



# The Public SECTOR

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Local 1000, American Federation of State, County and Municipal Employees

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## Reaganomics slashes 1,000 jobs in DOL

ALBANY — Federal budget cuts stemming from Reaganomics may cost New York State Department of Labor workers more than 1,000 jobs over the next several months. That's the estimate that the Department is floating in the wake of federal information on funding that was only recently received by State Industrial Commissioner Lillian Roberts.

CSEA officials had met with Commissioner Roberts and department officials last week in anticipation of the federal cutbacks. The commissioner described the cuts as "devastating" and her view was quickly echoed by CSEA President William L. McGowan, who projected the potential loss of 500 CSEA-member jobs.

"This union fought Reaganomics because we knew where it would lead. The national economy is still in shambles, interest rates are still too high, inflation remains unchecked, unemployment is approaching double-digit levels and now to top it all off, the Reagan Administration is cutting back in job placement and unemployment services. There couldn't be a more ludicrous reduction if they had tried to find one," the CSEA president said.

The union is notifying New York congressional representatives of its strong objections to the cuts and requesting immediate action to reverse the reductions in view of the increasing national unemployment rate and the chaos that cuts in job placement and unemployment insurance programs will have in the face of growing joblessness.

CSEA, with the assistance of AFSCME, had fought federal budget cuts months ago, but President Reagan pushed the cuts through despite widespread opposition from organized

labor. The potential DOL layoffs are the result of those cuts.

"We told our members more than a year ago what Ronald Reagan would mean to public employees and the important services that they provide to the people of this country," President McGowan said, "but now 1,000 state workers are about to pay the price for Reaganomics."

News reports in the state's capital said the state may be forced to close 30 job placement offices across the state and lay off two additional employees in the Unemployment Insurance Division.

CSEA Assistant Director of Research Bruce Wyngaard, who last week met with Commissioner Roberts to discuss the layoff potential, said no one has yet predicted precisely where the cuts will be made or how many CSEA members might be affected. The union is continuing its contacts with the department and will pass along information as it becomes available through the Public Sector.

CSEA has also authorized, through the joint labor-management Committee on Work Environment and Productivity (CWEP), creation of special services from the CWEP-sponsored Continuity of Employment Sub-Committee, to help Department of Labor personnel displaced by the federally imposed layoffs. (See related story, page 9)

Employees who receive layoff notices should contact their personnel office and the State Employment Continuity Center (518) 457-2974. Employees identified for layoffs will receive questionnaires relating to geographic preferences from the Department of Labor.

### Contacting your Local

Affected employees may also wish to contact their CSEA Local president to determine if their rights are being properly respected. There are three CSEA Labor Department locals. Local 350 in New York City is headed by President Dennis Tobin (212-242-8900 Ext. 24); Local 670 in Albany is headed by President Jeanne Lyons (518-457-6355), and Local 352 in Buffalo is headed by President Elaine Todd (716-854-4242). In view of Ms. Todd's duties with the state negotiating team, Local 352 First Vice President Jacci Reed will assist. She can be reached at the same number.

### BULLETIN...BULLETIN...BULLETIN...

Gov. Hugh L. Carey announced today he will not seek re-election. Details on his decision will be in the next edition of the Public Sector.

## ... and more cuts are expected

The federal budget cuts causing the Labor Department layoffs are just part of enormous cuts in federal spending that will have a severe impact on state and local governments. In total, New York State and its political subdivisions are projecting losses in federal aid of more than a billion dollars this year. For that reason, James Featherstonhaugh, CSEA's chief lobbyist, says its unlikely that the state will be able to take any action to avoid the layoffs.

"The state simply doesn't have the money to replace all of the federal cuts that Reagan is making," Featherstonhaugh said. "The only real hope of trying to reverse this action is by convincing Congress that circumstances have

changed as a result of increased unemployment and these cuts would be disastrous."

CSEA is moving on that front already. President McGowan, acting on a request from the Labor Department representatives on CSEA's Statewide Board of Directors, has written the New York Congressional delegation asking for action and requesting a meeting with the delegation as soon as possible.

All labor department employees are being urged to write to their congressman and demand immediate action to restore federal funding to the department to avoid the layoffs and prevent the disastrous cutbacks in placement and unemployment services that the layoffs will

create. The suggestion comes from CSEA Board Members Brian Ruff and Shirley Brown (Ms. Brown was incorrectly identified in the January 4 issue of the Sector as the president of the CSEA Labor Department Albany Local. Jeanne Lyons is president of that local.)



# Niagara unit starts 1982 without a new pact; blames the tactics of 'hired gun' for stalling bargaining discussions

NIAGARA FALLS — Members of CSEA Niagara County Local 832's white collar unit met the beginning of 1982 with an expired contract and prospects for a speedy resolution of contract disputes "very much in doubt." A Public Employees Relations Board fact finder's report is expected in late February.

The 1,300-member unit's negotiating team has charged the county's negotiator with "stalling tactics, childish behavior and being a detriment to progress," according to Unit President Teresa McEvoy.

"We're prepared to go to a legislative hearing and voice our feelings, not only on contract issues, but also the manner in which the contract talks have been conducted by the county's hired gun," Ms. McEvoy continued.

Contract talks for the unit began in September, after the county belatedly appointed a negotiator for the contract talks, according to CSEA Field Representative Thomas B. Christy.

"In previous years the county's personnel director has negotiated the contract, but the present personnel director felt he couldn't administer personnel and negotiate a contract at the same time," said Christy.

But the fact that the personnel director has been at every bargaining session caused President McEvoy to wonder if the county was "paying for the training of the personnel director" in negotiations.

The talks got off to a stormy start, with the paid negotiator refusing to sign any ground rules for the talks, and after five meetings no discussions had taken place on actual contract proposals.

"He found all kind of excuses to walk out of meetings," said Ms. McEvoy. "He said we would not adhere to ground rules, although there was no reason for him to make such a claim. Then he demanded that every sentence in the proposals be lettered or numbered, another stalling tactic."

"His childish actions in refusing a television cameraman access to a meeting or our use of a tape recorder for accuracy in documenting negotiations makes us wonder what the county has to hide?" Ms. McEvoy intimated.

Following a declaration of impasse, a PERB-appointed mediator attempted to bring both sides together without success, leading to the present fact finding stage.

A major complication to contract progress is the negotiator's claim that many contract items are non-mandatory, a "ploy" that President McEvoy said is intended "to wear the CSEA negotiators down. But it won't work. This negotiating team is united and we will stick to our guns until we get a good contract for the membership."

An expedited hearing on the non-mandatory issue has been requested of PERB by the white collar employees unit.

Ms. McEvoy said the contract delays have "caused unnecessary burdens" for the unit's members, whose salaries average \$10,500 per year. "We will not give up what other negotiating teams struggled long and hard to gain. Those benefits were earned in lieu of pay increases."

Noting the strong support of her members, Ms. McEvoy said more than 300 have turned out for rallies and contract informational meetings.



**TOYS FOR TOTS** — CSEA members from throughout Long Island Region I donated toys for needy children during the holidays through the Toys for Tots program conducted by the U.S. Marine Corps. Marine Sgt. Torres was at the union's regional headquarters prior to the holidays to collect the toys and present a certificate of appreciation. From left are Bill Chancona of

Pilgrim Psychiatric Center Local 418, Sgt. Torres, Kingsboro Park Psychiatric Center Local 411 President Carl Fennell, Region President Danny Donohue. Also, EAP Representative Maureen Duggan, office supervisor Lilly Gioia, Regional Director William Griffin, and office assistant Liz Goulding.



**ROSENCRANTZ HONORED** — Celeste Rosencrantz, left, CSEA Region VI consultant, accepts an award of appreciation from West Seneca Developmental Center Local 427

President Debbie Lee. Rosencrantz was recognized for her efforts in starting a steward training program for the local.

## Overwhelming ratification of agreement for Tompkins

ITHACA — By a margin of more than nine to one, members of the Tompkins County Unit of CSEA Local 855 have voted to accept a new two-year agreement effective January 1, 1982.

According to Roger Kane, CSEA collective bargaining specialist and chief negotiator for the unit which represents 400 county employees, terms of the agreement were explained to the members at an informational meeting January 4, and the vote taken the following day at various work locations.

Benefits of the new pact include:

- A seven percent salary increase each year, plus restoration of a step increment which means an additional three percent each year for approximately 80 percent of the bargaining unit.
- Employees not included in the step increment will receive a two percent bonus each year of the agreement.
- An increase in vacation days, depending on seniority.
- An increase in the mileage allowance for personal cars used for county business.
- A new shift premium.
- A minimum of four hours call out pay for highway employees.

Following the announcement of acceptance, Kane praised the efforts of the negotiating team. "Every county employee who will benefit from this new contract should make it a point to thank the dedicated members of the team who worked to bring it to reality. They sacrificed a lot of personal time and deserve gratitude from their fellow employees," Kane said.

In addition to Kane the negotiating team included Chairperson Becky Bush, Unit President Mark Scirelle, John Davis and Roger McFall.



# Factfinder recommends 9 percent raise for Poughkeepsie employees

POUGHKEEPSIE — Union leaders have released a factfinder's report which recommends city employees receive a 9 percent salary increase, retroactive to Jan. 1, 1981.

The recommendation comes on the eve of a public hearing by the common council to impose a settlement on approximately 160 employees represented by CSEA. They have been without a contract since Dec. 31, 1980.

The report, submitted to both parties by factfinder James A. Cashen, noted that "CSEA has presented overwhelming substantive evidence justifying a substantial salary increase for unit employees based on a) increases in the Consumer Price Index over the last 15 months to two years; b) a comparison of salaries paid by the city and paid to comparable employees in surrounding communities; and c) a marked decrease in the real earnings of covered employees in recent years."

Regarding a comparison of salaries of similar positions in comparable employment situations, Cashen said he found the evidence presented by CSEA "persuasive."

"Particularly, I note the comparison over a period of five years (1979-83) of salary increase

granted or agreed to in the cities of Kingston, Newburgh and Beacon with salary increases granted by the city to its employees."

Analysis of these figures, he said, shows that in 1979 and 1980, employees of the three other cities received, for the most part, substantially greater raises than those employed by the City of Poughkeepsie.

He also concluded, however, that in some isolated cases City of Poughkeepsie employees "seem to compare reasonably well with employees in other surrounding jurisdictions. . . However. . . in certain instances comparative salaries cited by the city include only the starting level salaries. . . and often the jurisdictions in which comparisons are made in fact do not compare as well as the entities used by CSEA in its comparisons."

Responding to the city's appeal that it cannot afford salary increases, Cashen said he found little credible evidence to prove this.

"Representatives of CSEA have shown a number of areas both of expenditures and revenues where reasonable analysis and projection can indicate the amounts of money beyond that which has been pro-

jected by the city is or could be available for salary increases.

"... the city has not submitted credible evidence to justify its position that no money is available for salary increased other than through reduction of the workforce.

"Having previously found that CSEA has justified a substantial salary increase for the calendar year 1981. (I recommend) that the employees receive a salary increase of 9 percent effective retroactive to Jan. 1, 1981. . . (I believe) that funds are available for such an increase and that it is in accord with salary increases given in comparable units."

According to Unit President Don Murphy, the union's negotiating team has unanimously accepted the factfinder's report.

Murphy said it was "grossly unfair to single us out after both police and firefighters received substantial raises for both '81 and '82."

He added that his membership was "understandably frustrated," and said the 17.9 percent both police and firefighters will receive "should have been the basis for a settlement with us."

## Probation officers honored

ROCHESTER — "Outstanding Citizenship" awards have been presented to eight members of CSEA Monroe County Local 828.

The awardees, all employees of the Monroe County probation department, received certificates of merit from Monroe County District Attorney Donald Chesworth "in appreciation of outstanding service to the criminal justice system."

Honored were probation officers Lewis Barone, George Barrett, Gail Caldwell, Albert Francione, Margaret Henderson and Frances Tortora, and senior probation officers Edward Petrovick and George Growney, who is president of Local 828.

Chesworth said the role of the probation officer "is such that their very diligent efforts are not normally in the public eye, but their dedication to duty goes a great distance towards protecting the public interest. These awards are but a small token of our thanks to all our probation officers for their maintenance of the highest American ideals."

## Installation



CONGRATULATIONS are offered to Delores Rossiter, left, newly-elected president of the Suffolk School Crossing Guards unit, by Suffolk County Local President Charles Novo. Watching the exchange during the installation are, from left to right, Ann Carol Bender, Vice President Dorothy Conway and Recording Secretary Jeri Gentzal.

## It's time to clean those attics, help furnish day care centers

UTICA — Do you have an attic full of old children's items you've been meaning to get rid of for years?

If so, now's the time to donate them to the two day care centers scheduled to open at the Utica and Marcy psychiatric centers in the next few months.

"Check out those attics, basements, garages and other storage area for articles that could be put to good use," said Barbara Reeves, Region V Child Care Center Committee chairwoman, in an appeal to all CSEA members in the Utica/Marcy areas to help furnish the new centers.

Such items as cribs, high chairs, toys and books are needed. "Any item in reasonably good condition is most welcome," says Reeves.

Those with donations are asked to contact Norma Kosowski at Utica PC, (315) 797-6800, ext. 488; or Pat Joseph at Marcy PC, (315) 736-3301, ext. 515.

## Albion Police Unit signs pact

ALBION — A five-month stalemate was ended with the recent signing of a collective bargaining agreement by the Village of Albion and the Albion Police Unit of CSEA Orleans County Local 837.

Terms of the pact had been ordered by binding arbitration, and the signing averted further legal action by CSEA as the deadline for signing neared with no action by the village.

"We are extremely happy with the terms of the contract and the fact that it was finally approved by the board," Unit President Donald Hinman said. "We're also glad to have this dispute ended."

The two year contract, retroactive to May 1, 1981, calls for a 7 percent wage boost in both years plus possible incentive increases based on time in grade and other factors.

The village policemen will also receive a complete uniform outfit with cleaning to be paid for by the village.

CSEA field representative Thomas Pomodoro said the drawn-out negotiations required more than 15 sessions. He was aided in the talks by President Hinman and Donald Lucas.



