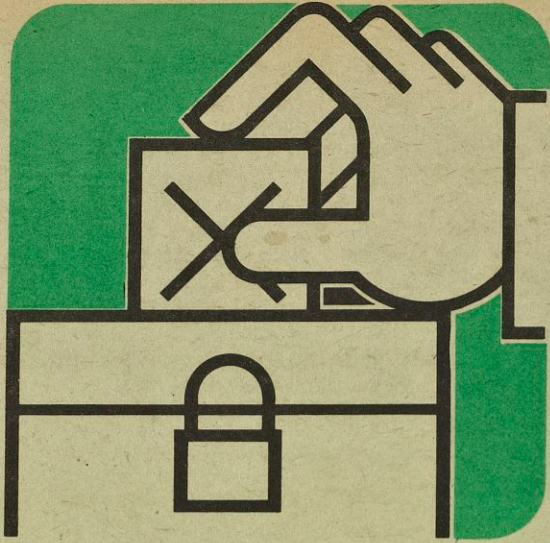


Carter, Bush come up winners in union presidential straw poll



ALBANY — The Civil Service Employees Assn. has released results of a statewide straw poll of its membership showing President Carter with a commanding lead over Senator Edward Kennedy for the New York Democratic Presidential Primary.

CSEA President William L. McGowan said the poll shows President Carter receiving 54% of the ballots returned by union members indicating a preference for a Democratic candidate while Senator Kennedy received 36% of that same group's votes. California Gov. Jerry Brown, the only other Democrat on the ballot, received only 9%.

On the Republican side, former Ambassador George Bush was the winner receiving 44% of votes cast by members indicating a Republican preference. Former California Governor Ronald Reagan received 36% of the Republican votes with Senator Howard Baker receiving 13% and former Texas Governor John Connally drawing only 6%.

With all votes counted, President Carter was the candidate most chosen by participating CSEA members receiving 32% of all votes cast in the straw poll. Senator Kennedy finished second overall with 21% of all votes cast, followed by Mr. Bush with 18%, Mr. Reagan with 14%, Senator Baker and Governor Brown with 5% each, and Mr. Connally with 2% of the total votes cast.

The poll is the first of its kind for CSEA, which has not endorsed any candidates in the March 25 New York Presidential Primary. President McGowan said that the union may make an endorsement, but no final decision has yet been reached.

"Not many people realize it," Mr. McGowan commented, "but about 20 cents of every dollar spent by state and local government in this state comes from federal sources. With the increase in this funding comes an increased impact on the jobs of the people that this union represents, and it may be that we can no longer afford to remain apart from the national political process."

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Public SECTOR

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Wednesday, March 5, 1980

Court contracts contain raises, COLA

ALBANY — CSEA members in the State Judiciary Unit and Judicial Districts 3 through 9 have voted overwhelmingly to ratify a tentative three year contract agreement with the state Office of Court Administration.

By a margin of 1,159 to 140, members voted to accept the three-year contract which is retroactive to April 1, 1979 and provides for a seven percent pay raise in the first year and additional raises in the second and third years based upon a Cost of Living Adjustment (COLA) formula that could provide up to seven percent salary increases in each year with a minimum of three and one-half percent guaranteed.

The contract was arrived at during coalition negotiations involving

some 21 bargaining units. CSEA's five judiciary local presidents took part in the negotiations with representatives from judicial employees in each of CSEA's five regions where the union represents court workers.

Tentative agreement on the contracts was reached on December 27 after the contract talks had reached the mediation stage.

CSEA Collective Bargaining Specialists Pat Monachino and

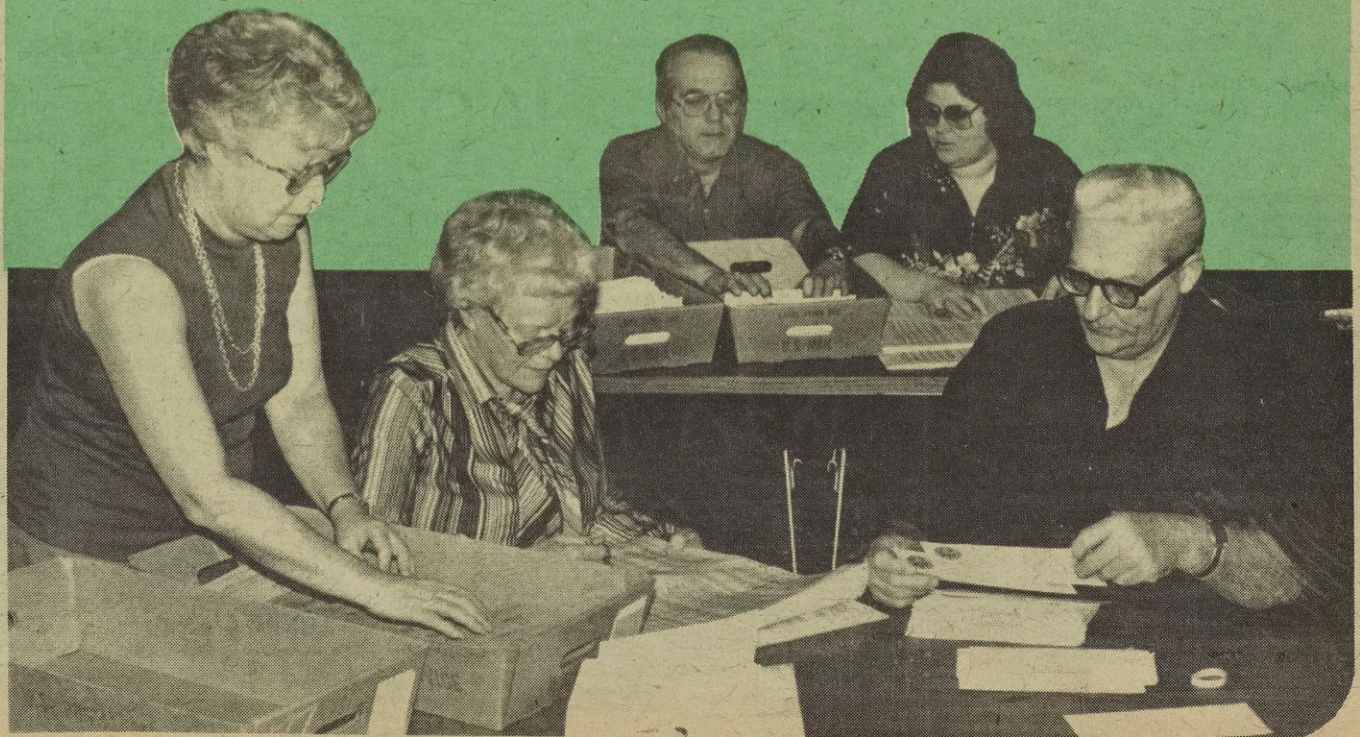
Emanuele Vitale worked out the agreements with the negotiating teams and representatives of the Office of Court Administration. They report that in addition to the salary increases, numerous other improvements were made in each contract including improvement of overtime and compensatory time provisions, improvement of grievance procedures and tightening of contract language.

The contracts are expected to be

signed in the near future by CSEA President William L. McGowan and Chief Administrative Judge William Evans. Monachino said that while payment of the retroactive salary increases requires a legislative appropriation, the Office of Court Administration has promised to expedite payments.

Ratification ballots were counted in Albany on February 21 by members of the union's Elections Procedures Committee.

JUDICIARY BALLOT COUNT — Members of the CSEA Elections Procedure Committee sort through ballots cast by CSEA members in state Judicial Districts 3 through 9 to verify eligibility of voters as just one step in the lengthy ratification ballot counting procedure. When the verification and counting were completed, results showed CSEA members had voted overwhelmingly to ratify tentative three-year contract agreements. Committee Chairman Greg Szurnicki, right foreground reads out social security numbers to Committee Members Genevieve Clark, seated, and Eva Katz, while in the background Committee Members Karen Pellegrino, and Robert Tarsitano check other ballots. During this process ballots are sealed. They are then mixed, opened and counted in separate operations that protect the confidentiality of the voting member's choice.



ALBANY — More than one thousand elected union delegates from across the state will attend CSEA's Special Delegates Meeting March 9-11 at the Empire State Plaza Convention Center here.

Various meetings and programs are scheduled for Sunday, March 9, but the major portion of the work to be accomplished will occur at business meetings on Monday and Tuesday. Delegates will be asked to consider a number of important proposed changes to the union's Constitution and By-Laws. The complete, verbatim, account of those proposed changes were printed in the February 13 issue of The Public Sector.

The Public Sector will have correspondents and photographers in attendance throughout the Special Meeting and complete reports of delegate decisions will be presented following the conclusion of the meeting.



