

# The Public Sector

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## Carey backs agency shop

ALBANY — The possibility that agency shop will become permanent received a boost last week when Gov. Hugh L. Carey came out solidly for a permanent agency shop law for state employees. Gov. Carey, keynote speaker at the annual Public Employee Conference breakfast for lawmakers, however did not commit himself to legislatively extending agency shop to other public workers.

The present agency shop law expires later this year, and the State Legislature must pass new legislation before the governor could sign permanent agency shop into law.

The Public Employee Conference is a coalition of 28 public employee unions in the state representing some

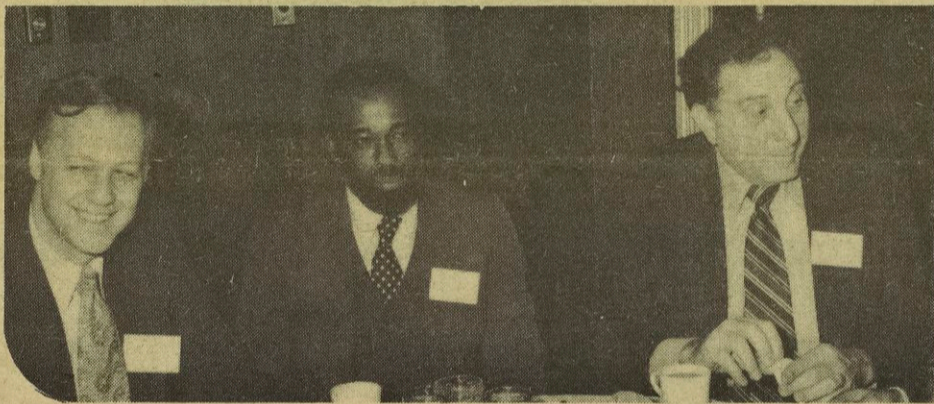
800,000 public workers. CSEA President William L. McGowan is a co-chairman of the Conference.

The governor also voiced support to various union legislation.

He also said: "The Taylor Law must be talked about and changes must be considered. It is not working perfectly." He is seeking improvement in "Taylor Law procedures."

In addition to the governor, other speakers at the breakfast were Senate Majority and Minority Leaders Warren Anderson and Manfred Orenstein, respectively; and Assembly Speaker and Minority Leader Stanley Fink and James Emery, respectively.

ASSEMBLY DEMOCRATS attending included Deputy Majority Leader Alan Hevesi; Albert Vann, chairman of the Health and Education Committee, and Frank Barbaro, chairman of the Government Employees Committee.



CSEA PRESIDENT WILLIAM L. MCGOWAN addresses the breakfast program for lawmakers. He is a co-chairman of the Public Employee Conference.

UNION LOBBYISTS, CSEA Atty. Stephen Wiley and AFSCME DC 37 Legislative Director Norman Adler, share a lighter moment.

CSEA LEGAL COUNSEL JAMES FEATHERSTONHAUGH, center, is flanked by NYS Industrial Commissioner Philip Ross, left, and Harold Newman, chairman of the State Public Employment Relations Board.



## Support building for union dues increase

ALBANY — CSEA Local presidents in two of the union's Regions have endorsed the recommendation of the President's Advisory Committee that CSEA adopt a dues structure of one percent of base salary.

The endorsements were made during meetings of Local Presidents in Region I on February 1 and in Region VI on February 2. A meeting of Local Presidents in Region II was held on February 6, and further discussions there will be held March 3. Additional meetings are scheduled around the state.

The Advisory Committee was appointed by President William L. McGowan in response to a mandate of the statewide delegates for an in-depth study of the union's financial problems and potential solutions to those problems.

After lengthy study and deliberation, the Committee formulated a recommendation to change CSEA's flat dues structure to a percentage structure and to set the level of the dues at one percent of base salary. This structure, the Committee concluded, would be equitable to the membership and would solve the financial problems that have threatened the fiscal stability of the union.

"We presented our case in the most detailed manner possible," President McGowan commented following the endorsement so far of the

proposal by the Local Presidents. "The Advisory Committee has put a lot of time and effort into its study and they have documented the need for this dues structure."

Howard Cropsey, Chairman of the Advisory Committee, presided at the meetings with President McGowan, the Regional Presidents Committee Members and top CSEA officials. A presentation was made to the Local Presidents on the present status of the union's fiscal health and projections for the future.

The Committee has also discussed its findings with the CSEA Board of Directors. The Committee will also make its recommendation to statewide delegates at the Spring Convention next month in Albany.

The Committee found that in recent years the union has been operating with increasingly smaller operating funds. A trend has developed with increasing demands for service and fixed dues on the one side and a relatively static membership and increasing obligations on the other. The result has been a deficit in the union's last fiscal year of nearly a quarter of a million dollars, the threat of a far greater deficit this year and an even greater deficit the following year.

The conclusion of the Advisory Committee — which it explains at the presentations — is that

an increase in revenue is essential to operate the union and a change to a percentage dues structure is the best way to accomplish that task. That structure is common in labor and distributes the dues burden based on ability to pay.

THE DUES PICTURE IN A NUTSHELL is shown in this graph being used as a centerpiece in information meetings across the state being conducted by CSEA's Presidential Advisory Committee on Dues. See related stories on pages 2, 11 and 12 of this issue.

NET DUES					
TRANSFERS	1976	1977	1978	1979	1980
Rebates	14.63	14.63	14.63	14.63	14.63
Contingency Fund	1.00	1.00	1.00	1.00	1.00
Regional Rebate	.10	.25	.25	.25	.25
Political Action		2.60	2.60	2.60	2.60
Per Capita			3.00	6.00	34.80
Union Publication	5.41	6.21	6.97	5.00	5.00
TOTAL TRANSFER BEFORE NET	21.14	24.69	28.45	29.48	58.28
NET	37.36	33.81	30.05	29.02	.22

# Militancy helped union lawyer tells meeting

By Dawn LePore

BATAVIA — Protest and militancy in the early sixties helped to lay the seeds of the Taylor Law and, subsequently, led to great advancements in the labor movement, according to Charles Sandler, Buffalo regional attorney for CSEA.

Sandler, speaking to union Local leaders at a Region VI seminar held here recently on the history of civil service law, reflected on his association with the CSEA over the past 30 years:

"From 1949 to 1967, we saw a period of accommodation with management," he said. "CSEA was strong and respected by government, but any progress was achieved via a vis what I call 'hat-in-hand sessions.'"

"Some governors truly helped CSEA, but it was almost a social accommodation . . . if you smiled and combed your hair you were all right, but the minute you looked cross-eyed, you were in trouble. Nowhere was there a point when the employee had the right to hit his hand on the table and say 'This is what we want.'"

"The 1960's witnessed the extensive use of the tactic of protest," Sandler said. "Society began to grudgingly accept militancy through protest, whether it was students beefing about their schooling or war protesters, who, at one time, we thought were terrible and then later history showed were not so terrible."

"Protest was the way to do it. That militancy was the way we got off the ground," he said. "It's amusing to me that now that the pendulum has swung so far in the other direction that now

we think we're set upon when things don't go 100 percent.

"It's important to look back and see how it used to be. Don't expect miracles. From 1968 to 1978 there was a phenomenal advance," he said. "The Taylor Law — with its shortcomings — has brought us a long way, coupled with the energy and courage and dedication of our members and leadership."

Both Sandler and Lee Frank, Regional Director of the Western Region, stressed the importance of time constraints and the need to pursue the proper channels when requesting legal assistance.

"Ninety percent of our problems in CSEA are because of time limits," Frank said.

Later in the program, Ronald Jaros, associate regional attorney, discussed the analytical approach to problem solving in the area of job protection.

"When you're handed a problem you should be able to identify and gather the relevant facts together — who, what, why and when," he said. "If any of the vital facts are missing, you could go off on a tangent leading to a dead end."

During a break in the seminar, an organizational meeting of the region's women's committee was conducted by statewide regional representative Joanna Williams.

Ms. Williams, of Monroe County Local 828, urged that any women interested in joining the group contact her. Region president Robert Lattimer acknowledged his support of the group.

CSEA STAFF FIELD REPRESENTATIVES attending the regional meeting included, from left, Sam Carmen, Vince Sicari, and Bob Young.



REGIONAL ATTORNEYS Ron Jaros, left, and Charles Sandler conducted a program on civil service law for Region VI Local leaders.