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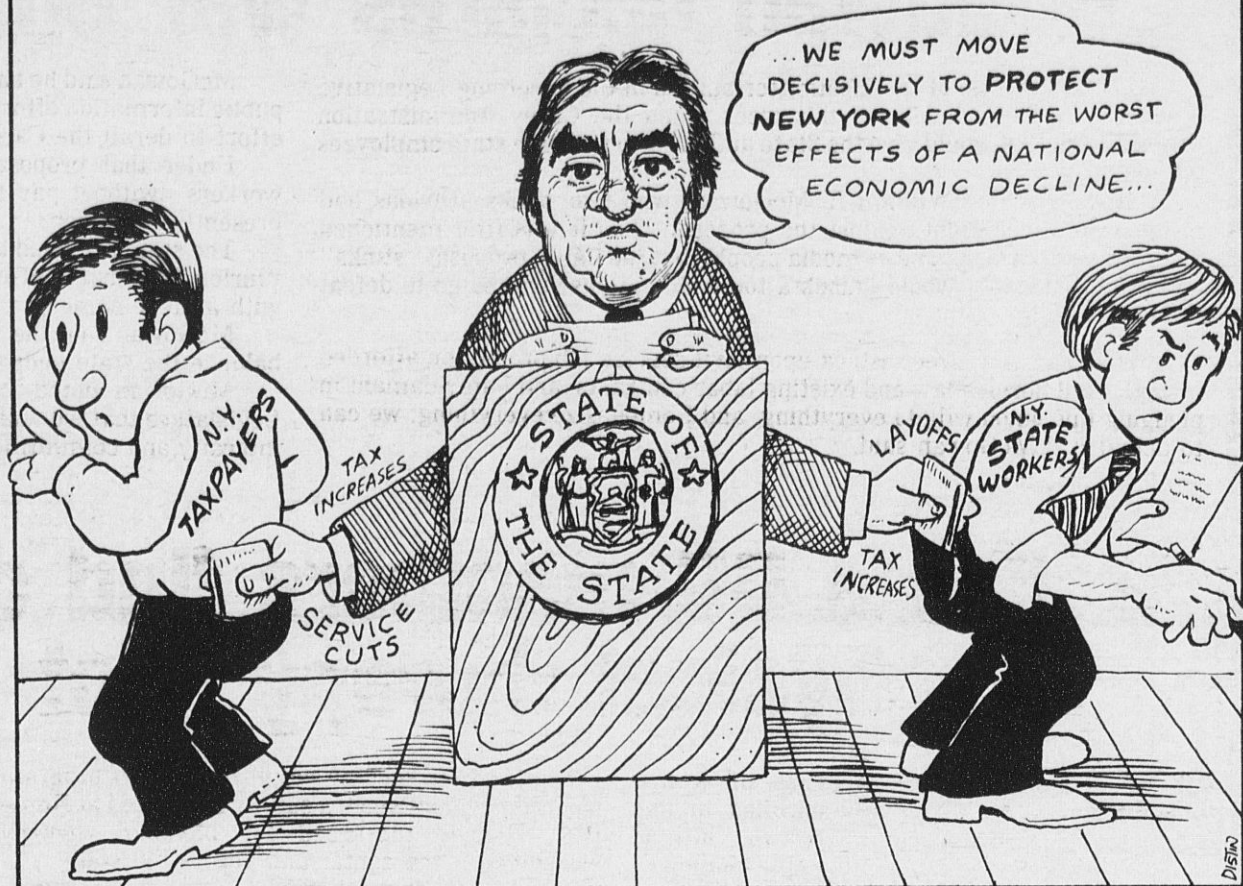
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## FEELING THE PINCH...



## Office work — the risks get higher

By Phillip L. Polakoff, M.D.  
Director, Western Institute for Occupational/Environmental Sciences

What's the fastest growing high-risk occupation? Astronaut? Nuclear plant janitor? Junk food tester?

No. In terms of the number of people involved, and in the dizzying range of hazards they are exposed to, office workers today probably make up the fastest growing high-risk occupational group.

Ironically, the dangers have come about largely through technologies that were supposed to make clerical work easier, cleaner and more attractive:

- Tightly sealed, box-like buildings to keep out dust and annoying street noises and fumes, but which succeed mostly in trapping all the bad air inside.
- Photocopying machines to end the messy, tiresome chore of making carbons or cutting stencils, but which can give off ozone gas that irritates eyes, nose, throat and lungs.
- Automation, that magic genie to let us get more done faster, smoother and with less hassle, but through which, in the words of Working Women Education Fund, "the enjoyable aspects of clerical work — variety, contact with other people, natural rest breaks and changes in routine — are threatened with elimination. The most stressful aspects — repetitive tasks, constant sitting, dead-end jobs, a relentless fast work pace — are on the rise."

Not only are the health hazards rising as newer machines and demands are introduced, but the numbers of clerical workers exposed to the risks also are increasing.

Clerical workers already have replaced manufacturing workers as the single largest segment of the workforce. In the 1980s, more than half of all new jobs will be white collar. And, in another 30 or 40 years, some crystal-ball gazers predict that from 80 to 90 percent of the entire workforce will be in jobs involving information processing.

Women, who still fill most of the office jobs, are particularly vulnerable to the growing hazards. Not only are they likely to be in the most highly regimented jobs with the greatest stress, but they bear the heaviest home responsibilities as well.

Here are a few of the office hazards; how they can adversely affect health, and what can be done to eliminate or reduce the risk:

VDTs (video display terminals), now almost as commonplace in many offices as typewriters, can cause eye strain, temporary color blindness, headache, tension and pain in the neck and back. These machines also give off low levels of ionizing radiation and radio frequencies which might have the long-term potential of damaging the genes. Frequent rest breaks can reduce the harmful effects of VDTs on vision. Screens should be adjustable to minimize glare and the strain of sitting for long periods.

The photocopy machine is also such a familiar part of the office scene that most workers tend to forget that it can be a source of health hazards. These include the chemicals used in the toners and in the fusing process, high intensity light, ozone and the electrical circuitry.

The powdered form of dry toners usually contains carbon black, polymers (plastics), and organic dyes. Wet toners contain a liquid solvent. Both have been known to cause skin rashes and allergic skin reactions among operators. These reactions also have been caused by the chemicals used in the coated paper. Workers who develop rashes after handling toners or papers should avoid such contact, wearing rubber gloves if necessary. Workers can also be exposed to chemicals by inhaling vapors and dust emitted during operations of the machines.

High voltage used to produce the intense light required in the copying process can change oxygen to ozone gas. The pungent smell is sometimes described as an "electrical odor." Low doses of ozone can cause eye, nose and throat irritation. Higher doses may result in coughing, choking, fatigue, pain or pressure in the chest. While most machines do not produce ozone above the OSHA threshold of 0.1 parts per million (ppm), machines that are serviced infrequently and are poorly maintained may exceed the limit. If you can smell the odor, the concentration is near or above the level you should avoid. Photocopiers should always be located in well-ventilated areas.

Noise adds another complication to the office environment. Electric typewriters, tabulators and addressing machines have been measured at 80 decibels (dba) or higher. For comparison, some scientists believe a dba range in the mid-60s is comfortable, and set a threshold of 85 dba before hearing problems could appear. The OSHA limit is 90 dba exposure for eight hours. Prolonged exposure to high noise levels has been linked to circulatory, digestive, neurological and psychological problems.

High tech created these problems in the pursuit of productivity and profits. The same ingenious know-how needs to be applied just as diligently in the pursuit of workers' health and safety. Organized workers and responsible manufacturers and managements can combine to put an end to what has been aptly called "The Electronic Sweatshop."

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For answers on your questions about CSEA-sponsored Accident & Health, Supplemental Life and Family Protection insurance plans.



# McGowan declares war on furlough bill

ALBANY — One of the most bitter battles in the upcoming Legislative session may have developed this week when the Carey Administration drafted a bill that would give the State authority to furlough state employees without pay.

CSEA President William L. McGowan, who two weeks previous had pledged an all-out fight against the proposal when it was first mentioned publicly, yesterday told news media people that the Carey proposal "stinks" and promised CSEA would launch a tough and intense campaign to defeat the proposal.

"This plan is a direct attack upon civil service job protection afforded by both Civil Service law and existing labor contracts, and I am adamant in pledging this union will do everything, and I emphasize everything, we can to defeat it," McGowan said.

McGowan said he has already ordered an intensive campaign combining public information efforts and hard-line lobbying with state legislators in an effort to derail the Carey proposal.

Under that proposal, the state would be authorized to layoff state workers "without pay for a period of time." Such temporary layoffs are presently forbidden.

The state has tried to soften the impact by calling the temporary layoffs "furloughs," but McGowan says "the proposal merely disguises layoffs with a nicer name."

McGowan said the proposal is "an effort to sacrifice state workers to balance the state budget, and we're simply not going to let that happen."

McGowan noted "there may be other issues to come before the Legislature that we will strongly oppose or support, but none with any more intensity and commitment that this one. For our part, this will be a war."

## Rome DC members find challenge in physical therapy pilot program

ROME — For the 12 employees of Rome Developmental Center currently enrolled in the new Physical Therapy Assistant Program, "hitting the books" has become an exciting new challenge and a labor of love.

The 2½-year pilot program, recently begun at Rome DC, was funded by the state and the Institutional Services Unit of CSEA.

Students who complete the required courses in physical therapy conducted by Maria College Faculty must also complete 800 hours of clinical experience before earning an Associate in Applied Science (AAS) degree.

The need for such an employee benefit program has been evident since a survey conducted at Rome D.C. showed the need for physical therapy assistants at the center and across the state.

The program that followed was designed to meet the standards of the American Physical Therapy Association, the New York State Education Department, and the Middle States Association for Colleges and Secondary Schools.

The initial semester was begun in the fall of 1981 with the first class scheduled to graduate in May 1984. Alice MacLean James, Coordinator of the Physical Therapist Assistant Program at Maria

College, Albany, is the instructor for the introductory course.

According to an administrative spokesman, student response has been excellent and the early enthusiasm for the program is continuing.

Muriel Bouleriece, a therapy aide at the center and a 10-year state worker, had this to say: "The program offers the perfect opportunity to improve my skills and advance in state service. It is going to mean a lot of study and hard work, but I am looking forward to the challenge."

## Suffolk layoffs reduced to 30

HOLTSVILLE — Two months ago, Suffolk County announced it would lay off 600 employees, but last week, Local 852 said only 30 employees in specialized fields could lose their jobs.

The turnaround is the result of a persistent, dogged effort by CSEA. Local 852 argued the layoffs were unnecessary and kept political pressure on county officials and the legislature for the past two months to restore as many positions as possible.

The union has monitored bump and retreat procedures and worked with the county's civil service department to slot employees being laid off into jobs vacated by the county's high turnover rate.

"The most important thing was to keep breadwinners working," said Charles Novo, Local 852 president. "We didn't want to move people all over the place but we kept them working, kept a paycheck coming in to feed their families, kept them in a position to move back into their previous jobs. Those jobs are restored."

Shortly after the county announced the layoffs as part of its 1982 budget, CSEA appeared before the legislature to show how the county's high attrition rate — more than 90 employees per month — and the resulting loss of revenue to the county if the layoffs took place made the proposed layoffs both unnecessary and costly to taxpayers.

The legislature approved the budget but eliminated the layoffs. Peter Cohalan, Suffolk County executive, vetoed the restoration of the jobs. The legislature then overrode many of his vetoes leaving about 180 to 200 jobs to be eliminated. The day before Thanksgiving the county sent out termination notices to 200 employees.

However, a Local 852 task force headed by Shirley Germain, executive vice president, and Sue Smith, recording secretary, scouted employees' records to determine the number of vacant positions. Working with the civil service department, they managed to reduce the number of layoffs from 200 to approximately 30.

Last week, Cohalan conceded that "about 45 jobs" would be terminated, but George Meyer, head of the civil service department, said that he thought that no layoffs within the two CSEA bargaining units would occur.

"The layoff list is being reconstructed daily as vacant positions come up," Smith said. The sticking point, she added, is jobs that are highly specialized, such as computer operators and medical photographers, where it is difficult to find comparable positions for displaced employees.

CSEA is working with the legislature to restore jobs of specialized titles through legislative resolutions, but Cohalan has refused to sign a certificate of necessity which would allow a speedy vote on the resolutions.

"We've done everything we could do — twisted arms, put pressure on the county and in the legislature — to stop the layoffs. The tragic thing that none of the layoffs were necessary in the first place," Novo said. He added that if any member has received a layoff notice and has not notified the local, to do so immediately.

## Two Syracuse School units approve retroactive pacts

### Unit 9 contract approved

SYRACUSE — 1982 started off on the bright side for 200 Syracuse City School employees represented by Unit 9 of CSEA Local 834.

By an overwhelming vote, union members ratified a new contract calling for a 2½ percent increase retroactive from July 1, 1981, an additional 7½ percent effective Jan. 1, 1982, a 2 percent increase in the longevity schedule, a new dental plan, an increase in personal days from one to three, plus other contract language improvements.

According to Terry Moxley, CSEA field representative and chief negotiator for the unit, the new pact was negotiated smoothly and ratified Dec. 21.

In a comment Moxley said, "The new dental plan is an outstanding benefit. It provides complete, non-contributory coverage for employees and their family members. The dental plan and the salary increases are very important in the face of climbing inflation. We are also pleased with the new disciplinary procedure language that will expedite the process," Moxley added.

The CSEA negotiator also complimented the unit negotiating team for its extraordinary effort and dedication during the months of negotiations. The team included unit president Lois Isaacs, Nick DiBello, Gloria Eagan, Mary Baker, Eve Falso, and Barbara Goodspeed.

### Operational plant contract

SYRACUSE — Members of Syracuse School District Unit 6 of CSEA Local 834 have voted to accept a new contract with a retroactive salary increase and other improved benefits.

The new pact, affecting 280 operational plant employees, was approved Dec. 22 and 23 and is the second contract ratified by CSEA members and the Syracuse City School District within a week.

According to Dave Kennedy, unit president and chairman of the negotiating team, members voted overwhelmingly to accept the new agreement that includes a 2½ percent increase in salary retroactive from July 1, 1981, an additional 7½ percent increase effective Jan. 1, 1982, new longevity language, an improved safety equipment allowance, and a complete, non-contributory dental plan for employees and their dependents.

"We are all feeling the effects of high inflation, but the salary increases and excellent dental plan will help us to meet rising costs," Kennedy said.

Kennedy also had high praise for his negotiating team which included: Secretary Jerry Smith, Jerry Haley, Bob Davis, Pete Priolo, Joe Morgan, Dave Russell, Glenn Steele, and alternates Rick Adsitt and Diana Ellis.

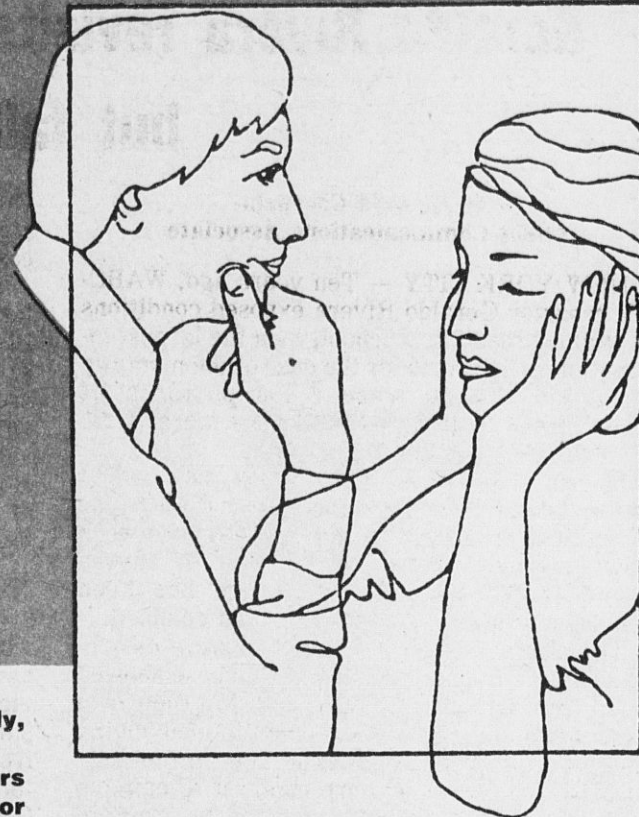
CSEA field representative Terry Moxley served as chief negotiator for the Unit.



# Sexual Harassment

# What it is. . .

# what to do when it happens to you



By Tina Lincer First  
Associate Editor

You've been harassed in recent weeks by a boss or co-worker who's been putting his arm around you and touching you unnecessarily, as well as making repeated off-color remarks.