SUFFOLK LEGAL ASSISTANCE BRIEFING — CSEA Executive Director Joseph J. Dolan, Jr., right, and the union's Legal Programs Administrator, Tony Campione, second from left, discuss aspects of the union's massive Legal Assistance Program with Suffolk County Local 852 Grievance Chairmen James Farrell, left, and Frank Koft. Mr. Farrell, Second Vice President of the Local, and Mr. Koft, First Vice President, visited CSEA Headquarters in Albany recently to explore the services provided by the CSEA Legal Assistance Program.

Factfinder in Troy dispute

TROY — Negotiators for the City of Troy Unit of the Civil Service Employees Assn. are due to present contract demands, primarily seeking higher wages, to a factfinder this week.

An impasse in negotiations was declared in February after some 200 employees rejected a tentative agreement reached by the CSEA and city administrators after nearly five months of negotiations. Though he could not release figures for proposed wage increases, negotiating committee chairperson Joseph Cassidy said the employees were dissatisfied with the first year salary offer. The second year offer and the proposed benefit package were acceptable, however, he added.

The employees will be asked to vote on the factfinder's proposal if the CSEA and the city both find it satisfactory.

Due to a typographical error, the list of COLA supplementation for retirees as contained in the "Retiree Newswatch" column on page 10 of the February 27 issue was incorrect. The incorrect listing showed present supplement percentages as being for the first three months for the years 1970 and before. In fact, the first three months applies only to the years 1969 and 1970. A correct revised listing will appear in next week's issue.

Endorse toxic notice legislation

ALBANY — CSEA has endorsed a State Assembly bill that would require public and private employers using toxic substances to notify their employees of the dangers of the substances and proper precautions for working with them.

Testifying before the Assembly's Standing Committees on Environmental Conservation and Health, CSEA Safety Specialist Nels Carlson told Assemblymen that CSEA endorses the bill as an increase in protection for its members but this bill can not be a substitute for comprehensive occupational safety and health protection for public employees.

Carlson and Atty. Stephen Wiley, a union lobbyist, appeared before the Committees on February 21 to support the bill which requires employers to notify employees when they are exposed to "all potentially toxic and hazardous substances identified as such by

the commissioner of health".

Employers would also be required to keep accurate records of employee exposure to such hazards and to monitor potential hazards caused by exposure to toxic or hazardous substances. Employee representatives would have access to the records of the monitoring process and to observe actual measurements to verify compliance.

This bill also has some teeth to it in that it empowers the Industrial Commissioner of the State of New York to enforce its provisions and provides the Commissioner with subpoena powers to obtain records and testimony and hold hearings to assure that the intent of the legislation is carried out.

Carlson told the Committees that most of the protections which the bill seeks to provide are already available under provisions of the federal Occupational Safety and Health Act (OSHA). He said that

the fact that the legislation is needed indicates that the OSHA standards are not being effectively enforced.

CSEA has been lobbying to have the Legislature enact OSHA standards for the state's public employees who presently have no comprehensive occupational safety and health protections. This bill, while providing coverage for public employees, only applies to notice in instances of exposure to toxic or hazardous substances. It does not extend any other protection.

Carlson told the Committee that one of the reasons that the union is so intent on enacting OSHA standards in the public sector is its experience with management that refused to follow precautions such as those called for in the bill.

He said that only two years ago the union learned that the state was using a controversial herbicide called 2,4,5,T, without adequate safety precautions and without some of the employees who were applying it knowing of its potential dangers.

Carlson said that similar situations argue for enactment of the notice bill for toxic substances, but the attitude that such incidents reveal argues even more for enactment of actual OSHA standards for public employees.

**CSEA Safety Hotline
800-342-4824**

Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

MARCH

- 5 — Metropolitan Region II Mental Retardation Labor/Management meeting, 56th Floor, II World Trade Center, New York City.
- 5 — Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 9-11 — Delegates meeting, Albany.
- 19 — Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 955 Washington Street, Peekskill.
- 19 — Buffalo Local 003, general membership meeting, 5:30 p.m., Buffalo Aud Club, Memorial Auditorium, Buffalo. Topic: Political Action Involvement.

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 7-9 — Long Island Region I spring conference, Gurneys Inn, Montauk.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.

Rye workers OK contract

RYE — The clerical and public works employees of the City of Rye have ratified a two-year agreement which provides more than 20 percent in salary increases, CSEA Field Representative Larry Sparber reported.

The contracts for the two bargaining units of Westchester County CSEA Local 860 include a 10 percent pay increase effective Jan. 1, 1980, plus increments in the first year and a six percent increase in January 1981 and a four percent increase in July 1981 plus increments in the second year of the contracts, according to Field Representative Larry Sparber said.

He said other new benefits in the contracts include performance evaluation bonuses of up to \$300, sick leave incentive, expanding those who qualify for bereavement leave, agency shop and increased dental benefits.

Negotiating for the 60 employees in the two bargaining units were Sparber; Rye Unit President Jack Stavrides; Pete Anfuso, John Yusi and Jordan Stavrides of public works; and Gail Warren and Millie Mendel of clerical.

The units ratified the contracts in January, and the city ratified in February.

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Supreme Court orders steno reinstated

SYRACUSE — CSEA won an important court victory on Jan. 25 when the New York State Supreme Court ruled that Dawn Bennett, a senior stenographer at Upstate Medical Center, was illegally fired.

The decision could affect other possible illegal firings by the State, Regional Attorney Earl P. Boyle said.

Bennett was ruled to have been unlawfully fired because Upstate

violated rules under Civil Service Law by not granting her the hearing all permanent employees are entitled. State Supreme Court Justice Parker J. Stone ruled Bennett "is entitled to immediate reinstatement as senior stenographer with pay from August 21, 1979, to the date of (her) reinstatement."

Upstate violated the old rules governing probation which provided

an 8 to 26 week probationary period with probation ending in eight weeks unless management gives written notice.

The new rules, which went into effect in October 1979 and do not apply to Bennett's case, provide for a 26 to 52 week probationary period with the probation period ending in 52 weeks unless management gives written notice.

Bennett started work at Upstate on Feb. 22, 1979. Her minimum (eight weeks) probation period ended on April 19, 1979 with no written notice of an extension from management.

However, on April 27, 1979, she was informed in writing that her probation was being extended and her department head evaluated her as "less than satisfactory." The Notification of Probation Period Extension, dated April 25, 1979, was received by Bennett on May 11, 1979.

Contrary to the evaluation of the department head, she received an exemplary letter of recommendation from her immediate supervisor.

On Aug. 14, the department head gave her the option of resigning or being terminated. Two days later, Bennett was notified her termination was effective Aug. 21.

Justice Stone ruled that under the rules in effect at that time, "an appointment becomes permanent upon completion of said minimum period unless the probationer is given written notice. . ."

He ruled Bennett became permanent on April 19 and thus "she could be terminated only through the established procedures under Civil Service Law."

If Upstate still wants to terminate Bennett she must be given a hearing, and either incompetency or misconduct must be proven, Boyle said.

Out-of-title grievance victory

WHITE PLAINS — Long-time CSEA member Mary T. O'Connell of the Department of Motor Vehicles (DMV) has won an out-of-title work grievance that has implications for DMV employees throughout the state.

Ms. O'Connell, a Grade 7 Senior Motor Vehicle License Clerk, had been asked to perform out-of-title duties as a Grade 9 Motor Vehicle Cashier at the West Haverstraw branch of the DMV White Plains office, every week for several months.

She filed a grievance in September,

and was issued a favorable decision by the Governor's Office of Employee Relations last month.

CSEA field representative Thomas A. Brann attributed the victory to Ms. O'Connell's meticulous record-keeping and to the new Administrative Services unit contract between CSEA and the State, which makes it easier for employees to follow through on such grievances.

In agreeing with the union, OER Assistant Director Nancy Hodes found that the regular and predictable

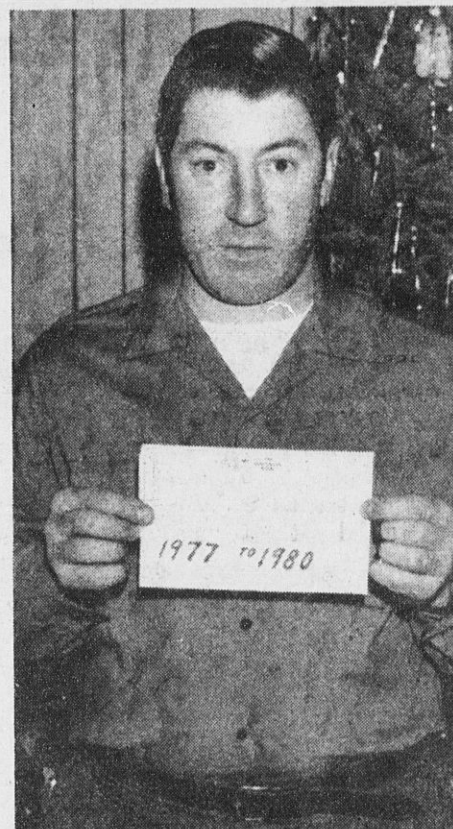
nature of the work assigned to Ms. O'Connell took it out of the realm of "emergency" assignments, which are excluded from out-of-title grievances.

