

# Classification study may query thousands

ALBANY — Up to 3,000 randomly selected state employees in CSEA bargaining units may be asked to fill out questionnaires as part of a classification study update.

Two separate forms are being distributed:

- A Position Content Description Form which asks employees to describe job responsibilities; and
- A Position Environment Survey which asks employees questions relating to stress, burnout and work hazards.

Forms were developed jointly by labor and management in cooperation with the Arthur Young Co. consulting firm. Recipients are asked to return them to the Young Co. within five business days. A postage-paid return envelope is provided.

Forms are being circulated during the next two months through the state's mail service. Recipients should fill them out on the job. They are also encouraged to seek assistance from co-workers, union representatives and supervisors to assure accuracy.

A sample of selected employees may also be requested during July and August to participate in group interview sessions. Others may be observed on the job by trained analysts. In all cases, selected workers will receive at least two weeks prior notice.

The union will be provided with a list of all employees selected to participate in the study which is the result of the current collective bargaining agreements between CSEA and the state's three major bargaining units.

# The Public SECTOR

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Friday, June 15, 1984

## TWO NEW REGIONAL PRESIDENTS AMONG UNION OFFICERS ELECTED

CSEA members have elected two new regional presidents and re-elected four others to three-year terms, according to results of regional elections announced by CSEA's election procedures committee. Ballots for the election were prepared and mailed by an independent outside agency, Independent Election Corporation of America (IECA). IECA also conducted the final ballot count on June 15.

Any protests to the election results must be received at CSEA Headquarters by the close of business on Monday, June 25, 1984. All protests must be

mailed to Executive Director Bernard Zwinak, CSEA, Inc., 33 Elk Street, Albany, New York 12224.

Newly elected regional presidents based on the results announced are George Boncoraglio in Metropolitan Region II and Pat Mascioli in Southern Region III. Re-elected regional presidents are Danny Donohue, Long Island Region I; C. Allen Mead, Capital Region IV; Jim Moore, Central Region V; and Robert L. Lattimer, Western Region VI.

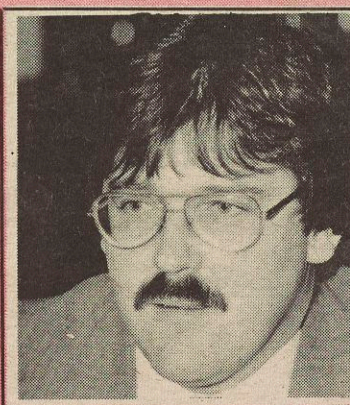
Following are the list of winners for regional offices as announced.



### REGION I

DANNY DONOHUE, President  
NICHOLAS ABBATIELLO, First Vice President  
THERESE RIBAUDO, Second Vice President  
CAROL CRAIG, Third Vice President  
JACK GERAGHTY, Fourth Vice President  
DOROTHY GOETZ, Secretary  
SAM PISCITELLI, Treasurer

DANNY DONOHUE



### REGION IV

C. ALLEN MEAD, President  
JOAN M. TOBIN, First Vice President  
BARBARA L. SKELLY, Second Vice President  
LOUIS J. ALTIERI, Third Vice President  
JUDY REMINGTON, Secretary  
BARBARA A. STACK, Treasurer

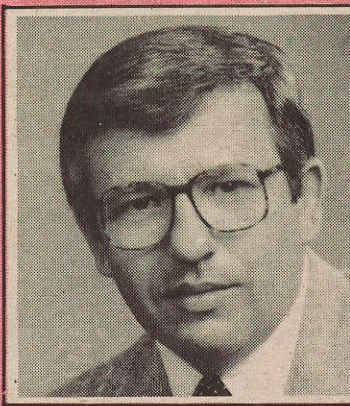
C. ALLEN MEAD



### REGION II

GEORGE BONCORAGLIO, President  
FLOYD PAYNE, First Vice President  
HELEN BOYD, Second Vice President  
DENIS TOBIN, Third Vice President  
ANN WORTHY, Secretary  
SHARON KATZ, Treasurer

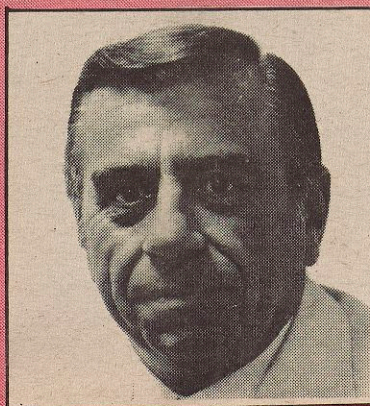
GEORGE BONCORAGLIO



### REGION V

JIM MOORE, President  
PATRICIA CRANDALL, Executive Vice President  
MARY E. SULLIVAN, First Vice President  
DOLORES HERRIG, Second Vice President  
GEORGE McCARTHY, Third Vice President  
HELEN HANLON, Secretary  
LINDA L. FIORENTINO, Treasurer

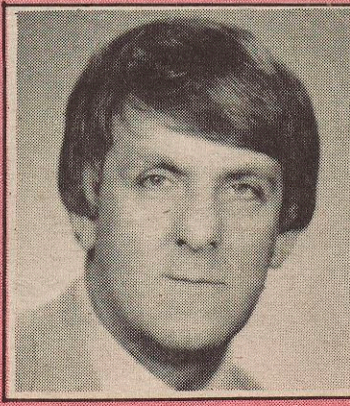
JIM MOORE



### REGION III

PAT MASCIOLI, President  
JOHN CASSIDY, First Vice President  
HAROLD F. RYAN, Second Vice President  
ROSE MARCINKOWSKI, Third Vice President  
GRACE WOODS, Secretary  
ELEANOR McDONALD, Treasurer

PAT MASCIOLI



### REGION VI

ROBERT L. LATTIMER, President  
FLORENCE TRIPI, First Vice President  
SARA SIEVERT, Second Vice President  
THOMAS J. WARZEL, Third Vice President  
SHEILA BROGAN, Secretary  
JAMES V. KURTZ, Treasurer

ROBERT L. LATTIMER



# Thousands of Chicago workers choose AFSCME representation

CHICAGO — More than 7,000 white-collar employees of Chicago — the last major industrial city in the nation to extend collective bargaining rights to its municipal workers — have voted overwhelmingly to be represented by the American Federation of State, County and Municipal Employees (AFSCME).

In elections held June 5, AFSCME won 73 percent of the votes in four bargaining units: adminis-



*'This victory... concludes a more than 20-year effort by AFSCME to help Chicago city employees win the right to union representation.'*  
— AFSCME International President Gerald W. McEntee.

trative/clerical employees; human service employees; professional employees; and library employees.

The union representation election was conducted under a new collective bargaining policy for city employees, initiated by Mayor Harold Washington.

Under previous city administrations, Chicago had refused to extend collective bargaining rights to its employees, at a time when other major cities, such as New York, Los Angeles, Philadelphia, and Detroit, were allowing their employees to organize unions and negotiate union contracts.

"This victory is especially welcome because it concludes a more than 20-year effort by AFSCME to help Chicago city employees win the right to union representation," declared AFSCME President Gerald W. McEntee. "Now we can proudly say that AFSCME represents the employees of each of the 10 largest cities in the nation."

Steve Culen, director of AFSCME Illinois Council 31 said: "We now look forward to organizing more than 100,000 municipal, county, university, and school employees under Illinois' collective bargaining laws for public employees." A state law covering educational employees went into effect Jan. 1, and a law covering other public employees will go into effect July 1.

AFSCME represents more than 50,000 public employees in Illinois and is the largest public employee union in the state. In an election in February, more than 12,000 Illinois state professional employees voted by a margin of 75 percent to be represented by AFSCME.

## Saratoga County deputies returning to negotiations after eight-month delay

BALLSTON SPA — It began rather routinely last November when the Saratoga County Deputy Sheriffs CSEA unit attempted to begin contract negotiations.

Eight months later there's been very little bargaining but there have been two decisions by the Public Employment Relations Board (PERB) favorable to the union and the employees also anticipate a favorable state Supreme Court decision on the matter soon. And the once solid support of the Saratoga County Board of Supervisors for a controversial plan proposed by the county to conduct negotiations in public has eroded also. It was that proposal that caused the serious disruption in negotiations in the first place.

As a result, the two sides will now enter closed negotiations during the week of June 18. Previously the union negotiators had twice offered to return to the table for closed sessions while the county appealed the two PERB decisions to the state Supreme Court, but were rebuffed. Now, however, with the court ruling expected momentarily, the county has agreed to resume bargaining in closed session. The two PERB rulings had both ordered the county to conduct closed sessions.

CSEA Field Representative William Lochner, who is assisting the deputies in negotiations, called the eight months of road blocks unnecessary and said he hopes the county will now comply with the requirements of the Taylor Law for good faith bargaining.