WOMEN'S COMMITTEE has been organized for Region VI members. Here, Joanne Williams, left, regional representative on CSEA's statewide Women's Committee, and Elizabeth Indick of Newark Developmental Center Local 417 discuss the formation of the regional committee during a seminar workshop.



PARTICIPANTS IN THE REGIONAL MEETING included, from left, Barbara Kreiley of Local 405; Diana Brusky and Fran Straczuk, both of Local 868.



## Dues presentation

BATAVIA — Members of CSEA's Presidential Advisory Committee on Dues and several top union officials attended the Region VI seminar to present an information program on the need for a dues increase. The Region VI presentation was one of several in a series being held across the state.

## Calendar of EVENTS

### FEBRUARY

- 15 — Local presidents meeting, Region III, 8 p.m., Holiday Inn, Charter Oaks Room, Newburgh.
- 15 — New York City Local 010 Executive Committee meeting, 5:15 p.m., Francois Restaurant, 110 John Street, New York City.
- 16-17 — Region IV Local Presidents Symposium, Gideon Putnam Hotel, Saratoga Springs.
- 20 — Meeting of Local 352, Buffalo Department of Labor, 5:30 p.m. Desiderio's Restaurant, 2790 William Street, Cheektowaga.
- 21 — Buffalo Local 003 monthly delegates dinner meeting, 5:30 p.m., Plaza Suite, One M&T Plaza, Buffalo.

- 23 — Local presidents meeting, Region IV, 5:30 p.m., State Office Building Campus Cafeteria, Building 3.
- 23 — New York City Local 010 membership meeting, 12 noon, State Hearing Room, 44th Floor, World Trade Center 2, New York City.
- 27 — 26th Annual Brotherhood luncheon, Roosevelt Hotel, Madison Avenue and 45th Street, New York City.

### MARCH

- 2-3 — Region VI Meeting, Holiday Inn, 4600 Genesee Street, Cheektowaga.
- 3 — Region II education and dues discussion meeting, 10 a.m., DC 37, 140 Park Place, New York City.
- 9, 10, 11 — Central Region V Conference, Hotel Syracuse, Syracuse.
- 11-13 — Special CSEA Delegates Meeting, Rockefeller Plaza Convention Center, Albany.

# Region V keeping eye on CETA



PAUL BURCH . . . "regulations are in a state of flux."

SYRACUSE — In a move to closely monitor the operation of the CETA program within the Central Region of the Civil Service Employees Assn., Regional President James Moore and appointees of the regional CETA committee recently met with Paul Burch, CSEA coordinator for CETA affairs.

Burch discussed the role of each state and county committee member to effectively "police" the CETA program in his or her area.

"What we are suggesting," Burch said, "is to read all the available literature and familiarize yourself as much as possible with the program. Meet with your membership and invite their help in bringing program abuses to the attention of the CSEA regional office, which in turn will relay the information to Albany headquarters."

"We are hopeful that an early detection of any program abuse will serve as a warning to the prime sponsor that CSEA has stationed "watchdogs" to monitor the program, and when suspected violations occur, alert union authorities," Burch said.

In reviewing the new CETA rules, Burch also outlined the program from its beginning as the Manpower Training Act of 1963.

Regional President Moore under-

scored the Burch remarks by urging CETA committee members to encourage involvement by the membership.

"This committee can be an effective deterrent to CETA abuses if we really work at it," Moore said.

"When you see or hear of a violation, compile your facts and make good use of the CETA complaint form sheets that are readily available. Our regional office and Albany headquarters will follow up

with an investigation," Moore concluded.

Committee plans call for a similar meeting with Burch to discuss progress in the next few months.

Also attending the meeting in addition to state and county committee members were Frank Martello, Regional Director, and Charles McGeary, Regional Public Relations Associate, from the Central Region staff.

## New CETA regulations draw attention of union's panel

ALBANY — CSEA continues its work towards influencing the new regulations for the Comprehensive Employment and Training Act (CETA) for the protection of public employees.

The union's Special Blue Ribbon CETA Committee was scheduled to meet this week to discuss the CSEA reaction to the latest proposed CETA regulations.

Suggested changes from CSEA and other interested parties must be sent to the U.S. Department of Labor by Feb. 19, CSEA Collective Bargaining Specialist Paul Burch said. "The regulations are in a state of flux," he said.

Burch said this is the second draft of proposed regulations. The first draft was unveiled Dec. 4, 1978, and the Labor Department also accepted suggestions to alter that draft.

The new regulations will go into effect on April 1, 1979.

CSEA proposed six changes to the first draft of the new regulations, including:

- Freeze CETA hiring when a

public employer institutes a hiring freeze for other positions.

- Provide CETA employees with the same benefits as other employees working at the same job site.

- Principal labor organizations in an area should be represented on planning councils.

- Any interested groups should be allowed to make nominations to area planning bodies.

- Public hearings should be properly announced and be held at a convenient time.

- Temporary projects should be limited to 12 months, not three years.

The members of the CSEA committee are: Robert Miletta, chairman; David Mance; Annette Harding; Robert Gailor; Paul Kamrass; Al Rubin and Maureen Malone.

In other CETA news, the Department of Labor has announced a revamped CETA system designed to crack down on mismanagement and corruption by public employers.

The department said on Feb. 1 it replaced top Washington managers of CETA, developed new controls to root out fraud and bad management and adopted stiffer penalties for those who abuse the program.

Most of the changes announced were initiated by the department or mandated by Congress last year amid publicized reports of widespread fraud, abuse and incompetent management of CETA programs around the country.

"CETA's record over the last two years has not been unblemished," Assistant Labor Secretary Ernest G. Green said at a news conference.

The Federal government has been unable to produce reliable estimates of how much CETA money has been stolen or wasted.



JAMES MOORE . . . "this committee can be an effective deterrent to CETA abuses . . ."

## Special Olympics support continues

ALBANY — The Civil Service Employees Assn. is continuing its strong support of the 1979 International Summer Special Olympics, encouraging members to purchase film through the "Film for Special Olympics" organization of Rochester.

The Summer Special Olympics will be held August 8-13 at State University College at Brockport.

Representatives of "Film for Special Olympics" were in attendance at the January Region 4 CSEA meeting here to discuss continuing support of the program, and to make presentation of awards to CSEA members for special efforts in promoting the program.

In the adjoining photos, Judy Richter, field rep for National Films, discusses the project with CSEA Region 4 Third Vice President Eileen Salisbury. In the other photo, National Films representative George Oprean, announces the awarding of letters of commendation from the National Special Olympics Committee to, from left, Barbara Charles and Pat Harr, both of the Department of Labor in Albany, in recognition of their efforts.



## Plimley joins Board

ALBANY — William C. Plimley of Newtonville, president of CSEA Local 657, has been elected to the CSEA statewide Board of Directors representing Education Department employees.

Mr. Plimley takes office immediately. The election was conducted to fill the unexpired term of G. Geraldine Dickson, who died recently. Other candidates for the office were Harry Tanser and Timothy Drew.

Ballots were counted on Feb. 5 at CSEA headquarters in Albany by the union's Special Election Procedures Committee.



## Office worker filing deadline

ALBANY — The deadline is March 26 for applications to be received by the State Civil Service Dept. from those who wish to take the April 28 Beginning Office Worker exam, for positions in the Capital District only.

Applications may be obtained from the Civil Service Dept., State Office Building Campus, Albany, N.Y. 12239, or from any State Employment Service office.

Beginning Office Worker titles are: Calculating Machine Operator and Trainee; Clerk; Credentials Assistant and Trainee; Employee Insurance Reviewing Clerk 1 and Trainee; File Clerk; Student Loan Application Examining Clerk and Trainee; Nursing Station Clerk and Trainee; Proof Reader; Identification Clerk and Trainee; and Telephone Operator and Trainee. No experience or education is required for these jobs.

Appointments to Beginning Office Worker positions in the Albany area will be made from the eligible list from this exam only, even if the applicant has taken the exam in the past.

Jobs will be filled in Albany, Rensselaer, Saratoga and Schenectady Counties only. Most vacancies are in the titles of Clerk, File Clerk and Telephone Operator.

## CSEA adds Congress to political program

ALBANY — CSEA is making an important addition to its highly successful legislative and political action program, the inclusion of congressional politics, CSEA President William L. McGowan told The Public Sector.

Congressional politics is being added to the union's program on the state legislative and county levels.

McGowan said a trip to Washington to meet with the New York State congressional delegation was being planned for March.

The addition to the political action program is a realization that many of the problems facing public employees and public employee unions stem from the federal government.