"Ms. O'Connell's assignments are clearly out-of-title work," Ms. Hodes wrote in her decision. The Department is directed to discontinue these assignments."

She also directed the Department to pay Ms. O'Connell the difference between her Grade 7 salary and the Grade 9 cashier's pay for the 10-day period immediately preceding her filing the grievance, as called for in the union contract.

Brann warned that other DMV offices throughout the state should take note of the decision, since the same type of assignments are in all likelihood, being made frequently within the department.

THOMAS SCHMIDT, president of the Town of Callicoon Unit of the Civil Service Employees Assn. displays the check for nearly \$400, which his unit received in an arbitration award against the town.



Callicoon unit receives back agency fee

CALLICOON — The Town of Callicoon Unit of the Civil Service Employees Assn. has received more than \$400 from the town for uncollected agency shop fees, after an arbitrator for the Public Employment Relations Board ruled that town officials violated the employees contract by refusing to deduct the fee from the pay of employees on the Comprehensive Employees Training Act.

Though the contract, effective in January of 1978, contained a clause allowing for agency shop, the town claimed CETA employees were not eligible to be members of the CSEA and, therefore, did not have to pay the fee.

During the period from February 1978 to December 1978, during which no fees were being deducted, according to Callicoon CSEA Unit President Thomas Schmidt, he and Region III Field Representative Bruce Wyngaard made several futile attempts to negotiate the matter with town officials. The CSEA then moved to arbitration. "We explained the purpose and definition of the agency shop law to all of them, but no one listened," said Wyngaard.

In late fall of 1979, the arbitrator ruled in favor of the union, saying the town must pay the back fees since it would not be possible for the union to collect from the CETA employees, some of whom were no longer employed by the town.

The CSEA, meanwhile, agreed in a contract, effective in January 1979, that deductions would not be taken from CETA employees in the future.

Health office move halted due to strong opposition

NORTH WHITE PLAINS — Opposition by CSEA as well as other interested parties has led to the State Office of General Services (OGS) to hold up plans to transfer a State Department of Health office from North White Plains to New Rochelle.

OGS had planned to move a Public Health administrative office from North White Plains but "that date is now open pending a review of the situation," CSEA Field Representative Larry Sparber said.

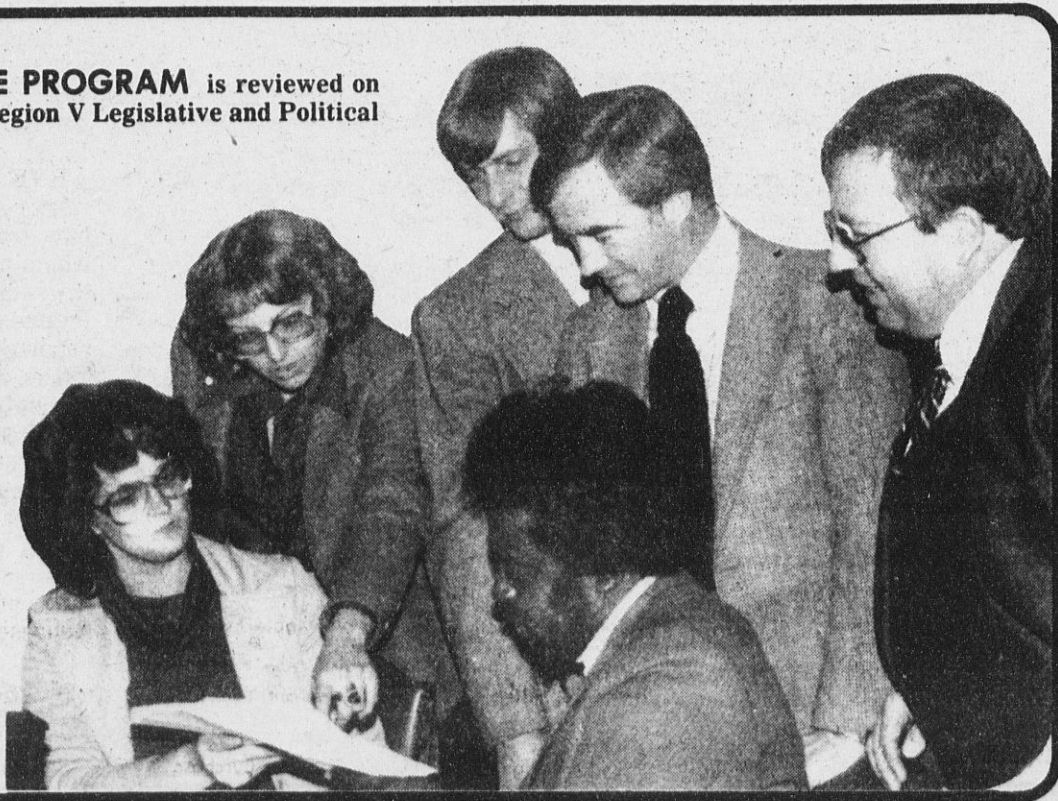
He said opposition to the move has come from the State Department of Health as well as from CSEA.

Should the office be moved to New Rochelle, the employees would no longer be provided free parking, which Sparber called an obvious unilateral change in terms and conditions of employment, thus a violation of the Taylor law.

He also pointed out how such a move would be a "waste of money" and "mismanagement" since the New Rochelle location would increase the rent and require renovation costs. "Because of additional rent and renovations which would come out of the office's budget, CSEA fears this would result in a decrease in services," Sparber said.

CSEA LEGISLATIVE PROGRAM is reviewed on Jan. 31 by the Central Region V Legislative and Political

Action Committee meeting in Utica. Conferring on a piece of proposed legislation are, from left, standing, Barbara Pickell, Broome County Local 804; Stephen Wiley, CSEA lobbyist; Bernard Ryan, CSEA legislative and political action director; James Moore, Region V president; and sitting, Moira Greiner, Region V legislative and political action chairman; and Ralph Young, Oneida County Local 833.



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"Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards."

—CSEA President William L. McGowan

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Latest Model Constitution amendments

In an effort to avoid problems that might arise from using an outdated Model Local, Unit or Regional CSEA Constitution, amendments to the Constitution are printed frequently in The Public Sector. The following amendments were made to the appropriate model constitution by CSEA's Board of Directors at meeting on January 10 and February 7, 1980.

The CSEA Board of Directors, at its meeting on January 10, approved the following changes:

1. Article V, Section 2 of the Model Local Constitution is amended and a new section 3 added. Section 2 now reads:

"If the President is unable from any cause to act, the next ranking vice president shall perform the duties of the President. If the office of the President becomes vacant, the next ranking Vice President shall assume the office of the President and each next ranking Vice President shall thereafter succeed to the vacancy in the higher Vice-President position."

Section 3 reads:

"If the office of a Vice-President becomes vacant, the next ranking Vice-President shall assume that office and each next ranking Vice-President shall thereafter succeed to the vacancy in the higher Vice-President position."

2. Article V, Section 2 and 3 of the Model Unit Constitution is amended

and subsequent sections renumbered. Section 2 is amended as follows:

"If the President is unable from any cause to act, the next ranking Vice-President shall perform the duties of the President. If the office of the President becomes vacant, the next ranking Vice-President shall assume the office of the President and each next ranking Vice-President shall thereafter succeed to the vacancy in the higher Vice-President position."

Section 3 now reads:

"If the office of a Vice-President becomes vacant, the next ranking Vice-President shall assume that office and each next ranking Vice-President shall thereafter succeed to the vacancy in the higher Vice-President position."

3. Article IV, Section 2 of the Model Regional Constitution is amended to add the following language:

"Commencing July 1, 1981, such officers shall serve for a term of three years or until their successors shall have qualified."

Article IV, Section 2 of the Model Local Constitution is amended to add the following language:

"Commencing in 1983, the officers shall hold office for the term of three years commencing on July 1st of the year elected or until their successors shall have qualified."

Article IV, Section 2 of the Model Unit Constitution is amended to add the following language:

"Commencing in 1982, the officers shall hold office for a term of three years or until their successors shall have qualified."

At its February 7, 1980 meeting, the Board of Directors of CSEA passed the following amendments to the Model Local, Model Regional and Model Unit Constitutions.

Anyone having any questions concerning the scope of the amendments may address them in writing to Mr. Francis G. Miller, Chairman, Board of Directors' Charter Committee, CSEA, 33 Elk Street, Albany, New York, 12224.

Article X, Section 6 of the Model Local Constitution is amended to read as follows:

"Any funds appropriated by a local to contribute jointly to any cause with any other employee organization, or to provide for any services of the kind provided by the Civil Service Employees Association, Inc. or its agents, and/or employees, must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred. Such services include, but are not limited to, negotiations, administration of the collective bargaining agreements, legal, and the use of any paid professional staff except for clerical office staff."