# Columbia County employees now covered by EAP

HUDSON — The Columbia County Unit of CSEA Local 811 and the Columbia County Board of Supervisors have signed an Employee Assistance Program (EAP) agreement covering all county employees.

EAP is a confidential service which can provide help and referral to employees whose financial, emotional, drug or alcohol related problems may be adversely affecting their work.

"The problems of everyday life are not left at home when a person goes to work," CSEA/EAP Director James Murphy noted. "They can seriously affect on-the-job performance and ultimately threaten the public employee's career."

"This program can help Columbia County in various economic and non-economic ways," John J. Hess, Columbia County Board of Supervisors chairman, said at the signing of the EAP agreement. "Everyone can benefit from this



AT EAP SIGNING are, from left, James M. Murphy, director of CSEA/EAP; Gloria J. Rutkey, CSEA unit president; John H. Hess, chairman of Board of Supervisors, and Richard J. Hoctor, EAP coordinator.

program — the county employees, the employer and the general community."

Richard J. Hoctor, a case worker in the county's Social Service Department, was selected to serve as employee assistance coor-

dinator, serving as the link between the employees and resources in the outside community. All communications by county employees with the EAP coordinator are confidential.

## New CSEA local formed in three state agencies

NEW YORK CITY — Three agencies formerly represented by New York City CSEA Local 010 are now under the aegis of the newly created CSEA Local 460.

The New York State Department of Finance, the Division of the Lottery and the Racing and Wagering Board have been authorized by the CSEA Charter Committee to form Local 460, noted president James Heekin, because "they felt that a smaller local would more effectively represent the interests of its members."

According to Heekin, the local is currently preparing to begin labor/management discussions on a number of work environment issues, including out-of-title problems and OSHA violations.

# Urban Renewal Agency is accused of firing two CSEA union activists

BUFFALO — The Buffalo Urban Renewal Agency has been hit with an improper practice charge for firing two CSEA union activists.

The firings, according to Unit President Fred Grishen, are an attempt by the city to discourage involvement in union activities.

The BURA unit of Local 815, which recently voted to join CSEA, is at impasse in negotiations for its first contract.

A major issue in the impasse, according to Collective Bargaining Specialist Danny Jinks, is the refusal of the city to agree on binding arbitration for employee grievances and a formal discipline and discharge procedure.

The employee protections are granted to other city employees, Jinks said, "but they claim they need more

flexibility because BURA operates with federal funds."

The IP filed with PERB in May charges the termination of Thomas Lenz and the notification to Jose Pizzaro that he will be released soon interfere with the formation and administration of the newly-certified 90-member unit.

Lenz conducted the unit's election of officers, and Pizzaro is unit vice president and a steward.

PERB has scheduled a preliminary conference for mid-June according to Vince Sicari, field representative for the unit.

Sicari said neither Lenz nor Pizzaro was given reasons for being discharged.

PERB has been requested to return both to their jobs as assistant neighborhood revitalization project managers with back pay and interest on any lost pay.



# Worker in Rockland County wins pay for overtime caused by irregular schedule

POMONA — An employer's changing a work schedule from week to week for the express purpose of avoiding overtime pay is illegal, according to a recent arbitration decision, which resulted in a pay award for one worker.

Nick Monte, a transit analyst for Rockland County, was assigned to make an analysis of the ridership of the public transportation system in Rockland County last year. In order to complete the job, Monte would have to ride each of the eight bus routes, and was told to adjust his work schedule so that he would not have to charge the county for overtime hours.

But, there was a problem: starting times for the bus routes varied, some beginning as early as 5 a.m. and some ending as late as 8:30 p.m. Although Monte's regular work hours were 9 a.m. to 5 p.m., he worked an irregular schedule for five months, all the time continuing to complete his other work duties.

While the county argued that it could schedule hours as it saw fit, the arbitrator ruled that it was improper to "continuously reschedule Monte's hours for the purpose of avoiding overtime pay."

Monte's complaint was valid, according to the arbitrator, who ruled that the county violated the employee's contract and was therefore ordered to reimburse him for overtime pay retro active to August 1, 1983.

"If the grievant is required to work outside of his regular work hours to complete a project, he shall be paid overtime in accordance with this decision," the arbitrator said in his decision.

Monte recently received a check in the amount of \$1,466, proof, he says, that it pays for CSEA members to "stand up for ourselves."

He added that his case was an excellent "example of how CSEA helps members obtain justice after being misled by management." Praising CSEA's Legal Assistance Program, he said: "I had union backing from day one with strong support from unit president Florence Kimmel."

Kimmel warned that union members "should not be intimidated."

The union must stand strong and fight for its members. Members must know that they do not stand alone," she said.



**WINS ARBITRATION** — Nick Monte receives congratulations from Rockland County Unit President Florence Kimmel after receiving back pay as the result of an arbitration decision. Monte's grievance went to arbitration after he filed a grievance for overtime pay he was denied by the county.

## Equal pay for equal work



**CSEA EFFORTS TO ACHIEVE COMPARABLE WORTH** were described recently to Bergliot Lundberg, second from right, an official of the Stockholm, Sweden equality department currently on a factfinding tour of the United States. Discussing the goal of equal pay for equal work with their visitor at CSEA statewide headquarters in Albany are, from left, CSEA Secretary Irene Carr, President William L. McGowan and Executive Vice President Joseph E. McDermott.

## Arlington school workers get pact

POUGHKEEPSIE — After more than a year of negotiations, maintenance and transportation employees in the Arlington School district have a three-year contract.

Workers, who had been without a contract since June of last year, will receive across-the-board retroactive pay in the amount of \$1,050 for on-step workers and \$1,100 for off-step employees, and an 8½ percent pay increase inclusive of increments in each of the next three years.

In addition, the contract provides for a \$75 increase in longevity payments in the 10th, 15th and 20th years, conversion of unused personal leave to sick leave, a \$50 increase in dental coverage, and agency shop as of July 1, 1985.

Field Representative John Deyo commented that both sides had to compromise to reach a settlement, "but in the end, we have a fair and equitable contract," he said.

Deyo praised the "strong" negotiating team for their "diligence and the many long hours spent in negotiations."

Members of the team included Unit President Harry Squires, Dutchess Educational Local President Hugh Crapser, Reginald Levy, George Weidler and Helen Fisher.

## SATELLITE OFFICES

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Suite 218, Executive Office Bldg.  
Binghamton Plaza  
33 W. State Street  
Binghamton, NY 13901  
607-772-1750

### CANTON SATELLITE OFFICE

P.O. Box 488  
Canton, NY 13617  
315-386-8131 or 8132

### MAYVILLE SATELLITE OFFICE

P.O. Box 225  
Mayville, NY 14757  
716-753-5290

### PLATTSBURGH SATELLITE OFFICE

Broad Street Professional Bldg.  
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Plattsburgh, NY 12901  
518-563-0761

### ROCHESTER SATELLITE OFFICE

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3699 W. Henrietta Road  
Rochester, NY 14623  
716-334-7140

### UTICA SATELLITE OFFICE

289 Genesee Street  
Utica, NY 13501  
315-735-9272

### WESTCHESTER SATELLITE OFFICE

222 Mamaroneck Avenue  
White Plains, NY 10601  
914-946-6905 or 6906



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## Talbot earns promotion; Lewis County members say 'Thanks, Fred'

LOWVILLE — Fred Tabolt is someone special to his fellow CSEA members and friends in Lewis County, so they let him know it recently when they honored the longtime union leader with a testimonial dinner here.

Tabolt recently was promoted to a supervisory position in the Lewis County Highway Department from his former position of foreman in the department. A veteran of more than 20 years with the department, Tabolt had served as Lewis County CSEA Local 825 president for 11 years.

CSEA Central Region President Jim Moore was among the union officials on hand to congratulate Tabolt on his promotion and thank him for his years of service to the union, the employees and the residents of the county. Current Local 825 President James Freeman presented Tabolt with several gifts.

Tabolt's years of service to the county and to the union were also acknowledged in commendatory letters from the Lewis County Board of Legislators and from CSEA officials.



FRED TABOLT, right, past president of Lewis County Local 825, receives congratulations from Region V President Jim Moore at a recent testimonial dinner honoring the former CSEA officer.

## Weatuck school employees still holding firm after year without a contract; reject report

AMENIA — CSEA members in the Weatuck School District in CSEA Southern Region III have rejected a fact finder's recommendation that they pay for 15 percent of their health insurance premiums. District officials had originally asked for a 50 percent contribution.

According to CSEA Collective Bargaining Specialist Joseph O'Connor, the approximately 70 clerical, cafeteria, custodial and transportation employees have been without a contract since June 30, 1983.

O'Connor noted that the employees are among the lowest paid in the state, many below poverty level, most earning less than \$9,000 per year.