One of the positions of the Public

Employee Conference, a coalition of the 28 public employee unions in New York State, including CSEA, is:

"Current formuli of funding Aid to Dependent Children and Medicaid discriminates against New York State, in cities and counties. New Yorkers are only one of only 10 states which mandate local funding of these programs which deal essentially with national programs.

"If the Federal Government were to assume 75% of these burdensome costs, the State and its Local Governments would be able to reduce their own taxes, undertake economic development programs and stabilize their own budgets now being reduced by virtue of fiscal stringencies."

Another indication of the addition to the union's legislative and political action program is the inclusion of Washington-based lobbyist William Holtzman on the staff of the Albany AFSCME Legislative Office, headed by CSEA Legislative and Political Action Director Bernard Ryan.

### REGION 1 — Long Island Region

(516) 691-1170

Irving Flaumenbaum, President  
Ed Cleary, Regional Director

### REGION 2 — Metro Region

(212) 962-3090

Solomon Bendet, President  
George Bispham, Regional Director

### REGION 3 — Southern Region

(914) 896-8180

James Lennon, President  
Thomas Luposello, Regional Director

### REGION 4 — Capital Region

(518) 489-5424

Joseph McDermott, President  
John Corcoran, Regional Director

### REGION 5 — Central Region

(315) 422-2319

James Moore, President  
Frank Martello, Regional Director

### REGION 6 — Western Region

(716) 634-3540

Robert Lattimer, President  
Lee Frank, Regional Director

### KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station,  
Albany, New York, 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

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City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

### REMINDER

**FEB. 20 IS THE DEADLINE FOR SUBMITTING NOMINATIONS FOR CSEA STATEWIDE OFFICERS AND DEPARTMENTAL REPRESENTATIVES ON THE BOARD OF DIRECTORS. NOMINATION FORMS CAN BE OBTAINED FROM CSEA LOCAL PRESIDENTS, OR AT REGIONAL OFFICES.**

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## \$17,000 WORTH OF SMILES

A 4-year legal battle over, Ms. Carol Dain accepts a check for \$17,317.13 from CSEA Regional Atty. Barton W. Bloom, right. At the left is CSEA Field Representative Frank Mar torana. CSEA successfully defended Ms. Dain through a series of court fights that eventually cleared the state's highest court.

# Court awards \$17,317 back pay to Port Jervis school bus driver

By Deanne Louis

MIDDLETOWN — "I'm elated. Pinch me because I still can't believe it!" was Carol Dain's reaction when Barton W. Bloom, a regional attorney for the Civil Service Employees Assn., presented her with a check for \$17,317.13, her award for back pay, interest and court costs stemming from a four-year legal battle fought by CSEA after she had been improperly dismissed from her bus driver's job with the Port Jervis School District.

The award was based on a Dec. 7, 1978 decision by the state's highest court which held that Ms. Dain had not been granted a proper hearing by the school district when it suspended her in February, 1975. Last week, the long legal battle ended when Ms. Dain received the check in the law offices of Bloom & Semel, Middletown. The amount covers back pay, plus interest, from February, 1975 through December, 1977 when the school board formally dismissed her as a bus driver.

Ms. Dain was suspended from her job four years ago this month after it was alleged that she discharged children on her school bus at an unauthorized location during a snowstorm. On the day in question, Ms. Dain maintained that she had acted in the most responsi-

ble way possible, with the health and safety of the children her only concern.

That day, nevertheless, she was suspended from her job and directed to appear at what the school termed "a meeting" of school district officials who wanted to investigate the incident. Ms. Dain attended without a CSEA representative and when school officials told her she could either resign her job or be fired, she said, "I was so upset that I burst into tears and immediately left the room. I hadn't expected to be attending a hearing. I was just told it was a meeting."

Mr. Bloom, her CSEA-appointed attorney, said that Ms. Dain was never given the charges against her in writing and that the "meeting" of school officials actually constituted an improper hearing.

"Carol contacted CSEA when the school wrote to her asking for her resignation. We then commenced an Article 78 proceeding against the school district charging that her due process rights were violated and that the District failed to provide a Section 75 hearing to which she was entitled," Mr. Bloom explained.

The Supreme Court of Orange County ruled against Ms. Dain and Ms. Dain's attorney then appealed

that decision to the Appellate Division, Second Department. On April 25, 1977, the Orange County decision was reversed and the school district was ordered to reinstate her with full back pay.

The school district appealed the decision of the Appellate Division to the Court of Appeals and the state's highest court affirmed the Appellate Division decision on December 7, 1978.

Because the decision was favorable to CSEA, the school district has had to pay \$951.17 to the union for court costs and disbursements. Mr. Bloom said that he was "obviously very pleased" with the outcome of the case but that he was "very sorry for Carol's sake that it was so long in coming."

Ms. Dain, who has not held a job since her suspension, said that the money would have to be used to pay accumulating household bills and late mortgage payments as well as to pay back the welfare payments she had been receiving. Ms. Dain has two children and is separated from her husband.

"Because of the extensive legal assistance I received from CSEA and through the tremendous work of Mr. Bloom in my behalf, I feel that now I will be able to look ahead toward starting a new life," Ms. Dain said.

# Report no progress in Niagara

NIAGARA FALLS — Charging "misplaced priorities" on the part of the Niagara Falls Board of Education, CSEA Local 872 President Dominic Spacone has requested that PERB assign a "superconciliator" to the sluggish negotiations on the wage reopener clause of the final year of the contract expiring July 1, 1979.

While talks have resumed following "informational" picketing of a board meeting January 25th, Mr. Spacone said that there has been virtually no movement on the part of the board.

CSEA Field Representative, Jim Stewart, who is leading the negotiating team, said at Public Sector presstime, that the board has come up with 1.7 percent, or less than half the 3.5 percent recommended by a PERB fact finder. With an average salary of \$8,500, the fact-finding recommendation would amount to less than a \$300 average hike.

The Local had accepted that recommendation in the hope that a more substantial raise could be gained in a successor agreement July 1, 1979.

"Now we're back to our original demand of a 9% cost of living raise, plus increments, retroactive to last July," Mr. Stewart said.

Prior to the demonstration, the Local's membership had given the negotiating team full power to take any action necessary to achieve its goals.

Conceding that this could also mean calling a strike, Mr. Spacone denied that this is a course of action desired by the team.

"There's no way the board can explain to the taxpayers how they can spend \$8,000 on a junket for seven officials to Denver and not find \$17,000 to finance increments, due last July, but still unpaid," Mr. Spacone said. "That's a misplacement of priorities."

**CSEA / AFSCME**  
in the public service

# Local votes new pact

SCHENECTADY — By an overwhelming margin the Schenectady County Local of the Civil Service Employees Assn. has approved a new two-year contract with the County administration which will provide the 850 CSEA represented workers with a minimum salary increase of \$900 over the life of the agreement.

Under the salary terms of the pact the workers will receive a five percent increase with a minimum of \$500 in the first year of the pact followed by a four percent increase with a minimum of \$400 in 1980. Increments will be paid to those due them in each year of the settlement.

The County agreed to agency shop in this agreement to begin once the package is ratified by both the

employees and the County Legislature. Also the agreement contains several new provisions which improve the situation of county workers. Under the terms of the agreement the County and CSEA shall jointly seek to provide a career ladder for Registered Nurses employed at County facilities. Also the County will provide Malpractice Insurance for all persons covered by this agreement who provide nursing care for patients at any County owned facility.

Mileage was increased for county employees to 18 cents per mile plus an "umbrella" insurance policy for such employees when using their personal vehicles for county business.

Also at the request of the Board of Representatives, the Civil Service

Commission of Schenectady County will undertake a classification of all employees in the Sheriff's Department in order to place them under civil service protection. This procedure is to be completed in an orderly fashion and in accordance with the provisions of the Civil Service Law and rules. When completed it will be presented to the Board of Representatives so that they may take action by means of local law to implement the Classification plan.