Article XI, Section 5 of the Model Regional Constitution is amended to read as follows:

"Any funds appropriated by a

region to contribute jointly to any cause with any other employee organization, or to provide for any services of the kind provided by the Civil Service Employees Association, Inc. or its agents, and/or employees, must be approved by the Board of Directors of the State Association before such funds may be expended or any obligation for such expenditure may be incurred. Such services include, but are not limited to, negotiations, administration of the collective bargaining agreements, legal, and the use of any paid professional staff except for clerical office staff."

Article X, Section 7 of the Model Unit Constitution is amended to read as follows:

"Any funds appropriated by a unit to contribute jointly to any cause with any other employee organization, or to provide for any services of the kind provided by the Civil Service Employees Association, Inc. or its agents, and/or employees, must be approved by the Local with the approval of the Board of Directors of the State Association before such funds may be expended or any obligation for such expenditure may be incurred. Such services include, but are not limited to, negotiations, administration of the collective bargaining agreements, legal, and the use of any paid professional staff except for clerical office staff."

LETTERS

Editor's note: When the Troy (N.Y.) Sunday Record ran a banner headline proclaiming "State workers have a friend in Meyer Frucher" across the top of that paper's opinion page in the February 24 edition, the president of the Workers' Compensation Board CSEA Local 671 was incensed. Meyer "Sandy" Frucher is the director of the Governor's Office of Employee Relations, the top strategist and chief negotiator for state management in its relations with CSEA and other public employees unions. The newspaper article concluded that state workers had fared extremely well in wage and benefit negotiations, and that Frucher's proposal to revamp the state's civil service system would be an added benefit to state workers. The news media is a major factor in the molding of public opinion, and Local 671 President Robert P. Foley

felt strongly that the record should be set straight. So do we. Here is his well written rebuttal.

Joseph A. Cooley, Editor
The Sunday Record
Troy, New York 12180

Dear Editor Cooley:

As president of the Workers' Compensation Board Local of the CSEA, I must take issue with your column in Sunday, February 24, 1980's Record.

In your column you quote the cost of fringe benefits for state workers as opposed to those in the private sector. Please be aware that the cost of state benefits is an aggregate cost, lumping those in the highly advantageous (and highly expensive) Legislative and other systems together with those of the average CSEA member. No

mention is made, either, of such benefits as supplemental pay, cost sharing, OSHA, and the right to strike among others, as enjoyed in the private sector, also at direct cost to the consumer — taxpayer.

Twenty years ago in private industry, I enjoyed the same vacation time and all the holidays I now receive as a state worker plus my birthday and Good Friday.

Your statement as to the comparison of sick days used in state service as opposed to the private sector is particularly onerous as it does not mention that State employees are, in general, penalized ten days in Workers' Compensation injuries in complete contravention of Section 32 and 33 of the Workers' Compensation Law. Nor is any mention made of the fact that the private sector employee has the protection of 26 weeks of

Disability Benefits payments in every 52 week period, specifically denied State employees.

State employees are taxpayers and consumers, as are, to quote you, "their employers, the rest of the taxpayers and the private sector".

While I am the last to claim that the Civil Service system is perfect, the way to change it is from within the system, not by an anarchic return to the Spoils System.

It is, in my opinion, analagous to compare Meyer Frucher as a friend to the CSEA members as it is to say that the Soviet dissidents have a friend in the Kremlin merely because of the related interest in changing their lives by exile, and in the extreme, elimination.

Yours in Unionism,
Robert P. Foley
President, CSEA Local 671

Region VI honors retirees, PS&T members

'To all who worked long and hard . . . we thank you'

CHEEKTOWAGA — "We will never forget you," said CSEA President Bill McGowan, addressing former PS&T members and retirees of CSEA at a recent cocktail party held in their honor at the Executive Motor Inn.

"To all who worked long and hard — we know forever the work you have accomplished and we thank

you," he said.

Former Region 6 official and co-chair of the region's political action committee Ramona Gallagher was presented with a gift on behalf of the union for her contributions to CSEA. Also, retirees were given certificates of appreciation at the gathering of more than 100 persons.



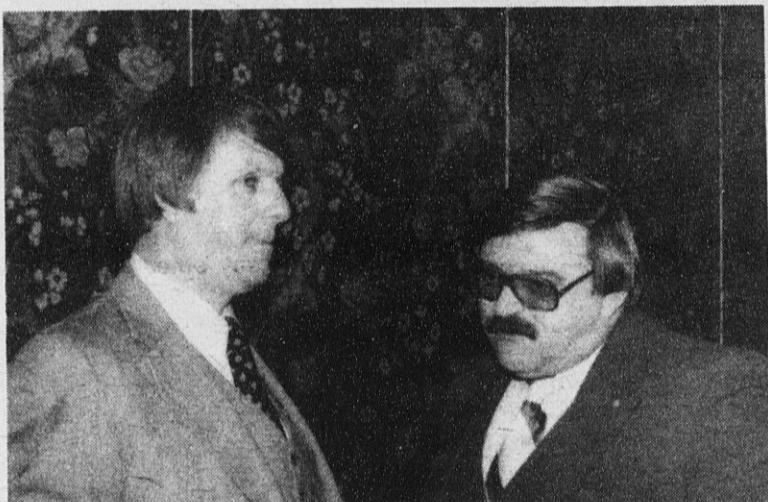
LINDA KINGSLEY, left, past president of CSEA Local 200, Batavia School for the Blind, chats with CSEA President William L. McGowan, right, as CSEA Field Rep Tom Christy, center, watches.



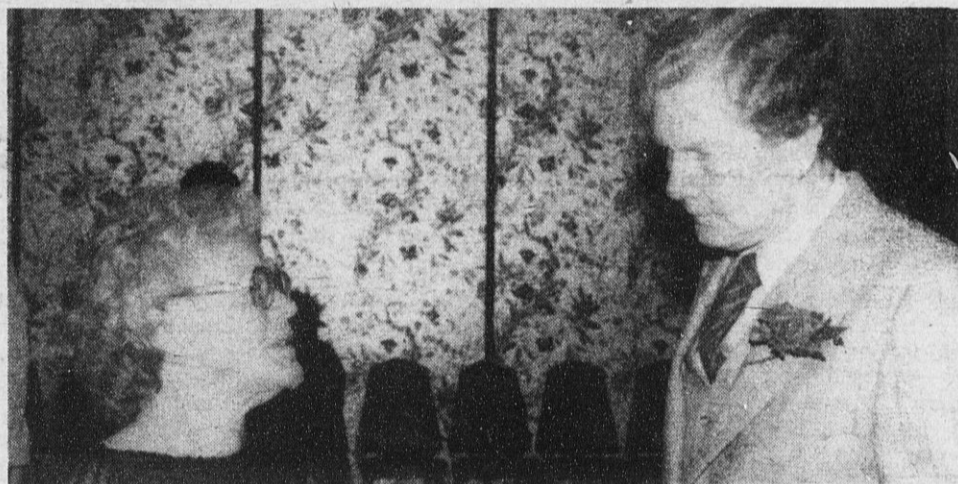
MAYE BULL, long-time CSEA activist and past president of the Gowanda Psychiatric Center Local, smiles during the reception.



TALKING ABOUT OLD TIMES are John Adamski, left, a former Western Conference president, and John Hennessey, a former CSEA statewide treasurer.



CSEA REGION VI PRESIDENT Robert L. Lattimer, left, hosted the reception. Here he is shown discussing the program with Region Director Lee Frank.



Below, REGION FIRST VICE PRESIDENT Genevieve Clark talks with Peter Blaabauer, a past president of Buffalo City Local 003.



RETIREES Marian Trippe and Joe Kenney were among those honored.



Above, ATTENDING THE RECEPTION honoring former PS&T and retiree members of CSEA were Mr. and Mrs. Louis (Ginger) Adessa, Mike Day, and Doris Williams.



Above, CELESTE ROSENKRANTZ, well known union activist, poses for this photograph with Field Rep Tom Christy.



Right, AMONG THOSE ATTENDING were Bob Smith and Jerry Frieday, both well known for their union activities throughout the region.