The situation has escalated to the point where you feel uncomfortable, anxious and unable to concentrate on your work. How can you cope with this harassment — and still keep your job and your self-respect?

There are both informal and formal strategies you can use, depending on your personal style and the seriousness of the situation, says Pat Lees of the Albany-based Center for Women in Government.

"The first thing we tell people to do is speak to the harasser to make sure they understand what you're objecting to," says Lees. "Don't smile, don't laugh, don't act em-

barrassed and don't apologize. Say no firmly, so it's clear there are no mixed messages."

This is just some of the advice Lees offers many employee groups in her role as director for the Center for Women in Government's sexual harassment project.

The center, using more than \$65,000 provided by the CSEA Committee on the Work Environment and Productivity (CWEP) and two other statewide labor-management committees, has designed a standardized training curriculum aimed at combatting and preventing sexual harassment in the workplace. The curriculum, a step in carrying out the statewide policy against sexual harassment issued last May by the governor's Office of Employee Relations, is now available for use in state agencies.

According to the National Organization for Women and the Working Woman's Institute, sexual harassment may include verbal abuse; subtle pressure for sexual activities;

unnecessary patting, touching or pinching; leering at a person's body; constant brushing against a person; demanding physical favors accompanied by implied or overt threats concerning one's job, performance evaluation or promotion; and physical assault.

Although the majority of incidents of sexual harassment involves a male supervisor or co-worker harassing a woman, the law also covers women harassing men, women harassing other women and men harassing other men.

While Lees admits it's no easy task criticizing the behavior of someone who's harassing you, she offers the following advice on how to handle a harasser:

● Choose your words carefully, using "I" statements instead of accusatory "you" statements. ("I feel very uncomfortable when you put your arm around my shoulder. . . I want to separate my personal life and my professional life.")

Remember that the harasser usually has the power in these situations. A co-worker whose advances have been rebuffed can, for example, sabotage your work, spread rumors about you, denigrate your work performance or join forces with other co-workers to make your work environment hostile, offensive, intimidating or otherwise miserable.

● Examine your relationship with your harasser. Distinguish between business and social activities in your behavior, dress and topics of conversation. Ignore questions such as, "How's your love life?" and don't ask for or offer to do any special favors for colleagues.

For those who feel they lack the personal resources to cope in a direct way, Lee suggests creating a male protector, such as a jealous boyfriend, when fending off advances. Another ploy: call attention to your harasser's family responsibilities. One woman reports she successfully stopped a colleague from asking her out by saying, "I'd be happy to go out with you if your wife would babysit for my kid."

● Keep a diary or log of what is happening to you. Include direct quotes, any witnesses, or patterns to the harassment. Have your log witnessed periodically "so it doesn't look like you sat down one night and wrote the Great American Novel," says Lees. (To document your log, simply have someone draw a line under a completed section and sign and date it.)

Save any letters, cards, memos or notes your harasser sent you, including papers the person may have signed, such as evaluations. "What usually happens is, you're doing wonderfully in your job, then you reject a person's advances and you start getting lousy evaluations and letters of

reprimand," says Lees. She suggests keeping both your log and notes in a secure place, preferably at home.

● If speaking to your harasser face to face is difficult for you, tell him in writing you object to his behavior. Again, be specific about what offends or upsets you. Keep a copy of this letter.

● Speak to your supervisor. If your harasser is your supervisor, speak to his supervisor or someone he would listen to. By the time you get to this level, if you've documented your harasser's behavior, you'll find it a lot easier to present your case in a logical, reasonable and unemotional manner.

● Talk to others who can help, such as your affirmative action officer, union shop steward, labor relations or personnel officer, Employee Assistance Program (EAP) coordinator or any other employee support group that may exist at your worksite.

● File a formal complaint with your affirmative action officer, the State Division of Human Rights (the office in your region is listed in the telephone book), or the Equal Employment Opportunity Commission (New York District Office, Room 1501, New York, N.Y. 10007). The Working Women's Institute (593 Park Avenue, New York, N.Y. 10021) offers counseling and legal referral.

● File a criminal charge with your local police if you have been assaulted or raped.

● You may wish to contact your union steward to file a grievance for violation of contract. This is generally difficult to prove and used more in the private than public sector.

A final word of advice: Note that there are time limits for filing complaints. Explore your options and protect your rights.



# Willowbrook — 10 years later

## Geraldo Rivera revisits facility decade after his famous expose, but fails to give SIDC fair shake

By Richard Chernela  
CSEA Communications Associate

NEW YORK CITY — Ten years ago, WABC-TV reporter Geraldo Rivera exposed conditions at Willowbrook State School, then the largest institution in the world for the care of the mentally retarded. There were 5,300 patients at Willowbrook in 1972 and conditions there were, by anyone's estimation, horrible.

Rivera returned to Willowbrook, now called Staten Island Developmental Center (SIDC), for a segment broadcast on the WABC-TV network news magazine show "20/20" Jan. 7. Rivera found that "the pace of change has been agonizingly slow, but this place has changed."

The changes Rivera referred to were clearly evident. Film clips from his 1972 expose showed overcrowding, patients lying naked in their own excrement and only one attendant to feed, clothe and care for every 50 patients. The film footage of SIDC today was a sharp contrast. Clean and properly clothed patients engaged in program activities in a bright, cheerful environment. Rivera noted that "attendants really care for the patients; the attention is more personalized."

But while the improvements were obvious,

Rivera chose instead to focus on last-minute attempts by the state to shape up SIDC cosmetically.

"Of course everyone here put his best foot forward for Rivera," said SIDC Local 429 President John Jackson. "Rivera wanted a sensational show, so because he found that patients are really being cared for properly now, he accused the state of covering things up."

Jackson noted that Rivera ignored the major steps the state has taken to improve patient care at SIDC, including opening a new center for program activities.

"He didn't show a lot of things positive about SIDC," he said, "including interviews he taped with our own members who provide direct patient care. In fact, Rivera didn't run any interviews with anyone who directly cares for patients. He was more interested in hearing from lawyers who have political and financial interests in closing Staten Island Developmental Center."

Most of the show focused on New York State's programs for the care of the mentally retarded and featured film footage taken at SIDC, Letchworth Village and Bronx Developmental

Center. The show also touched on the quality of care provided in other states. Of particular interest was a discussion of the inadequate care provided by private nursing homes which have sprung up in response to deinstitutionalization programs.

Rivera was open about his belief that large institutions do not provide proper care for the mentally retarded. He favors small, community residences.

Rivera misinterpreted CSEA's position when he said that public employee unions favor large institutions. CSEA has always supported the concept of state-run community residences for the mentally retarded who are capable of benefitting from care in such an environment. CSEA is opposed to the unilateral closing of institutions in response to political pressures and transferring the responsibility for care of the mentally retarded to private agencies.

In a preview of the "20/20" segment broadcast on WABC-TV local news in New York City, Rivera was asked if he was satisfied with the changes at Willowbrook in the past ten years.

"I never admit to being satisfied," he replied. "It would take the pressure off the politicians, the administrators and the bureaucrats."



MEMBERS OF Manhattan Children's Psychiatric Center Local 433 and Manhattan Psychiatric Center Local 413 demonstrate in front of the Ward's shelter for homeless men in a call for greater security for patients and employees at state facilities on the island. Located across the street from the children's center, the shelter is being expanded by New York City. The members say that men from the shelter frequently wander onto the grounds of the psychiatric institutions and on several occasions have entered buildings where patients are housed.

## Major arbitration win against Ulster County

KINGSTON — Ulster County union leaders are elated by an arbitration award which they describe as "a victory which upholds our contractual rights."

County CSEA Unit President Sean Egan made the comment as he released details of the decision by Arbitrator Jonathan S. Leibowitz which found the county violated Article XXII of the CSEA contract. The article describes posting procedures to be followed when filling job vacancies.

The grievances were filed several months ago after the commissioner of public works attempted to involuntarily transfer highway department employees from the main garage here to substations as far as 50 miles away. Some laborers would have had to spend upward of \$50 a week to get to work.

CSEA initially succeeded in getting a temporary restraining order from state Supreme Court to halt the reassignments and, as CSEA Regional Director Thomas J. Luposello explained, "the net effect was to expedite the grievance process."

In his decision, the arbitrator ordered the county to rescind the transfers and, "to desist from making the reassignments at issue until it has complied with the provisions of Article XXII of the collective bargaining agreement."

Highway Section President Joe VanDyke explained that Article XXII refers to "a job vacancy or vacancies (which) occur within county employment," and says the only way the commissioner can fill vacancies caused by attrition is to go to the county legislature for authorization. He also noted that in filling such vacancies the county must give preference to the senior most qualified employee (Article XIV) and says that if the legislature OK's filling the vacancies, "promotional opportunities will be opened up for laborers to fill such positions as first and second class construction equipment operators."

Concluded Egan: "The integrity of the CSEA contract was maintained, and that was perhaps the most important victory of all because it protects the rights of all."

## Meat more important than paper; drop charges

POUGHKEEPSIE — An arbitrator has ruled that management at Hudson River Psychiatric Center was wrong when it brought charges against Motor Vehicle Operator James Levanti last year, and ordered the charges dismissed.

Management tried to suspend Levanti for two weeks without pay when, on last April 17, he continued the usual practice of delivering perishable food items rather than make a lengthy, unscheduled stop to deliver non-perishable supplies to the print shop. Levanti made the print shop delivery immediately after lunch that day, but was brought up on charges anyway. He had told his

supervisors that it was impossible to make both the regular rounds plus the unscheduled stop in the morning time frame.

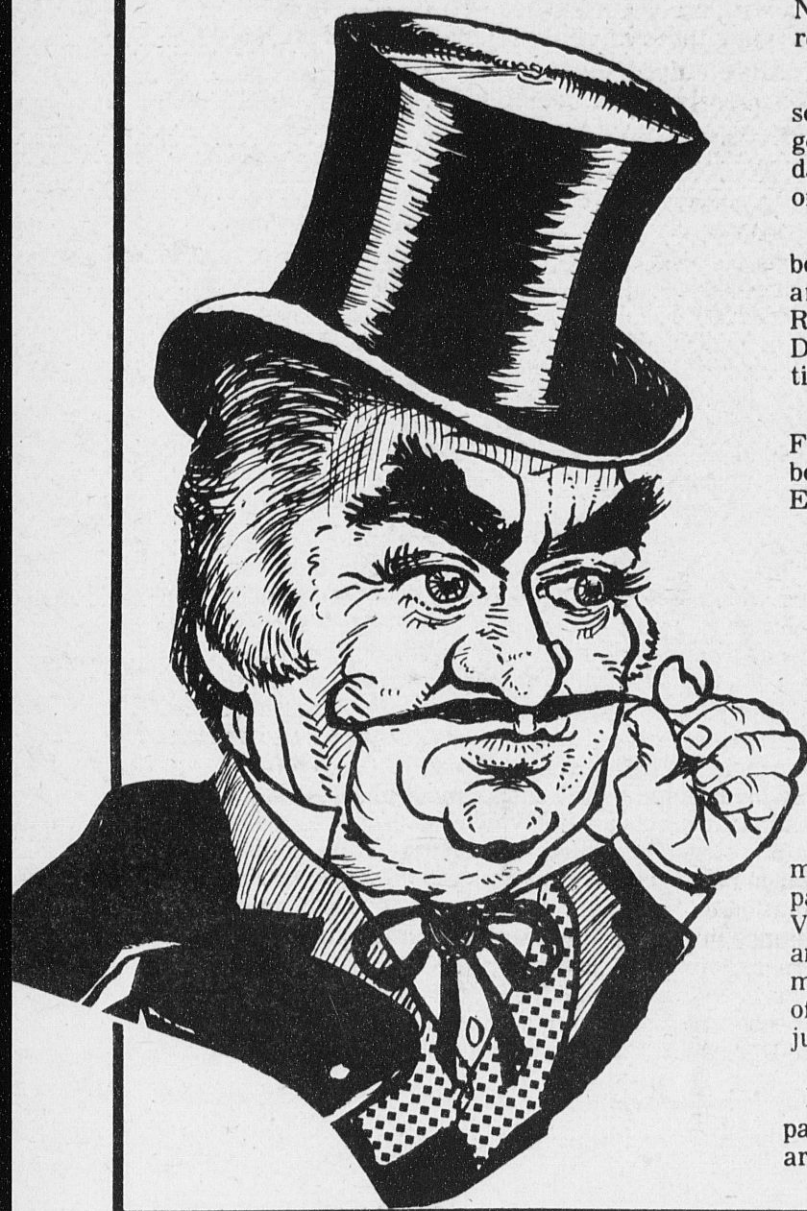
CSEA filed a grievance which resulted in the disciplinary charges being dismissed because the state could not prove its case. Specifically, Arbitrator Martin Scheinman noted that (1) Levanti was never given a clear order to make the print shop delivery, and (2) there was nothing to suggest he refused to do the job. Accordingly, Scheinman sustained the grievance, found that the state failed to prove Levanti guilty of the charges contained in the notice of discipline, and ordered his personnel file revised.



With rhyme, but little reason,

# State out-Scrooges Scrooge

By Daniel X. Campbell  
CSEA Communications Associate  
ALBANY — 'Twas the day before Christmas,  
and what should appear, but a news article that  
brought many a CSEA state member a tear.



The failure of the state of New York to pay 3,600 "outstanding" rated CSEA members their due \$400 performance award during the promised payroll of Dec. 14 was reported in the December 24 issue of the "Knickerbocker News" by Lise Bang-Jensen, Capitol Bureau reporter.

The news reporter explained that the long sought, often promised, bonus money was now going to be paid in February, long after the holiday season had passed. She reported the impact of this failure on the affected employees.

Also in her article she noted an exchange between the CSEA Communications Department and the Governor's Office of Employee Relations, in which CSEA Communications Director Gary G. Fryer characterized the actions of the state as "outdoing Scrooge."

Bang-Jensen then related OER's reaction to Fryer's timely description, stating: "Bristling being called a Scrooge, the state Office of Employee Relations responded in verse:

"'Twas the night before Christmas and all through the state,

A state worker union was waxing irate.  
But Santa, ignored all the posturing, saying,  
"We won't let our Christmas be ruined by this braying."

Down the chimney, he came in a flash,  
Adding, "Soon all 'Outstanding' will see their green cash."

The satirical word play angered the CSEA membership more than the delay in the award payment, and caused CSEA Capital Region First Vice President C. Allen Mead to take pen in hand and reply to the tasteless OER verse in like manner. Mead fired off his missive to the editor of the "Knickerbocker News," asking poetic justice.

In the true spirit of journalistic ethics, the paper will soon publish the rebuttal. Following are excerpts from that poetic rebuttal:

There once was a quote from GOER  
heard by CSEA near and afar,

Work hard through the year,  
your bonus is due

Or Santa Sandy will put coal  
in your shoe.

While we're all tucked so snug  
in our beds,

Let CSEA members tighten  
their threads

We'll not let our Christmas be ruined,  
they waxed.

Any more noise and the lot  
will be axed.

So what if we promised to pay,  
they know by now we don't mean  
what we say

Who cares no food, no gifts  
for their day

We have plenty and more  
tucked away.