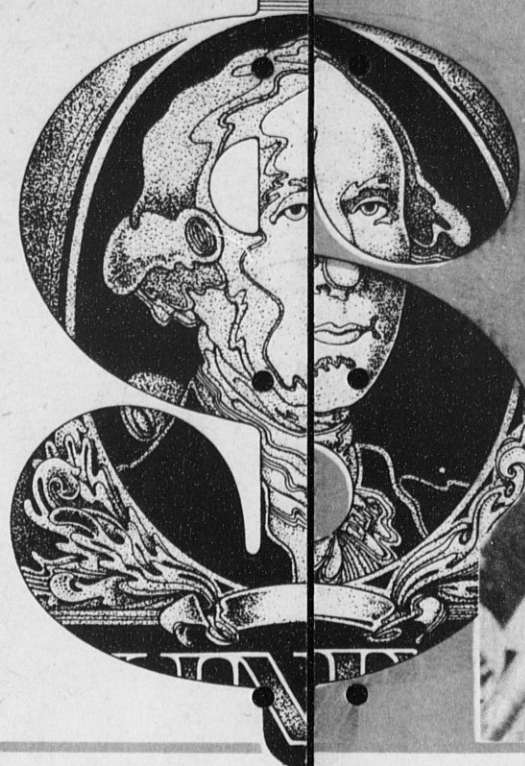
Alfred J. Farone, chapter president called the ratified agreement "the best we could get for the county employees". Joseph Reedy, CSEA collective bargaining specialist, assisted in negotiations.

The Carter Administration has unveiled its proposed budget, and AFSCME International President Jerry Wurf was quick to respond that the proposed budget is "... a disaster for public employees."

In a letter to AFSCME leaders, Mr. Wurf outlined the dangers to public employees and set the stage for a battle by labor to get Congress to enact an alternative federal budget, saying "we can beat this budget attack

on public employees, but it's going to take a coordinated and committed struggle by us all."

So that CSEA members can better understand this struggle at the federal level and the potential impact it will have on state government, the following is part of an analysis of the Fiscal Year 1980 proposed federal budget as compiled by AFSCME officials in Washington.



**EXPANDING SCOPE OF INFLUENCE** — When AFSCME International President Jerry Wurf (left) and CSEA President Bill McGowan announced the historic affiliation between the two major public employees unions last April, one benefit stressed was CSEA's expansion of influence into the national scene. Federal funding plays a major role in the shaping of state budgets. On these pages are many examples of that fact in this analysis of the FY 1980 federal budget.

## Federal budget

# States biggest loser

### I. General Overview

The Administration's FY 80 Budget calls for a meager 7.7% increase in spending. According to the Administration's own forecasts, this is barely enough to keep pace with expected rates of inflation.

- Defense spending will increase to \$126 billion — up by 10% (or 3% real growth).
- No real increase is proposed in non-defense spending. Outlays for critical domestic needs rise only 7%.
- The budget deficit is estimated at \$29 billion, down from the \$37 billion expected in 1979.

#### Implication:

Based on nearly all objective economic forecasts, the Administration's decision to hold domestic spending to a 7% increase will result in a real cut from current services level. Such a tight domestic budget obviously precludes any new initiatives in the entire human resources area.



#### Economic Assumptions

Real Gross National Product (GNP) is expected to increase 3.3% in 1979 and then slow to 2.5% in 1980.

\* This is optimistic — most private forecasters expect less than 2% growth.

Unemployment in the fourth quarter of 1979 and 1980 will remain at 6.2%, up from 5.8% in 1978.

#### Implication:

It is incredible that a Democratic Administration, ostensibly supportive of the Humphrey-Hawkins bill, can set in motion an economic game plan that calls for higher levels of unemployment for the next 2 years!

The Consumer Price Index (CPI) will increase 7.4% from December 1978 to December 1979 and then slow to a 6.3% increase through December 1980.

\* These forecasts of inflation are also very optimistic.  
One Result: The cost of the controversial real wage insurance program is kept down to \$2.5 billion.

### II. Aid to State and Local Governments

Federal aid to state and local governments is held at the current year's level.

FY 1979 — \$82.1 billion  
FY 1980 — \$82.9 billion

#### Perspective:

Over the past two decades (since 1958), federal grants to state and local governments rose by 14.6% annually.

#### Implication:

The FY 1980 Budget forces state and local governments to absorb the entire costs of inflation.

#### Additionally:

The economic slowdown in FY 1980 will generate increased costs to state and local governments; e.g., welfare, social services, unemployment-related spending. The FY 1980 budget provides nothing as a contingency against a slowdown — if a full-blown recession hits, the fiscal capacity of state and local governments (especially older urban areas) will be wiped out.

#### General Fiscal Assistance Programs

General Revenue Sharing — provides \$6.9 billion in FY 1980. Program expires in September, 1980.

Potential Problem: the budget notes that no decision has been made on an extension of general revenue sharing in FY 1981.

#### Countercyclical Assistance

Two years ago, this program provided a highly targeted \$1.3 billion to state and local governments with high unemployment rates.

Current budget proposal — sealed down significantly.

2 components of program.  
1. A highly targeted fiscal assistance program to local governments. a. \$250 million as a supplemental appropriation for the current year. b. \$150 million for FY 1980.

2. A Standby anti-recession fiscal assistance program that would trigger on when the national unemployment rate rises above some unspecified level.

a. No funds are budgeted for this part of the program as the Administration's unemployment projections do not rise above 6.2%.

#### Political Judgment:

These new, highly targeted fiscal assistance programs will encounter serious legislative opposition from key members of Congress. It is difficult to judge the Administration's commitment to these initiatives.



#### Other Urban Programs

Community Development Block Grant Program — increase of \$400 million over current year. New level: \$3.3 billion.

National Development Bank — Involves budget authority of \$3.5 billion, but very little in actual spending.

Public Works — Being gutted from \$2.1 billion in current year to \$300 million in FY 1980.

#### Conclusion:

The urban program announced by the Carter Administration last spring is dead! The major components of it have either been discarded or cut back to meaningless levels.

### III. Human Resources Programs

#### Health and Welfare: Overview

HEW reports that 89% of its expected \$199.4 billion in FY 1980 outlays will go to entitlement programs such as Medicare, Medicaid and Supplemental Security Income (SSI). Over 93% of HEW's total outlay increase for FY 1980 is in entitlement programs. All HEW programs, except mental health, have been cut, reorganized or held to current services level.

• **Bottom line:** The FY 1980 HEW Budget is \$2.4 billion below current service levels.

#### Mental Health/Retardation

All mental health programs will rise by \$91 million in FY 1980, including a "major initiative" to "facilitate deinstitutionalization of the chronically mentally ill through the development of new community services and state programs."

Mental retardation funding for deinstitutionalization will drop by \$1 million in FY 1980, from \$59 to \$58 million.

#### Health Care

Carter will resubmit his hospital cost containment legislation in mid-February 1979. If it passes, HEW claims savings (already incorporated into the budget) of \$403 million in FY 1979 and \$1.7 billion in FY 1980.

Medicare outlays will go from \$29.1 billion in FY 79 to \$32.1 billion in FY 80.

Medicaid goes from \$11.8 (FY 79) to \$12.5 in FY 80.  
a. There is no fiscal relief for state and local Medicaid costs — all depends on cost containment.

#### Welfare

Welfare reform will be re-submitted as a 3-year phased in program. No fiscal relief in FY 1980. The program would:

Set a national minimum benefit standard — this helps recipients in rural, southern and Rocky Mountain states.

Provide some fiscal relief after FY 1980.  
Provide a jobs program: public and private sector jobs with approximately 500,000 PSE jobs at an average wage of \$6700, revised upward.

#### Implication:

• The standardized benefit level and fiscal relief portions of welfare reform are useful; the jobs portion — with wages set at slightly above the minimum wage — is a nightmare!

#### Manpower, Social Services, Education

Employment and Training: Despite the fact that the Administration expects the unemployment rate to be an unacceptably high 6.2% by the end of 1980, outlays for employment and training programs decline by \$700 million (from \$11.7 to \$11.0) with most of the reductions coming out of public service employment programs.

#### Main Point:

The total number of jobs provided by the CETA program will be reduced from 682,000 last year to 467,000 by the end of 1980 — a drop of 215,000 jobs which have become indispensable pieces of many distressed cities' workforce.

Social Services: The Administration proposes outlays for Title XX programs at their 1979 level — \$2.9 billion — despite the fact that many of the states will exceed their spending ceiling in 1979. The Administration must submit legislation to extend the \$200 million ceiling increase enacted in 1979 and the \$200 million of special day care funds in order to maintain the 1979 levels of funding.

### IV. Special Issue — Social Security

#### Social Security:

The Administration proposes to eliminate "unnecessary benefits" under the Social Security System, expected to save \$0.6 billion in 1980. These proposed changes are an attempt to "save" money at the expense of eliminating important and irreplaceable benefits. The Administration would, for example:

- Eliminate minimum monthly benefit (currently \$122).
- Eliminate lump sum death payment of \$255 for funeral expenses.
- Phase out post-secondary school benefits for students whose parents have died.

