the present contract would continue until a successor contract was negotiated," Miller continued. "In our opinion, the County has violated that signed agreement. Under the law (Taylor Law) our only course of action is to file an "IP" and

request the Public Employment Relations Board to decide," Miller said.

Negotiations between CSEA and Seneca County have been underway since November of 1978.

## Book audit proposed

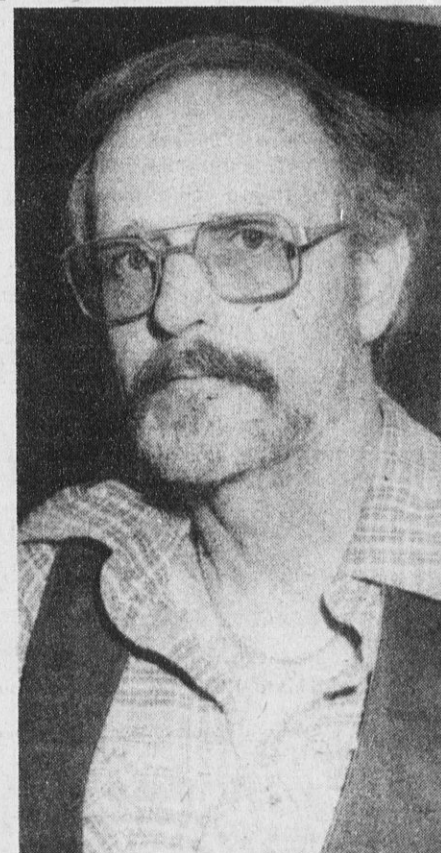
HAUPPAUGE — A Suffolk County Legislator and former fund trustee has called for an investigation of the CSEA/Suffolk County Welfare Fund, and Suffolk County CSEA Local 852 President William Lewis, who just recently became a fund trustee himself, says he believes the books should be audited to clear the air.

Lewis reported the fund came under fire April 20 when County Legislator John Foley, a former fund trustee, called for an investigation of the fund by County District Attorney Patrick Henry.

Lewis told The Public Sector he believes the books should be audited to clear the air because, "That money belongs to the members of Local 852 to be used for their benefit."

The fund is provided with \$225 for each of the County's 6,500 employees and provides Local 852 members with optical, dental, drug, hearing and legal benefits, Lewis said.

He said the fund is administered by eight trustees, split between the County and the Local. Lewis recently became a trustee of the fund and he was expected to attend his first meeting April 25.



William Lewis

## Await dumping report

MIDDLETOWN — As revealed in last week's edition of The Public Sector, the extent of dumping of explosive and toxic chemicals on the grounds of the Middletown Psychiatric Center was much more serious, and the potential harm much more dangerous, than had been stated in the general news media.

The dumping area has been dug up and gone over by representatives of a variety of State departments and agencies, and the results of the investigation are being awaited. CSEA Region III President James Lennon, in whose area the incidents occurred, and CSEA Statewide President William L. McGowan, among other

union officials, spearheaded the effort to have the State launch an immediate investigation. Mr. McGowan, in fact, wrote directly to Governor Hugh Carey in mid-April, immediately upon learning of the situation, asking for the full cooperation of the governor in the current investigation.

Meanwhile, CSEA is continuing a watchdog approach, having already publicly charged the possibility of a coverup by management, and warning that management has attempted acts of reprisal against union members who revealed the dumping incidents. As of press time, there was no report of the status of the State investigation.

# Restaurants in Olympics aid

**BUFFALO** — Two Buffalo restaurants have purchased film from the CSEA Film for Funds program and are reselling it at their places of business to help finance the Special Olympics for the mentally retarded and handicapped, to be held August 9-13 in Brockport, it has been announced by Dominic Savarino, CSEA Co-chairman for the Buffalo area.

Participation in the union's fund raising drive are Louis Pillitieri who owns Chef's Restaurant at 291 Seneca Street, and Peter Figliotti, owner of the Saratoga Restaurant at 2694 Delaware Avenue.

Savarino said that each sale of the top brand film and included processing nets the fund drive \$1.05 despite the fact that prices are comparable to those at normal retail outlets.

He said about \$6 million is needed to take care of more than 3500 participants and their escorts from 37 countries and all 50 states of the union. The money will cover housing, food and transportation, including sightseeing to such attractions as Niagara Falls. CSEA undertook a goal of \$100,000 for the union's 14 county Western Region and Savarino said he expects the union's five other regions be active in fund raising too.



# Wurf enlists an 'army of whistle blowers'

**WASHINGTON** — Congressional investigators probing abuses nationwide in profitmaking facilities for the mentally ill will have the assistance of "an army of whistle-blowers" from employees of state and local mental health departments, AFSCME President Jerry Wurff has pledged.

But the union urged the congressional investigators to "do more than retell the familiar horror stories about nursing home abuses" and demanded that Congress "overhaul the entire structure of public policies that keep dumping the mentally ill into firetraps and flophouses."

Wurff made the offer of assistance

in letters to Rep. Claude Pepper (D-Fla.), chairman of the House Select Committee on Aging, which will begin hearings this week on proprietary facilities for the mentally ill following a recent outbreak of nursing home fires, and to other key congressional leaders.

Wurff promised the union will "unleash an army of whistle-blowers from state and local governments around the country if that's what it takes to expose national policies that keep dumping the mentally ill into hellholes."

"At a time when taxpayers are demanding a halt to government

waste, Congress should re-examine programs such as Medicaid and Supplemental Security Income which squander millions of dollars on profit-making nursing homes, boarding houses, and other proprietary facilities for the mentally ill and disabled," Wurff said.

In addition, Wurff said, the investigators should examine the performance of the federal community mental health center program which, the union charged, has failed to develop adequate facilities to meet the needs of discharged mental patients and other people who need out-patient care.

## Directory of Regional Offices

**REGION 1 — Long Island Region**  
(516) 691-1170  
Irving Flaumenbaum, President  
Ed Cleary, Regional Director

**REGION 4 — Capital Region**  
(518) 489-5424  
Joseph McDermott, President  
John Corcoran, Regional Director

**REGION 2 — Metro Region**  
(212) 962-3090  
Solomon Bendet, President  
George Bispham, Regional Director

**REGION 5 — Central Region**  
(315) 422-2319  
James Moore, President  
Frank Martello, Regional Director

**REGION 3 — Southern Region**  
(914) 896-8180  
James Lennon, President  
Thomas Luposello, Regional Director

**REGION 6 — Western Region**  
(716) 634-3540  
Robert Lattimer, President  
Lee Frank, Regional Director

## Cortland County retirees honored

**CORTLAND** — Fourteen members of Cortland County CSEA Local 812 will be honored at a retirees dinner scheduled for 7 p.m., Saturday, May 12, at the Homer American Legion, Homer.

According to Robert W. Gailor, Jr., President of Local 812, the fourteen retirees represent 210 years of dedicated service to Cortland County

and include eight members from the County Unit, two from the Sheriff's Unit, three from the Cortland Enlarged City School District, and one member from the McGraw School Unit.

Reservations for the dinner may be made by contacting Peggy Coombs, Cortland County Clerk's Office, Cortland.

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SEMINAR INSTRUCTOR was Professor Jim Sherman, who specializes in labor relations studies at Southern Florida University.

## Staff holds program on arbitration

ALBANY — An educational program dealing with the many aspects of arbitration was conducted recently in Albany for collective bargaining specialists and field representatives of CSEA. The program was provided in part by AFSCME, of which CSEA as Local 1000 is the largest local.