Show them the carrot,  
but don't let them touch

We've told them already,  
they have way too much

Wait, wait, you'll see your green cash,  
but not now,

We're too busy enjoying our bash.  
now our fun is over,  
another neat trick

We laughed and joked  
'til we've made ourselves sick

Wasn't it fun,  
the kids believed once more

Maybe next year,  
we'll show them the door.

## Brunswick Pact

BRUNSWICK — A two-year contract increasing public employee salaries in the Town of Brunswick, Rensselaer County, by \$1.10 per hour over the contract period has been signed by CSEA and town officials.

In the first year of the pact, the 20 town employees will receive a 25-cents per hour increase in January, followed in July with a similar increase. In 1983, the increase will be 30 cents per hour in January and July.

Negotiations also improved longevity payments, sick leave, bereavement leave, and overtime compensation. The town will pay for unused sick leave and has also increased its life insurance coverage on the employees from \$10,000 per individual to \$15,000 per employee.

CSEA Capital Region Field Representative Joseph Bakerian assisted the union's negotiating team of Joseph Montepare, unit president, and Eugene Boomhower, immediate past president, in the bargaining process.

## Reminder: A vision care voucher needed prior to exam

CSEA members who are enrolled participants in the new Vision Care Benefit program are reminded that members must submit a voucher before scheduling an exam under the program.

The plan, which became effective Nov. 1, is administered by the CSEA Employee Benefit Fund (EBF). It is available to state workers in the Administrative, Institutional and Operational bargaining units to provide free professional eye examinations and eyeglasses for eligible employees and their dependents.

Enrollment cards may be obtained by calling EBF toll-free at 1-800-342-4274. Vouchers, good up to 45 days, may be obtained by completing the request form and mailing it to:

CSEA Employee Benefit Fund  
P.O. Box 11-156  
Albany, N.Y. 12211

## REQUEST FOR VISION BENEFIT VOUCHER/CLAIM FORM

Social Security No. Last Name First Name  
Number and Street Address City and State Zip Code  
This Section is about the Person for whom the Vision Care Voucher is being Requested.

Last Name First Name

Patient's Date of Birth

Self  Spouse  Child\*

If Child is eligible as full-time student, complete form below.

DEPENDENT STUDENT: An unmarried child who is a full-time student will be covered up to age 25 (12 hours enrolled for undergraduate credits or 6 hours graduate credits.)

TO BE COMPLETED FOR DEPENDENT STUDENTS AGE 19 to 25.

I Certify that my dependent \_\_\_\_\_ (Name) meets all requirements for eligibility as a student dependent as outlined above and was eligible during the entire period covered by this claim.

I expect this eligibility to continue until the date of \_\_\_\_\_

Name of School: \_\_\_\_\_ City: \_\_\_\_\_

Date Started: \_\_\_\_\_ To Graduate (Mo. & Yr.) \_\_\_\_\_

Enrollee's Signature \_\_\_\_\_ Date \_\_\_\_\_

I have previously enrolled in the Vision Care Plan  
 My enrollment card is included with this request



Special CWEP program  
offers hope  
during layoff periods

# Helping state workers stay on the payroll

**ALBANY** — As devastating as the threatened layoffs in the New York State Department of Labor will be (see related story, page 1), there is some comfort for those about to be affected by the federally-inspired reductions in force: there is someone to help keep displaced workers on the state payroll.

That someone is the State Employment Continuity Center, which has been created by CSEA and the State of New York and funded, in

part, through the CSEA/State Committee on Work Environment and Productivity, better known as CWEP.

The Center works with state employees before, during and after layoffs take place, advising them of civil service laws and rights, and possibilities of alternative employment.

Here are some frequently asked questions about the Center and its role during reductions in force.

## WHAT IS THE STATE EMPLOYMENT CONTINUITY CENTER?

The SECC is a special unit set up to assist both agencies and employees who may be affected by reductions in force. Located in the Department of Civil Service, it has offices in Albany and New York. Support for the SECC is provided by CSEA, AFSCME Council 82 (in proportion to the number of employees they represent) and PEF through Continuity of Employment Committees from funds obtained during collective bargaining proceedings.

## WHAT DOES THE SECC DO FOR EMPLOYEES?

The SECC can assist employees in layoff situations in several ways. First of all, the staff of the SECC can provide employees with factual information about how layoffs work, and what rights employees may have. Usually this is done at meetings held with employees who will be affected by reductions in force, but staff also is available to answer individual's questions by phone or in person. Also, the center provides information booklets and guides to interviewing and resume preparation. Lastly, the center staff works with agencies, various units of the Department of Civil Service and employees on developing alternative employment possibilities which can supplement those provided by preferred lists.

## WHY IS THIS NECESSARY? AREN'T STATE EMPLOYEES GUARANTEED ANOTHER JOB BY LAW?

The preferred list process provides preference in reinstatement for permanent employees whose jobs are abolished. In many cases, this results in employees being rehired. However, the preferred list does not help everyone, nor does it always provide re-employment right away. Furthermore, it works best when there are vacancies in other very similar positions. Where employees are in titles which do not exist elsewhere, the preferred list options may be limited or almost nonexistent. Also, the preferred list does not guarantee anyone a job. Many employers resist the use of preferred lists since it allows no choice in who they can hire and no probationary periods during which the employees can be evaluated for their ability to perform. Agencies can — and do — leave jobs vacant rather than use a preferred list.

## WHAT KIND OF ALTERNATIVES DOES THE SECC DEVELOP?

While the preferred list process deals only with permanent employees and provides preference only according to their title of layoff, the SECC tries to help all employees affected by reductions before the layoff occurs. Furthermore, the alternatives they try to develop are based on each individual's training, experience employment and examination history. The center collects this information through a form called a Skills Inventory. After analyzing this information, the center contacts state agencies which are hiring people for various jobs. By matching the people with the qualifications for these jobs, transfers to another agency can be accomplished prior to the date of layoff.

## HOW SUCCESSFUL HAVE THEY BEEN?

The success in finding alternatives varies in each layoff situation depending on the training and experience of the employees, the locations they are in and whether they are willing to move, the level of cooperation and commitment of unions and management and the numbers and types of jobs available elsewhere. However, generally the SECC has been successful in offering most employees at least one alternative possibility. One of the major reasons for this success is that these alternative employment possibilities provide both agencies and employees with more choices, and that agencies facing reduction in force situations are becoming more committed to working with unions and other agencies in developing alternatives to layoffs.

Employees who may be affected by the Department of Labor layoffs will probably receive a questionnaire about employment alternatives prior to actually receiving a layoff notice. This starts the Continuity of Employment process. Employees who do not receive such a notice should contact their personnel office for information on bumping rights, the State Employment Continuity Center for assistance in finding alternate state employment, and their CSEA local to ensure that their rights are protected.

For further information on the State Employment Continuity Center, contact Robert W. Knippenberg, Coordinator, State Employment Continuity Center, New York State Department of Civil Service, Albany, 12239, (518) 457-2974.

## Unionists sue education head over transportation aid disparity

**ALBANY** — Lawrence Scanlon, CSEA coordinator of school district affairs, and Lucille A. Keen, former unit president of the Union Springs school unit of CSEA Cayuga County Local 806, have brought a lawsuit against state Commissioner of Education Gordon Ambach over the issue of "parity" in school district transportation aid.

Keen and Scanlon charge that Ambach has illegally and unconstitutionally apportioned aid to school districts in such a way that those districts which contract out for pupil transportation services receive more state aid than those which elect to provide such services using their own employees. The result, they say, is a net cost to the taxpayer.

The suit was filed Dec. 9 in state Supreme Court, Albany County, by CSEA Attorney Steven Wiley of the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

"There's an injustice being done to the taxpayers," said Scanlon. "The commissioner's regulations, pursuant to the Education Law, give an unfair advantage to the districts that contract out transportation programs."

"So when a school district gets in a financial bind — and in general, school budgets have had a tough time lately — and administrators and boards start looking for ways to save money, they give up district-provided programs."

In the suit, Scanlon and Keen aim to show the disparity between the aid received by two school districts running comparable programs. Scanlon lives within the Shenendehowa Central School District in Saratoga County, which runs its own transportation programs, while Keen is a resident within the Union Spring Central School District in Cayuga County, which completely contracts out its transportation services.

The Keen/Scanlon suit is part of an overall effort by Scanlon's office to achieve complete parity in the area of school transportation aid. A new "partial parity" bill, adopted after extensive lobbying by CSEA, tightens the gap between reimbursement for contractor-provided and district-provided transportation services.

Although an additional \$6 million will be generated by this bill, Scanlon says it does not go far enough in equalizing the aid for the cost of pensions, health insurance and other fringe benefit programs currently provided to public employees.



LOOKING OVER PLANS for the new optical benefit are Westchester County unit officers, from left, Jim Marino, Jerry Barbour and Jack Whalen.

## Westchester unit gets optical plan

**WHITE PLAINS** — Feb. 1 marks the start of a new month, and a new benefit, for the 5,600 people who belong to the Westchester County Unit.

The optical plan, which will cover employees and their families, will be administered by the CSEA Employee Benefit Fund.

Jack Whalen, who chaired the negotiating team which won the funds, says vision care benefits such as preventative eye health examinations and eyeglass prescriptions will be available. "Our goal is to provide quality care," he comments.

"It's one more step in putting together a complete benefits package for our rank and file," says County Unit President Jerry Barbour.

Unit members will be contacted by mail with specifics on how the program operates and how they may enroll.



# Who runs New York?

**"The surge of the public employee union as powers in New York, especially in state government, comes at a time when the private labor movement appears to be collapsing."**

**When the Gannett News Service decided recently to determine what individuals, groups and organizations influence New York State the most, it began by interviewing more than 100 people. And it ended with an extensive, in-depth series of 18 major articles which appeared in Gannett newspapers in New York State and elsewhere. Gannett titled its impressive series "Who runs New York?"**

**Among the power groups which influence how the state is run, Gannett concluded, were the labor unions. More specifically, public employee labor unions. Specifically, The Civil Service Employees Association.**

**Two lengthy articles were prepared for the segment dealing with labor unions as a power of influence within New York State. In both of the articles, CSEA is presented as a dominant labor organization wielding a substantial amount of power in helping determine how the state operates.**

**Both articles are reproduced, one below and the other on the adjacent page, complete with a photograph of CSEA President William L. McGowan which accompanied the article.**

## How a union changed Carey's mind

**By JOHN OMICINSKI  
Gannett News Service**

ALBANY — In early 1978, Gov. Hugh L. Carey was in deep political trouble. Polls showed his popularity nose-diving and Republicans gleefully anticipated a return to power that fall under Perry B. Duryea.

To the delight of Republicans, the Civil Service Employees Association — the largest state employees' union — was making things worse for Carey with a television and radio advertising campaign accusing his administration of "dumping" mental patients.

"Thousands of mental patients," charged one ad, "are being dumped into sleazy, insect-infested, uncared-for private hotels and boarding houses in neighborhoods all around the state." CSEA sources estimate that as much as \$250,000 was spent on the anti-dumping electronic crusade.

Billboards pictured a woman clutching an old sweater with the slogan: "She's Been Dumped." Stickers declaring, "Dump Carey, Not Patients" appeared on auto bumpers.

What ensued was a case study in the way the power of public unions, through the effective use of money and media, could change the course of government.

The union was fighting a pitched battle against a policy ratified by the Legislature by which the state would contract out to

local private, non-profit agencies such as Catholic Charities to handle community mental health care services.

California has a similar system, in which community treatment is run by private entrepreneurs subsidized by state and county governments.

CSEA feared it could lose as many as 17,000 mental hospital jobs if the community services program under private contractors became a reality. The union's leaders believed that the voluntary organizations' clout with Dr. Kevin Cahill, then Carey's health advisor, was hurting their cause.

"Bill McGowan felt it was a life-or-death issue," said one source familiar with the campaign. "Why not go all the way?"

Duryea took up the "dumping" chant and members of the Carey inner circle were becoming worried that it could become a potentially fatal political issue with CSEA's financial muscle.

Republican Duryea badly wanted the CSEA's endorsement. So did Democrat Carey. In an age when political parties can't deliver votes or money the way they once could, public unions have become extremely important. They can set up phone banks, raise money and get out the vote for favored candidates.

In short order, talks between CSEA and the Carey administration were under way.

On June 15, Robert J. Morgado, secretary to Gov. Hugh L. Carey, issued an order entitled "Implementation of Major Mental Hygiene Initiatives." It has since become known simply as "The Morgado Memorandum."

In it, Morgado ordered Mental Hygiene Commissioner James Prevost to raise by April, 1982, the level of staffing at hospitals to a ratio of one staffer for one patient. "A balanced system of treatment," said Morgado, would maximize "both public and non-public resources."

James Introne, then chief of the state's agency for the mentally retarded and now a member of the Carey palace guard, got similar instructions in the same memo.

Morgado's memo promised that at least half the money spent on community mental health care would be allocated to state-operated programs and services. "At a minimum," it said, 6,000 state employees would be used in community programs by 1983. It set aside an immediate \$5 million to start training state employees for duties away from institutions.

The policies, said Morgado, "hold profound historic significance." Indeed, they had preserved and strengthened the role of the public employees in mental health.

CSEA clearly had won. Morgado was blowing retreat.

By August, CSEA's ad campaign did an about-face. Carey and the Legislature, they said, had taken "strong action to insure that state-run community-based centers will provide competent, secure, follow-up care for our fellow citizens..."

Carey didn't get the CSEA endorsement, but his operatives managed to keep it out of Duryea's hands. The union remained officially neutral in the campaign, although McGowan made several appearances with Carey and none with Duryea.

There are estimates that the "Morgado Memorandum" cost the state and its taxpayers as much as a half-billion dollars in the last three years.

Prevost wouldn't put a price tag on it, although he said his office's budget has increased 30 percent in the last four years to \$840 million, and acknowledged that intense interest by CSEA has been "a helpful factor in helping OMH hold onto its resources."

Indeed, he credited the union with helping to beef up staffing ratios which, he said, "were in the cellar" among the states.