- Modify Social Security disability benefit eligibility for younger workers and place a new cap on disability benefits for families.
- Modify benefit spouses receive if they are caring for a child under 18 of a retired, disabled, or deceased worker.



### V. Total Revenues: \$502.6 billion

#### Major Issue:

Importance of Payroll Tax  
\$161.5 billion of total receipts is composed of social insurance contributions — primarily regressive Social Security payroll taxes.

#### Note:

Over the past 15 years, payroll tax receipts have grown three times as fast as corporate tax receipts — placing heavier burdens on those least able to pay.

	1966	% Of Receipts	1980	% Of Receipts
Social Insurance	\$30.8 billion	23%	\$161.5 billion	32%
Corporate Income Taxes	\$28.9 billion	22%	\$71.0 billion	14%

#### Main Point:

During the 1960's, the Payroll Tax raised as many dollars as the corporate income tax. In the FY 1980 Budget, the Payroll Tax will raise 2 1/2 times as much as the corporate income tax.

\* The phenomenal increases in the PAYROLL TAX to finance Social Security is eroding the progressivity of the entire federal tax structure.

### VI. Conclusion

State and Local Governments were the biggest losers among major program areas. Funding will be reduced by nearly 7% in real terms — even if we do not experience an economic slowdown.

National Defense — which experienced a real increase of 3% over the current year — was the only gainer among larger program areas.

The taxes used to finance the overall operation of the federal government are becoming increasingly more regressive. As future increases in the Payroll Tax to finance Social Security are implemented, the regressivity will worsen.

**DENTAL COVERAGE FOR RETIREES** of CSEA Region III is explained by Dr. Donald Riveles, second from left, of R&H Dental Corporation. Others, from left, are Agnes Durantino of Westchester-Rockland Retirees Local 918; CSEA Region III President James Lennon; Tris Schwartz of Dutchess-Putnam Retirees Local 909, and John M. Van Duzer of Orange-Ulster-Sullivan Retirees Local 917.

### Region III

## Retirees offered dental coverage

**FISHKILL** — For several years, public employee retirees have sought the right to participate in the dental insurance program currently in effect only for active State employees. Each year, their legislative attempts have been unsuccessful and, for many retirees, necessary dental work has been left undone because their severely limited incomes could not allow for the cost of dental care.

In an effort to meet the dental needs of CSEA Region III retirees, James J. Lennon, president of the region, has announced that the R&H Dental Corporation of Fishkill will offer dental coverage to retirees and their families based on a special fee schedule.

According to Mr. Lennon, the Region III CSEA Retiree — R&H Dental Corp. Fee Schedule will be posted at the R&H dental facilities

in Fishkill, Millbrook and New Hampton (Middletown area, Central Orange County). The fee schedule for retirees and their families will also be available at the CSEA Region III office in Fishkill and from CSEA Retiree Local Presidents. In the past, the R&H Dental Corp. has provided dental care for state and certain local government employees by accepting the fee schedule in full for covered services as provided for in CSEA-negotiated dental insurance plans.

"Because our retirees have been unsuccessful in their attempts to participate in dental insurance coverage legislatively, the R&H Dental Corporation has offered our retirees a special plan which covers complete treatment, from consultation to total treatment," quoted Mr. Lennon. "Our af-



filiation with R&H in the past makes us confident that CSEA retirees and their families will receive comprehensive treatment for their dental care," he quoted.

At a meeting held recently to announce the coverage to the CSEA retirees, Dr. Donald Riveles, administrator and consultant for the dental corporation, assured Region III Retiree Local Presidents that all costs for covered services would be known in advance. "All covered services, including examinations, X-rays, orthodontics, periodontics, prosthetic appliances, fillings, restorations, extractions, oral surgery and so on are clearly listed with their costs on the posted fee schedules. In addition, for extensive work, retirees will be able to budget their payments over a period of time through R&H. The program has been designed especially for CSEA retirees and their families because their dental needs are somewhat different from those of younger people," quoted Dr. Riveles.

For retirees who are hospitalized, at home or in nursing homes, Dr. Riveles said that he personally with his staff would be available for "house calls."

"Take me up on that!" Dr.

Riveles said. "We feel that when dental attention is needed and necessary and you're sick or disabled at home, in a hospital or a nursing home, we'll get to you for emergency care, consultation or problems with removable prosthetics, that can be accomplished out of the office," quoted Dr. Riveles.

CSEA Retiree Presidents Tris Schwartz, Dutchess-Putnam CSEA Retiree Local 909, Agnes Durantino, Rockland-Westchester Retiree Local 918, and John Van Duzer, Orange-Ulster-Sullivan Retiree Local 917 were unanimous in their agreement that dental coverage for retirees was long overdue and that their retiree members would probably welcome the plan prepared by R&H Dental Corp.

Because the plan met with the approval of the presidents, Thomas J. Luposello, CSEA Regional Director, said that letters explaining the new retiree plan would be sent to individual retiree members of CSEA and that identification cards would also be available so that R&H personnel will be aware that the retiree is entitled to the benefit.

"The R&H Dental Corporation is proud to be a part of CSEA Region III's goal of providing the best services possible for its membership, both active and retired. By responding to meet the needs of retirees today, CSEA members who will be retirees themselves someday, will also benefit from this program," quoted Dr. Riveles.



**REGION III RETIREES DENTAL COVERAGE** program is explained by Dr. Donald Riveles, center, to CSEA Field Representative John Deyo and Regional Director Thomas Luposello.

### Central Region names nominating committee

**SYRACUSE** — The Central Region V of the Civil Service Employees Assn. announced the names of those elected to the regional nominating committee.

Claire McGrath, Local 013, is the newly elected chairperson, and Marsha Coppola, Jefferson Local 823, will serve as Secretary. Other committee members include: Bruce Nolan, Mary Nelan, Fran DeLimo, Bob Vincent, Bob Green, Sharon Keesler, and Phil Caruso.

Following the announcement of the committee, Mrs. McGrath stressed the following guidelines regarding dates and nominations:

Nominations will be accepted for president, executive vice-president, first, second, third vice-presidents, treasurer, recording secretary, plus one local government educational representative to the State Board of Directors.

All nominations are to be submitted to the chairperson at regional headquarters no later than 5 p.m., Wednesday, Feb. 28.

As a reminder, locals and units are requested to take special care in nominating only those who have been CSEA members in good standing for at least one year prior to the date of nomination.

## Union opposes OCA 'end run'

**ALBANY** — The target date was this week for the signing of CSEA contracts with the Office of Court Administration, which would give court employees in Judicial Districts 3 through 9 increments retroactive to April 1, 1978, along with other benefits.

The Judiciary pay bill was passed by the state legislature two weeks ago, after the employees had ratified their contracts earlier in 1978. Meanwhile, the OCA is apparently trying an "end run" around those contracts by proposing to remove some 1,000 of the employees from the CSEA bargaining units and reclassify them as "management/confidential."

CSEA strongly opposes the removal of these employees from the union's bargaining units. Previously, there had been only about 125 "management/confidential" employees excluded from CSEA's court-employee locals, statewide.

"They're trying to reduce the membership of our bargaining units by about 20%," said a CSEA spokesman. "We don't see how they can propose this massive changeover without at least

presenting us with the proper job specs for the positions involved. We've requested these several times, and have been given the wrong information each time."

Because of OCA's failure to comply with CSEA's request for the relevant information regarding the proposed management/confidential positions, Public Employment Relations Board hearings on the matter have had to be postponed several times.

"We are now eagerly awaiting word as to when the hearing can be held, so that we can formally state our objections to this proposal," the CSEA spokesman said.

In a related development, a Court of Appeals decision was handed down last week permitting Chief Administrative Judge Richard Bartlett to make the changes in the OCA's proposed reclassification and reallocation plan that were recommended by testimony, including CSEA's, at hearings held around the state last month. Judge Bartlett is expected to implement the changes during March.

# Union's negotiator suspended in Ulster

KINGSTON — The Civil Service Employees Assn. is preparing an improper practice charge which will be filed against the Ulster County Community College, alleging that the administration of the college engaged in anti-union activity when it suspended a CSEA member from his job without pay following the employee's participation in a union negotiating session last month.

Tom Quimby, the CSEA Field Representative who is assisting Vincent Carnemella, a maintenance employee at the college, in filing the improper practice charge, said that the college was "attempting to make an example of Mr. Carnemella by demonstrating that it doesn't pay to be an active union member".