CSEA staff representatives from Albany headquarters and from all of the union's six regions participated in the training session.

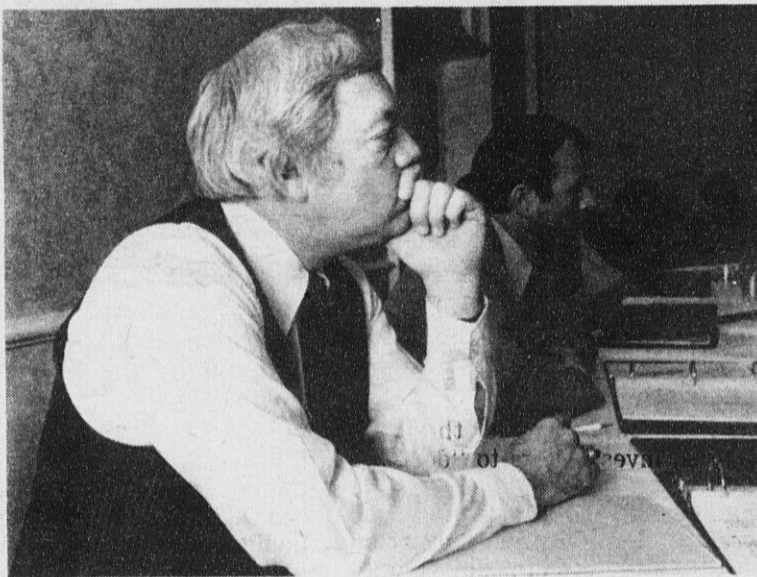
The program was another in a series of specialized training sessions for both members and staff of CSEA sponsored by AFSCME.



DISCUSSING THE PROGRAM are Collective Bargaining Specialist Patrick Monachino, left, and Thomas S. Whitney, CSEA Director of Employee Relations.



Below, AMONG THE STAFF participating was Collective Bargaining Specialist Robert Guild.



PONDERING A POINT is Collective Bargaining Specialist John Conby.

Far left, FIELD REPRESENTATIVE Ronald Mazzola of CSEA Region III participates in the program.

Below, DANNY JINKS, a CBS from CSEA Region VI, was among staff members attending.



## New CETA regulations curb most wage supplementation

ALBANY — New regulations to administer the Comprehensive Employment and Training Act (CETA), which went into effect on April 1, should eliminate a number of employer abuses under the former regulations.

One key abuse — wage supplementation — will no longer be allowable for most CETA-funded positions. Wage supplementation is the practice of using CETA funds to pay part of someone's salary.

Under the new regulations, most CETA positions must be limited to entry-level positions, and the salaries cannot exceed \$10,000, according to Paul Burch, CSEA collective bargaining specialist.

In the past, a number of public employers had used up to \$10,000 in CETA funds to pay part of the salary of persons in supervisory positions.

This practice served to deny CSEA members promotional opportunities and also served to divert CETA funds from the persons the CETA Law was designed to aid — the under educated and under employed.

CETA employees now on wage supplementation will be allowed to complete their maximum 78-week tenure, Burch said.

The new CETA regulations also contain three changes CSEA, among others, had endorsed, including:

- Requiring a CETA hiring freeze

when a hiring freeze for regular employees is in effect.

- Allowing CETA funds to be used for agency shop fees and union dues.

- Requiring principal labor organizations to be members of CETA planning councils.

Among the other changes in the CETA regulations were a number of changes favored by CSEA, including:

- Entry level defined as the lowest job level as defined by career ladder or past practice.

- Time limits of 60 days for prime sponsors and 120 days for the federal government to respond to complaints were established.

- An independent monitoring unit

to see that CETA is not abused was established.

- A 45-day waiting period for responses to CETA plans was established.

- Wider distribution of CETA employer plans to labor organizations.

One major area which the CETA regulations did not fully eliminate the potential for abuse was Projects of up to 18 months.

The Projects allow wage supplementation of up to \$2,000 on a CETA salary of \$10,000, allow non-entry level positions to be funded and permits renewals of up to 18 months.

# Constitutional change made by close vote

ALBANY — CSEA delegates approved, by a more than two-thirds margin, significant changes in the union's Constitution and By-Laws at a special meeting here on April 21.

Delegates approved by the required two-thirds majority changes which had been approved overwhelmingly at an earlier special meeting on April 4 in Albany. Changes in the union's Constitution require approval at two delegates meetings, the second time by not less than a two-thirds majority.

With 620 delegates and 13 official alternates in attendance, comprising 2,092 total weighted votes, delegates approved key changes in Article III of the Constitution by a 1,406-686 margin. That represented a relatively narrow 10-vote margin over the 1,396 votes necessary to achieve the two-thirds margin of support.

The adjacent photos illustrate some of the intense activities as they occurred during the April 21 delegates session.



Above, LISTENING TO DISCUSSION are, from left, Barbara Allen of Binghamton Psychiatric Center Local 44 and Doris Pratz of Willard Psychiatric Center Local 428.

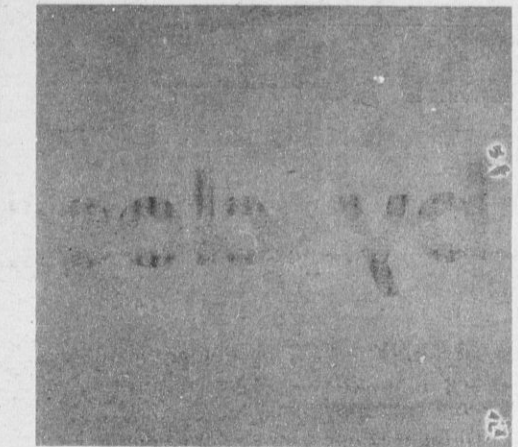
Left, MARY ANN BENTHAM, a delegate from SUNY Fredonia CSEA Local 607, reads the proposed constitutional amendment.



Above, DELEGATES Mary Majestic, left and Pam Kennedy represented State Police Troop K Local 266, of which Mary is president.



Left, SUFFOLK COUNTY EDUCATIONAL LOCAL 870 was represented by, among others, Michael Curtin and Carol Craig.



Above, REPRESENTING Manhattan Psychiatric Center Local 413 were Charles L. Perry, Alma Hayes, and Rosalind Edwards.



Above, STATE DEPARTMENT LOCAL 689 representatives included Kim Kohnke and Loretta Morelli.

## Associate membership approved

ALBANY — Delegates voted overwhelmingly to establish a new section to the CSEA By-Laws to provide an annual dues structure for Associate membership status within CSEA. Delegates approved Associate membership dues at \$26.00 annually by adding the new section.

Associate membership, a new category within CSEA, is open to "persons who are employed in the Civil Services of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which CSEA is not the duly recognized or certified collective bargaining agent . . ."

Associate members are eligible to participate in CSEA-sponsored insurance programs to the extent allowed by the programs, but cannot vote in union affairs nor seek or hold elected union office.



Above, AMONG THE DELEGATES were Dan Schultz of Creedmoor Psychiatric Center Local 406 and Stella Williams of State Insurance Fund Local 351.

Below, LISTENING CAREFULLY are Ontario County Local 835 delegates. From left are Dunham, Skip Dunham, Fay White and Barbara Pelt.