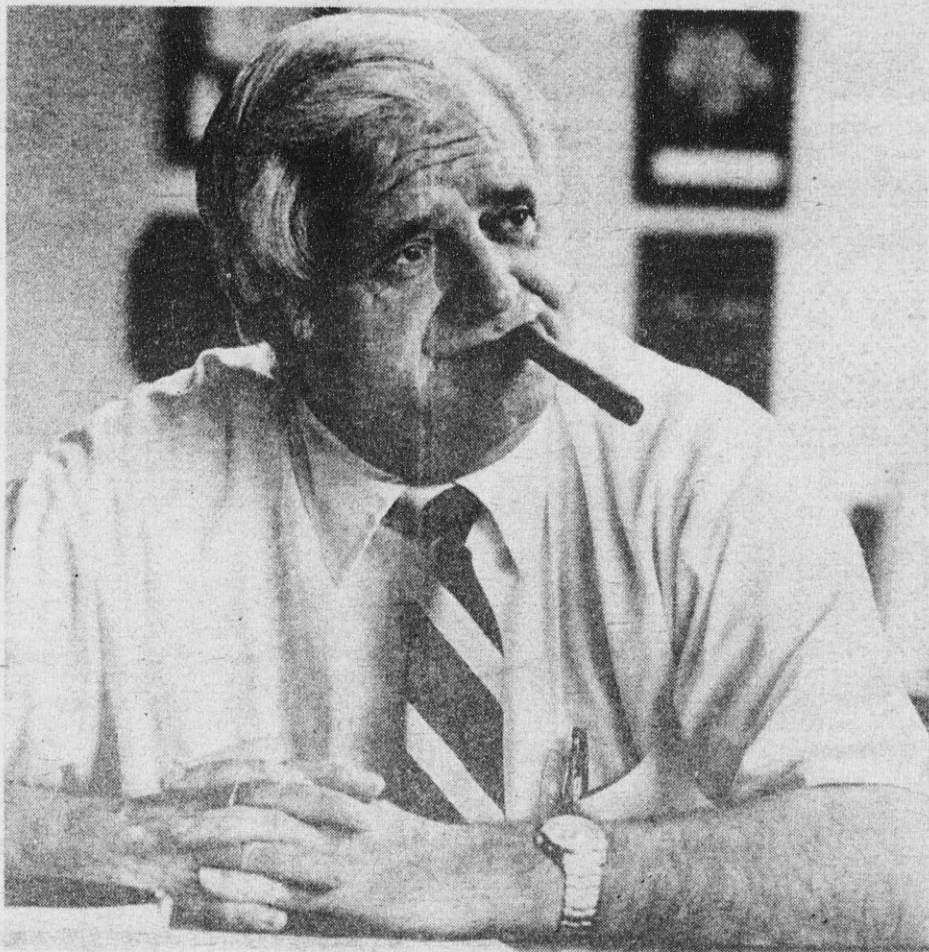
But he acknowledged that the CSEA's campaign "brought the state to the negotiating table."

"The Morgado agreement," he said, "wouldn't have happened without that campaign."



# Union might

## Unions protect their members' jobs by keeping a tight hold on Albany



Gary Gold

**William McGowan, cigar-chomping head of the Civil Service Employees Association, has taken charge of the union to lead it out of the tea-and-cookies era and into a position of considerable influence on government policy.**

By JOHN OMICINSKI  
Gannett News Service

ALBANY — Twenty-six years ago, New York's mental hospitals housed 93,300 patients, the peak year for a system which had its beginnings in 1843, when the state opened a "lunatic asylum" in Utica.

Today, primarily because of therapeutic drugs unknown in 1955, only about 23,000 patients remain in the state's network of adult hospitals. Yet, the state continues to operate 23 psychiatric centers, keeping 166 buildings open.

New York, over the years, has shut down buildings at the 23 centers but it has never closed an entire mental hospital.

By contrast, California has trimmed its system to only 11 mental hospitals.

Just two of these are exclusively for the care of mentally disturbed patients. The remainder primarily treat retarded or "developmentally disabled."

Although there is a more modern hospital at Marcy, just eight miles away, the 137-year-old Utica hospital houses 600 patients, down from 1,400 ten years ago.

More than a year ago, Dr. James Prevost, who heads the Office of Mental Health, issued a report saying the "conclusion is inescapable that the Utica Psychiatric Center should be closed . . ."

Prevost also called for shutting down Harlem Valley hospital at Wingdale. With 3,500 patients a decade ago, Harlem Valley was down to 491 earlier this year, with a staff of 1,029.

Shutting down both hospitals, said Prevost, would save \$275 million in eight years.

To the state Legislature, which must act on any hospital closings, Prevost's conclusions weren't "inescapable."

This year, a frustrated Prevost fired off a statement saying he was going no farther with the Utica and Harlem Valley shut-

downs — barring marching orders from the Legislature.

His 1980 report had vanished into a legislative pigeonhole. His 1981 ultimatum was greeted with virtual legislative silence.

Prevost's proposals touched one of the most sensitive nerves in state government: preservation of government jobs in a time when state revenues are being stretched in an era of the "politics of less."

"Certainly," said Prevost's former assistant, Chester Burrell, "preservation of employment is the overwhelming reason why we haven't been able to close a hospital." And, he added, "pressure from localities and public unions are inextricably tied" to the state's inability to close little-used mental hospitals.

Prevost's failure to get action on closing Utica and Harlem Valley is a testament to the power public employee unions have in Albany. "They're not going to close any hospitals," said state Civil Service Employees Association president William McGowan in an interview. "And they're not going to make them warehouses, the way they were."

CSEA contends it is championing better service to mental patients, not simply safeguarding their jobs.

"We've been fighting this with success for some years now," said Gary Fryer of CSEA, noting that the union stopped administrative transfers between Utica and Marcy with a court suit.

Teaming with friendly legislators and capitalizing on local pressure, public labor organizations such as CSEA have shown remarkable ability to block efforts to reduce the size of state government during a period when the state has lost hundreds of thousands of factory jobs.

Over the past ten years, according to department figures, employment at state

hospitals remained relatively level at about 34,000, despite the sharp drop in patients.

Most state mental hospital employees — many of them in menial jobs — are represented by the CSEA, which is moving quickly to the top among the public employee unions in the state.

Not so long ago — in the mid-'70s — CSEA was regarded as a toothless group, a "company union" unwilling or unable to use its clout.

"Six years ago," recalled CSEA counsel James Featherstonhaugh, "CSEA wasn't part of the power structure. We didn't even know how to spell it. I can remember taking the former president, Ted Wenzl, around to make the rounds of the legislative leaders and getting physically thrown out of both (Speaker Stanley) Steingut's and (Minority Leader Perry) Duryea's offices."

CSEA represents about 230,000 men and women in state and local government. It and the state's United Teachers Union are the largest public employee groups in New York.

There are about 1.1 million state and local government employees here, a figure exceeded only by California's 1.4 million. That is a huge public payroll by comparison, since the U.S. government employs only 2.7 million civilians, according to the Bureau of Labor Statistics.

In 1977, Wenzl lost a hard-fought election to McGowan, a former electronics mechanic at a state center for retarded children near Buffalo. McGowan's election started radical changes in the way CSEA does business.

Although it remains outside the state AFL-CIO, CSEA affiliated with the American Federation of State, County and Municipal Employees. That gave CSEA stability, protecting it from damaging raids such as the one in which it lost 45,000 professional, scientific and technical workers to the Public Employee Federation (PEF) a few years ago.

It also gave it a voice in the national labor movement, since it is AFSCME's largest member.

The developing power of organized public employees is based largely on two events which occurred a decade apart.

First came the passage of the Taylor Law in 1967, which replaced the tough Condon-Wadlin Law and gave public employees the right to collective bargaining with public employers.

"Before that, we laughingly called it 'collective begging,'" recalls Thomas Hobart, president of the New York State United Teachers.

The Taylor Law continued to deny public employees the right to strike, providing a penalty of two days' lost pay for each day on strike. But it entrenched public employees at bargaining tables, and led to an era when "kaffee klatch" associations such as CSEA developed into tough labor organizations.

Perhaps as important to public employees were the "agency shop" laws passed in 1977. These made all state employees covered by CSEA contracts pay annual union dues, now \$109, whether or not they chose to join the union. Some 35,000 state and local employees who are not officially members of CSEA pay dues, nonetheless.

Passage of agency shop was a testament to the political clout of the unions, a sign they had come of age in the state power structure.

The bill passed comfortably in both houses and Carey made it law in one of the largest bill-signing ceremonies of his seven years in office.

"You can't separate agency shop from their power," said a key aide to Carey. "All public employee unions would be in trouble without it. The downstate unions are growing increasingly black. People are running against public employee unions."

"Without agency shop, they would be in deep trouble."

Victor Gotbaum, the tousle-haired director of District Council 37 of AFSCME in New York City, says agency shop probably retrieved 17,000 members for his union, which was decimated in the 1975 fiscal crisis. DC37 lost 65,000 jobs over a three-year period and is just beginning to shake itself back to life.

Politically, upstate and downstate public employee unions are in markedly different shape.

New York City Mayor Edward Koch ran against the public employee unions in 1977 and won. He thumbed his nose at them in this year's re-election campaign.

Upstate, CSEA and the 250,000-member New York State United Teachers are major political factors. And in New York City, Albert Shanker, president of the 60,000-member city teachers' local and head of the American Federation of Teachers, remains a potent political factor in any election.

In last year's legislative and local races around the state, CSEA's Political Action Fund, which draws contributions from members as well as the association's treasury, laddled out \$455,000 in contributions, according to union figures.

NYSUT's president Hobart says his organization donates money, but believes its principal political weapon is the number of volunteers it can lend to a campaign. "Our greatest strength is the personnel we can put on the street," he said. "And school districts carve up every area of the state."

The surge of the public employee unions as powers in New York, especially in state government, comes at a time when the private labor movement appears to be collapsing.

Raymond Corbett, head of the state AFL-CIO, called the 1981 legislative session "the worst in recent history" for labor. Perhaps its greatest disappointment was the failure of casino gambling in the Legislature. Organized labor had been counting on casinos to revitalize work in the construction trades.

Despite blue-collar labor's weakened condition, public employee unions have been reluctant to take over the state AFL-CIO, although they seem to have the numbers to do it.

"It's an open secret I wanted them to take it over," said Gotbaum. "But I made a mistake. We didn't touch enough bases. It looked like we'd divide the state labor movement if we tried."

While public employee groups appear to be growing in power and sophistication, they remain wary of the future and the prospect of governments trying to get along on fewer real dollars. The looming "politics of less" may lead to the "politics of stress" for the public employee unions, many leaders agree.

The Taylor Law remains on the books, and while the Legislature is friendly on many other matters, it shows no signs of repealing the anti-strike provisions of the law or of doing away with its two-for-one penalties.





# A successful organizer talks about her tactics

"One person I spoke to was incensed because she had been paying dues and was not on the list of members."

**LOOK OF DETERMINATION** — Carol Guardiano, left, chairwoman of the membership campaign of Pilgrim Psychiatric Center Local 418, and co-chairwoman Bessy LaBalbo exhibit membership sign-up cards and the type of dogged determination that has been achieving 100 percent sign-up of new employees at the facility.

## She signs up all but six at Pilgrim PC

By Bill Butler  
Special Correspondent

WEST BRENTWOOD — "They told me, 'you can't get them'."

"And I said, 'You go out and talk to them. You can't just call them on the phone.'"

With that brief exchange, Carol Guardiano of Pilgrim Psychiatric Center Local 418 set out determined to sign up all the agency-shop employees as full members of CSEA.

After six months of dogged effort, she has whittled the number of non-CSEA members at Pilgrim to just six.

Guardiano started the full-membership campaign last July when a CSEA membership check showed 260 out of more than 3,000 CSEA-represented employees were not full members of the union.

Elected secretary of the local last June on the ticket of Joe Noya, now local president, Guardiano offered right away to do more than keep the minutes. She volunteered for — and promptly got — the task of signing up the employees who merely paid agency shop fees.

She was well prepared for the job. She has worked for many years in the payroll department of Pilgrim — the largest mental in-



**SIGN HERE** — As Carol Guardiano, left, helps Marcia Reyes sign up as a union member, Bessy LaBalbo, background, discusses benefits of union membership with Margaret Byrne.

**'You've got to talk to people personally.'**

—Carol Guardiano

stitution in the state system — and already knew almost everyone on the grounds of the huge institution, located in West Brentwood, Long Island.

She called on CSEA headquarters in Albany for a computer printout of the employees showing whether they were agency shop fee payers or full union members. The printout identified 260 employees who were paying agency shop fees.

"I knew where everyone worked," said Guardiano. "I recognized the names from my work distributing the payroll."

The rest was easy — at least for Guardiano. She reported in to work as early as 5 a.m. to catch those on the night shift, and stayed over as

late as 10 p.m. to meet the evening shift workers. "You've got to talk to people personally," she insisted.

"Some people saw that dues were deducted from their pay and did not realize they were not full members of the union. One person I spoke to was incensed because she had been paying dues and was not on the list of members."

Guardiano lost no time in getting them on full membership. Those who had been paying agency shop fees paid nothing more to become full members — and they gained the right to vote and the right to participate in CSEA-sponsored group insurance.

"I'm a big one for the right to vote in union affairs," Guardiano said. "Of course, there's also the benefit of group insurance plans, and the right to feel you belong."

Guardiano and others in Local 418 have also been busy briefing new employees at monthly

orientation sessions on the rights and benefits of union membership. Recently, the local has been getting 100 percent of the new employees to sign up for membership.

Guardiano has been assisted in the recruitment campaign orientation sessions by Bessy LaBalbo, co-chairwoman of the Membership Committee, Crawford McPhatter, first vice president of the local, and Gus Vasquez. The institution takes on 70 to 90 new employees monthly.

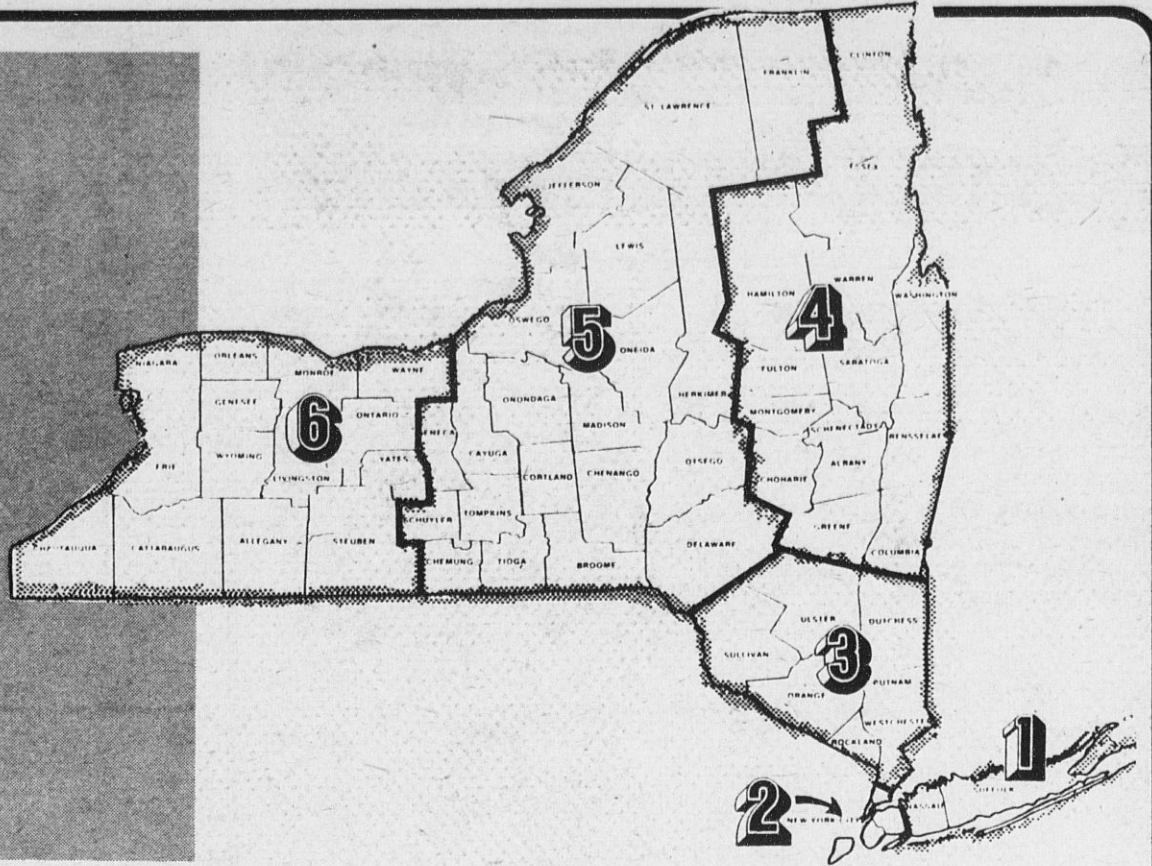
The wife of Eugene Guardiano, a therapy aide at nearby Kings Park Psychiatric Center ("he's a man who loves his job," she says), and the mother of three sons, ages 20, 16 and 13, Guardiano exudes the utmost confidence in her campaign.