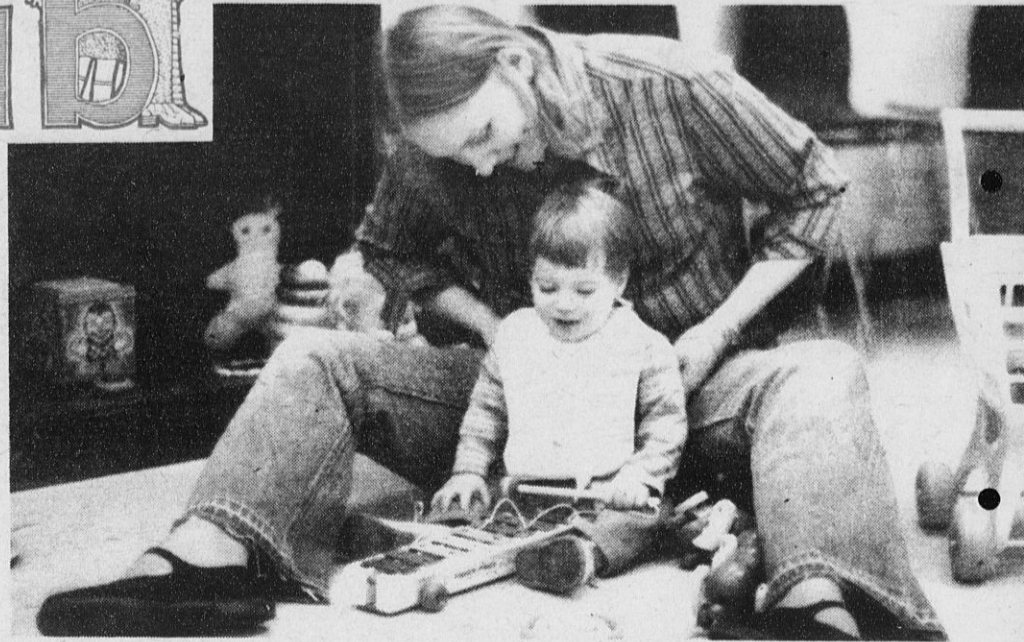


The Children's Place - the innovative concept's working out

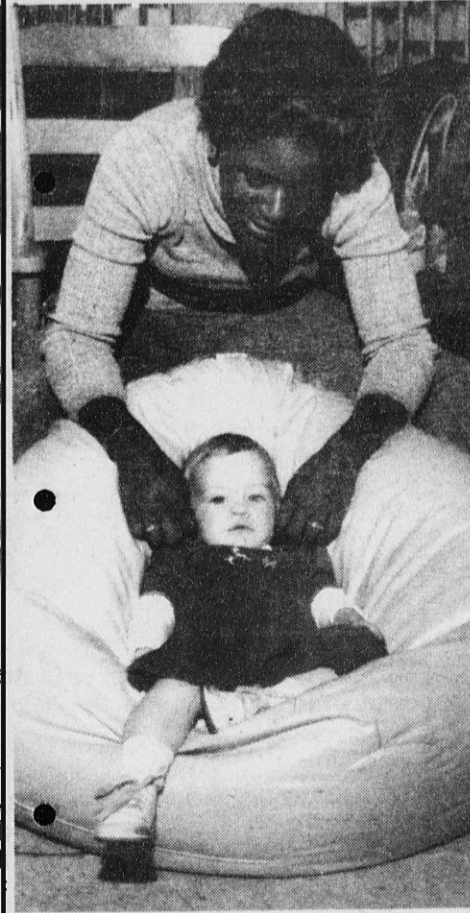
In the United States, at present, there are 1.6 million licensed child day care spaces available. But there are also nearly 7 million American children, under the age of six, who have working mothers. Where are the 5.4 million needed day care spaces to be found?

The child care problem is not just a vicious circle for the parent. It is also a problem for the employer who suffers a loss of productivity every time the child care problem develops. Also, child care problems can cause the employee's union to expend union time and funds to resolve an on-the-job disciplinary action caused by child care problems. But a unique, creative cooperative solution may be at hand as labor and management in the public sector of New York State try to find the children's place.

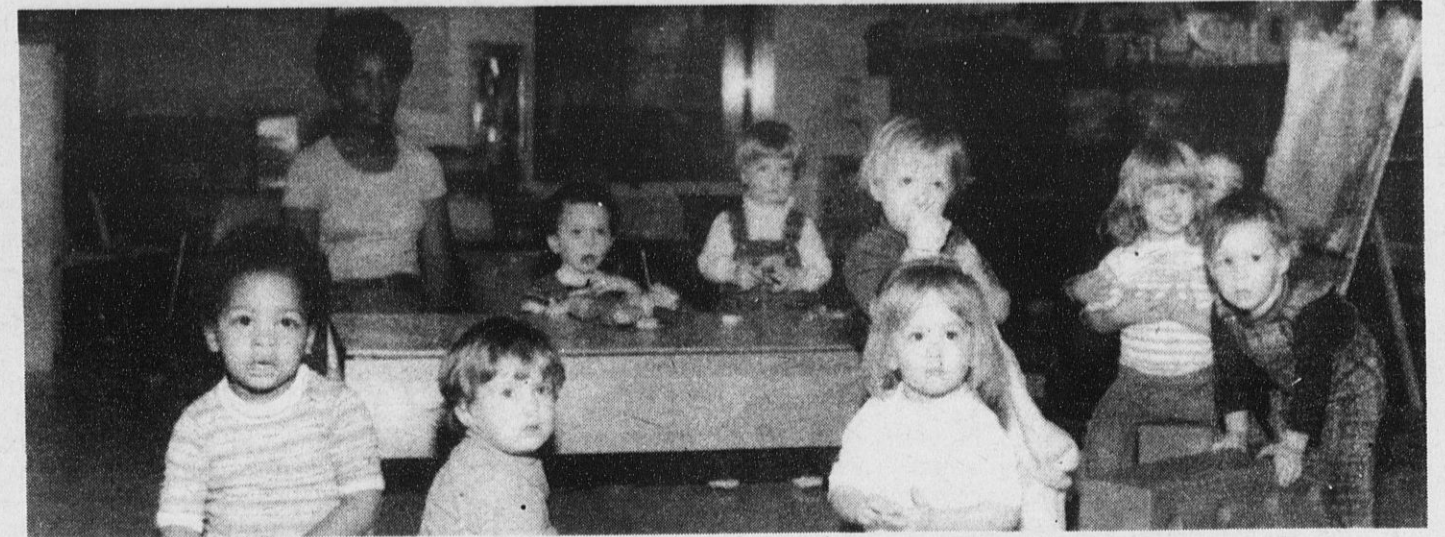
On September 10, 1979, in a small corner of the huge Empire State Plaza in Albany, a pilot project, the Children's Place, opened to service infants, toddlers, and pre-school children of public employees as a public benefit-private sector cooperation. On that day years of negotiation, compromising, resolve and determination came to fruition.



A MUSICAL CAREER might be in store for this toddler, thanks to the help Nancy Murdock.



Right, AN OVERSTUFFED BEANBAG chair is mighty comfortable for a small child, being cared for by McCall.



DEBORAH STANFIELD, left rear, watches over her class.

Concept dates to Rocky years

Joseph E. McDermott, CSEA Capital Region President, recalls that, "Jack Conoby, CSEA Collective Bargaining Specialist, originally got the concept (of a child care center) into the Administrative contract before the end of the Rockefeller Era. During that period the state just talked. Remember, ERA was just in its infancy then and child care was not in the foremost of any progressive thinking management in the public sector. It took the Carey administration to really put the concept into reality."

Reality is a very busy, friendly, rather noisy, clean and warm day care center for 80 students ranging from sleepy-eyed babies eight weeks old to energetic pre-school five year olds.

"It's great, just great", said Lyn Knauss, Director of this pilot project. "We have our normal ups and downs but things work out."

The mixing of a nursery school situation with a work location can create unique problems. The main problem faced by the center in its

first weeks of operation, for instance, was "water". The center is located in a series of rooms which were formerly office sites, so the requirement for sinks, drinking fountains, and food preparation areas had to be dealt with by the Office of General Services. The water line work was by State contract and the water problem was corrected quickly. "Everyone was really cooperative," Lyn Knauss says. "There were problems of getting rooms organized, problems normal to a new space."

The Center is broken down into three age group areas. The infant care area is similar to a home nursery with a section for cribs, play area, comfortable couches, and rocking chairs, so that working mothers who desire to feed their baby will feel at home and relaxed. "What we'd like to see is more mothers coming in on their lunch period to feed and play with their infants," one infant nursery employee said. "Many mothers don't realize that they can do so, if they want to."

The next large room is split into two

large sections for the use of children from 18 months to three years. "What we need here is more toys" the employee stated. "Not the normal home oriented toy, but some nursery school, heavy duty, durable toys, slides, blocks, etc."