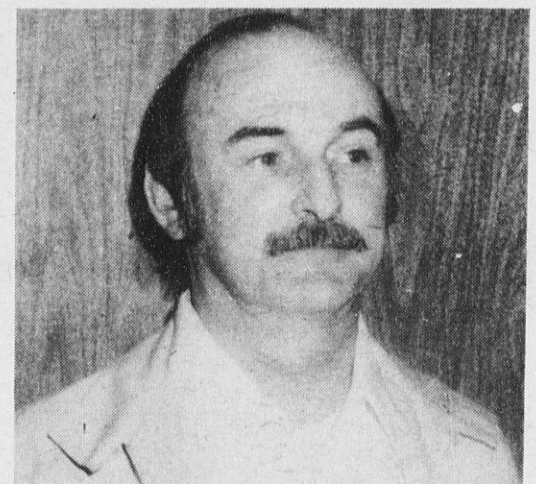


Above, DELEGATES INCLUDED, from left, Catherine B. Conlon of Nassau County Local 830, and Dorothy Cunes and Florence Murphy, both of Kings Park Psychiatric Center Local 411.

Below, SARATOGA COUNTY LOCAL 846 delegates included John Miller, President, and Cheryl Sheller.



Above, CSEA EXECUTIVE DIRECTOR Joseph J. Dolan was among the interested observers at the special delegates meeting.



Above, CSEA PRESIDENT WILLIAM L. MCGOWAN conducted the session.

Left, JOSEPH LAZARONY, chairman of the union's County Division, listens during debate on the proposed changes.

Below, CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough.



## Expulsion procedure revised

ALBANY — CSEA delegates made it easier and quicker for the union to expell from membership those persons whose dues are seriously in arrears, in action taken at the April 21 special delegates meeting.

By a nearly unanimous margin, delegates approved deleting Section 1 of Article V of the By-Laws which had made it difficult to expell persons who

failed to pay their dues on a regular basis.

That section had, in effect, required the union to wait a minimum of three months after dues became in arrears to notify the individual in writing that he or she has 30 more days to remit dues to retain membership. Thus it previously took at least four months before the Board of Directors would recommend expulsion of a member for not paying dues.

## State Division changes

ALBANY — Among Constitutional changes approved by the delegates was one which allows the union's Board of Directors to establish a new date for the purpose of determining the number of state division representatives to be elected to the Board of Directors.

Under the Constitution, state division membership on the Board of Directors is determined, in part, by the number of union members within each State Department. In addition to one Board representative from each State Department, each State Department with more than 3,000 members as of January 1 in the year of an election shall be entitled to one additional representative for each 3,000 members or major fraction thereof.

The 1979 election of statewide officers and members of the state

division (State Executive Committee) of the Board of Directors has already begun, but in early April was placed on 'hold' pending delegate action. Delegates on April 4 and April 21 approved allowing the Board of Directors to, establish for the 1979 election, a date other than January 1 for the purpose of determining membership by Department for setting the number of additional departmental representatives on the Board. The Board will also determine new dates for continuing the 1979 election from the 'hold' position.

The change was necessary because the recent loss of 45,500 PS&T employees significantly altered the number of CSEA members in certain State Departments, thereby changing the number of additional Board representatives allowed.

# Nassau Co. HMO meets federal qualifications

MINEOLA — Nassau's first Federally qualified Health Maintenance Organization (HMO), "The Nassau Plan for Health Care, Inc.," received its incorporation papers on April 20th, Board Chairman Ed Logan announced in Mineola. Logan, Nassau County CSEA Local 830 Second Vice President, was its administrative assistant from 1970 to 1977, when he was appointed Chapter representative to the group formed to study the feasibility of an HMO.

Speaking for the Plan's Board of Directors, Logan said "Nassau's union members need this HMO. Ours will provide Federally qualified health care in a cost-effective way." The Plan is on target for its scheduled opening on June 1, 1981. Several mid-county sites are being considered for a permanent location. The office now is at 33 Willis Ave., Mineola (248-6120).

In neighboring Suffolk, Logan said, the county CSEA Local and the state

CSEA Locals there have been giving strong support to their federally qualified HMO. Many Nassau Chapter members also believe that a similarly set up HMO will provide them and their family with better health care than the traditional group health insurance.

An HMO is an organized system of health care which provides comprehensive prevention and treatment services, on a prepaid basis, to voluntarily enrolled members.

The Nassau Plan for Health Care, Inc., will offer members an extensive basic benefits package, including: physicians' services . . . inpatient and outpatient hospital care . . . up to 20 outpatient mental health visits each year . . . emergency care, even when temporarily away from home . . . diagnostic, X-ray, and therapeutic radiology services . . . preventive health care, including voluntary family planning services, well-child care, immunizations, eye and ear exams for children through age 17, periodic health examinations for adults, and gynecological check ups . . . medical treatment and referral services for patients who are abusing alcohol and other drugs.

"The Nassau Plan for Health Care, Inc.," according to Chairman Logan, will be open for membership to all county residents, in the public sector or in private industry, whose employer has 25 or more employees.



FOR BETTER HEALTH CARE. Ed Logan, left, second vice president, Nassau CSEA Local 830, shows sign with name of their newly incorporated HMO — "The Nassau Plan for Health Care, Inc." — to two board members, Tony Costaldo, center, and Cliff Stewart. After two years of hard work, Chairman Logan and colleagues expect their federally-qualified Health Maintenance Organization to begin providing union members and other county residents with comprehensive medical services on June 1, 1981.

## Retiree Newswatch

By Thomas Gilmartin  
CSEA Retiree Coordinator

### Retiree legislation introduced

Our CSEA retiree legislation for 1979 has been introduced, numbered and printed, and I wish to summarize our bills at this time, with further elaboration to follow as soon as it is possible for our printers and mailers to get our Retiree Newsletter on its way.

The "1971 BILL" (S. 3361-A. 4509), introduced by Senator John Flynn and Assemblyman Frank Barbaro, would extend the present cost-of-living supplement cut-off date of March 31, 1969 to December 31, 1971. Percentages of supplementation range as follows:

1971	17%	1964-1963	22%
1970	18%	1962-1961	23%
1969-1968	19%	1960-1957	24%
1967	20%	1956-1952	25%
1966-1965	21%	1951 & earlier	26%

Fiscally, this represents an additional cost of \$5.8 million to the State and \$6.3 million to participating employers (local governments). This added cost is reasonable and affordable and, it appears that this bill has a very good chance this year.

The "JUNE 30, 1977 BILL" (S. 4158 - A. 6618) introduced by Committee on Rules, would extend a cost-of-living adjustment to an unprecedented number of retirees, namely, all who retired up through June 30, 1977, providing for all previous percentage benefits to be made permanent. Also, beginning

in 1980, all eligible retirees would receive an increase based on the rise of the cost-of-living indicated by the consumer price index for the previous year. The bill's fiscal note reports an additional annual cost of \$314.6 million to the State, plus \$345 million to participating employers. It obviously will require a super effort on the part of its supporters to be passed, but CSEA is committed to support this bill all the way.

The "SURVIVOR'S BENEFIT BILL" (S. 3221 - A. 4416) introduced by Senator Flynn and Assemblyman Stephen Greco, would provide a death benefit to the beneficiary of a state retiree who retired before October 1, 1966, is still living and is one of the small group of state retirees who have been denied such a benefit of \$2000. The actuaries estimate the cost as \$1 million, decreasing as these older retirees continue to pass away. We think it would be insensitive of any legislator to fail to give his or her support to this small benefit for our oldest state retirees.