A number of issues have contributed to the long impasse in negotiations. O'Connor said that while there was agreement on a first year salary increase,

there has been no settlement for the second year of the two year contract. The fact finder recommended a 7 percent wage hike.

Another bone of contention is the fee paid to bus drivers who transport students to special activities. O'Connor said that the contract provides for a fee lower than the normal rate of pay.

School board members have also rejected a union request for agency shop, a subject which was not addressed by the fact finder.

Unit President Ken Stevens complained that school board members treat the employees "like second class citizens." Stevens emphasized that salaries paid to employees are not enough to "pay our own bills, let alone our health insurance." Stevens added that the workers do not receive any other medical or dental benefits.

## FSA workers reminded about unemployment claims filing

ALBANY — Unemployment insurance claims should be filed by Faculty Student Association (FSA) employees out of work during the summer recess.

CSEA has been lobbying to maintain the

benefits for FSA employees and it appears that the Labor Department will do so.

If claims are not granted by local offices, applicants should immediately file appeals for hearings before administrative law judges.

**LEAP**  
LOCAL 1000, AFSCME, AFL-CIO  
**CSEA**  
Labor Education Action Program

**(518) 434-8151**

Hundreds of course offerings have been announced for the fall semester of the CSEA Labor Education Action Program (LEAP). Announcements and application forms are available through state agency training offices or from CSEA local presidents now. Applications must be received at the CSEA/LEAP office not later than July 18. The courses are available to CSEA-represented employees in the Administrative Services, Operational Services and Institutional Services state bargaining units only. For additional information, call the LEAP office at (518) 434-8151.



## NEW SUPPORT LINED UP

# Fishing group backs CSEA in battle of barge canal

By Charles McGeary  
CSEA Communication Associate

ILION — CSEA Local 502 President Frank Zammiello went "fishing" here recently and reported a record "catch" of more than 30,000 B.A.S.S.

Before someone calls a game warden to arrest the hard-working Zammiello for being overzealous and over the legal limit for fish, it should be made clear that the 30,000 B.A.S.S. represent members of the Bass Anglers Sportsmen's Society throughout New York state. Officials of this fast-growing fishing organization — part of a na-



**PETITION SIGNED** — Arthur Dunkel, left, president of the Mohawk Valley Bass Association, took some time at the recent Bass Day held at the Ilion Marina to sign a CSEA "Save The Canal" petition. Looking on were, center, Frank Zammiello of Utica, president of CSEA Barge Canal Local 502, and Bill Alexander, vice president of New York State Bass Federation. (Photo courtesy of Herkimer Evening Telegram)

tionwide group that numbers in the millions — recently pledged its full support to the CSEA campaign to restore and properly maintain the New York State Barge Canal System.

In his travels throughout Central New York to encourage improved canal maintenance and additional manpower, Zammiello contacted officers and members of B.A.S.S. to explain the present condition of this historic waterway and ask for help.

The response was as fast and strong as a hungry largemouth bass hitting a lure. B.A.S.S. members throughout the state are signing CSEA "Save The Canal" petitions in record numbers, and asking others to do the same.

"I can't distribute petitions and barge canal bumper stickers fast enough," Zammiello said. "These B.A.S.S. people are unbelievable. Their cooperation and enthusiasm for our campaign has been fantastic," he added.

I  NY's BARGE CANAL

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO

THIS BUMPER STICKER is part of CSEA's "Save Our Canal" campaign.

## Region V conference to feature resource fair

SYRACUSE — As many as 28 services available to CSEA members from within the union and outside providers will be featured when delegates from the 20-county area of Central Region V gather for the Thomas H. McDonough Summer Conference June 29-July 1 at the Holiday Inn-Downtown, Elmira.

The conference will get underway with an executive board meeting at 8 p.m. Friday. The Resource Fair is slated for Saturday from 9 a.m. to noon.

Among those invited to participate with informational tables are: CSEA School District Affairs, Education and Training, Treasurers Training, CWEP, EAP, OSHA, AFSCME, Employee Benefit Fund, Communications, Research, Political Action, CSEA Legal Department, Field Services, PEOPLE and a number of insurance and other private providers.

Region V President Jim Moore said the Resource Fair will repeat a very successful program held last June in Lake Placid.

"The concept of providing a wide variety of information, literature and helpful aids to members at one time and location is both practical and convenient," Moore said.

"Region V officers and other delegates will have an opportunity to get answers to their questions from the director or ranking official of the program of service," he added.

The three-day conference, named in honor of the late CSEA Executive Vice President Tom McDonough, will conclude with a banquet Saturday evening.

## New health insurance premiums go into effect

Effective July 1, 1984, the health insurance premiums for CSEA-represented state employees selecting GHI family coverage will cost \$1.05 bi-weekly. Individual GHI premiums remain at zero.

Other health insurance premiums changes effective July 1 include a bi-weekly increase of 3 cents for individual coverage under the Statewide Plan and a bi-weekly decrease of 2 cents in Statewide Plan family coverage for

employees in the state Operational, Institutional and Administrative Services units.

Under the Statewide Plan, individual premiums will increase from \$2.95 to \$2.98 bi-weekly, while family premiums will drop from \$12.25 to \$12.23 bi-weekly.

Employee payroll deductions will be changed automatically according to the following schedule:

Administrative payroll: June 27, 1984  
Institutional payroll: July 5, 1984

## Maternity leave ruling

ALBANY — Pregnant women can't be forced to take maternity leave as long as they remain able to perform their jobs, according to a new anti-discrimination law which went into effect recently in New York state. Employers who violate the law will be subject to a maximum penalty of one year in jail and a \$500 fine.

The new measure reads, "because such employees in increasing numbers hold jobs of considerable responsibility and their income is essential to the well-being of their families, no one should be compelled to take a leave of absence for reasons of pregnancy unless it is clear that she can no longer perform the job in a reasonable manner."



# CSEAP

CLERICAL & SECRETARIAL EMPLOYEE  
ADVANCEMENT PROGRAM

## Track record of employee promotion program perused



*'Reviewing the successes and failures of CSEAP and determining new approaches and directions for the future.'*

**LAKE GEORGE** — The Clerical and Secretarial Employee Advancement Program (CSEAP) was the subject of re-evaluation at a three-day conference held recently in this Adirondack town.

Like previous CSEAP conferences held here, this one focused on the program's progress and strategies for success in the future. The CSEA-sponsored meeting was attended by representatives of the union as well as the Governor's Office of Employee Relations and the Employee Advancement Section of the state Department of Civil Service.

"The purpose of the seminar was to review CSEAP in terms of its success and failures over the last four-and-a-half years of its existence and to determine new approaches and directions for the future," said Collective Bargaining Specialist Jack Conoby, who negotiated and monitors CSEAP for the union.

The conference concentrated specifically on CSEAP's six "concepts," which are training and advancement programs designed for the state's Administrative Services Bargaining Unit.

"We looked at new directions to take with continued emphasis on communication with the membership and continued concern with programming for entry-level employees," said Conoby.

He said increased technology in the workplace was also a major concern of participants in the conference.

"We talked about the new Information Processing Training Center in Albany and began to look at the possibility of making that type of word processing and computer program available at other sites in the state," Conoby said.

Participants also indicated a desire to make CSEAP's Transition Training programs available in more locations.

In addition to workers in clerical and secretarial jobs, CSEAP assists others in paraprofessional and professional careers such as budgeting, investment and administration. According to a study released by CSEA in the spring, the joint labor/management program has helped more than 1,900 ASU workers attain promotions since it began in 1979.

**CSEA REPRESENTATIVES** on the CSEAP statewide labor/management committee listen to presentation at recent conference. Pictured, from lower left, are: Elliot Bernstein, State Insurance Fund, New York City; Jack Conoby, collective bargaining specialist; Dody D'Alberto, Department of Tax and Finance, Albany; and Sarah Jackson, Letchworth Village Developmental Center.



**COLLECTIVE BARGAINING** Specialist Jack Conoby gets involved in an informal discussion at the CSEAP conference. Conoby, who monitors the advancement program for CSEA, served as facilitator for part of the meeting. At right is Dody D'Alberto.



**COMMITTEE MEMBERS** spent much of the conference examining successes and failures of CSEAP's "concepts" or training programs. Here, listening to a review of Concept I, are Betty Holt, SUNY Stony Brook, left, and Claire McGrath, Department of Education, OVR, Syracuse.