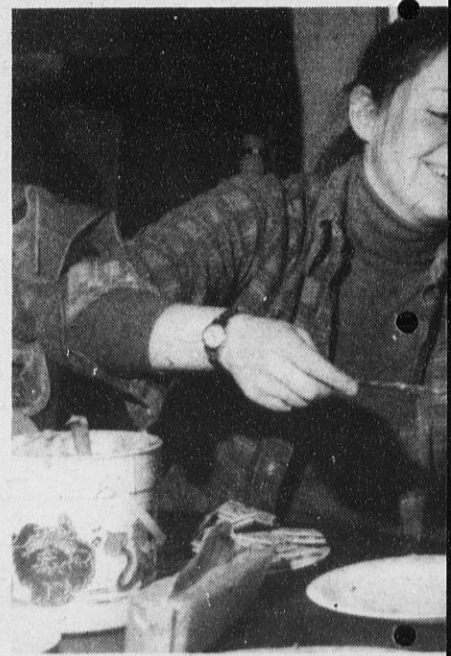
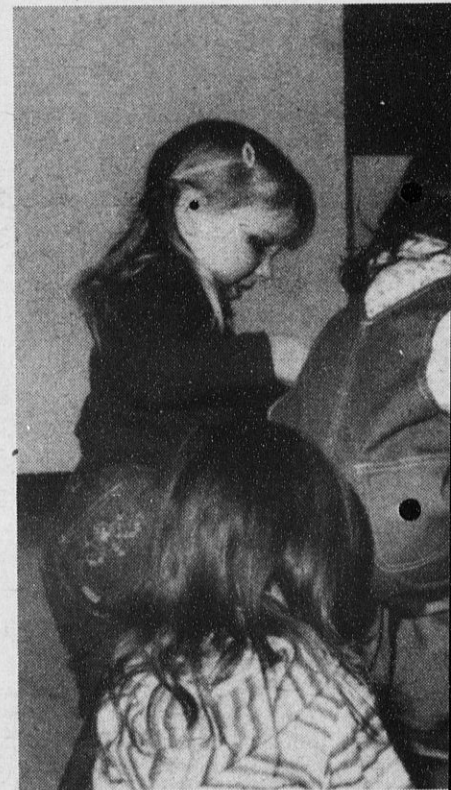
The next rooms are reserved for the four to six year old pre-schoolers and to say the least it is a busy place filled with active children who are learning at play and playing to learn.

"Cooperation is great," says Lyn Knauss.

A few short months after it opened, the Children's Place is proof that cooperation between labor and management can lead to significant, often innovative, breakthroughs for the betterment of both.



CHILDREN'S PLACE DIRECTOR Lyn Knauss and one of 80 children who find special care, comfort and security while their mothers work nearby.



Molly Hardy — she has a mission

Molly Hardy is an energetic, rapid speaking, determined young woman.

She has a mission to make the concept of day care at the work site an acceptable concept to the employer, the employees and eventually the general public. She is the Executive Director of the Empire State Day Care Services, Incorporated, the private sector corporation which runs the Children's Place in the Empire State Plaza, and which soon may expand to other large public employee work locations in the Albany area.

As Executive Director of the Corporation, and as a person who has long been involved in the development of this concept, she has opinions which stir action and reaction. Recently The Public Sector interviewed Ms. Hardy.

Ms. Hardy noted the growing awareness of the need for day care. "I think that day care for working mothers is something that is just

starting to come into the public eye. I was recently at the Governor's Conference on Families, and the big concern of the participants was day care for the working mother, mainly facilities, and some type of subsidy for the lower paid worker."

About the cost of day care to the employer and the employees, the Director stated, "Everyone is concerned about the cost of it. But the cost is really minimal compared to what the employer and the employee benefit from it. Cost in this case to the State was the renovation and the maintenance. But the ongoing costs are paid for by the parents, which is the way it is in the general situation."

When asked what the CSEA could do to assist the day care concept, the reply was challenging. "CSEA should poll its membership to find out how many of the CSEA members want day care at their work sites. We are pushing to get a day care center set up at the Campus Complex. (The Campus Complex is the State Office Building Complex on Western and Washington Avenues)."

A question concerning the salaries of the private sector corporation employees brought about a candid reply. "Day care is notoriously low paying. It has to be that way if the parent or the government is going to support it at this point. We had no difficulty in hiring people. Some, when they found out it was not a state job, withdrew their job applications. We are no lower than other (day care operations) and in some cases we are higher. And let me say we are concerned about our employees situation."

When asked if the director thought

that the State was recognizing this as a benefit to employee productivity, the reply was, "Some State managerial people have told me their employees attendance is better, morale is higher and that is what we have to show them. That they are benefitting."

The question of gaining public support for the concept of day care at the work location was again asked, this time in reference of what could be done to gain public support of the concept. Ms. Hardy noted, "Until the federal government recognizes the need for day care for working parents, it won't happen. It (day care) has always been emphasized for welfare or for real low income people. Now the emphasis is on working people. When the federal government takes the lead the States can follow suit. New York State has really taken the lead, its first State that has set up a program like this."

Joseph E. McDermott, CSEA Capital Region president, noted that the CSEA Regional Women's Committee has placed child care at the top of its priority list and that the Statewide CSEA Women's Committee is also considering this topic. "Presently our membership is a mirror image of the surrounding economic conditions and social need conditions. If our workforce is developing child care demands, proposals, etc., eventually the need will also come forward in the private sector of our Region. Once this happens, maybe then the federal government will see that it is time to tend to the needs of the work force families in both the public and private sectors," McDermott concluded.



MOLLY HARDY, Executive Director of Empire State Day Care Services, Inc., reflects on the need for, and the future of, day care centers for working mothers.

Left, JOY IS EVIDENT in the faces of both Kathy Kehr, left, and one of her young charges at the Children's Place.

These articles on the growth and future of the Children's Place day care center in the heart of the Empire State Plaza in Albany were researched and written by CSEA Communication Associate Daniel X. Campbell.

OCA classification appeals board named

Court employees may appeal their jurisdictional classification, title, Civil Service status and/or pay under the 1979 Office of Court Administration (OCA) classification plan. In fact, as was reported in a recent edition of The Public Sector, CSEA consultant Joseph Watkins has been assisting those employees who wish to file an appeal.

But who hears those appeals? Who

determines whether to accept or reject the individual appeals? A three-member Classification Appeals Board, that's who. The names of the three individuals who comprise the board have just been announced by OCA Chief Administrative Judge Herbert B. Evans.

The three appointees are Harry G. Himber, Esq., of New York City, who was appointed chairman of the board

by Harold R. Newman, Chairman of the State Public Employment Relations Board; Peter J. Costigan, Esq., of Port Jefferson, who was named by State Comptroller Edward V. Regan; and Nicholas Vagianelis, of Albany, the appointee of Victor S. Bahou, President of the State Civil Service Commission.

Mr. Himber, a graduate of Brooklyn Law School, worked for the

State Department of Labor for 37 years before retiring from civil service in 1974. Afterwards he represented public employers in negotiations and grievance arbitrations conducted under the Taylor Law until he was appointed, in 1976, to the Public Employment Relations Board panel of mediators and fact-finders engaged in the resolution of impasses in public sector disputes.

Mr. Costigan, a graduate of St. John's University School of Law, has been engaged in the general practice of law for the past 20 years. From 1966 to 1974, he was in the State Assembly, serving as chairman of the Select Committee on Higher Education, the Committee on Ethics and Guidance, and the Select Committee on Child Abuse.

Mr. Vagianelis holds a master's degree in public administration from the SUNY Graduate School of Public Affairs and served until recently as executive assistant to the President of the State Civil Service Commission. He is now a principal classification and pay analyst in the Civil Service Department's Classification and Compensation Division, where he previously served for five years. Earlier he served for one year as executive secretary of the New York State Personnel Council.

CSEA buries NYEA in election for Susquehanna school workers

BINGHAMTON — The Civil Service Employees Assn., which represents more than 120 non-instructional employees at Susquehanna Valley Central School District, has announced an overwhelming victory over NYEA/NEA, a teacher's union, in a recent challenge election for the right to representation.

Carlo Guardi, President of Broome Educational Local No. 866 of CSEA, reported that ballots were counted February 20 and in-

dicated that the Susquehanna Valley School employees had voted nearly three to one to continue CSEA representation.

In announcing the lop-sided victory, Guardi was quick to cite several members of the school unit who helped to bring about the election result. "I want to publicly thank Lawrence "Bud" Henecy, interim president of the school unit; Herb Decker, and others who put in so many, many hours to assure this big win," Guardi said.

James Corcoran, CSEA field Representative said, "We are extremely pleased with the election outcome and believe it proves conclusively that the school employees wanted to remain with a union that would best serve the interests of non-instructional employees. In our opinion, this challenge was another attempt by NYEA/NEA to strengthen their position at the bargaining table for the sole purpose of representing teachers and to bolster their sagging union treasury."

**Answer
the Census**
APRIL 1

**We're
counting on you.**

**Why the 1980 census
is important to you!**

APPORTIONMENT OF CONGRESS

If everyone in New York State is not counted, we could lose up to FOUR seats in the House of Representatives. The big losers may be members with good COPE records and that means labor could have less influence in Congress.

STATE LEGISLATIVE BOUNDARIES

Our State legislative districts are dependent on population totals to insure fair representation. New York will use the census to redraw our legislative districts, and many cities will use the figures to redraw the election district boundaries of local representatives.

FEDERAL AID PROGRAMS

The number of New Yorkers counted determines the amount of federal money allocated to our state for economic development, public works jobs and job training programs as well as funds for education, health care and housing.

PLANNING AHEAD

Without accurate information, our communities cannot plan for future needs. The census will give us facts to determine the need for new highways, schools, water plants and fire and police stations. Answering the census is an investment in the future of New York State.