There are other bills, not written by CSEA but which are favorable to retirees and other older citizens, which will be pointed out in this column next time. Whom to write to in support of our bills? The newsletter will spell out such details, and you are asked to write

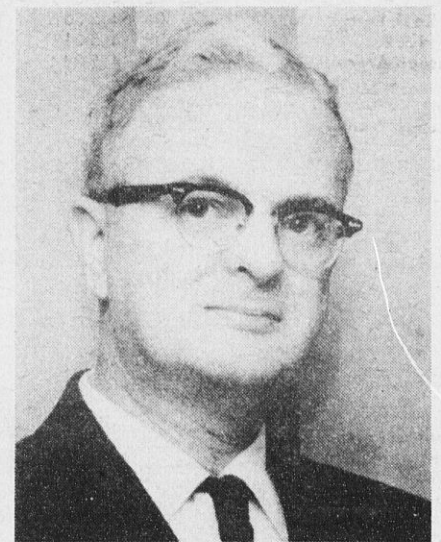
your letters of support no later than the week of May 13.

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On March 31, 1979 the Newburgh Evening News reported on a meeting in Goshen, N.Y. at which Dr. Joseph G. Metz, Executive Director of the Permanent Commission on Public Employee Pension and Retirement Systems, spoke. Dr. Metz is quoted as saying that after 30 years, a typical public employee gets more in retirement, after tax dollars, than he or she did while working. This is an obvious reference to some of the horror stories that came out of the New York City civil service system several years ago. The unfairness is that Dr. Metz implies this abuse to be generally the case by his use of the words "a typical public employee."

He is further quoted as saying public employees don't pay state and local income taxes. This misstatement is damaging whether he actually said that or was incorrectly reported in the news story. It is not true, of course. Dr. Metz may have had in mind the fact that retired public employees in this state are exempt from state income tax, which is true.

Let's look at these "too generous" state pensions for a year as recent as 1977. In that year as of March 31, 14,394 retired in the



Thomas Gilmartin

Employees Retirement System. Of the 14,394 about 2 out of 3 (9,308) retired at an average annual pension of \$1,564. 40.5% of the same 14,394 with at least 10 to 19 years of service, retired at an average pension of only \$2,438, which has already depreciated more than 10%.

It is hoped that all dedicated crusaders against public employee pensions will aim their guns at more worthwhile targets such as highly paid government administrators and legislators, who will indeed retire with "too generous" pensions, and that in attacking the meager retirement benefits of so many "little" retirees, they will hopefully avoid misleading statements.

For the past several weeks, The Public Sector has carried status reports of various legislation in the State Legislature. Some of it is supported by CSEA, and some is strongly opposed by CSEA. As the current session winds its way toward adjournment, the union will most likely intensify its efforts regarding legislative action on those bills. Grassroots legislative action by the membership will undoubtedly be utilized, in-

cluding calling and writing individual legislators. For your information, the following is a listing of legislators by district, with their room number in the Legislative Office Building (LOB) or Capitol Building (CAP) and their Albany office telephone number, plus their home address. When writing to a legislator at Albany, the correct mailing address is: Legislative Office Building, Albany, N.Y. 12248.

SENATE				
DIST.	NAME	ROOM	PHONE	HOME ADDRESS
1	Kenneth P. LaValle	LOB 805	455-3121	6 Settlers Path, Pt. Jefferson, NY 11777
2	James J. Lack	LOB 815	455-2071	11 Imperial Ct., E. Northport, NY 11731
3	Caesar Trunzo	LOB 848	455-2471	105 Washington Ave., Brentwood, NY 11717
4	Owen Johnson	LOB 817	455-2231	6 Learner St., West Babylon, NY 11704
5	Ralph J. Marino	LOB 412	455-2392	3 Lea Ct., Muttontown, Syosset, NY 11791
6	John R. Dunne	LOB 711	455-2111	109 Fifth St., Garden City, NY 11530
7	John D. Caemmerer	LOB 811	455-3341	11 Post Avenue, E. Williston, NY 11596
8	Norman J. Levy	LOB 812	455-2366	299 Merrick Ave S., Merrick, NY 11566
9	Carol Berman	LOB 306	455-3371	42 Lord Ave., Lawrence, NY 11559
10	Jeremy S. Weinstein	LOB 513	455-2177	77-07 138th St., Flushing, NY 11367
11	Frank Padavan	LOB 803	455-3111	84-48 Radnor St., Jamaica, NY 11432
12	Gary L. Ackerman	LOB 613	455-3461	65-47 169th St., Flushing, NY 11365
13	Emanuel R. Gold	LOB 313	455-3431	104-40 Queens Blvd., Forest Hills, NY 11375
14	Anthony Gazzara	LOB 315	455-3486	38-11 28th Road, Long Island City, NY 11102
15	Martin J. Knorr	LOB 806	455-3281	61-46 Palmetto St., Ridgewood, NY 11227
16	Howard Babbush	LOB 504	455-3536	1330 E. 89th St., Brooklyn, NY 11236
17	Major R. Owens	LOB 608	455-3451	335 Wyona St., Brooklyn, NY 11207
18	Thomas J. Bartosiewicz	LOB 604	455-2195	142 Kent St., Brooklyn, NY 11222
19	Martin Markowitz	LOB 406	455-2431	400 Rugby Rd., Brooklyn, NY 11226
20	Donald Halperin	LOB 413	455-2441	118 Hastings St., Brooklyn, NY 11235
21	Christopher J. Mega	LOB 808	455-3131	1022 80 St., Brooklyn, NY 11228
22	Martin M. Solomon	LOB 408	455-2437	8871 24 Ave., Brooklyn, NY 11214
23	Vander L. Beatty	LOB 615	455-3444	671 St. Johns Pl., Brooklyn, NY 11216
24	John J. Marchi	LOB 913	455-3215	79 Nixon Ave., Staten Is., NY 10304
25	Martin Connor	LOB 415	455-2451	61 Pierrepont St., Brooklyn, NY 11201
26	Roy M. Goodman	LOB 310	455-3411	1035 Fifth Ave., New York, NY 10028
27	Manfred Ohrenstein	LOB 907	455-2701	135 Central Park W., New York, NY 10023
28	Carl H. McCall	CAP 414	455-2665	180 Riverside Dr., New York, NY 10024
29	Franz S. Leichter	LOB 517	455-2041	448 Riverside Dr., New York, NY 10027
30	Olga A. Mendez	LOB 304	455-3531	1215 Fifth Ave., New York, NY 10029
31	Israel Ruiz, Jr.	LOB 617	455-3395	1020 Grand Concourse, Bronx, NY 10451
32	Joseph L. Galiber	LOB 707	455-2061	800 Concourse Village West, Bronx, NY 10455
33	Abraham Bernstein	LOB 917	455-3241	3333 Henry Hudson Pkwy., Bronx, NY 10463
34	John D. Calandra	CAP 503	455-2631	88 Beech Tree Lane, Bronx, NY 10803
35	John E. Flynn	LOB 307	455-3381	15 Huron Rd., Yonkers, NY 10710
36	Joseph R. Pisani	CAP 505	455-2831	197 Farragut Circle, New Rochelle, NY 10805
37	Mary B. Goodhue	CAP 413	455-2024	McLain St., Mt. Cisco, NY 10549
38	Linda Winikow	LOB 706	455-2181	62 Sutin Pl., Spring Valley, NY 10977
39	Jay P. Rolison, Jr.	LOB 512	455-2411	150 Kingwood Park, Poughkeepsie, NY 12601
40	Richard Schermerhorn	LOB 409	455-2461	12 Idlewild Pk., Cornwall-on-Hudson, NY 12520
41	Joseph L. Bruno	LOB 814	455-2346	Bulson Rd., Brunswick, NY 12180
42	Howard C. Nolan, Jr.	LOB 302	455-3361	Birch Hill Rd., Loudonville, NY 12211
43	Ronald B. Stafford	CAP 502	455-2811	14 Pleasant St., Peru, NY 12972
44	Hugh T. Farley	LOB 903	455-3171	2137 Niskayuna Dr., Schenectady, NY 12309
45	H. Douglas Barclay	LOB 946	455-3261	6871 Port Rd., Pulaski, NY 13142
46	James H. Donovan	LOB 708	455-2211	9409 Elm St., Chadwicks, NY 13319
47	Warren M. Anderson	LOB 910	455-2276	34 Lathrop Ave., Binghamton, NY 13905
48	Charles D. Cook	LOB 515	455-2031	19 Prospect St., Delhi, NY 13753
49	Martin Auer	LOB 947	455-3255	809 Crawford Ave., Syracuse, NY 13224
50	Tarky J. Lombardi	LOB 612	455-3511	99 Burlingame Rd., Syracuse, NY 13202
51	William T. Smith	LOB 915	455-3191	3047 Olcott Rd., Big Flats, NY 14814
52	Frederick L. Warder	LOB 902	455-3181	140 White Springs Rd., Geneva, NY 14456
53	John D. Perry	LOB 506	455-3575	181 Lafayette Pkwy., Rochester, NY 14625
54	Fred J. Eckert	LOB 609	455-3121	101 Sherri Ann Lane, Rochester, NY 14626
55	Joseph A. Tauriello	LOB 311	455-3491	713 Busti Ave., Buffalo, NY 14213
56	Raymond F. Gallagher	LOB 508	455-2426	73 South Shore Blvd., Lackawanna, NY 14218
57	Jess J. Present	LOB 509	455-3561	41 Chestnut St., Jamestown, NY 14701
58	Dale M. Volker	LOB 802	455-2091	92 Center St., Depew, NY 14043
59	Walter J. Floss, Jr.	LOB 905	455-3161	6221 Transit Road, East Amherst, NY 14051
60	John B. Daly	LOB 606	455-2325	430 Dutton Dr., Lewiston, NY 14092