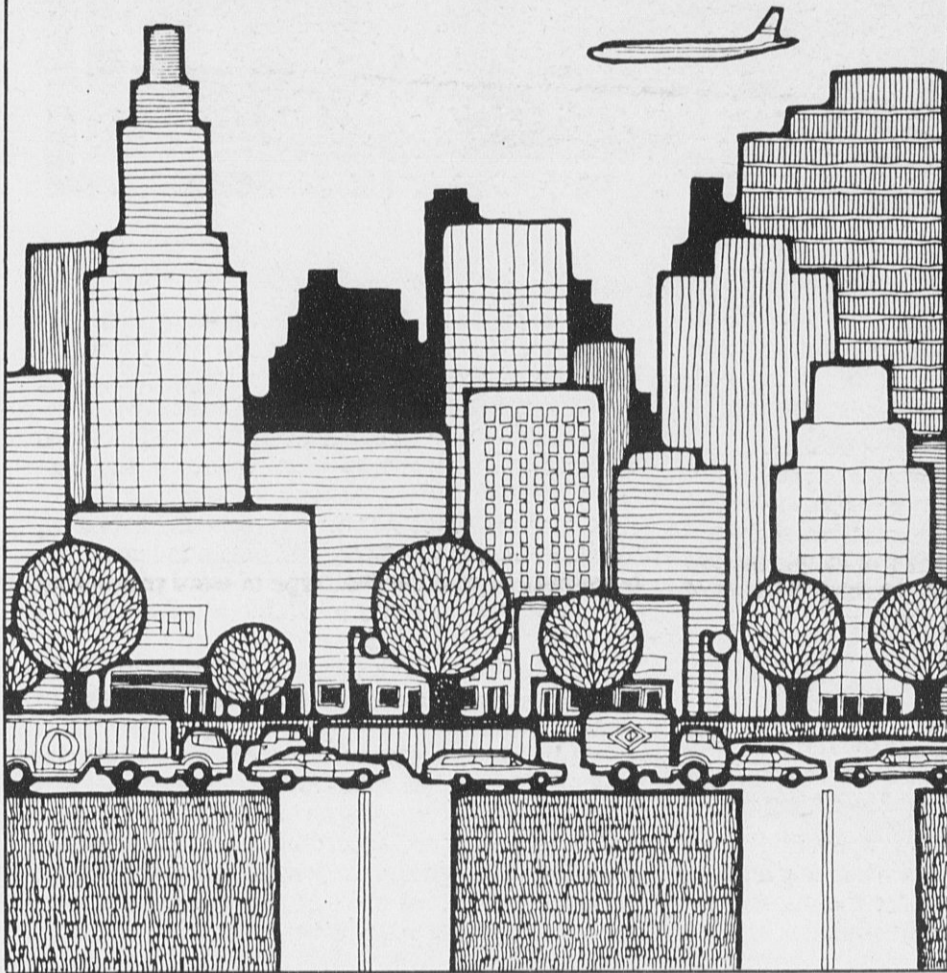


## 1984 CONVENTION • JUNE 17-22 SAN FRANCISCO, CALIFORNIA

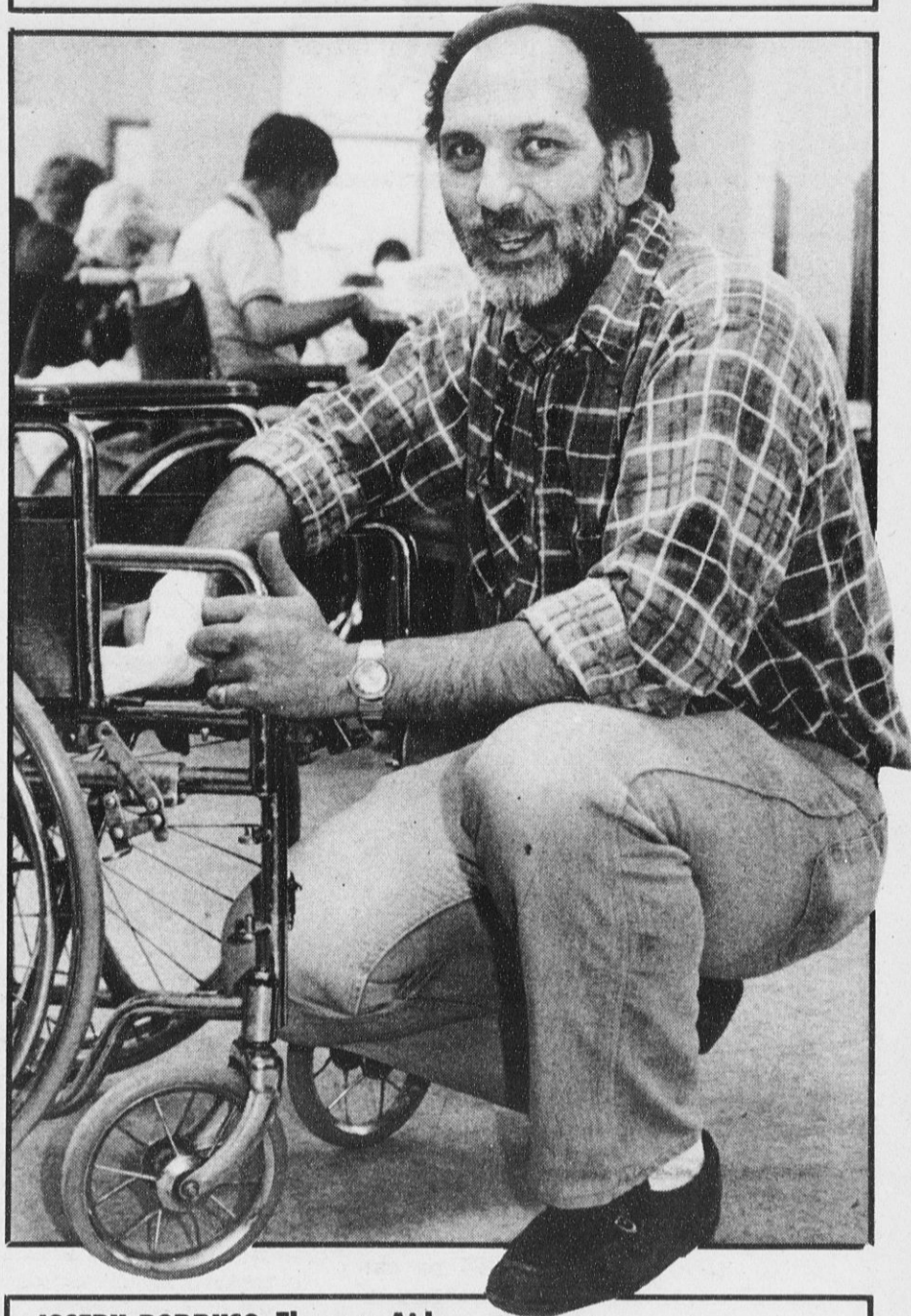
As this issue of The Public Sector went to press, a CSEA delegation of 217 member-elected representatives were preparing to fly to San Francisco, Calif. to attend the 1984 AFSCME International Convention, scheduled for June 17-22.

The CSEA delegation will be the largest single block of delegates at the convention. CSEA, which is Local 1000 of AFSCME, is the largest single local in the international. Among the 217 CSEA delegates will be CSEA statewide President William L. McGowan and CSEA statewide Executive Vice President Joseph E. McDermott, both of whom are also AFSCME International vice presidents. Statewide Secretary Irene Carr and statewide Treasurer Barbara Fauser are also elected delegates, as are the six regional presidents of CSEA. Each region elected delegates based on a membership strength formula in accordance with the AFSCME and CSEA constitutions.

The AFSCME Convention is held every other year to consider and formulate policy matters.



## CSEA works for us!



**JOSEPH BORRUSO** Therapy Aide  
Rome Developmental Center CSEA Local 422

**'For me, CSEA provided protection of my rights under Article 33.2 of the state Institutional contract. The union negotiated the language in that agreement and that meant legal aid when I needed it. You bet CSEA works for us!'**

# Awarding of increment equivalents could lead to pay gains for other court workers

Three employees of the state's Unified Court System recently received increment equivalents in an arbitrator's decision that could set a precedent resulting in pay increases for other court workers.

The ruling comes as a result of grievances initiated by CSEA.

In the decision, Arbitrator Rodney Dennis ruled that the state violated a section of its contract by failing to pay increases in October 1982 to Thomas Jefferson, a court reporter for the state Court of Claims, Harold Etkind and Edwin Kirby, both senior appellate court clerks in New York City.

CSEA held that the three grievants should have been granted an amount equivalent to an increment of the grade of their positions. Under section 7.6 of the state contract, an employee earning less than another with the same title in the same negotiating unit is entitled to an increment up to the maximum salary in that title.

"The contract clearly states that if someone else with the same title is making more than you, you can get an increment up to the salary of the

highest paid person," said CSEA Attorney Michael Smith.

However, the Office of Court Administration (OCA) held that the grievants were not entitled to increments because their titles were not earmarked in the contract as the employees that received maximum pay.

"OCA gave different grade levels to persons within the same title by designating them with asterisks in the contract. They said that by doing so they meant to create different circumstances," said Jefferson, president of CSEA Judiciary Local 694.