IRWIN STEINGUT PRIZE is accepted by Denise Hauselt, second from left, a student at the NYS School of Industrial and Labor Relations, Cornell University, during the fifth annual Steingut Prize Luncheon recently in Albany. The luncheon commemorates one of those responsible for legislation bringing the labor relations school into existence. Ms. Hauselt, who served an internship in the State Assembly, was honored for outstanding academic and public service achievement. She accepts the award from Raymond Schuler, second from right, president of the Associated Industries of New York State, who was principal speaker. At extreme left is CSEA Region IV President Joseph McDermott, and at extreme right is Meyer Frucher, Director of the Governor's Office of Employee Relations.

AMONG THOSE ATTENDING the fifth annual Irwin Steingut Prize Luncheon were, from left, CSEA Region IV President Joseph McDermott, Josephine Musicus of the NYS School of Industrial and Labor Relations; CSEA Executive Director Joseph J. Dolan, and CSEA Director of Education and Training Thomas Quimby.



Leadership conference proves valuable

By Brendan Coyne

NEWBURGH — Using a variety of approaches, speakers presented information and advice to some 100 CSEA Region III unit and local officers at an all-day leadership conference recently.

Many of the officers were recently elected and eager for additional knowledge to deal with their new responsibilities. Hands flew up all day with questions, solutions and comments.



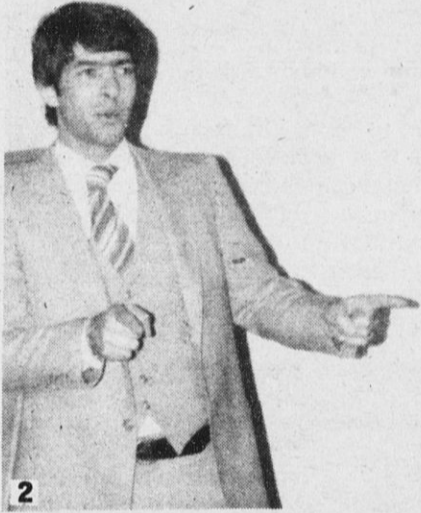
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1 — CSEA STATEWIDE TREASURER John Gallagher speaks on the responsibilities of local and unit officers at the Region III leadership conference on Jan. 26 in Newburgh.

The speakers covered six broad subjects: problem solving at the worksite, internal organizing, responsibilities of officers, CSEA unit and local constitutions and by-laws, a survey of resources available to the officers and a history of CSEA.

Thomas Quimby, CSEA Director of Education and Training, presented a hypothetical situation in which a pregnant worker, a union representative, was being placed on indefinite leave of absence after complaining about a safety hazard.

At the outset Quimby noted her being a union representative made the case doubly important. Not only was the boss threatening her job, he was challenging the union.



2

2 — SOLVING PROBLEMS at the worksite is the subject of CSEA Education Director Thomas Quimby's presentation at the Region III leadership conference.

With the help of the audience, Quimby talked about solving the problem. They began by looking for resources for collecting facts about the case. The officers mentioned a host of possibilities, such as interviewing co-workers and inspecting the worksite.

Quimby then discussed the importance of the personnel file.

"The personnel file is joint property," Quimby said. It belongs to the employee as well as the employer. He encouraged everyone to check his file periodically, to know its contents.

Quimby emphasized the importance of a worker having a union representative present whenever he or she is to receive a reprimand. And it's important that the worker or representative take notes during the discussion or immediately after.

Baily Walker, from AFSCME's Education and Training Department, spoke about internal organizing, emphasizing the importance of signing up non-union workers.

With the assistance of the officers,



3

3 — ASKING A QUESTION at the leadership conference is Paul Gangloff, Wassaic Developmental Center CSEA Local 426.



4

4 — ATTENDING THE REGION III leadership conference are, from left, Caroline Wendland, Orange County Local 836; Joseph Willis, Palisades Interstate Parkway Commission Local 105; Janice Schaff, Westchester County Local 860; and James McGinnis, Local 105.

5 — AMONG THE MANY MEMBERS attending the leadership conference are, from left, Maria Rubino, Frank LaRocca and Ann Reyerson, Newburgh School District Unit; and Robert Quicksell, City of Newburgh Unit.



5

he listed reasons why recruiting new members is a primary goal. One officer said new members bring about increased clout at the negotiating table and for the grievance procedure. New members also can provide fresh input — new approaches and new energy — said another.

Walker noted that agency shop presents special problems in regard to membership. While they contribute dues to the union effort, non-union members must be considered part of the management team.

In answer to a question by Walker, the officers quickly compiled a long list of the reasons people give for not joining a union. The list included such typical responses as: "I can't afford it" or "the union is ineffective."

But in encouraging the unit and local officers to recruit new members, Walker came up with a surprising reason why workers don't join unions. "The biggest reason people don't join unions is that they aren't asked."

Atty. William Wallens, of CSEA's law firm of Roemer and Featherstonhaugh, spoke on the responsibilities of union officers.

He talked at length about their "fiduciary duty," telling the newly elected officers they now occupied positions of trust that carried important responsibilities.

He told the officers they must act in the best interest of their members, not in their own personal interest and they cannot go against the mandates of CSEA.

Wallens also talked about unit and local constitutions and by-laws.

In discussing the grievance procedure, he said it was easier for officers and members — and lawyers — to solve problems on an informal basis, before they became written up as grievances with hardened positions.

To better understand their responsibilities as officers and their rights as public employees, Wallens suggested consulting the Civil Service Law Manual, available at many libraries.

He also suggested consulting Legal Briefs and reviews of contracts and grievances regularly prepared by his law firm. Region III President James Lennon said these papers are available through the regional office.

Lennon said other seminars, on such subjects as shop stewards and the grievance procedure, are being planned.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
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	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

READY TO RETIRE?

Protect your future with retiree membership in CSEA

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree local nearest you
- Continue present CSEA's life insurance policies and benefit from Masterplan auto and homeowner protection for CSEA members
- Make available our FREE retirement counseling service

CSEA RETIREE MEMBERSHIP RETIREMENT COUNSELING
 TER BUSH & POWELL, INC.
 148 Clinton Street, Schenectady, NY 12301

Please send me a CSEA retiree membership form and information about the services stated above.

NAME: _____
 STREET: _____
 CITY, STATE: _____ ZIP _____ Apt. _____
 PHONE NO. HOME: _____ WORK: _____
 APPROXIMATE RETIREMENT DATE: _____

We're counting on you. Answer the census.

CENSUS'80

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Filing Ends March 10, 1980

Title	Salary	Exam No.
Inmate Records Coordinator I	\$13,125	36-977
Inmate Records Coordinator II	\$16,420	36-978
Director, Real Estate Division M-6		39-424
Principal Right of Way Agent M-4		39-425
Associate Building Construction Engineer	\$26,390	39-422
Supervising Building Construction Engineer	\$29,270	39-423
Supervising Purchase Specifications Writer	\$26,390	39-438

STATE OPEN COMPETITIVE JOB CALENDAR

Evaluation of Training or Experience and/or
Oral Test

Filing Ends March 10, 1980

Deputy Director of County Services	\$42,000	27-998
Director for County Services Planning and Administration, Assistant	\$34,220	27-996
Director of Mental Retardation Program Planning	\$34,250	27-995
System Planner (Communications), Senior	\$21,345	28-023

Filing Ends March 17, 1980

Air Quality Policy Analyst	\$21,345	29-286
Chief of Mental Hygiene Telecommunications Support	\$26,390	28-026
Health Manpower Counselor	\$13,125	25-185
Health Manpower Counselor, Associate	\$21,345	28-055
Health Manpower Counselor, Senior	\$16,420	25-186
Supervisor of Rehabilitation Hospital Fiscal Administration Assistant	\$21,545	28-028

Evaluation of Training or Experience and/or
Oral Test

Filing Ends March 24, 1980

Food Service Training Coordinator	\$14,700	28-009
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Evaluation of Training or Experience and/or
Oral Test

Filing Ends March 25, 1980

Institution Food Facilities Consultant	\$21,345	28-016
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Evaluation of Training or Experience and/or
Oral Test

Filing Ends March 31, 1980

Librarian (Reference), Principal	\$25,000	27-986
State Law Librarian	\$23,755	28-054



LABOR JOINS WITH MANAGEMENT at the New York State Employees Brotherhood Committee Inc. annual observance in New York City on Feb. 7 including Assistant Industrial Commissioner Adrienne R. Critchlow, second on left; and, from left, CSEA's George Caloumeno, Department of Labor Local 350; Frances Dubose, Downstate Medical Center Local 646; and Joseph Johnson Jr., New York City Local 010.

Left, **NEW YORK STATE LIEUTENANT GOVERNOR** Mario Cuomo, who received the Benjamin Potaker Brotherhood Award, delivers the major speech at the brotherhood committee observance.

27th annual brotherhood observance



NEW YORK CITY — A large number of CSEA members from Metropolitan Region II took part in the 27th annual brotherhood observance of the New York State Employees Brotherhood Committee Inc.