ASSEMBLY				
DIST.	NAME	ROOM	PHONE	HOME ADDRESS
1	John Behan	LOB 523	472-8020	Fairview Ave., Montauk, NY 11954
2	Geo. J. Hochbrueckner	LOB 727	472-2500	1 Wycomb Place, Coram, NY 11727
3	Icilio W. Bianchi, JR.	LOB 728	472-2560	36 Bellport La., Bellport, NY 11713
4	Robert C. Wertz	LOB 404	472-2170	97 D. Short Path, St. James, NY 11780
5	Paul E. Harenberg	LOB 748	472-2360	Harriet Rd., Bayport, NY 11705
6	John C. Cochrane	LOB 428	472-2160	80 Concourse East, Brightwaters, NY 11718
7	John J. Flanagan	LOB 427	472-2220	52 Dunlop Rd., Huntington, NY 11743
8	Antonia P. Rettaliata	LOB 426	472-2170	175 Woodbury Rd., Huntington, NY 11743
9	Lou Howard	LOB 920	472-8420	197 S. Bayview Ave., Amityville, NY 11701
10	Lewis J. Yevoli	LOB 456	472-2300	29 Serpentine La., Old Bethpage, NY 11804
11	Philip B. Healey	LOB 322	472-6270	32 Frankel Rd., Massapequa, NY 11758
12	Frederick E. Parola, Jr.	LOB 629	472-2570	2 Beverly Rd., Wantagh, NY 11793
13	Thomas Gulotta	LOB 834	472-3622	2 Anding Ave., No. Merrick, NY 11566
14	Joseph M. Reilly	LOB 402	472-2400	7 Hickory La., Glen Cove, NY 11542
15	Angelo Orazio	LOB 626	472-3070	18 Crescent La., Albertson, NY 11507
16	May W. Newburger	LOB 619	472-3090	16 Old Colony La., Great Neck, NY 11023
17	Kemp Hannon	LOB 821	472-3820	41 Kenwood Rd., Garden City, NY 11530
18	Armand P. D'Amato	LOB 820	472-3830	711 Koelbel Ct., Baldwin, NY 11510
19	Raymond J. McGrath	LOB 833	472-3620	94 N. Corona Ave., Valley Stream, NY 11580
20	Arthur J. Kremer	LOB 923	472-6580	605 E. State St., Long Beach, NY 11561
21	George Madison	LOB 819	472-3850	791 Third Ave., Franklin Square, NY 11010
22	Gerdi E. Lipschutz	LOB 701	472-2770	156 Beach 144th St., Nesposit, NY 11694
23	John A. Esposito	LOB 433	472-2180	222-01 101st Ave., Queens Village, NY 11429
24	Saul Weprin	LOB 713	472-2710	82-09 188th St., Hollis, NY 11423
25	Vincent F. Nicolosi	LOB 841	472-7840	32-30 214th Place, Bayside, NY 11361
26	Leonard P. Stavisky	LOB 836	472-3550	162-21 Powells Cove Blvd., Whitestone, NY 11357
27	Arthur J. Cooperman	LOB 831	472-3700	164-10 84th Ave., Jamaica, NY 11432
28	Alan G. Hevesi	LOB 943	472-3202	68-10 Ingram St., Forest Hills, NY 11375
29	Andrew Jenkins	LOB 652	472-3010	174-10 Adelaide Rd., St. Albans, NY 11433
30	Ralph Goldstein	LOB 553	472-8990	61-20 Grand Central Pkwy., Forest Hills, NY 11375
31	Anthony S. Seminerio	LOB 818	472-3840	109-56 111th St., Ozone Park, NY 11420
32	Edward Abramson	LOB 844	472-3790	163-39 130th Avenue, Jamaica, NY 11434
33	John T. Flack	LOB 318	472-6130	78-14 64th Place, Glendale, NY 11227
34	Ivan C. Lafayette	LOB 440	472-2320	30-20 90th St., Jackson Hgts., NY 11369
35	John G. Lopresto	LOB 549	472-3190	14-46 132nd St., College Point, NY 11356
36	Denis J. Butler	LOB 557	472-8530	31-59 47th St., Long Island City, NY 11103
37	Clifford E. Wilson	LOB 551	472-3410	60-53 68th Road, Brooklyn, NY 11227
38	Frederick D. Schmidt	LOB 732	472-2530	8514 86th St., Woodhaven, NY 11421
39	Stanley Fink	CAP 932	472-7683	2249 East 70th St., Brooklyn, NY 11234