"We argued that the contract was not negotiated in that fashion. We pointed out that it's stated very emphatically in the contract that employees in the same title are entitled to an increment equivalent of the title up to the highest salary," he said, "and the arbitrator agreed."

In his decision, Dennis said that he was persuaded by the union's contention that "earmarkings

associated with a line item are there because the incumbent in the position owned certain rights and privileges prior to the classification plan" and did not make the incumbent "any less or more a Senior Appellate Court Clerk."

According to Smith, this decision could have far-reaching implications for employees in other titles in the Unified Court System.

"The issue has now been resolved that having the same title means just that, whether it's earmarked or not," said Smith. "This can be applied to other cases involving other titles in the court system and I believe it's going to cost them some money in salary increases."

A similar case involving a court reporter in Suffolk County is currently pending. Jefferson advises court employees to examine sections 7.6 and 7.13 of their contract and, if they believe they are eligible for increments, to call their local presidents to file a grievance.



# Out-of-title pay for three in Rockland

NEW CITY — Three employees of Rockland County have recently received checks to compensate for out-of-title work they had been required to perform. All three had successfully grieved their extra work requirements with CSEA Legal Assistance Program assistance.

Eileen Slain, an employee of the Rockland County Department of Motor Vehicles, was working as a cashier, grade 5, when she was asked to work in a supervisory capacity. Although she was assured that she would be promoted to a supervisory grade, she never was.

Slain was later upheld in her grievance, in which she claimed that she performed the duties of a supervisor, grade 11, and an assistant motor

vehicles supervisor, grade 17, without being properly compensated. As a result, Slain received a settlement of \$1,950.30.

Diane Westervelt and Ron Bolson were also upheld in their grievances in which they claimed that they performed the work of an investigator II while being graded and paid as investigator I during a four-year period. Both were awarded \$1,046.50 as a result of their grievance.

"I'm pleased to see that these cases finally came to fruition," said Rockland County Unit President Florence Kimmel. Her unit is part of Rockland County CSEA Local 844. "Our attorneys are doing an excellent job in bringing these grievances to satisfying conclusions. This should encourage employees to use the grievance procedure."

## CSEA STAFF OPENINGS

### Safety, health specialist spot open in Reg. IV

ALBANY — CSEA is seeking candidates for the position of occupational safety and health specialist assigned to the Region IV office in Albany.

Duties include investigating violations of safety and health standards, preparing follow-up reports, advising union members of their rights under such legislation as the public sector OSHA Law and the Right-to-Know Act, and preparing and conducting safety educational programs.

Minimum qualifications include three years experience involving work of an investigatory or inspection nature, or developing and participating in group training programs, or direct public contact work and/or knowledge of safety and health standards; or bachelor's degree in a related field from an accredited college or university; or a combination of education and experience.

Candidates must also possess a valid driver's license.

Resumes should be submitted by June 25 to: Personnel Director, CSEA, 33 Elk St., Albany, N.Y. 12224. An equal opportunity employer.



AN EMPLOYEE ASSISTANCE PROGRAM agreement was signed recently for employees at the Maritime College. Seated, from left, are CSEA Local 010 President Rose Feuerman Sutro, AFSCME District Council 82 representative Steve Hunter and United University Professionals representative Antonio del Toro. Standing, from left, are Maritime College Admiral Miller, CSEA representative Marguerite O'Brien, EAP Chairman Dr. Michael Haines, James Hughes of AFSCME District Council 82, and college professor Dee Fitch.

## THESE COUPLES MAKE UNIONISM FAMILY AFFAIR

There are several instances within CSEA where husband and wife, or two or more members of the same family, are strong union activists. The two photos below are examples of a couple of such instances. In the photo at left, Marge Trax, and her husband, Fred Trax, second from right, receive congratulations from CSEA Employee Assistance Program (EAP) Director Jim

Murphy, left, and CSEA Region VI President Robert L. Lattimer. Marge and Fred are both EAP coordinators, Marge at Craig Developmental Center and Fred at the Department of Transportation in Hornell.

The husband and wife team in photo below hold important elected positions in Cattaraugus County CSEA Local 805. Tim Anderson is president of the local, and his wife, Karen, is treasurer of the local. Tim and Karen were photographed recently while attending a CSEA Region VI conference. The Public Sector encourages anyone with information on other such family involvement within the union to contact the publication.







*Irving Flaumenbaum Memorial*  
**LOCAL  
 GOVERNMENT**  
*Workshop*

DISCUSSING REPRESENTATION at the Board of Directors level are members of the CSEA Methods and Procedures Committee. Standing is Chairman John Aloisio. Seated, left to right, are Dann Wood, Grace Steffen-Boyer, John Lowery and Shirley Mehl.

## From budgets to benefits, workshop covers crucial issues

AMHERST — Some 300 CSEA activists from political subdivision locals and units throughout the state gathered at the Buffalo Marriott Hotel here recently for the annual Irving Flaumenbaum Memorial Local Government Workshop.

The three-day event included presentations on everything from budget analysis and government jobs programs to day care and internal organizing, while several CSEA departments and other groups were represented at a variety of information tables.

The first day of workshops included a session on representation at the statewide Board of Directors level. William Blom, director of CSEA's Research Department and coordinator of the standing Methods and Procedures Committee, provided an overview of the board structure and the series of changes it has seen since the early 1970s.

The committee is currently gathering input and information on political subdivision representation, and distributed an opinion survey to those gathered at the workshop. Committee chairman John Aloisio and member Dann Wood joined Blom in detailing one of the proposals on restructuring the board.

Employment programs such as the Job Training Partnership Act and Workfare were described to members by Associate Research Director Bruce Wyngaard during a session on federal/state jobs programs. Mary Rich, who chairs the union's standing Federal and State Employment Training Programs Committee, discussed the impact these programs could have on public jobs.

At a workshop on utilizing CSEA's resources, union Education and Training Specialist Peg Wilson detailed the many services available to members.

The second day of activities included a seminar on safety and health in local government contracts. CSEA Safety and Health Specialist John Bieger outlined the Public Employee Safety and Health (PESH) and Right to Know laws, and advised members on setting up safety committees and the necessary contract language to develop in negotiations.

Several speakers were on hand for the workshop on comparable worth (see story, page 11), while the combined resources of CSEA and AFSCME were put together during the session called "Analyzing Budgets: Looking for Your Fair Share." Kathy Albowitz, CSEA budget examiner, and Alice Grindstaff, AFSCME labor economist, outlined what budget analyses can and cannot do.

Anne Bryant, CSEA education and training specialist, teamed up with Shirley Reeder, AFSCME's New York state education coordinator, for a workshop entitled "Building Membership: Strength in Unity."

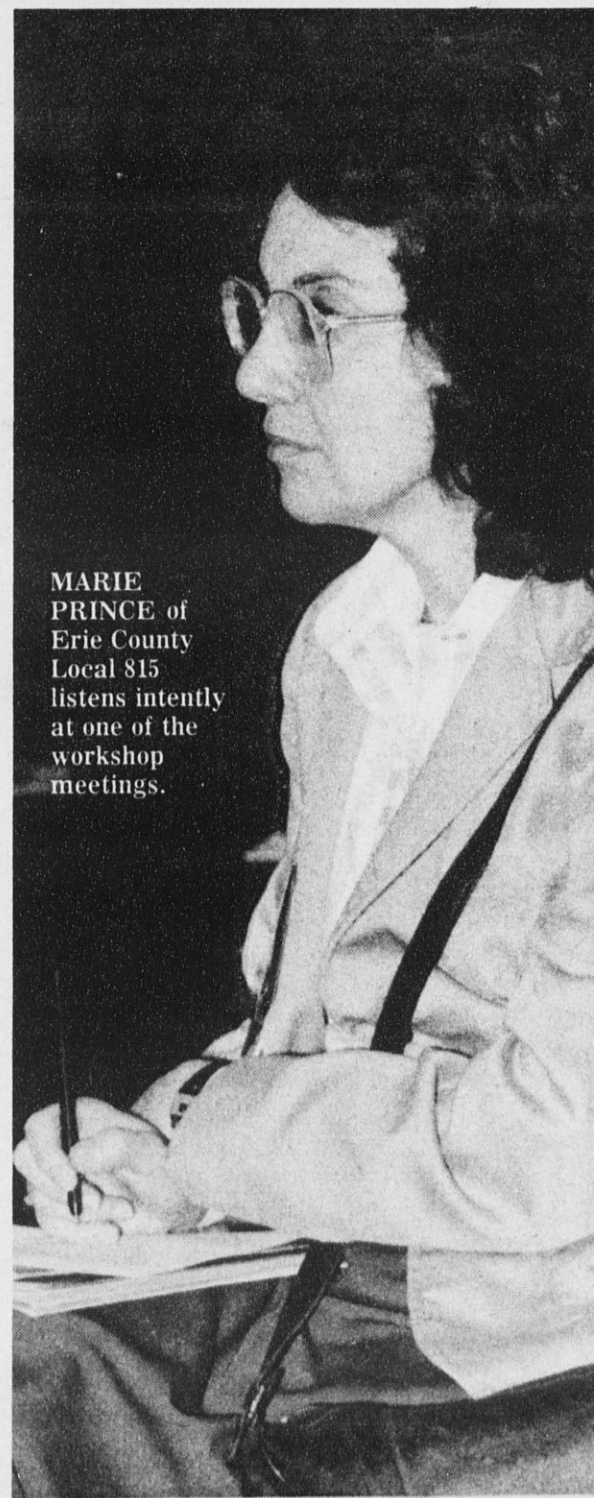
Using a series of group exercises and other activities, they explored ways in which to get involved, using the basic principles of motivation, team spirit and control. These same principles can be used to enhance union membership, they noted.