The observance at the Hotel Roosevelt included a panel discussion, speeches, awards presentations and a luncheon.

Thirteen organizations within and outside of public employee unions sponsor the committee including two CSEA locals, Labor Department Local 350 and New York City Local 010.

Representing their locals on the dais were George Caloumeno of Local 350 and Rose Feurerman of Local 010. Ms. Feurerman also represented the Jewish State Employees Association of New York and is

Secretary of the committee.

In addition to members of Locals 010 and 350, also attending the observance was Frances Dubose, President of Downstate Medical Center CSEA Local 646 and Second Vice President of Region II.

State Lieutenant Governor Mario Cuomo received the Benjamin Potaker Brotherhood Award. Cuomo described how he learned from his father that the best macaroni doesn't come in the fanciest box.

"You can't judge macaroni by the box. You can't judge people by the box," Cuomo said.

In addition to Ms. Feurerman, other CSEA members on the committee are: Med DeHoog, Michael Isaacoff and Michael Manister.



NEW YORK CITY CSEA Local 010 members attending the brotherhood committee observance include, from left, Anthony Bericella, Martha W. Owens, Joseph Johnson Jr. and Rosalie M. Jones.

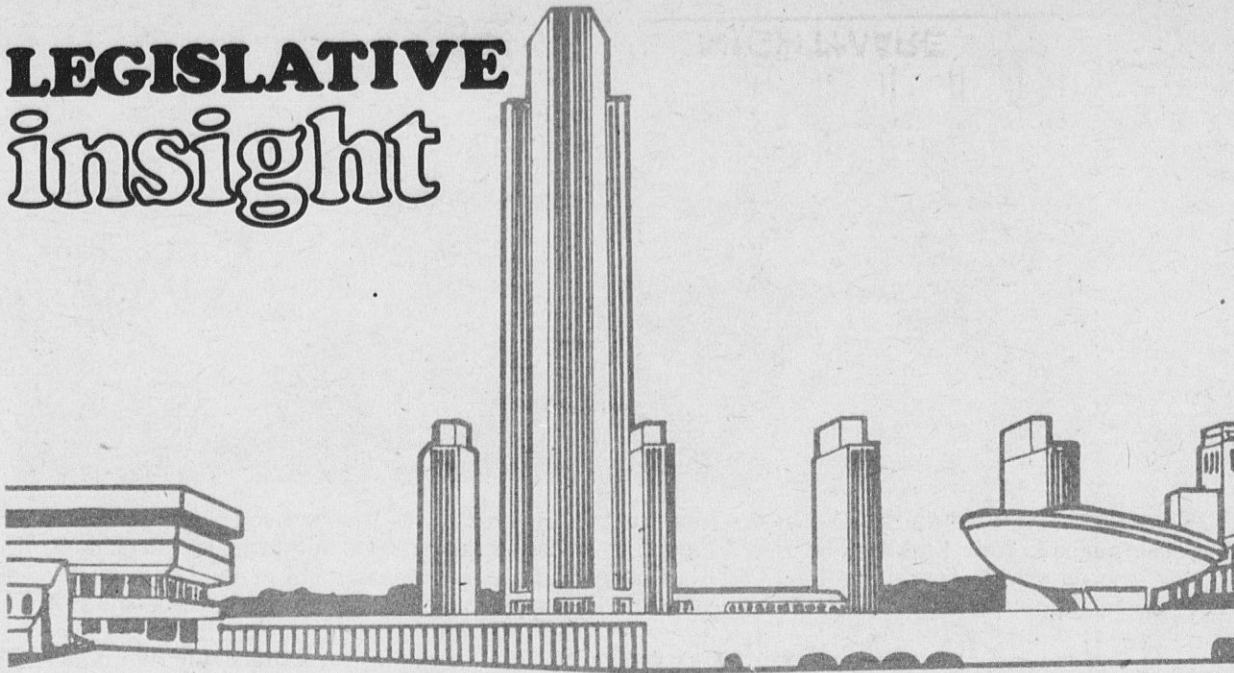
Below, **DEPARTMENT OF LABOR CSEA Local 350** members attending the brotherhood committee observance include, from left, John Gianguercio, Med DeHoog, Michael Manister, Tina Packer and Dennis Tobin.



AT THE BROTHERHOOD COMMITTEE OBSERVANCE are Rose Feurerman of New York City Local 010 and George Caloumeno of Department of Labor Local 350.



LEGISLATIVE insight



ATTY. JAMES FEATHERSTONHAUGH
CHIEF LOBBYIST — CSEA

'Miller's Massacre' overshadows key legislation

The most important issue that faces every member of CSEA in every legislative year is the adoption of the Executive Budget. I make this statement knowing full well the importance to our membership of such legislation as Taylor Law reform, OSHA, Agency Shop, etc. The current budget is no exception.

When the current budget arrived on the legislator's desks it quickly became known as Miller's Massacre (Howard Miller is the Director of the New York State Division of the Budget), as it called for the loss, through attrition, of in excess of 9,000 State jobs between January 1, 1980 and March 31, 1982. In addition, the Budget called for the abolition of more than 10,000 currently unfilled items and a reduction in local government aid formulas in excess of \$300 million.

In an age when political leadership from both parties has

been calling consistently for the ability to do more with less, the Governor's budget seemed miraculously designed to do less with more. Hardest hit of all areas of the budget is the State Purposes Fund which had been increased only by 1.8% over last year's appropriation levels in spite of the fact that inflation for the year has run at nearly 13%. All of our State agencies have suffered badly during the last 18 months as a result of rising maintenance and operation costs which have all too frequently been taken out of personnel services. Many of our agencies are barely able to function at their current staffing levels and certainly can accept no further reductions in manpower.

The most frightening aspect of the entire budget problem to date however, is not the lean budget sent up by the Governor, but rather the very real and serious threat of further legislative incursion into

the agency budgets in order to further supplement local assistance spending. It is true that local assistance spending is not adequate under the Governor's budget. It is also accurate however, that local assistance spending received a 7% increase versus the 1.8% increase given to the State Purposes portion of the budget and that the much greater local assistance budget base will allow the local assistance portion of the budget to accept a lower increase more easily than will the State Purposes portion.

The bottom line for our membership at this time is that any further reductions in state agency budgets will certainly call for the active layoff of personnel. This is not acceptable to CSEA and our legislators must recognize that this option is not politically acceptable to them in this, a redistricting election year.

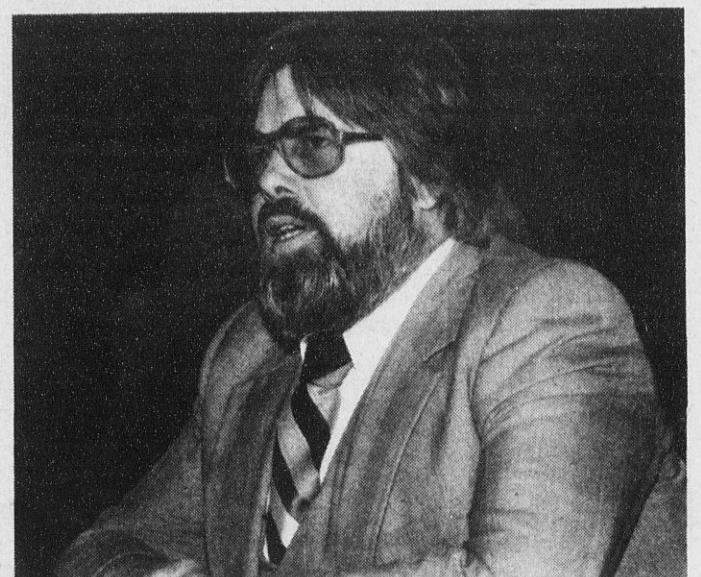
1980 promises to be the most ac-

tive and important political year in New York State in the next decade. The results of the 1980 elections will determine which party will redistrict the Congressional and State Senatorial and Assembly districts throughout New York and the party in control of that redistricting promises to be the party that will remain in power for at least the next 5 or 6 years. In any political year the budgetary tug of war is strenuous, and this year it promises to be more strenuous than usual. The message which you must take to your legislators is a simple one. No legislator who votes for an unacceptable budget can expect the support of CSEA in the fall, and no budget which calls for a reduction in services at either the State or Local level or any reduction in force is acceptable to CSEA.

Call and write your legislators to let them know how you feel about the New York State Budget.



CURE FOR A RECURRING NIGHTMARE



CSEA WARNS ASSEMBLY ON TOXICS — CSEA Safety Specialist Nels Carlson testified last week before a State Assembly Committee in Albany on CSEA's position on legislation requiring employers to notify employees when they are exposed to toxic substances. Mr. Carlson warned the Committee that while CSEA supports notice to employees of exposure to toxic substances, such legislation can be no substitute for comprehensive occupational safety and health laws. CSEA spearheaded a drive last year that ended in a moratorium on the state's use of a controversial herbicide. (See story, page 2).