Mr. Carnemella, an employee representative on the Joint Labor-Management Committee, and grievance steward for evening shift workers at the college, was suspended from his job without pay on Jan. 16, 1979, following an interrogation from

his night supervisor, Andrew Biro, regarding the time a bargaining session had broken up the night before. Mr. Carnemella was involved with CSEA negotiations concerning the implementation of a reclassification survey conducted by the Civil Service Commission which changed the titles and grades of some 150 employees in the Ulster County CSEA bargaining unit.

At a conference held on Jan. 18 between CSEA and the college administration, the union reaffirmed their position that the employee was not guilty of any wrongdoing and should be put back to work. The college refused, stating that Mr. Carnemella had abused leave time for union purposes, as provided for in his contract.

When Mr. Carnemella received a letter late last month from Burton Fraleigh, Dean of Administration, advising him that the college considered his present status as unauthorized absence, the employee reported to

work with Mr. Quimby and was refused access to his job by his night supervisor and the Dean.

"The College is purposely attempting to intimidate Mr. Carnemella for his activities as a union representative," Mr. Quimby said. "On the one hand, he was told of his suspension by his supervisor following a union meeting for the purpose of negotiations. Then, when notified that he was considered on an unauthorized absence by the Dean, he

attempted to return to work and was refused admittance."

According to the CSEA Field Representative, the College appears to be attempting to invoke a provision of the Civil Service Law that refers to an unauthorized absence from work of 10 days as being grounds for an employee's dismissal and termination from his job. That law was declared unconstitutional in 1977.

Mr. Carnemella is sending a letter to the Dean stating that he is "ready, willing and able" to work.

## State gives \$360 in awards

Six State employees received a total of \$360 in cash awards in January for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$3,350.

### Award Recipients:

\$100 — Rita C. Julian, Latham, Department of Agriculture and Markets; and Kathleen M. Lennon, Albany, Division of Criminal Justice Services.

\$85 — Joseph DiStefano, Centereach, Suffolk County, State University of New York at Stonybrook.

\$25 — Sheila L. Seabrook, New York City, Department of Motor Vehicles, and Frank L. Schmit, Walton, Delaware County, and Philip David Spencer, Wampsville, Madison County, both of Agriculture and Markets.

Cash award winners also receive Certificates of Merit. Certificates of Merit also were awarded to B. F. Dwyer, Cohoes, Department of Public Service; Michael J. Steiniger, Bethpage, Nassau County, Department of Environmental Conservation, and Michael Vanacore, Brooklyn, Department of State.

## PUBLIC EMPLOYEES... Where Would You Be Without Them?



### Cindi Christiano - Motor Vehicle License Inspector

The car in front of you is signalling to make a left turn. As you cautiously approach it, the driver suddenly makes a right-hand turn directly in your path. You hit the brakes, narrowly avoiding a crash. What you don't know is that riding in that car is Cindi Christiano, who has just flunked that driver from getting a New York State Driver's license.

These are the kinds of risks Cindi must take every day as she road tests potential holders of

all classes of driver's licenses. And she's tough. They better know how to drive or they don't get the license.

Cindi Christiano, a public employee, helping keep unqualified drivers off the road. Because your life is at stake.

Public Employees... where would you be without them?

**CSEA / AFSCME**  
the union that works for you

## New Water Unit contract

ROCHESTER — Workers of the Monroe County Water Authority represented by CSEA Local 828, will receive a raise of 5 percent and fully paid dental insurance retroactive to January 1, 1979 under terms of their new two-year contract.

In the second year, they will receive another 5 percent and major medical insurance coverage. Another major improvement effective January 1, 1979 is a sick leave death benefit under which survivors will receive

payments for up to 60 days of unused sick leave.

CSEA Field Representative, Thomas Pomodoro, was the chief negotiator along with Unit President, Ed Jackson; Treasurer, Ted Theodore representing white collar workers; Anthony Marrocco representing blue-collar workers; Vice President, Erik Brinkerhoff and Jack Hoderlein, of the water treatment plant.

## Brooklyn DC elections announced

BROOKLYN — The timetable for the bi-annual election of officers of Brooklyn Developmental Center CSEA Local 447 has been announced by Local President James Gripper.

Under the timetable, nominations for Local offices will be received by certified mail from February 5-23. Petitions may be filed with the

election committee chairperson, also, by certified mail until March 23, Mr. Gripper noted. A report of the selection of candidates will be given at a membership meeting on April 28, and ballots will be mailed May 12. Deadline for returning ballots is 4 p.m. on June 1, and they will be counted the next day.

## State thwarted in assignment

NEW YORK CITY — Charging that the State had planned to assign a state employee at taxpayer expense to work for a private employer, Civil Service Employees Assn. officials at the Local and Regional levels combined to halt the situation.

Clifton Lewis, President of CSEA Local 443 at Manhattan Developmental Center, led the fight after the administration placed a client in a private community residence and also planned to honor a request from the private residence to provide a

state employee to care for the patient, who required specialized treatment and care.

Lewis charged the "Young Adult Institute", where the client was placed, asked for a state employee for the patient for a period of three to six months without reimbursement to the state for services. Under steady pressure from Lewis, the state backed down and did not assign a state worker as originally requested. In addition, the client was brought back to the Manhattan Developmental Center for care and treatment.



# COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
<b>FILING ENDS FEBRUARY 20, 1979</b>		
Senior Identification Clerk	\$ 8,454	No. 36-548
Identification Specialist I	\$11,250	No. 36-549
Identification Specialist II	\$14,075	No. 36-550
Identification Specialist III	\$18,301	No. 36-551
Senior Telephone Operator	\$ 7,997	No. 36-668
Principal Telephone Operator	\$10,025	No. 36-669
Senior Leasing Agent	\$16,469	No. 36-673
Associate Economist	\$18,301	No. 36-660
Associate Economist (Business Research)	\$18,301	No. 36-661
Associate Economist (Labor Research)	\$18,301	No. 36-662
Mental Hygiene Staff Development Specialist III	\$14,075	No. 36-559
Specialist III (Nursing)	\$14,075	No. 36-560
Specialist IV	\$18,301	No. 36-564
Education Director I	\$19,420	No. 36-689
Education Director II	\$21,568	No. 36-689
Education Supervisor (General)	\$14,850	No. 36-664
Education Supervisor (Special Subjects)	\$14,850	No. 36-666
Education Supervisor (Vocational)	\$14,850	No. 36-672
Associate Civil Engineer (Transportation Management)	\$22,623	No. 36-677
Associate Transportation Analyst	\$22,623	No. 36-676
Associate Transportation Analyst (Transportation)	\$22,623	No. 36-679
Senior Transportation Analyst	\$18,301	No. 36-675
Senior Transportation Analyst (Transportation)	\$18,301	No. 36-678
Division for Youth Rehabilitation Coordinator	\$19,420	No. 36-674
Education Supervisor (General)	\$14,850	No. 36-690
Senior Youth Division Counselor	\$16,469	No. 36-683
Supervising Youth Division Counselor	\$18,301	No. 36-684
Education Director I	\$19,420	No. 36-663
Education Director II	\$21,568	No. 36-663
Education Supervisor (General)	\$14,850	No. 36-692
Education Director I	\$19,420	No. 36-688
Education Director II	\$21,568	No. 36-688
Education Supervisor (Developmental Disabilities)	\$14,850	No. 36-665
Education Supervisor (General)	\$14,850	No. 36-691
Assistant Chief of Labor Statistics	\$22,623	No. 90-031

## FILING ENDS MARCH 12, 1979

Associate Accountant (State Accounts)	\$18,301	No. 36-651
Associate Accountant (State Systems)	\$18,301	No. 36-653
Senior Accountant (State Accounts)	\$14,075	No. 36-650
Senior Accountant (State Systems)	\$14,075	No. 36-652
Cartographic Technician I	\$ 7,997	No. 36-695
Cartographic Technician II	\$ 9,481	No. 36-696
Cartographic Technician III	\$11,904	No. 36-697
Highway Reports and Inventory Assistant	\$ 7,152	No. 36-700
Assistant Director of Engineering Research and Development	\$25,095	No. 39-340
Director of Engineering Research and Development	\$30,945	No. 39-341
Senior Pharmacy Inspector	\$15,624	No. 36-702
Senior Budget Examiner	\$18,301	No. 36-710
Senior Budget Examiner (Employees Relation)	\$18,301	No. 36-711
Senior Budget Examiner (Management)	\$18,301	No. 36-712
Senior Budget Examiner (Public Finance)	\$18,301	No. 36-713
Assistant Director of Housing Management Bureau	\$25,095	No. 39-347
Supervisor of Office Services	\$14,075	No. 36-694
Senior Narcotics Investigator	\$16,469	No. 36-701
License Investigator II	\$14,075	No. 36-693