A final slate of workshops covered trends in local government negotiations (see story, page 10), day care (see story, page 12), EAP, EBF programs and workers' compensation.

At the local government delegates meeting which wrapped up the weekend, CSEA County Executive Committee Chairwoman Mary Sullivan spoke on comparable worth, attempts to get a statewide DPW committee organized, and the impact of jobs training programs. She also advocated using the term "local government" in lieu of "county" in CSEA constitutions and other documents.

CSEA Attorney and Chief Lobbyist James Featherstonhaugh provided a legislative update, noting that the union's campaign to push a proposed bill through the state Legislature for early retirement for local government employees is the cornerstone of CSEA's 1984 legislative program (see story on lobbying day, pages 16 and 17). He voiced optimism that such a bill would be achieved this year.

Sheila Brogan, chairwoman of the statewide PEOPLE Committee, the political action arm of AFSCME, reported to the delegates that the most money ever raised by local governments for PEOPLE was raised at the weekend workshop.



MARIE PRINCE of Erie County Local 815 listens intently at one of the workshop meetings.



# Tracking trends in local gov't negotiations

AMHERST — AFSCME Labor Economist Alice Grindstaff and CSEA Collective Bargaining Specialist Danny Jinks teamed up to give the national and statewide perspectives on local government negotiations at a recent session at the Local Government Workshop held here the weekend of June 2-4.

Grindstaff noted that census data shows average monthly earnings in October 1982 for fulltime local government workers increased 8.6 percent from the previous year. But she noted that the data includes all local government workers, including supervisory and managerial, and cautioned that the figures are often misrepresented by the press.

Public sector settlements are currently higher than private sector settlements mainly because private sector statistics are heavily influenced by concessionary agreements in such industries as steel, transportation and construction. Also, 60 percent of those contracts provide cost-of-living adjustments, which means wages are actually higher than reported.

Grindstaff concludes that comparisons between public versus private sectors should be avoided because "they just aren't comparable."

Another trend is for local governments to hire outside negotiators. Meanwhile, financial difficulties facing governments have resulted in negotiators developing new and creative approaches to negotiations.

For instance, some bargainers have dealt with economic uncertainties by contract reopeners permitting increased wages if the economy improves. Others have put special emphasis on non-wage items such as better benefits and improved contract language. If layoffs are a threat, job security and prohibitions on contracting out become a priority.

One trend readily acknowledged is the rising cost of health insurance, and according to Jinks, "the battleground is being set up." Unions, he says, will have to fight back. The same holds true for attacks on seniority, and alternative disciplinary procedures are another direction. There is movement to replace employer-appointed hearing officers with impartial third-party hearing officers.

Finally, wage settlements are being framed within economic forecasts that project continued growth through 1985 with a slow-down accompanied by rising inflation in 1985.

— By Stanley Hornak, CSEA Communications Associate



**SUPPORTING PEOPLE** — Jim Kurtz, president of Chautauqua County Local 807, and Mary Sullivan, of CSEA County Executive Committee, stop to talk with Sheila Brogan, Region VI secretary and chairwoman of the PEOPLE — the political action arm of AFSCME — by local governments was at the recent Buffalo-area workshop.



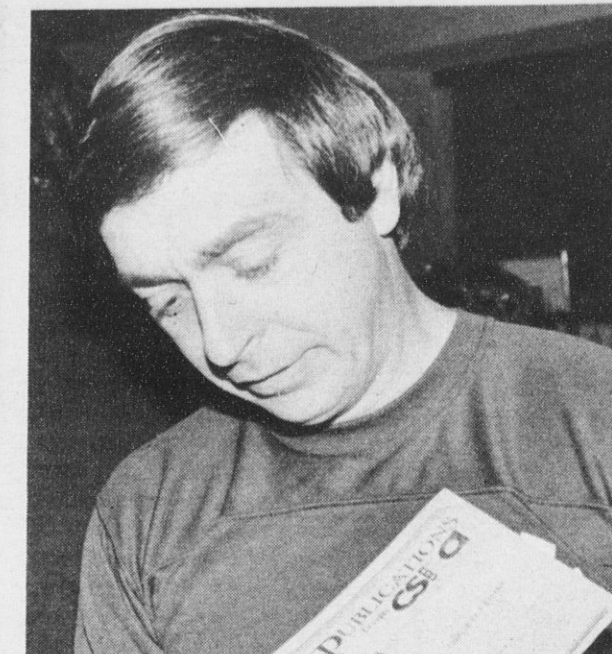
**JUDY NAIOTI OF Oswego County Local 838 spends a few moments with Tom Elhage, president of the Mexico Central School Unit of Local 838.**



**REGION VI PRESIDENT Robert Lattimer, left, Executive Vice President Joseph McDermott, center, and Sam Magavero, former chairman of the CSEA County Executive Committee, meet during a break in workshop activities.**

## Irving Flaumenbaum Memorial

# LOCAL GOVERNMENT Workshop



**SKIP SHELTON OF Nassau County Local 830 peruses some material at Communications Department information table.**



**LYNN GARCIA of Columbia County Local 811 is pictured at a workshop meeting on comparable worth.**

# COMPARABLE WORTH: DEBUNKING THE MYTHS

AMHERST — The wage gap between men and women is one of the oldest and most persistent symptoms of sexual inequality in this country. And the myths surrounding this wage gap are just as old and persistent.

"There are a lot of myths out there about why women make less than men," said Peg Wilson, CSEA education and training specialist and coordinator of the panel discussion called "What's Happening with Comparable Worth?" at the recent Local Government Workshop.

"It's a complicated issue, and we want to draw attention to these myths so we can learn to anticipate them and refute them," said Wilson.

Among the panel members were Marilyn DePoy, AFSCME coordinator for women's rights, who painted the national picture of legislative and executive initiatives for comparable worth.

"There's a lot of legislation on comp worth that's not very good, but at least there's an awareness of the issue," said DePoy, who detailed landmark legislation in the states of Washington and Minnesota.

Lois Haignere, a research associate with the Center for Women in Government (CWG) in Albany, said, "There's a ball rolling. We do have a momentum of social change taking place. The exciting thing is that every time we negotiate comparable worth, it becomes easier the next time."

Haignere is assistant director of CWG's comparable worth study, which was launched this spring under CSEA/New York state collective bargaining agreements in an attempt to detail whether New York state job titles filled primarily by women and minorities are undervalued.

Countering comparable worth opponents who argue that pay equity practices are too costly, Haignere said that in instances where there have been voluntary comparable worth adjustments in the public sector, the cost has ranged around 4 or 5 percent of the existing payroll.

"So we are learning it is very affordable," she said. "Jurisdictions have adjusted wages and they certainly haven't gone bankrupt by doing so. And adjustments can also be eased in over a period of years,

### Separating fact from fiction

Here are some common myths about comparable worth, followed by the facts, as discussed at the recent Local Government Workshop:

**MYTH:** The concept of comparable worth, or pay equity, means a woman should be paid the same salary as a man when she performs the same job.

**FACT:** Comparable worth means jobs should be evaluated in terms of the skills they require and the effort and responsibilities they involve, and jobs of comparable worth should be compensated equally.

**MYTH:** Most women work for extra cash for luxuries.

**FACT:** Most women must work out of economic necessity. Sixty-four percent of all working women are single, widowed, divorced or separated, and have husbands whose incomes are less than \$10,000 a year.

**MYTH:** The reason working women are paid less is because they have less education than men.

**FACT:** Working women have an average of 12.5 years of education — the same as working men.

**MYTH:** The situation of employed women has improved dramatically, with legislation such as the Equal Pay Act and Title VII of the Civil Rights Act eliminating wage discrimination based on sex.

**FACT:** Women who work fulltime, year-round are paid only about 60 percent of what the average, full-time working man is paid.

She also disregarded the notion that comparable worth is a white, middle class woman's issue, a notion which is used as a divide-and-conquer tactic, she said.