What about the six employees who are still not full members of CSEA?

"Oh, we'll get them," she says.



# DIRECTORY OF CSEA REGIONAL OFFICES



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William Griffin, Regional Director

## SOUTHERN REGION III

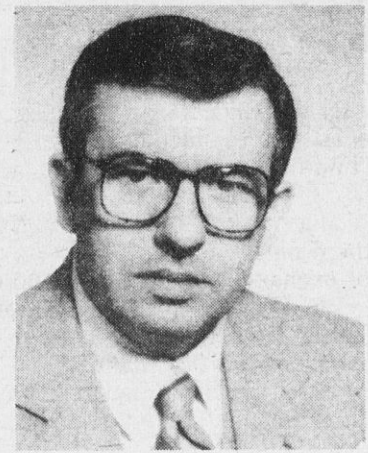


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open competitive  
**STATE JOB CALENDAR**

Filing Ends February 8, 1982

TITLE	SALARY	EXAM NO.
Environmental Analysis Assistant	\$12,665	25-559
Environmental Analyst	\$15,030	25-560
Environmental Analyst, Associate	\$24,440	25-562
Environmental Analyst, Principal	\$30,220	25-563
Environmental Analyst, Senior	\$18,800	25-561
Chief, Bureau of Mineral Resources	\$32,599	28-356
Community Placement Specialist II	\$27,200	28-325
Director of Staff Development & Training I	\$26,422	28-327
Director of Staff Development & Training II	\$29,337	28-328
Maintenance Assistant Mechanic	\$10,535	20-017
Motor Equipment Mechanic	\$13,154	20-018
Pharmacy Consultant	\$20,870	28-313
Radiologic Technologist (Therapeutic), Senior	\$12,954	28-323
Water Treatment Course Instructor II	\$15,900	28-314

Filing Ends February 22, 1982

Alcoholism Program Specialist II	\$27,200	28-350
Alcoholism Program Specialist III	\$29,337	28-351
Alcoholism Program Specialist IV	\$32,599	28-352
Director of Rail Division	\$41,541	28-309

Filing Ends March 15, 1982

Developmental Disabilities Program Specialist I	\$21,995	28-255
Developmental Disabilities Program Specialist II	\$21,200	28-256



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**COMPETITIVE  
PROMOTIONAL EXAMS**  
(State employees only)

Filing Ends February 1, 1982  
Written Test to Be Held March 13, 1982

TITLE	DEPT.	EXAM NO.
Senior Institution Safety Officer G-12	IDP	37-501
Chief Institution Safety Officer II G-16)		
Chief Institution Safety Officer I G-15)	IDP	37-502
Assistant Director of Member Services M-1	Audit & Control	37-492
Assistant Director of Retirement Services M-1	Audit & Control	37-493
Associate Environmental Analyst G-2	Encon	37-497
Environmental Analysis Assistant G-11	Encon	37-494
Environmental Analyst G-14	Encon	37-495
Principal Environmental Analyst G-27	Encon	37-498
Senior Environmental Analyst G-18	Encon	37-496

Oral Tests To Be Given During March 1982

Chief Occupational Therapist G-23	Mental Health	39-588
Chief Physical Therapist G-23	Mental Health	39-586
Head Occupational Therapist G-20	Mental Health	39-587
Head Principal Therapist G-20	Mental Health	39-585
Chief Occupational Therapist	Mental Retardation	39-590
Chief Principal Therapist G-23	Mental Retardation	39-592
Head Occupational Therapist G-20	Mental Retardation	39-589
Head Principal Therapist G-20	Mental Retardation	39-591

Oral Tests To Be Given During May 1982

Director of Staff Development & Training I		
M-1 Mental Health		39-573
Director of Staff Development & Training II		
M-2 Mental Health		39-574
Director of Staff Development & Training I		
M-1 Mental Retardation		39-578
Director of Staff Development & Training II		
M-2 Mental Retardation		39-579

open continuous  
**STATE JOB CALENDAR**

Title	Salary	Exam No.
Assistant Stationary Engineer	\$9,984	20-271
Stationary Engineer	\$12,514	20-272
Electroencephalograph Technican	\$9,330	20-308
Data Machine Operator	\$7,795	20-334
Medical Record Administrator	\$14,860	20-348
Food Service Worker	\$8,338	20-352
Mental Hygiene Therapy Aide Trainee*	\$9,773	20-394
Associate Actuary (Casualty)	\$19,288	20-416
Principal Actuary (Casualty)	\$23,829	20-417
Supervising Actuary (Casualty)	\$27,842	20-418
Senior Actuary (Life)	\$14,850	20-519
Associate Actuary (Life)	\$19,208	20-521
Supervising Actuary (Life)	\$27,842	20-522
Assistant Actuary	\$15,030	20-556
Vocational Instructors*	\$11,835	20-600
Industrial Training Supervisors	\$13,264	20-700
Dietitian Trainee	\$13,265	20-844
Dietitian	\$14,045	20-845
Supervising Dietitian	\$16,610	20-846
Social Services Disability Analyst	\$16,100	20-848
Medical Specialist I	\$40,020	20-851
Medical Specialist II	\$43,560	20-850
Psychiatrist I	\$40,020	20-853
Psychiatrist II	\$43,560	20-852
Assistant Clinical Physician	\$34,220	20-854
Clinical Physician I	\$38,035	20-855
Clinical Physician II	\$42,050	20-856
Audiologist	\$16,610	20-860
Speech Pathologist	\$16,610	20-861
Assistant Speech Pathologist	\$14,860	20-862
Assistant Audiologist	\$14,860	20-863
Child Protective Services Specialist I*	\$15,030	20-864
Social Services Management Trainee	\$13,465	20-875
Social Services Management Specialist	\$14,245	20-876
Physical Therapist*	\$11,337	20-880
Senior Physical Therapist*	\$12,670	20-881
Stenographer	\$7,613	20-890
Typist	\$6,943	20-891
Senior Occupational Therapist*	\$12,670	20-894
Occupational Therapist*	\$11,337	20-895
Cytotechnologist	\$13,395	20-101
Senior Medical Records Technician	\$10,624	20-102
Pharmacist	\$15,520	20-103
Physician's Assistant	\$16,420	20-104
Licensed Practical Nurse	\$8,454	20-106
Junior Engineer (Bachelor's Degree)	\$16,100	20-109
Junior Engineer (Master's Degree)	\$16,600	20-109
Attorney	\$19,835	20-113
Assistant Attorney	\$17,655	20-113
Attorney Trainee	\$16,050	20-113
Assistant Sanitary Engineer	\$20,000	20-122
Senior Sanitary Engineer	\$24,600	20-123
Nutrition Services Consultant	\$20,870	20-139
Vocational Rehabilitation Counselor	\$18,535	20-140
Vocational Rehabilitation Counselor Trainee	\$15,710	20-213
Medical Record Technician	\$9,481	20-143
Histology Technician	\$9,865	20-170
Supervising Medical Record Administrator	\$15,624	20-212
Senior Computer Systems Analyst	\$17,570	20-219
Senior Computer Programmer Analyst	\$17,570	20-219
Computer Programmer	\$14,045	20-220
Senior Computer Programmer	\$17,570	20-221
Mobility Instructor	\$14,860	20-224
Instructor of the Blind	\$11,250	20-225
Teachers of the Blind and Partially Sighted*	\$12,395	20-111
Teachers of the Deaf and Hearing Impaired*	\$12,395	20-112
Senior Heating and Ventilating Engineer	\$21,129	20-227
Senior Sanitary Engineer (Design)	\$21,129	20-228
Senior Plumbing Engineer	\$21,129	20-232
Teachers (Remedial Mathematics)	\$12,395	20-240
Teachers (Remedial Bilingual Education)	\$12,395	20-243
Teachers (Remedial Reading)	\$12,395	20-246
Assistant Accountant	\$14,045	20-200
Assistant Auditor	\$14,045	20-200
Compensation Claims Auditor	\$14,045	20-200
Accountant (Social Services) Trainee I	\$14,045	20-200
Examiner of Municipal Affairs Trainee I	\$14,045	20-200
Insurance Examiner Trainee I	\$14,045	20-200
Insurance Premium Auditor Trainee I	\$14,045	20-200
Medical Facility Auditor Trainee I	\$14,045	20-200
Mental Health Auditor Specialist Trainee I	\$14,045	20-200
Mental Retardation Audit Specialist Trainee I	\$14,045	20-200
Public Utility Auditor Trainee I	\$14,045	20-200
State Accounts Auditor Trainee I	\$14,045	20-200

\*Spanish Speaking

APPLICATION FORMS: You may obtain application forms by mail or in person at the following offices of the State Department of Civil Service:

ALBANY - State Office Building Campus 12239

BUFFALO - Suite 750, 1 W. Genesee Street 14202

NEW YORK - 55th Floor, 2 World Trade Center 10047

LOCAL OFFICES of the N.Y.S. Employment Service (no mail requests handled)

When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, State Office Building Campus, Albany, New York 12239. In the Buffalo area, mail applications to Buffalo address shown above.



# Legal Briefs

"Legal Briefs" is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

## IMPROPER PRACTICE

• A PERB hearing officer has held that the County of Orange committed an improper practice by unilaterally increasing the maintenance fee charged certain county employees who reside in county-owned residences (**Matter of County of Orange**, Case No. U-5281).

The case involved various park employees who were required to live in county-owned homes and who had a certain maintenance fee for the homes deducted from their salaries. By local law, the fair maintenance value of the residences was fixed at \$75 per month; this amount was increased to \$100 a month in 1972.

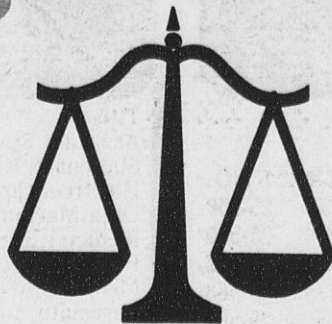
By a resolution of the county legislature on Feb. 13, 1981, the county, without negotiating with CSEA, instituted a fee equal to 20 percent of the annual utility costs with an additional 20 percent to be paid in each of the next five years. Under the resolution, the employees were to assume the full utility costs for the homes after five years.

CSEA charged that the county's unilateral act of increasing the maintenance fee constituted an improper practice. The hearing officer ordered the county to rescind the revised maintenance schedule and to refund any monies received from the employees that were more than the former amount charged together with interest.

• PERB has issued a decision ordering that the Board of Cooperative Educational Services (BOCES) in Onondaga and Madison counties reinstate its practice regarding reimbursement for physical examinations as it existed before Nov. 30, 1978.

In **Matter of Board of Cooperative Educational Services, Sole Supervisory District, Onondaga and Madison Counties v. PERB** (82 A.D. 2d 691), improper practice charges were filed against BOCES alleging that it unilaterally changed its policy on physical exams for employees.

In July 1973, BOCES adopted a practice requiring all personnel to take physicals. BOCES teachers had the option of being examined by a doctor designated and paid for by BOCES, or going to their own doctor at their own expense. However, BOCES never implemented this policy. In the 1977-78 and 1978-79 school years, 21 employees were reimbursed for the cost of personal physical exams. On Nov. 30, 1978, BOCES



suspended its stated policy and adopted a revised one.

The Appellate Division, Fourth Department, held that a free physical examination or reimbursement by the employer is an economic benefit and a term and condition of employment that cannot be unilaterally withdrawn without negotiating with the certified or recognized employee organization.

## EMPLOYEE TERMINATION

• In **Matter of Simon v. Commack Public Library** (A.D. 2d 591), the Appellate Division, Second Department, held that an employee who has resigned from office may not be terminated eight months after resigning.

The petitioner, after a protracted dispute with the director of the library at which she worked, wrote a letter to the director in which she summarized her complaints about her assigned duties, setting a deadline for correcting these problems and articulated her intent to treat failure to remedy the situation as a constructive discharge. At the end of her work day, she turned in her keys to the director and left work. She never returned.

The court held that the reasonable inference which must be drawn from the petitioner's action is that she resigned from her position. Apparently, the library was convinced she had resigned, as it objected to her claim for unemployment benefits and was successful.

However, three months after she had left, the library served the petitioner with a notice of hearing that she had left her job without giving leave or an explanation.

The hearing officer ruled against the petitioner, stating, "It is evident that the dissatisfaction with a work assignment is not a proper explanation for failure to report to work." The library director adopted the hearing officer's findings and dismissed the petitioner, more than eight months after she had resigned.

The Appellate Division annulled the deter-

mination, stating, "It is clear that under the circumstances of this case, a former employee who has quit, and thereby terminated the employer-employee relationship, cannot be fired eight months later for quitting."

• In **Matter of Aquart v. Triborough Bridge and Tunnel Authority** (82 A.D. 2d 755), the Appellate Division, First Department, has annulled the termination of the petitioner on the grounds that he was not afforded a fair hearing.

The petitioner was charged with misconduct in operating certain toll recording devices as to misregister and non-register vehicles passing through his toll lane. He allegedly covered up for misappropriation by showing a smaller amount of tolls collected than tolls paid.

The court had annulled a previous finding of guilt on the grounds that there was a lack of substantial evidence to sustain the petitioner's termination. The matter was remanded for a second hearing.

In annulling the petitioner's second termination, the court noted that the second hearing had been held before the same hearing officer and that the virtually identical evidence had been admitted, in apparent disregard of the court's previous decision.

## REALLOCATION

In **Matter of Sherman v. Civil Service Commission** (81 A.D. 2d 726), the Civil Service Commission denied a request for reallocation of the position of senior parole officer, but approved a request to reallocate parole officers from Grade 19 to Grade 21.

After the commission's determination, the state Division of Budget refused to approve the reallocation of parole officers on the ground that it "would significantly diminish" the state's ability to provide general salary increases to other state employees. In addition, the division stated that the responsibilities of the parole officers were not sufficiently greater than similarly classified positions to justify any reallocation.

Article 78 proceedings were commenced to review the refusals by the commission and the division to reallocate both positions. The Appellate Division, Third Department, noted that "the mere fact that the commission approved the reallocation of parole officers... does not mean the division must do likewise. Furthermore, such disapproval is not in itself arbitrary."

The court further noted the division has an independent authority to approve or disapprove allocations.

## Apply now for campaign course

ALBANY — With the deadline for application less than two weeks away, organizers of CSEA's second Candidate Campaign Institute are urging participation by members interested in running for public office.

The two-day institute will be held March 19-20 at the Thruway House in Albany, but completed applications must be received in the region offices by Jan. 29.

"Our program will cover all the basics of conducting a political campaign, and each topic will be discussed by an individual with outstanding practical experience in the field," said Ramona Gallagher, political action training specialist.