ASSEMBLY				
DIST.	NAME	ROOM	PHONE	HOME ADDRESS
40	Edward Griffith	LOB 847	472-3810	710 Warwick St., Brooklyn, NY 11207
41	Murray E. Weinstein	LOB 637	472-2990	555 East 79th St., Brooklyn, NY 11236
42	Harry Smoler	LOB 637	472-2980	2435 Haring St., Brooklyn, NY 11235
43	Rhoda Jacobs	LOB 434	472-2120	125 Kenilworth Place, Brooklyn, NY 11210
44	Melvin Miller	LOB 658	472-2790	300 Rugby Rd., Brooklyn, NY 11226
45	Charles E. Schumer	LOB 627	472-4210	1775 East 13th St., Brooklyn, NY 11229
46	Howard L. Asher	LOB 422	472-3450	2277 East 2nd St., Brooklyn, NY 11223
47	Frank J. Barbaro	LOB 621	472-3050	7705 Bay Pkwy., Brooklyn, NY 11214
48	Samuel Hirsch	LOB 724	472-2660	5418 17th Ave., Brooklyn, NY 11204
49	Dominick L. Di Carlo	LOB 436	472-2350	1345-83 St., Brooklyn, NY 11228
50	Florence M. Sullivan	LOB 324	472-6400	229 Ovington Ave., Brooklyn, NY 11209
51	Joseph Ferris	LOB 454	472-2280	974-47 St., Brooklyn, NY 11219
52	Michael L. Pesce	LOB 730	472-2550	238 President St., Brooklyn, NY 11231
53	Woodrow Lewis	LOB 842	472-7471	1293 Dean St., Brooklyn, NY 11216
54	Thomas Boyland	LOB 654	472-3020	109 Christopher Ave., Brooklyn, NY 11212
55	Thomas R. Fortune	LOB 648	472-2830	190 Ralph Avenue, Brooklyn, NY 11233
56	Albert Vann	LOB 650	472-3000	362 McDonough St., Brooklyn, NY 11233
57	Harvey L. Strelzin	LOB 939	472-2810	225 Adams St., Brooklyn, NY 11201
58	Joseph R. Lentol	LOB 839	472-2100	229 Monitor St., Brooklyn, NY 11222
59	Victor L. Robles	LOB 331	472-6060	50 Manhattan Ave., Brooklyn, NY 11206
60	Guy V. Molinari	LOB 533	472-3240	21 Merrick Ave., Staten Island, NY 10301
61	Elizabeth A. Connelly	LOB 826	472-5490	94 Benedict Avenue, Staten Is., NY 10314
63	Sheldon Silver	LOB 327	472-6090	550 Grand St., New York, NY 10002
64	William F. Passannante	LOB 837	472-3710	72 Barrow St., New York, NY 10014
65	Steven Sanders	LOB 519	472-2070	276 First Ave., New York, NY 10009
66	Mark Alan Siegel	LOB 522	472-2040	239 East 79th St., New York, NY 10021
67	Richard N. Gottfried	LOB 941	472-6650	91 Central Park West, NY 10023
68	Alexander B. Grannis	LOB 417	472-3033	501 East 87th St., New York, NY 10028
69	Jerrold Nadler	LOB 744	472-2900	650 West End Ave., New York, NY 10025
70	Edward C. Sullivan	LOB 420	472-2370	606 W. 116th St., New York, NY 10027
71	George W. Miller	LOB 645	472-3274	25 W. 132nd St., New York, NY 10037
72	Angelo DelToro	LOB 641	472-2950	129 E. 106th St., New York, NY 10029
73	Edward H. Lehner	LOB 716	472-2760	680 Ft. Washington Ave., New York, NY 10040
74	Herman D. Farrell, Jr.	LOB 424	472-2610	159-34 Riverside Dr., New York, NY 10032
75	Jose E. Serrano	LOB 845	472-3800	888 Grand Concourse, Bronx, NY 10451
76	Charles R. Johnson	LOB 555	472-3420	1020 Grand Concourse, Bronx, NY 10451
77	Armando Montano	LOB 622	472-3060	634 Manida St., Bronx, NY 10474
78	Estella B. Diggs	LOB 746	472-2610	592 E. 167th St., Bronx, NY 10456
79	Louis Niele	LOB 656	472-3030	1424 Wilkins Ave., Bronx, NY 10459
80	Guy J. Vellella	CAP 511	472-7250	1240 Rhinelander Ave., Bronx, NY 10461
81	Eliot L. Engel	LOB 734	472-2520	4100-11 Hutchinson Rv., Pky. E., Bronx, NY 10475
82	Sean P. Walsh	LOB 540	472-3380	2473 Elm Place, Bronx, NY 10458
83	George Friedman	LOB 704	472-2770	357 W. 195th St., Bronx, NY 10458
84	G. Oliver Koppell	LOB 717	472-2740	3124 Henry Hudson Pky. E., Bronx, NY 10463
85	John C. Dearie	LOB 712	472-2750	1735 Purdy St., Bronx, NY 10462
86	Vincent A. Marchiselli	LOB 501	472-2060	4320 Van Cortlandt Pk. E., Bronx, NY 10470
87	Nicholas A. Spano	LOB 909	472-8224	350 Riverdale Ave., Yonkers, NY 10705
88	Richard C. Ross	LOB 432	472-2140	24 Palmer Ave., Mount Vernon, NY 10552
89	William B. Finneran	LOB 601	472-3080	30 Edgewood Rd., White Plains, NY 10607
90	Gordon W. Burrows	LOB 937	472-6703	65 Harvard Ave., Yonkers, NY 10710
91	John M. Perone	LOB 718	472-2140	539 Prospect Ave., Mamaroneck, NY 10543
92	Peter M. Sullivan	LOB 326	472-6310	20 No. Broadway, White Plains, NY 10601
93	Jon S. Fassel	LOB 719	472-2650	RFD 3, Mt. Holly Rd., Katonah, NY 10536
94	Willis H. Stephens	CAP 444	472-8330	RD 3, Brewster, NY 10509
95	Eugene Levy	LOB 450	472-2670	East Place, Suffern, NY 10901
96	Robert J. Connor	LOB 458	472-2130	29 Pride's Crossing, New City, NY 10956
97	William J. Larkin, Jr.	LOB 722	472-3180	32 Ona Lane, New Windsor, NY 12550
98	Raymond M. Kisor	LOB 827	472-6230	1 Gregory Dr., Goshen, NY 10924
99	Emeel S. Betros	LOB 550	472-3200	67 So. Grand Ave., Poughkeepsie, NY 12603
100	Glenn E. Warren	LOB 528	472-3340	5 Rockwell Place, Glenham, NY 12527
101	Maurice D. Hinchey, Jr.	LOB 625	472-3040	68 Livingston St., Saugerties, NY 12477
102	Clarence D. Lane	LOB 448	472-8696	Windham, New York 12496
103	Michael J. Hobeck, Jr.	LOB 723	472-2630	51 Kunker Ave., Latham, NY 12110
104	Richard J. Connors	CAP 524C	472-8486	31 Bonheim St., Albany, NY 12204
105	Arlington Van Dyke	LOB 323	472-6390	42 Grove St., Middleburg, NY 12122
106	Neil W. Kelleher	LOB 320	472-6170	406 Sixth Ave., Troy, NY 12182
107	Clark Wemple	LOB 442	472-2200	1760 Van Antwerp Rd., Schenectady, NY 12307
108	Robert A. D'Andrea	LOB 325	472-6320	RD 1, Saratoga Springs, NY 12866
109	Glenn H. Harris	LOB 521	472-2020	Long Lake, NY 12847
110	Jean B. Hague	LOB 530	472-3320	Rolling Ridge, Glens Falls, NY 12801
111	Andrew W. Ryan, Jr.	LOB 330	472-6633	187 Cornelia St., Plattsburgh, NY 12901
112	David O'B. Martin	LOB 544	472-3220	41 Judson St., Canton, NY 13617
113	Anthony J. Casale	LOB 534	472-3280	19 Marmet St., Mohawk, NY 13407
114	H. Robert Nartz	LOB 545	472-3210	5274 Clinton St., Lowville, NY 13367
115	William R. Sears	LOB 438	472-2340	Bear Creek Rd., Woodgate, NY 13494
116	Nicholas J. Calogero	LOB 543	472-3230	10 Proctor Blvd., Utica, NY 13501
117	John Zagame	LOB 720	472-2680	17 Montcalm St., Oswego, NY 13



# COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
<b>FILING ENDS MAY 14, 1979</b>		
Institution Retail Stores Manager I	\$ 9,481	No. 36-455
Institution Retail Stores Manager II	\$11,250	No. 36-456
Computer Programmer Trainee	\$10,624	No. 36-752
Associate Computer Programmer	\$18,301	No. 36-754
Assoc. Computer Programmer/Analyst	\$18,301	No. 36-755
Assoc. Computer Systems Analyst	\$18,301	No. 36-756
Computer Programmer/Analyst Trainee	\$ 9,481	No. 36-766
Principal Editorial Clerk	\$ 9,481	No. 36-745
Head Salary Determination Analyst	\$14,075	No. 36-750
Chief Salary Determination Analyst	\$18,301	No. 36-751
Principal Salary Determination Analyst	\$11,250	No. 36-767
Substance Abuse Accounts Auditor III	\$18,301	No. 36-759
Senior Editorial Clerk	\$ 7,565	No. 36-740
Senior Editorial Clerk (Commerce)	\$ 7,565	No. 36-741
Principal Printing Clerk	\$ 9,481	No. 36-747
Bridge Repair Supervisor II	\$12,583	No. 36-761
Senior Editorial Clerk (Education)	\$ 7,565	No. 36-742
Principal Editorial Clerk	\$ 9,481	No. 36-746
Principal Printing Clerk	\$ 9,481	No. 36-748
Senior Field Representative, Division of Human Rights	\$19,420	No. 36-731
Senior Manpower Programs Coordinator	\$14,075	No. 36-768
Associate Manpower Programs Coordinator	\$18,301	No. 36-769
Associate Manpower Programs Specialist	\$18,301	No. 36-770
Chief of Manpower Programs Grant		
Control and Fiscal Audit	\$22,623	No. 36-771
Senior Editorial Clerk (Mental Health)	\$ 7,565	No. 36-743
Senior Resources and Reimbursement Agent	\$16,469	No. 36-758
Senior Resource and Reimbursement Agent (Mental Retardation/Dev. Disabilities)	\$16,469	No. 36-762
Senior Editorial Clerk (State)	\$ 7,565	No. 36-744
Computer Composer Technician I	\$ 9,481	No. 36-753
Principal Printing Clerk (Taxation and Finance)	\$ 9,481	No. 36-749
Bridge Maintenance Supervisor II	\$14,242	No. 36-760

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.

# STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
<b>FILING ENDS MAY 14, 1979</b>		
Medical Technologist	\$11,250	No. 27-895
Veterinarian I (Animal Industry)	\$15,624	No. 27-901
Veterinary Technician	\$10,024	No. 27-870
<b>FILING ENDS MAY 21, 1979</b>		
Supervisor for Traffic Signal Operators, Assistant	\$14,075	No. 27-902
Traffic Signal Coordinator	\$20,366	No. 27-903

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



**WAITING TO SPEAK** — As Sgt. at Arms James Hull, left, shouts for recognition, CSEA delegates Pat Crandall, President of SUNY Cortland Local 605; and Raymond Cassidy, President of Westchester County Local 860, await their turn to address the nearly 700 delegates meeting in special session April 21 in Albany.

# OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (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	\$6,650	20-890
Typist	\$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.

# Charge unit president's rights violated

By GENI ABRAMS  
Special to the Public Sector

ALBANY — Peter Mendleson, the CSEA unit president who was unfairly suspended without pay before Christmas, has now survived his first unemployed Easter, and by the time his fight is won, it may well be the Fourth of July.

While most American workers mark the major U.S. holidays by taking the day off, there hasn't been much to celebrate for Mr. Mendleson, who has had every day off since Nov. 9, 1978. It was then that his supervisor at the State Department of Transpor-

tation garage at Waterford suspended him without pay. The offense: trying to tape record the supervisor's reply to a request for contractually-guaranteed time off to process a fellow employee's grievance.

The suspension lasted 12 days prior to Mr. Mendleson's 10th anniversary with the DOT, at which time he would have vested his pension rights.

CSEA Attorney Marjorie E. Karowe is representing Mr. Mendleson on several fronts stemming from his suspension, including a disciplinary proceeding before Arbitrator Eli Taub, in which Mr. Mendleson took the stand for the first

time on April 23. But she believes the real issue is a deep-seated anti-union disposition on the part of the DOT supervisor who suspended Mr. Mendleson, Kenneth H. Smith.

This disposition, or "animus," as the attorney calls it, is the reason behind Ms. Karowe's filing of an Improper Practice charge against the department. Hearings on the charge have been postponed several times already, but are now set to be heard some time in May by Public Employment Relations Board officer Bonnie Kirkland.

"We are trying to bring into the open a management pattern of concerted, sustained harassment which very few employees ever could have withstood," Ms. Karowe said.

Mr. Mendleson, a Motor Equipment Mechanic at the shop, had never had a problem with management until Mr. Smith was assigned as supervisor of the garage in 1975. Since then, Mr. Mendleson has received no fewer than 15 "counseling letters," advising him of alleged wrongdoings on his part.

In addition, he went through the experience of being ordered by DOT management to report for a psychiatric examination. Ever cheerful, Mr. Mendleson showed up at the doctor's office as directed and, after the examination, was told by the psychiatrist that the DOT had obviously sent him "the wrong man."

Ms. Karowe notes that the only other person ever ordered by the DOT to report for a psychiatric examination was also a CSEA unit president.

Nels Carlson, CSEA's Collective Bargaining Specialist for Mr. Mendleson's Operational bargaining unit, agrees that the DOT has been harsh in its persecution of the CSEA leader.

"Our contract specifies that you cannot be suspended without pay unless you are a clear and present danger to yourself, your colleagues or the department's property," he said. "All Peter did was to bring a tape recorder into work with him."

Mr. Smith also gave Mr. Mendleson

an "unsatisfactory" performance rating for 1977. Dressed in a three-piece suit for his appeal of that rating at a 10 a.m. hearing in Albany last summer, Mr. Mendleson was at work at 8 a.m. Mr. Smith ordered him to do some repairs underneath a truck. Obviously, he was not dressed for the work — and was promptly charged with insubordination.

The union has filed an "Article 78" (court) proceeding on the unsatisfactory performance rating. That proceeding should also begin in late May or early June.

"We're not giving up on this," Ms. Karowe said. "It's a matter of principle to us, as well as being a clear case of a violation of a person's contractual and statutory rights."

"Here was an employee who stood up for his rights and the rights of his fellow employees," she continued. "And he did this in the face of a tremendous, unprecedented harassment by his supervisor. There is no doubt in my mind that a pattern of deliberate, sustained anti-union animus can be proved."

Since his suspension in November, Mr. Mendleson has also been ineligible for unemployment insurance, because the DOT objected to his receiving it. CSEA strongly resents this tactic, and feels that it adds to the validity of the Improper Practice charge. But hearings on unemployment insurance have been made moot by the current disciplinary proceedings, because a union victory would give Mr. Mendleson not only reinstatement to his job, but full back pay and benefits from the date of his suspension.