Although comparable worth was originally developed as a women's issue, she said, it is also, by definition, a minority issue. "You're talking about food service workers, cleaners, garment workers, institutional caretakers such as mental health therapy aides — which are all disproportionately women's jobs and disproportionately minority jobs," she said. She noted that the New York state study is the first to provide information on the systematic undervaluation of titles held primarily by minorities.

As for the argument that "you can't compare apples and oranges," Haignere counters opponents with the fact that traditional employee classification and compensation systems — such as New York state's, which was established in 1937 and last revised in the 1950s — "compare apples and oranges all the time" by making comparisons among job titles in certain job families.

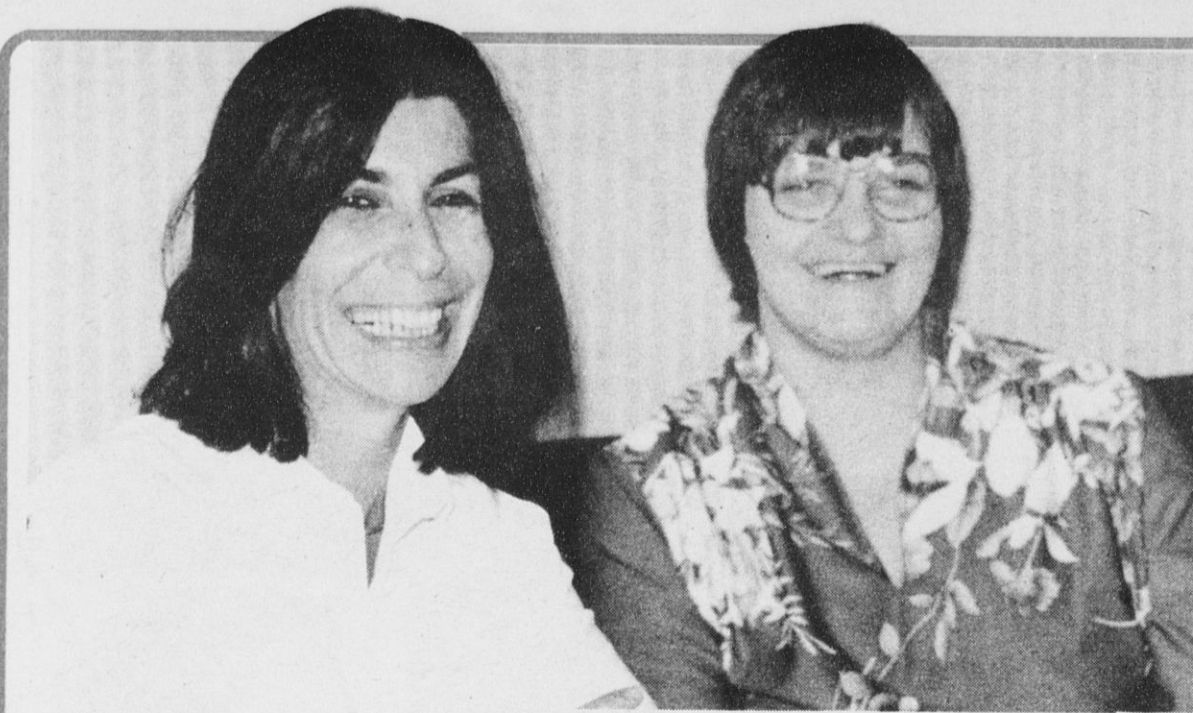
Said Haignere: "Comp worth doesn't literally compare apples and oranges or poets and plumbers, it compares little pieces of those jobs and gives the same amount of points to certain factors such as skill or responsibility. This way you can cut across male and female categories. Jobs done traditionally by women tend to earn between 5 and 20 percent less than male jobs with equal job worth factors."

Panel member Lawrence Scanlon, CSEA coordinator of School District Affairs, summed up the three-hour workshop by reminding members that comparable worth should not be viewed as a women's issue, but as an issue that affects all workers and families. He also emphasized the importance of working toward comparable worth adjustments.

"You have the opportunity to be on the cutting edge of what's going to happen in the next decade," he said, "and it would be a shame to let it slip away."

— by Tina Lincer First Associate Editor





*Irving Flaumenbaum  
Memorial*  
**LOCAL  
GOVERNMENT**  
*Workshop*

PAULA LAMBERT, CSEA Public Policy Specialist, presented the session on day care at the Buffalo-area workshop. Schoharie County member Kathryn Saddleire was moderator.

## Day care: Exploring the possibilities for political subdivisions

AMHERST — While labor-management-sponsored day care centers for state employees are springing up all over the state, that's not the case for local government employees.

The reason, said CSEA Public Policy Specialist Paula Lambert, is that working conditions are very different — the workers are more geographically spread out than their counterparts in state service and space is often much more difficult to secure.

"You really have to be creative about finding space in the counties (and political subdivisions)," said Lambert. "But all these kinds of problems can be solved if you think the county has enough interest in its employees or if you decide you need it."

"The question for counties is how much do you need day care and can you get the space?"

Lambert raised these issues and others at a brainstorming session on day care at the Local Government Workshop at the Buffalo Marriott.

"It's a pretty revolutionary idea, having institutionalized day care, but with working parents today and the age of the three-month maternity leave, it's crucial," she told participants.

CSEA President William L. McGowan has long

advocated on-site day care for the children of members, noting that such programs allow employees to be near their children and eliminate unnecessary absences caused by last-minute problems with baby-sitters.

According to Lambert, "people were getting all kinds of patchwork care and it was adding up (financially). They were also finding it wasn't always quality care."

"And, management realized they could get more productivity and less absenteeism from workers who weren't worried all the time about their children."

Day care centers for employees at major state work locations became a reality in 1981 as the result of an unprecedented CSEA-state agreement that provided up to \$150,000 in seed money.

The money, provided by joint labor-management committees funded under collective bargaining agreements, was used in grants of up to \$10,000 each (that figure was recently raised to \$19,500) to help employee groups incorporate their centers, set up operating procedures, comply with state regulations, hire initial staff and purchase furniture and equipment. The state provided the space for the centers.

To date there are 18 on-site day care centers at

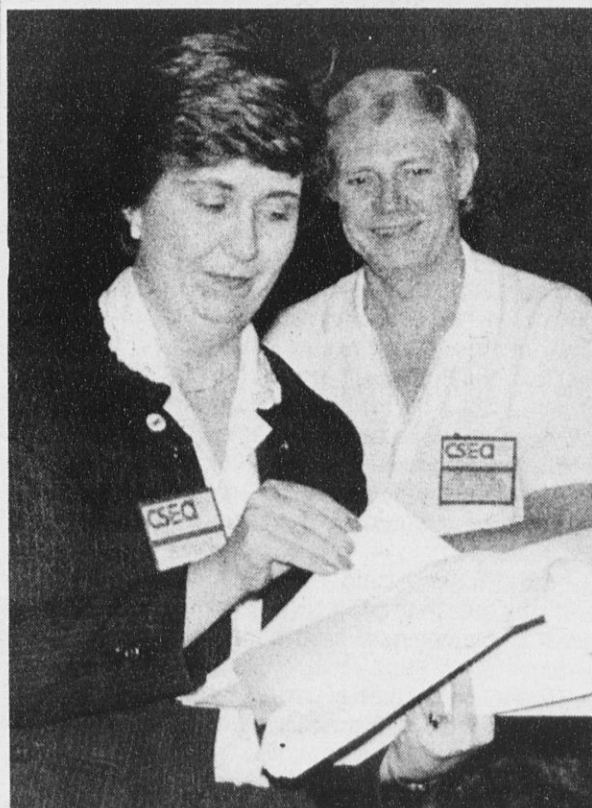
state facilities across New York, with several more slated to open this fall. Many have been at psychiatric and developmental centers, while the pilot program — the Children's Place at the Empire State Plaza in Albany — opened in 1979. The centers vary in size, cost and ages of the children.

Lambert says members who work for local governments can benefit from meeting with employees who have gone through the process of setting up their own day care programs.