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

# STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
<b>FILING ENDS FEBRUARY 26, 1979</b>		
Associate Economist	\$18,301	No. 24-934
Education Director I	\$17,365	No. 24-930
Education Director II	\$19,288	No. 24-930
Education Supervisor (General)	\$14,850	No. 24-931
Education Supervisor (Developmental Disabilities)	\$14,850	No. 24-932
Leasing Agent	\$12,583	No. 24-922

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

# OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

NET DUES					
TRANSFERS	1976	1977	1978	1979	1980
Rebates	14.69	14.63	14.63	14.63	14.63
Contingency fund	1.00	1.00	1.00	1.00	1.00
Regional Rebate	10	25	25	25	25
Political Action		2.60	2.60	2.60	2.60
Per Capita	5.41	6.21	6.97	5.00	5.00
Union Publication	21.14	24.69	28.45	29.49	38.28
TOTAL TRANSFER	37.36	33.81	30.05	29.22	22
NET					

ADVISORY COMMITTEE CHAIRMAN HOWARD CROPEY points to figures on chart showing necessity for a change in the dues structure.



LOCAL UNION OFFICIALS listen to to financial discussion. Shown are Gennaro A. Fischetti, left, first vice president of Local 010, and Local 402 President Tirso Miguezuez.

## Region II schedules dues meeting

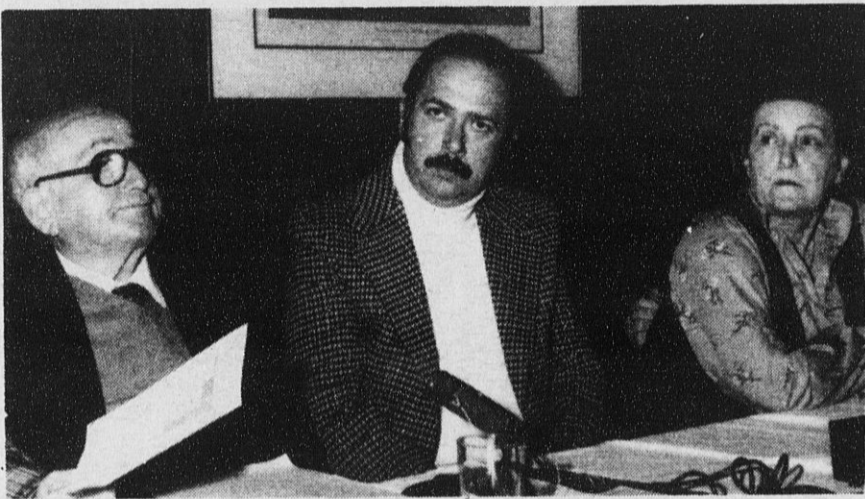
NEW YORK CITY — "The union is in big danger. We need a dues increase. We need to talk it over with the locals," were the words echoed by Metropolitan Region II Third Vice President William Cunningham at the region's Executive Committee meeting Feb. 6 in New York City.

At the meeting, CSEA President William L. McGowan, members of CSEA staff and of the union's Special Advisory Committee on Dues, presented information on CSEA's financial condition and on the proposed one percent dues proposal.

Region II President Solomon

**REGION II OFFICIALS LISTEN INTENTLY** to presentation concerning a proposed dues increase for CSEA members. From left are CSEA Region II President Solomon Bendet, First Vice President William DeMartino, and Second Vice President Dorothy King.

Bendet is planning to hold further discussions on the dues proposal at a regional meeting on March 3 at 140 Park Place, New York City.



## Nassau hearing set for Thursday

MINEOLA — Nassau County Local 830 has launched a major public information program claiming that Nassau County has millions of dollars in its budget that could pay, without employee layoffs, the wage increase recommended by a fact-finders report for county workers.

Using an analysis of the Nassau Budget prepared for President Nicholas Abbatiello by AFSCME in Washington, CSEA is charging that the budget is a "political" document that wastes "millions" each year in patronage while "productive workers are being laid off and money is being spent on outside contractor profiteers, Mr. Abbatiello said.

The Nassau Local is facing a Feb. 15 legislative hearing before the Nassau Board of Supervisors because County Executive Francis Purcell rejected a majority fact-finder's report calling for a 21-percent three-year pay package. Mr. Abbatiello claims that the more than 260 employees laid off could be put back on the payroll, the terms of the fact-finder's report given to all employees without an increase in taxes by using the "fat" hidden in the budget in slush funds and other gimmicks.

The budget analysis clearly shows the county's attempt to "seriously un-

derestimate available cash and hide money into unusual categories," Mr. Abbatiello said.

The budget analysis will be used as the basis of the CSEA contention that there are sufficient funds to pay for the raise recommended by the fact finder at the legislative hearing.

CSEA Legislative and Political Action Director Bernard Ryan and Research Associate Thomas Haley are in Nassau County to help bring political pressure on the six members of the Board of Supervisors. The supervisors are up for re-election in November 1979.

## Agreement on UI benefits protection

CSEA's legal counsel, Roemer and Featherstonhaugh, and the Department of Labor are in the process of finalizing a method by which non-instructional school district employees can preserve their rights to unemployment insurance benefits without attending hearings or filing appeals until the courts finally determine the issue of eligibility under 590.11.

The Unemployment Insurance Appeals Board recently handed down decisions in precedent cases. CSEA participated in the hearings before the Unemployment Appeals Board and is appealing one of the precedent cases to the Appellate Division, Third Department. Atty. Bill Wallens will handle the appeal and has stated that briefs will be filed as soon as the case record is received.

CSEA President William L. McGowan believes that non-instructional school district employees should not be required to go to hearings where the result is a foregone conclusion because of the Appeals Board precedent decision.

The method being worked out allows school district employees who apply and are denied benefits to request an Administrative Law Judge hearing and at the same time to withdraw the request "without prejudice". The request could then be reopened upon a favorable court decision. The necessary forms, once approved, will be available at Headquarters, Regional offices and from local and unit presidents.

Atty. Stephen Wiley, of Roemer and Featherstonhaugh, reported that the Department of Labor officials were enthusiastic about the proposal and had indicated a willingness to get the system in place as quickly as possible. He pointed out the method would allow individuals to determine whether they wished to take advantage of the proposal and that forms would only be made available after written assurances have been received from the Department of Labor.

## Region I joins Long Island AFL-CIO

AMITYVILLE — The Long Island Region of CSEA has joined the Long Island Federation of Labor, a regional alliance of AFL-CIO labor unions, carrying out the spirit of the CSEA affiliation with the American Federation of State, County and Municipal Employees.

The affiliation links the civil service with the traditional grouping of labor unions in the region, and almost doubles the number of employees under the banner of the Long Island Federation of Labor.

CSEA Region I Vice President Irving Flaumenbaum said the action would substantially increase the influence of labor organizations in the area.

"It means that we will support them and they will support us," Flaumenbaum declared.

"It also creates a massive bloc of votes."

The federation has been active since the merger of the American Federation of Labor and the Congress of Industrial Organizations in 1954. The regional federation represents about 150 union locals with a total estimated membership of about 80,000. CSEA's Region I adds another 60,000 members.

The affiliation agreement had been worked out in negotiations between Flaumenbaum and Federation leaders Chick Amodeo, president, and Rocco Campanaro, executive secretary.

The move joins CSEA with several unions that in the past have raided the CSEA jurisdiction with challenge elections. "From now on we help, rather than hurt" each other, Flaumenbaum asserted.