Program highlights include:

- "Get Out the Vote" election day efforts, presented by Anthony J. Genovesi, director of the Legislative Commission on Economy and Efficiency in Government;
- "The Campaign Organization," by Richard Farfaglia, director of the House Operations Committee of the NYS Assembly;
- "The Candidate and the Overall Campaign Plan," by Victor N. Farley, chairman of the Erie County Republican Committee;
- "The Candidate and the Media," presented by Richard Beckman of the Albany-based advertising agency of Beckman Associates;
- "Campaign Budgeting and Fund raising" by Tom Slater, deputy manager of the Senate Republican Campaign Committee.

Application forms for the institute are available from the Region offices, as well as the CSEA Legislative Office, 150 State Street, Albany, N.Y. 12207.



NEWLY-ELECTED OFFICERS of the Dover Plains Unit of Dutchess County Educational Local 867 gather after their installation. Shown, from left to right, are Vice President Greg Stossel, Treasurer Irene Hemple, President Clara Boscardin and Secretary Dottie DeNunzio. With them are Lawrence Scanlon, CSEA coordinator of school district affairs and, right, Hugh Crapser, Local 867 president. Region III Second Vice President Harold Ryan (not shown) was the installing officer.





UNIT PRESIDENT ROLAND WARD, seated left, and Sullivan County Board Chairman Brian Ingber sign the contract. Looking on are, standing, from left, County Attorney William C. Rosen, negotiator Ron Mazzola, Personnel Chairman Abe Kleinman and Sheriff Robert Flynn.

## Sullivan deputies awarded 3-year pact

MONTICELLO — The 75 deputies and clerks who make up the sheriff's department unit of Sullivan County Local 853 have started the year off right with a new, three-year contract.

The pact, according to Unit President Roland Ward, grants an 8 percent wage hike this year, plus a salary adjustment for deputies, sergeants and lieutenants of at least \$200. Moreover, clerks and watchpersons are guaranteed a minimum \$750 raise.

In the next two years, raises will be based on the annual rise in the consumer price index, less two percent with a minimum 4.6 percent guarantee. Other new features of the settlement include:

- immediate \$50 increase in clothing allowances for both uniformed and non-uniformed personnel;
- guarantee that "exactly equal" benefits will be provided if the county changes insurance carriers;
- fifth year longevity payment of \$75, starting in 1983; and,
- continuation of health care benefits for up to 12 months after employee has exhausted all leave time because of injury or illness.

The negotiating team included Collective Bargaining Specialist Ron Mazzola, Unit President Ward, and Henry Jackson, Charles Kulick, Jed Reinleib, Fred Simpson and Bernice Wagner.

## Contract includes clerk upgrading, more leave time

DUNKIRK — The Dunkirk Schools Unit of CSEA Chautauqua County Local 807 has reached agreement with the school board on a three-year collective bargaining contract in behalf of its 63 members.

The school employees will receive a 9 percent wage increase in the first two years of the pact. The third year calls for a seven percent increase plus 75 percent of each point over 10 as measured by the consumer price index for Buffalo. All increments due will be paid.

Elementary clerks have been upgraded, while library aides, previously partially or fully excluded from some benefits of the contract, have gained personal and bereavement leave, as well as sick leave accumulation increase and an additional holiday.

Unit President Frank Kruszynski, happy with "a very good contract," and CSEA field representative Mark Higgins were joined by a negotiating committee that included John Mahaney, Diane Bialaszewski, Leonard Catalano, Rose Golombek and Marge Jagoda.

## Patack named to PERB Western office

Louis J. Patack has been appointed chief regional mediator in Western New York for the State Public Employment Relations Board, it was announced by Harold R. Newman, chairman of PERB.

Patack, who will relocate to the Buffalo area from Albany, has been a hearing officer with the Board since August 1976. Prior to that he was in the private practice of law in Albany. He also served part time as assistant public defender.

He is a graduate of Hobart College and the Albany Law School, and has been active in the Albany community in various service organizations.

Patack succeeds Mark H. Beecher, who retired at the end of December.

## Buy direct: Save 33%

George Meany and His Times—A Biography

By Archie Robinson, published by Simon & Schuster, Inc., 1230 Avenue of the Americas, New York, N.Y. 10020. 445 pages. \$18.75. Available in bookstores in January 1982.

Advance copies of this major new biography of George Meany announced for publication in January, 1982 by Simon and Schuster, will be released during the Centennial Convention of the AFL-CIO opening in New York City Nov. 16, 1981.

Titled "George Meany and His Times," the 445-page book by Archie Robinson covers the career of the AFL-CIO president that spans six decades and made him in the words of the publisher, "not only the architect of the AFL-CIO, its leader, its most articulate spokesman and its enduring symbol for 24 years, (but) also one of America's most influential lobbyists for progressive legislation and one of the world's most controversial, outspoken and incorruptible public figures."

Robinson, who covered labor's activities for nearly 40 years, first for the Detroit News and then for U.S. News & World Report, says the book is drawn as George Meany's own story, told largely in his own words excerpted from taped interviews that began in late 1975 and ended in 1979, only six months before his death.

The book is based not only on hundreds of hours the author spent with Meany himself, but on scores of additional interviews with the late federation president's associates, with family members and with many who worked closely with him over the years.

In addition, Robinson had access to unpublished documents, AFL-CIO Executive Council minutes and the archives of the Federation.

The book is organized into 19 chapters, with all of the material in chronological order—because that is the way Meany, with his phenomenal, photographic memory, had it stored in his mind, Robinson says.

It explores his relations with eight U.S. Presidents, beginning with Franklin D. Roosevelt, reveals behind-the-scenes maneuvers involving important political and labor events, and tells why he took the actions and made the statements that made him unique among the leaders of his time.

The book contains an extensive collection of photographs documenting the life of George Meany in public and private over the entire span of his 85 years.



Please send me \_\_\_\_\_ copies of *George Meany and His Times* at \$12.50 each.

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## Margaret Dennis new Local 834 unit president

SYRACUSE — The City of Syracuse Unit of CSEA Local 834 recently announced that Margaret Dennis, former first vice president of the unit, has assumed the post of unit president following the resignation of Mary Susco.

Ms. Dennis has been actively involved in CSEA affairs for the past two years and is currently enrolled in the Cornell International Labor Relations studies program.

Fran Guido will assume the

vacated post of First Vice president, with other unit officers to be named at a later date.

The City of Syracuse Unit represents 400 employees and is one of 27 units that comprise CSEA Local 834 Onondaga County.



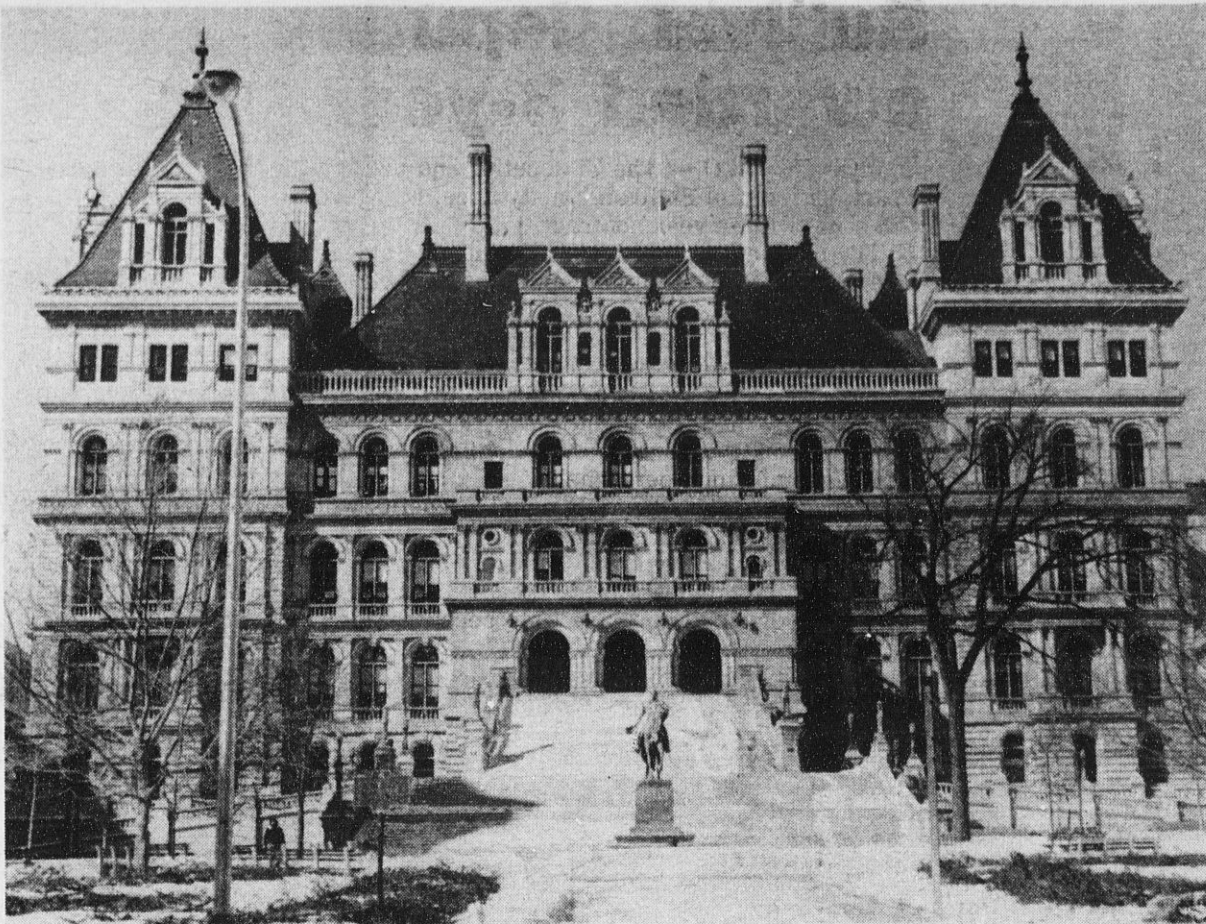


Photo by Sy Blum

## Evaluating opportunities in the next legislative session

'we'll know more when the governor sends down his budget later this month'

# Union cautiously optimistic after 'state of state' talk

By Gwenn M. Bellcourt  
Assistant Editor

ALBANY — For the first time in its 10-year history, members of the CSEA Statewide Political Action Committee (PAC) converged here at the state Capitol to hear Governor Hugh L. Carey deliver the State of the State message before a joint session of the legislature.

The address, which called for bipartisan support at a time when "the storms of economic disorder continue to rage" frequently echoed the words of Franklin Delano Roosevelt's speech given 50 years ago in the same hall.

Members listened attentively from the west balcony of the Assembly Chamber as the governor spoke of rebuilding the state's deteriorating highways and bridges; increasing state spending to fight violent crime; expanding the state's overcrowded prison system and assuming a partial takeover of local Medicaid costs.

Carey proposed "that we (the legislature) commit ourselves to reforming New York's school financing system," in an effort to turn "... equal educational opportunity into a reality." At issue here is full value property assessment, as mandated by the 1978 Levittown decision.

While praising the "consistent high quality and performance of our civil servants," Carey promised to provide better promotional and transfer opportunities for qualified state employees.

The governor's address was generally well-received by CSEA officials and state PAC members.

Legislative and Political Action Director Bernard Ryan said "based on what was not said in the speech compared to previous years, my feelings are that Carey has finally recognized the best, most efficient working force in the state's history."

Optimistic, PAC chairman Joe Conway said, "The governor realizes the important role our members play in helping the state meet its responsibilities."

In response to rumored layoffs of several thousand state workers, Conway added, "We'll know more when the governor sends down his budget later this month."

PAC Vice Chairman Carmine DiBattista, commenting on the governor's closing remarks, said, "I agreed with Carey's request 'to get the job done.' We're going to make sure that 'job' isn't done on our people."

"From the sounds of the governor's address, he is going to try to adequately finance education. We hope we will be able to maintain our present staffing levels," remarked Michael Curtin, PAC second vice chairman and president of the Suffolk Educational Local.

The day at the Capitol ended for state PAC members with a meeting called to discuss the governor's proposals — which inevitably set the tone for CSEA's 1982 legislative package.

CSEA Chief Lobbyist James Featherstonhaugh opened the late-afternoon session with a plea for unity on a regional and local level. In order to have a successful legislative program, he said, the membership must be kept informed — es-

pecially in an election year and during state contract negotiations.

Featherstonhaugh reaffirmed CSEA's commitment to the abolishment of the Tier III retirement system. "We will demand and will not settle for anything less than Tier II," was the directive to PAC members.

Tier III employees — those who started on the state payroll after June 30, 1976 and who consequently are required to contribute to their own retirement system — have been a subject of controversy in recent years.

In closing, the union's chief lobbyist announced that his staff is working on legislation aimed at divesting the state comptroller of sole trusteeship of the state's \$17 billion pension fund.

The proposal is similar to New York Comptroller Edward Regan's request to the legislature to award the trusteeship to a nine-member board. What CSEA's bill would do is mandate union representation on the proposed board.

The union's 1982 legislative package was introduced by CSEA Attorney Stephen Wiley. The proposals fall into three categories: employee rights, education law and retirement/retirees.

Wiley explained each of the 39 proposals in detail. State PAC members, in turn, were asked to report back to their regional and local political action committees.



Preview legislation CSEA wants enacted this session, and meet the new full-time political action committee chairman . . . pages 18, 19





AFTER A LONG DAY at the Capitol, state PAC members and CSEA political action staffers critique the governor's State of the State address.

# CSEA'S 1982 LEGISLATIVE

Following is a preliminary list of CSEA's legislative program broken down into three categories: employee rights, education reform and retirement legislation.

At Public Sector press time, several more proposals were still being drawn up by CSEA lobbyists. These proposals are expected to be considered by state PAC members at their meeting next month in Albany.

## Employee Rights

### LOBA.

This bill provides for Last Offer Binding Arbitration as a possible dispute resolution method.

### LIMITED RIGHT TO STRIKE.

This would eliminate restrictions in the Taylor Law prohibiting strikes by public employees.

### THE IMPROPER PRACTICE BILL.

This bill would eliminate liability on the union or on the employee if the employer was found guilty of an improper practice which caused the strike.

### THE 2-FOR-1 BILL.

This repeals the Taylor Law provision that penalized an employee an additional day's pay for each day he has been on strike.

### THE ARMORY'S BILL.

This would allow employees of the organized militia who work in the armories to be covered under the Taylor Law.

### COMMUNITY SERVICE BOARDS.

This bill would allow employees of the Department of Hygiene to serve on Community Service Boards.

### LOCAL GOVERNMENT CORRECTION OFFICERS.

This bill would clarify the terminology of the law in establishing rights to benefits for local correction officers.

### U-GRADES.

This bill would take away from the Chancellor of the State University the

authority to place any job title in the unclassified service.

### UNEMPLOYMENT INSURANCE FOR SCHOOL DISTRICT EMPLOYEES.

This legislation would clarify the situation for making school district employees eligible for unemployment insurance if they cannot be guaranteed reemployment.

### MARTIN LUTHER KING DAY.

This bill would provide January 15, Martin Luther King's birthday, as an official state holiday.

### MILITARY LEAVE BILL.

This bill would clarify the law which allows for 30 calendar days of military leave for reservists. This would provide for 30 working days leave.

### NEW YORK-NEW JERSEY WATERFRONT COMMISSION.

This bill would allow the employees of this joint state commission to have civil service status.

### EXAMINATION FEE.

This bill would eliminate the \$5.00 examination entrance fee.

### LOCAL GOVERNMENT ARBITRATION.

This bill would amend Sec. 75 and establish a panel of arbitrators as the hearing officers for use in disciplinary hearings.