Meanwhile, Mr. Mendleson has been without pay and without unemployment insurance . . . for six months now. He is also ineligible for food stamps. The reason: he owns more than \$1,500 worth of property.

Despite the fact that his story makes him sound like a contestant on "Queen for a Day," Peter Mendleson remains optimistic as he bounds into CSEA headquarters almost daily to photocopy voluminous notes for his legal battles. "Look at the bright side," he said recently. "At least I get to see my wife and kids a lot." Mr. Mendleson, his wife and two daughters are residents of Ballston Spa.

He also maintains an intense interest in his ex-colleagues at the Waterford shop, where Ozzie Cooper has taken over for him as CSEA president.

One of the curious facts that has come out of the Mendleson case is that the state has, as of February, spent more money in its prosecution of the man than his entire \$13,000 salary would have cost for a year.

"It's just an extreme case of the state not wanting to admit they made a mistake," Mr. Carlson said. "No matter what the cost. The sad part is, there's a human cost here, too."

In a development that the union sees as related, it was rumored at press time that Mr. Smith, the supervisor, had been nominated for the 1979 Murray Nathan Award — which is given for excellence in management.

"If it's true, it's obviously a ploy by management to get their case to look stronger," Mr. Carlson said. "Either that, or it's a belated April Fool's Day joke."



TO THE DELIGHT OF BOTH PARTIES, North Hempstead Town Supervisor Michael J. Tully, Jr. affixes his signature to a new two-year contract with the Town's employees as Civil Service Employees Association Unit President Edward Ochenkowski looks on. The contract provides for the regular increment payment, plus 3.5 per cent increase plus \$250 for each year.



James L. Verboys

## Local 860 raises bomb scare issue

WHITE PLAINS — A grievance filed by the Westchester County Unit of CSEA Local 860 appears to have prompted the County to reevaluate its bomb threat procedures.

Unit Health and Safety Chairman James L. Verboys said: "The county has been reevaluating its bomb threat procedures and it appears to be updating the procedure . . . The County has elected to go through its department heads and has not met with the union."

The grievance is still pending "until procedures are established and implemented," Verboys said.

The grievance asked the county to clarify its bomb-threat procedures and to initiate training

for personnel in bomb-search procedures, Unit President Raymond J. O'Connor said.

Verboys said: "If a bomb threat came tomorrow, it still would be disorganized. Employees would not know what to do."

He said the biggest problem was communication between department heads and employees. Also, a fire warden system is operating only in a few of the county's buildings, he said. He stressed the importance of educating employees to procedures.

The grievance was prompted after bomb threats to county buildings of March 1 and 2, in which the county allegedly failed to react properly, O'Connor said.

## Asbestos in Westchester

# 'We've got a potential time bomb on our hands'



WESTCHESTER COUNTY UNIT GRIEVANCE CHAIRMAN Jack Whalen points out one of the pipes in the basement of the Westchester County Medical Center in Valhalla where asbestos is exposed. The lockers are used by kitchen personnel.

The danger of cancer-causing asbestos poisoning the atmosphere of a work site is becoming one of the biggest health concerns in the United States. The Westchester County Unit of CSEA Local 860 believes some of its members are facing the most-serious health problem. Associate Editor Gerald Alperstein visited White Plains and Valhalla on April 17 to investigate the alleged unhealthy conditions.

## County hospital site of asbestos hazard

WHITE PLAINS — Some employees of Westchester County are being exposed to asbestos at their work sites. Other employees of the county possibly are being exposed to the deadly, cancer-causing substance.

The County Unit of Westchester County CSEA Local 860 has started taking steps to eliminate such hazards and potential hazards.

A meeting of the joint (the Unit and the County) Health and Safety Committee will be held to make recommendations regarding a grievance on the subject.

Unit President Raymond J. O'Connor, in the grievance, asked for "immediate precautions to guard against exposure to asbestos

and asbestos type fibers . . ." and to investigate other county work sites for asbestos.

In addition to the relief asked in the grievance, O'Connor said employees and past employees of the exposed work sites also should be monitored.

Laboratory tests, paid for by the Unit, revealed asbestos on pipes in a heavily traveled basement passage at the Westchester County Medical Center in Valhalla where the kitchen personnel have lockers.

The tests also revealed that a material sprayed on support beams at 85 Court Street, White Plains, the building which houses the County Social Services Department, contains asbestos type fibers.

O'Connor fears the fibers might be circulating throughout the office building through the central heating and air conditioning system.

Asbestos has been proven to cause cancer and asbestosis, a disease of the lungs (see accompanying story). Medical research has found asbestos-caused cancer many times takes as long as 20 years to develop.

"We've got a potential time bomb on our hands," O'Connor said.

Unit Health and Safety Committee Chairman James L. Verboys said management told the members that the materials were no problem and they should not be concerned.

The management position caused the Unit to send samples of the suspected materials to an independent laboratory in March. On March 28, the Unit received the results from the laboratory. The materials did contain asbestos or asbestos type fibers.

A grievance was filed on April 9. The County responded April 16 by letter to O'Connor stating the joint committee would schedule a meeting.

Verboys said: "We don't know how serious a problem we really have."

Unit Grievance Chairman Jack Whalen said: "We've found the tip, and we want to see if there is an iceberg."

## Deadly asbestos causes cancer, lung disease

Asbestos has been shown to be a cause of cancer and of asbestosis, a lung disease.

The American Academy of Occupational Medicine reported that asbestos is a cause of tumors in the lungs and in the abdomen.

Robert H. Dreisbach, M.D., Ph.D., in the Handbook of Poisoning, wrote: "The word asbestos is used for any mineral that breaks down into fibers. The most commonly used form, chrysotile, is a fibrous serpentine, a magnesium silicate containing 40% silica."

The Annals New York Academy of Sciences reported: ". . . Chrysotile represents approximately 95% of the total asbestos produced, contact with this type of asbestos furnishes the chief cause of asbestos . . . cancer . . . especially in the U.S.A."

The Handbook reported: "The occurrence of asbestosis, a fibrotic disease of the lungs, has been recognized for centuries. This dis-

ease occurs most commonly in the cloth-making industry, which utilizes the chrysotile form of the mineral. Recently, lung tumors have been found in a large percentage of patients with asbestosis."

The American Journal of the Medical Sciences reported studies of cancer death rates 50 percent among asbestosis patients.

In addition, data reported by the Annals shows a 20-year waiting period between production of asbestos and asbestosis-related lung cancer.

The Journal concluded: "Evidence is impressive that asbestos exposure, often delayed in effect, will in the future be responsible for an important amount of pulmonary disease, especially chest tumors. In addition, new evidence points to asbestos exposure as significantly associated with abdominal tumors as well."

Asbestosis, which follows asbestos fibers lodging in lungs, causes coughing, shortness of

breath, decreased chest expansion and decreased breathing capacity, the handbook said.

The Annals reported the incidence of asbestos-related diseases is highest among workers exposed to asbestos.

The Journal listed the uses of asbestos as: Heating insulation, electric wire insulation, brake linings, pipe and furnace fittings, clothing, blankets, vinyl tile, air filtration, paint filler, shingles, boards and pump packing.



THE ASBESTOS SITUATION IN WESTCHESTER COUNTY is discussed in White Plains by (from left) Westchester Unit Grievance Chairman Jack Whalen, Unit President Raymond J. O'Connor and Health and Safety Chairman James L. Verboys.