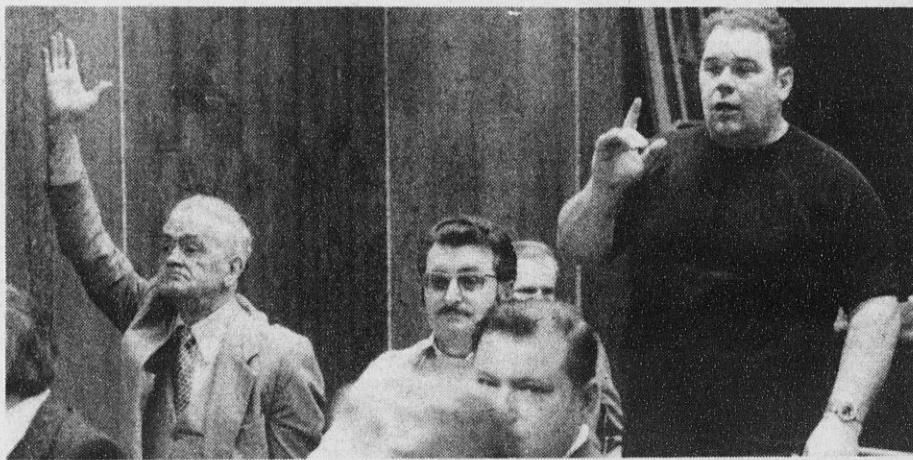
**CSEA PRESIDENT BILL MCGOWAN** speaks out, stating the necessity of a dues increase for the union. Mr. McGowan and other union officials are accompanying members of the Advisory Committee on the series of meetings.



**DIX HILLS** — Local CSEA presidents from throughout Long Island Region I have endorsed the concept of a proposed one per cent of salary dues schedule following a presentation of the union's financial situation by CSEA officials and members of the union's Presidential Advisory Committee on Dues.

Members of the Advisory Committee and union officials are traveling throughout the State to discuss the situations with CSEA Local officials. The February 1 meeting here was the first in the series of information meetings which are continuing.

**CHART SHOWING NET DUES AFTER MANDATED EXPENSES** is part of the presentation by members of the Presidential Advisory Committee on Dues at union meetings across the state. At the Region I meeting, committee chairman Howard Cropsey, left, gestures toward the chart being held by CSEA Comptroller Thomas Collins and Suffolk County Local 852 President Bill Lewis. Seated and looking at the chart are Long Island Regional President Irving Flaumenbaum, left, and committee member Joseph Conway.



**QUESTIONS ARISE FREQUENTLY** at the informational meetings. Two Long Island Region Local officials attempt to ask for information at the same time.

## Advisory committee recommends 1% dues

**ALBANY** — A CSEA Presidential Advisory Committee has proposed a one percent structure for CSEA dues as a solution to the fiscal problems of the union in a change that would bring CSEA's dues into the mainstream of the dues of other major labor unions.

As part of its investigation of the causes and cures of CSEA's financial problems, the Advisory Committee on Dues has compiled data on the dues structures of other major labor unions and their New York locals and found that the one percent proposal for CSEA is not unrealistic when compared with other unions.

Different unions use different methods for calculating dues, the Committee found, but the percentage method which assesses dues based on ability to pay is common.

Of the approximately 50 unions from which dues structures were obtained, CSEA's present dues structure was by far the lowest of any major union.

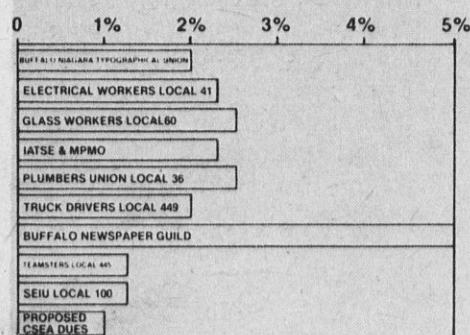
Following is a listing of many of the unions and the dues that members presently pay:

Communications Workers of America, 1%; Service Employees International Union, Local 100, 1.25%; Electrical Workers, Local 41, Construction — \$228 plus 1%, Non-Construction — \$97.20; Bakery and Confectionary Workers International, Local 16, \$126; ILA Marine Division, Public Sector, 1%; Glazers and

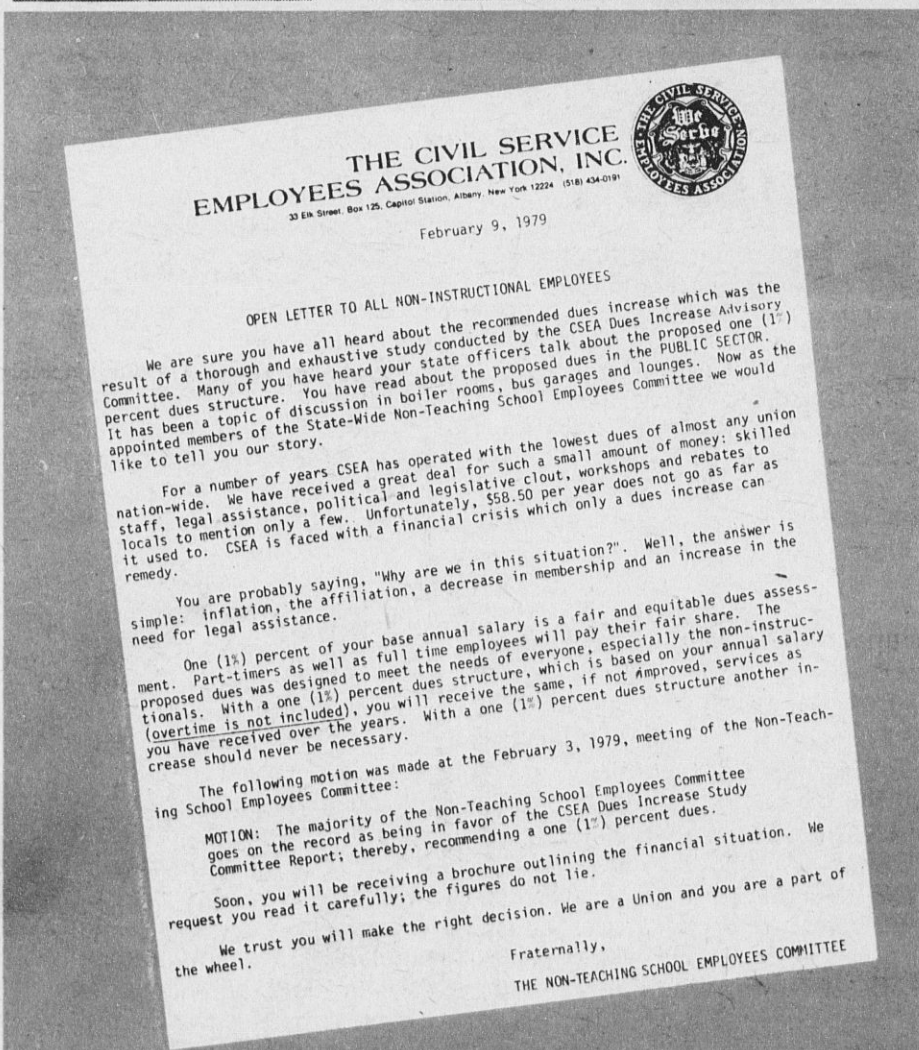
Glassworkers, Local 60, Glaziers — 3%, Glassworkers — 2.5%; Teamsters (Long Island), \$180; Buffalo-Niagara Typographical Union, 2%; Buffalo Newspaper Guild, 5%; and Teamsters Local 456 (Bus Drivers), \$144.

Other unions included: Association of County College Professors (Orange County), \$179.40; East Ramapo Teachers (NYEA), \$188; Plumbers Union, Local 36, \$204 plus 1.5%; Service Employees International Union, Local 227, two times hourly rate per month; Sheet Metal Workers, Local 71, \$198 plus 20 cents per hour; Graphic Artists International, \$288; Iron Workers, Local 6, \$150 plus 30 cents per hour; Painters District Council 4, \$120; Carpenters Union, \$270; Truck Drivers, Local 449, \$156 plus two times hourly rate per month; Teamsters (Thruway), \$96; Hotel, Motel and Restaurant Employees and Bartenders Union, \$102; Local 1199, Drug and Hospital Workers, \$120 to \$156; Cement Masons Union, Local 780, \$192; Council 82, Albany Police, \$130; and American Postal Workers, \$97.80.

Other union dues examined by the Advisory Committee on Dues were: International Brotherhood of Electrical Workers, Local 1339, \$124.80; AFSCME District Council 37, \$156 (minimum); GAIU, Local 17B, Bookbinders, \$192 (average); and Amalgamated Transit Union, \$144.40.



**NUMEROUS UNIONS PAY DUES HIGHER** than the one percent of salary structure proposed for CSEA, as this chart shows. The chart lists just a few of the many unions throughout the state with higher dues.



### RECOMMENDING A 1% DUES INCREASE

The CSEA Non-Teaching School Employees Committee has published an "Open Letter" to the non-instructional employees represented across the state by CSEA.