### WORKERS COMPENSATION

This bill would require that insurance carriers pay the attorney's fee where necessary in worker's compensation cases.

### SECTION 72 REFORM.

This bill amends the section on leave for ordinary disability by clarifying the language dealing with Mental/Physical disabilities.

### AGENCY SHOP.

This bill would provide for a permanent and uniform procedure.

### TRIBOROUGH.

This bill would provide that during a period of impasse, an employer may abolish contractual benefits upon contract expiration.

### MINI-PERBS.

This bill would abolish all Mini-PERBS.

## Education Reform

### EDUCATION LAW PARITY.

This bill would change the

education law thereby, equalizing the amount of state aid given to private contractors as opposed to services provided by employees of the school district.

### CONTINGENCY CAFETERIA OPERATIONS.

This bill would provide for a local school board to adopt a procedure which would place cafeteria services in the regular part of the budget and would not be placed in a contingency situation.

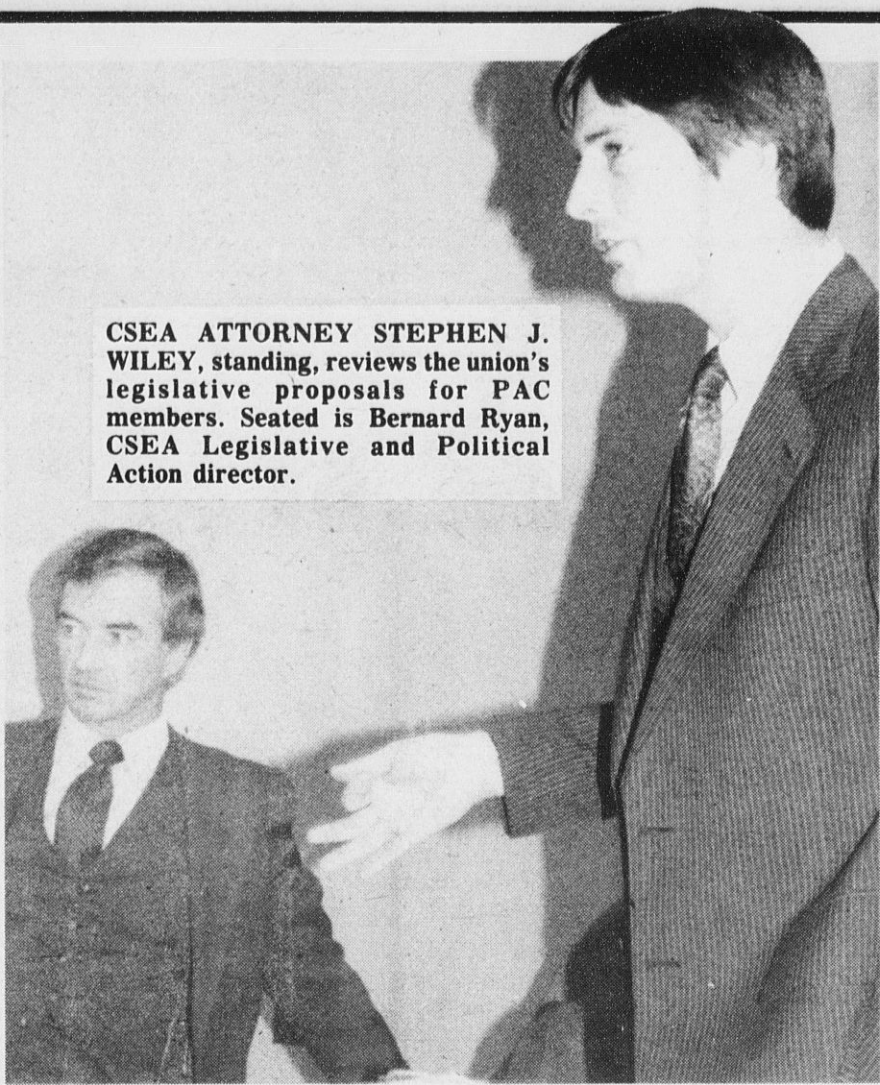
### BUS SEATS.

This bill would decrease the height of bus seats and bring New York State in conformance with the specifications for all other states.



COMMUNICATIONS VITAL-CSEA Chief Lobbyist James Featherstonhaugh tells PAC members how important it is to keep the membership informed during an encroaching era of federal budget cuts.





CSEA ATTORNEY STEPHEN J. WILEY, standing, reviews the union's legislative proposals for PAC members. Seated is Bernard Ryan, CSEA Legislative and Political Action director.

## 'Reflects a greater team effort'

# Conway joins staff as full-time PAC chairman

ALBANY — When CSEA President William L. McGowan asked Joe Conway to come aboard as full-time state Political Action Committee (PAC) chairman, Conway didn't give it a second thought.

"The day has finally come when I can devote all my energies to representing the membership in our lobbying efforts," said the 18-year veteran of the state working force.

This month, Conway will pack up from his temporary job as an evaluator with the Committee on Work Environment and Productivity (CWEP) and move into the Albany headquarters of CSEA's Legislative and Political Action department.

Yet Conway will still remain a member of the union, on leave from his other job as a senior clerk with the Worker's Compensation Board.

"In effect, I'll be bridging the gap between the union and the membership," Conway explained, adding that "this liason is crucial during the looming era of federal budget cutbacks."

As full-time state PAC chairman, Conway will be out in the field working with the grassroots membership. This, he explained, will enable him to get a handle on the specific political needs of the rank-and-file.

Then back in Albany, Conway will join with CSEA lobbyists to campaign for these programs.

Legislative and Political Action Director Bernard Ryan said he is "absolutely delighted" to have Conway aboard. "Joe's appointment reflects a greater team effort," he explained, "as the job will, without question,



JOE CONWAY, now the full-time political action chairman.

strengthen our ties with the membership."

Ryan noted that most of the nation's public employee unions already employ full-time political action chairmen, a position which has been in greater demand in recent years due to the wave of anti-public worker sentiment.

As many committee members remarked at the last PAC meeting, Conway certainly has his work cut out for him.

# PACKAGE

## Retirement Legislation

### BOARD OF TRUSTEES OF RETIREMENT SYSTEM.

This bill would provide for a Board of Trustees that would deal with investments and would contain employee membership.

### RETIREE SUPPLEMENTATION.

This bill would add an additional group of retirees to those who are now eligible and it would increase their percentages of supplementation.

### VET'S BUY-BACK BILL.

This bill would provide for the opportunity for veterans of WWII and Korea who buy back service time.

### HEALTH INSURANCE FOR RETIREES.

This bill would provide health insurance for survivors of retirees at the same single person's rate that an active worker would pay.

### REOPENERS.

This bill would allow for a reopener of Tier I and Tier II to those employees, who through no fault of their own, were incorrectly placed in the wrong tier.

### UNIVERSITY OF BUFFALO BUY BACK.

This bill would allow those employees who worked at the University of Buffalo when it was a private institution, to buy back time for their service.

### EMPLOYEES OF THE ROME COMMUNITY STORE.

This bill would allow employees of the Rome Community Store to be eligible for retirement coverage.

### MORTGAGES.

This bill would allow for the investment of funds from the Employees Retirement System for

private home mortgages by members.

### HEART BILL.

This bill would allow for Correction Officers of local government who have a heart attack to be given the presumption that the heart attack was job related.

### THE ELIMINATION OF TIER III.

This bill would eliminate Tier III and would cause the reversion of all employees into Tier II.

### EXEMPTION FROM FEDERAL INCOME TAX OF PENSION.

This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax.

### CIVILIAN DEATH BENEFIT BILL.

This bill would provide the same \$50,000 death benefit for civilian employees of the department of correction who were killed in the line of duty as is now provided for Correction Officers.

### MAXIMUM EARNINGS ALLOWANCE.

This bill would conform to the maximum earning allowance under the New York State Retirement Law to that amount provided for in the Retirement and Social Security Law.

### DENTAL INSURANCE.

This bill would allow for retirees to be eligible for dental insurance.

### 20-YEAR RETIREMENT PLAN FOR D.A. INVESTIGATORS.

This bill would allow for the implementation of a previously negotiated contract clause.

### DEATH BENEFITS.

This bill would increase and standardize the death benefit under the various Tiers and retirement plans.

### RETIREE NEGOTIATION.

This bill would give retirees the right to negotiate.

## Legislative seminar slated for Feb. 20 in Albany

ALBANY — CSEA's Legislative and Political Action Department has announced its fifth annual Legislative Seminar will be held Saturday, Feb. 20, in Albany.

Participants must be approved by local presidents, and the legislative office's deadline for notification of attendance is Feb. 5.

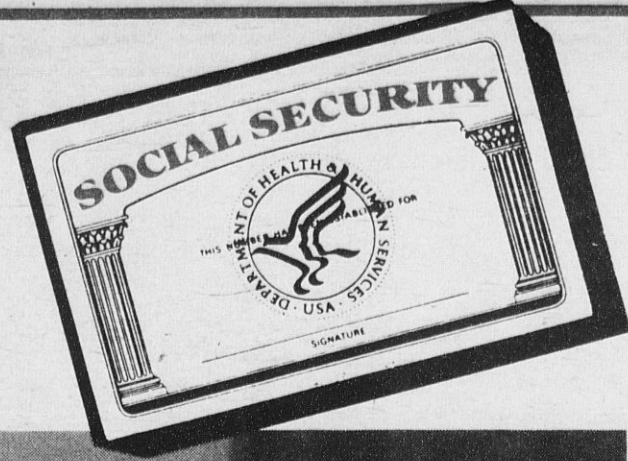
"We expect an overflow crowd, as usual," commented Bernard Ryan, director of Legislation and Political Action. "Our members will be particularly geared up for our 1982 legislative program in view of the tight fiscal considerations. And we undoubtedly have many members who are new to our lobbying efforts and will attend for their first time."

The agenda will include an overview of the union's 1982 legislative program, a panel discussion on the impact of federal budget cuts on New York State, guest speakers, tips on effective lobbying and a film.

Albany's new Hilton Hotel will be the site of the program, with registration beginning at 9 a.m. CSEA will provide luncheon and seminar materials. As is customary, transportation and any lodging expenses will be borne by participating locals.



# Computer errors threaten Social Security benefits due state workers



By Daniel X. Campbell

CSEA Communications Associate

ALBANY — "An erased computer tape and the late posting of payments to the Social Security Administration by the State of New York are threatening to shortchange state employees of the benefits of already deducted social security payments."

That was the charge issued last week by Joseph E. McDermott, CSEA Capital Region president, as he revealed an on-going investigation by the region into the recently discovered Social Security reporting errors and their possible adverse effect on the public workforce.

It is estimated that, unless corrected, the problem could mean a loss in monthly Social Security benefits of \$3-\$4 for a worker who was earning about \$12,000 a year.

"The Social Security Administration claims that New York state employees were not credited for a portion of their 1979 payroll earnings — allegedly one full quarter," said McDermott. "The administration also claims that the same type of error may exist in 1980."

"Since any error in an individual's Social Security account must be corrected in the three years immediately following the error," McDermott explained, "these posting errors could already affect every individual on the state's annual payroll."

McDermott stressed that the possible adverse situation may have already had an effect on thousands of recent retirees.

"If incorrect figures have been used in calculating the Social Security benefits of recent public sector retirees, from the highest level elected politician to the lowest paid public worker, the state and federal government should immediately inform the affected individuals of the possible miscalculation of their benefits and recompute their accounts," McDermott said.

The erased tape problem came to the attention of the Capital Region when a few CSEA members nearing retirement sought to verify their earned Social Security credits and ran into difficulty concerning their payments for 1979 and 1980.

McDermott asked three CSEA local presidents, Joan Tobin, Betty Lennon and Judy Remington, to look into the problem from their own geographic areas — Albany, Plattsburgh and Saratoga Springs, respectively.



**CHECKING THE ERRORS** — Capital Region President Joseph E. McDermott and Department of Transportation Local President Joan Tobin go over some reports on Social Security reporting errors.

Each discovered errors in her individual Social Security account.

CSEA officials were told that the third quarter reporting tape for 1979 for state employees had been "lost," "was defective" or "had accidentally been erased." Social Security representatives indicated that in order to do accurate calculations for retirement benefits the individuals would have to provide copies of their W-2's for 1979 and for 1980, since the 1980 credits have not yet been posted.

McDermott pursued the issue with James H. Tully Jr., New York State Tax Commissioner, and learned that the tape in question was not lost or defective, but had been unexplainably erased.

McDermott exchanged letters with Commissioner Tully and Edward V. Regan, Comptroller of the State of New York. He asked what steps the state was taking to duplicate the erased tape, provide the proper information to the Social

Security Administration, and provide appropriate information to recent state retirees who had used the erroneous 1979 and 1980 figures in calculating their benefits.

During this exchange of letters, the Social Security Administration's national headquarters advised all New York state local administration offices to inform all current public sector applicants for retirement benefits of the problem.

While looking into the state's role in the problem, McDermott, who is also an international vice president of AFSCME, informed AFSCME President Gerald McEntee of the errors in the Social Security accounts. He asked that AFSCME check out the situation directly with the Social Security Administration to ensure that thousands of New York State workers are properly credited with their full earnings.

During his investigation, McDermott was cautioned by John S. Mauhs, deputy comptroller of the New York State Retirement System, to discourage CSEA members from panicking and filing for an individual accounting of their Social Security credits. Such a flood of requests, Mauhs warned, would put an undue burden on the Social Security Administration and, perhaps even delay their ability to post the correct information.

Mauhs also expressed doubt that the state would be able to notify retirees of the possibility of a mistake in their benefit calculations, but said he believed the Social Security Administration would automatically recompute retiree allowances after the posting error has been corrected.

"That's not a good enough answer in my book," McDermott said. "It appears that if the union wasn't sticking its nose into this issue nobody would tell a soul about it. Obviously we can't correct each person's record, but we can sure as hell make enough noise about this issue so that our members know they have a problem."

"If a penny saved is a penny earned, then a dollar paid to ensure social security benefits is a dollar due," the region president continued. "I just want to protect the benefits due all public employees in New York State who have supported the Social Security system and may now find themselves unknowingly shortchanged."

**The posting problem is being addressed by both the federal and state governments. CSEA will keep you advised of all developments. However, if you are applying for retirement benefits, be prepared to prove your earnings and Social Security payments for 1979 and 1980. A copy of your W-2's for these years will suffice.**

## These union leaders checked their records — and they didn't add up

In Plattsburgh, Betty Lennon checked on her Social Security credits and found that she had been shorted credits in both 1979 and 1980.

"I only make \$12,000 a year, so every dollar counts," she said. "But when I found out my account was short credits for a good \$3,000 or \$4,000 of paid Social Security taxes, I was angry."

In Albany, Joan Tobin checked on her account, and to her dismay she discovered a loss similar to Betty Lennon's. But she reacted differently.

"Betty and I can correct the posting errors now so that when we apply for benefits everything will

be correct," she said. "But what I'm concerned about is the adverse effects this problem will have on uninformed retirees. Three or four dollars less a month adds up to a lot over 10 or 20 years of retirement."

In Saratoga Springs, however, Judy Remington received a real shock. According to her Social Security account report, she had started working in 1951 and had earned nothing. This was quite upsetting to Remington, who was only two years old in 1951 and who has been paying Social Security taxes as a state employee since 1967.