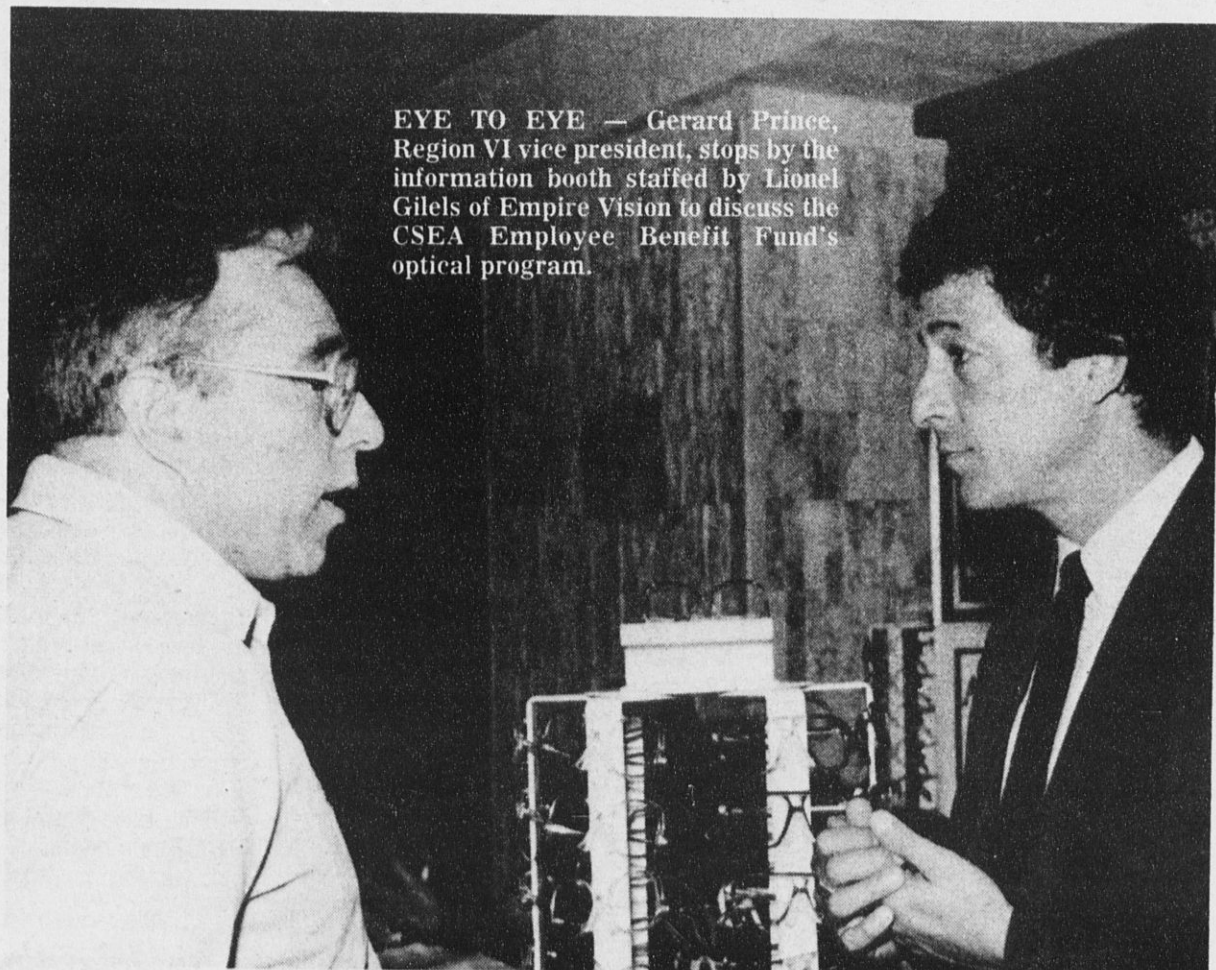
But she is currently concerned about the ability of employees to sustain the existing centers, which range in fees from \$40 to \$75 a week based on a sliding scale and the age of the children.

She says it is vital that existing and future centers explore sources of scholarship money, "since you can't expect people who make \$9,000 a year to be able to put out \$56 a week very easily." She said many centers "have been creative about getting fundraising, and about getting equipment and food donated."

Lambert urged county and political subdivision employees to get together to talk about their day care needs, "and if it were decided that day care was needed, we would develop a committee and go from there. Every county would have to be dealt with separately."

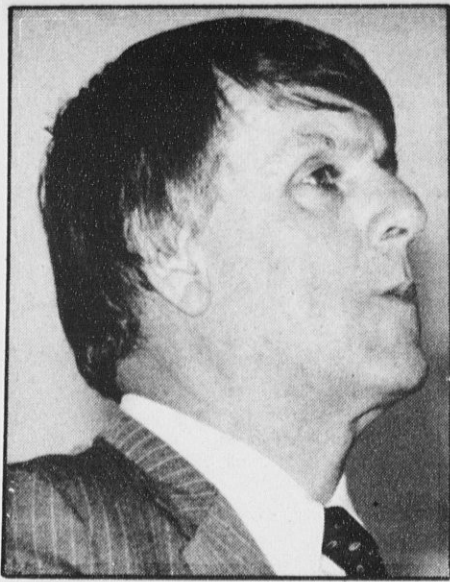


MARY RICH, president of the CSEA standing Federal and State Employment Training Programs Committee, is pictured with Sandy Frost of the city of Beacon unit of Dutchess County Local 814.



EYE TO EYE — Gerard Prince, Region VI vice president, stops by the information booth staffed by Lionel Gilels of Empire Vision to discuss the CSEA Employee Benefit Fund's optical program.





REGION VI PRESIDENT Robert Lattimer pondered responses to concerns about proposed move of Roswell's inpatient services.

# MOVING?



STATE HEALTH COMMISSIONER David Axelrod appeared perplexed as he fielded questions by CSEA members at recent meeting.

## CSEA views proposed move at Roswell Institute with caution

### ? QUESTIONS ABOUT JOB LOSS, PATIENT CARE REMAIN UNANSWERED AS MEMBERS AWAIT FEASIBILITY STUDY

By Ron Wofford  
CSEA Communications Associate

BUFFALO — A state Health Department proposal to place inpatient services of the Roswell Park Memorial Institute into a newly-constructed wing of nearby Buffalo General Hospital will be fought by CSEA if it means the loss of any jobs or a drop in the quality of patient care.

A feasibility study will be carefully examined before any CSEA support is extended, said Region VI President Robert L. Lattimer.

The world-famous cancer research and treatment facility employs more than 1,500 CSEA members in Locals 303 and 315.

State Health Commissioner David Axelrod has said there would be no net job loss, "although some of the new jobs created by the move would not necessarily require the same skills of those that might be eliminated."

Reportedly, 35 dietary jobs may be unneeded if the move is carried out as planned, but more than 100 new jobs would be created. If the displaced dietary workers can't or won't fill the new jobs, positions at other state institutions in the Buffalo area would be found for them in their specialty, according to a Health Department spokesman.

But more than 500 CSEA members, fueled by rampant rumors and skepticism, turned out to grill the Health Department commissioner in an informational meeting.

The RPMI administration has already announced its opposition to the

move, and CSEA members did not mince words in their questions to the health commissioner.

"Why is this move being made?" "What about patient care?" and "How will our jobs be affected?" were some of the questions thrown at the commissioner.

But the most important question to those in attendance seemed to be, "Can you guarantee that no jobs will be lost?"

The answer, qualified by the fact that he is an appointee of the governor, was "Yes."

"No matter what the feasibility study says," Axelrod declared, "there will be no jobs lost. There may be some changes of responsibilities, but no jobs will be lost."

Although his answers seemed to indicate otherwise, the commissioner insisted he had not seen the final draft of the feasibility study, and that no decision would be made until he had.

He also said Gov. Mario Cuomo would have the final say in the matter, a statement that brought a rebuke from one of two state legislators in the audience.

Assemblyman Arthur O. Eve, who represents the area in which RPMI sits, said the state legislature was told by Axelrod in an earlier meeting that "we (state legislators) would have no say in the matter. But we are disputing that contention and will study the entire situation."

Eve, deputy speaker of the Assembly, asked to meet again with CSEA members after the final draft of the study is released.

Axelrod said the move is being considered because the wing of BGH presently under construction will contain more hospital bed space than needed. He said the proposed move would allow RPMI to have an up-to-date treatment facility without the enormous financial layout and red tape such a state-sponsored original plan would have cost.

Under the proposal, Roswell would remain a separate entity from the private BGH and the arrangements would be made under a long-term lease agreement of 99 years or more.

Local 303 President Barbara Reese said, "If they can carve in stone the guarantee of no job loss for our members, it may be acceptable because it is a modern facility and patient treatment may be enhanced. But right now there are just so many loose ends."

Region President Lattimer, a member of an official committee that will study the final draft, said the official CSEA position on the move is "unchanged from day one."

"We will review the feasibility study, and any recommendations we make will be based on whether it guarantees our members' jobs, the integrity of RPMI as a separate facility, and the highest quality of patient care. If it does not, we will fight it."

As The Public Sector went to press the final draft was due to be released.

The Buffalo General Hospital wing presently under construction will be completed in 1986 or 1987.



WILL THEIR JOBS BE AFFECTED? Edith Jackson, left, of Roswell Park Memorial Institute 303 and Local 303 President Barbara Reese were among the 500 CSEA members who had many questions about the proposal to move Roswell services to a wing of Buffalo General Hospital.



# Dutchess County workers protest contract impasse

## County's insistence on givebacks a big drawback; employees standing firm

POUGHKEEPSIE — Approximately 150 CSEA employees of Dutchess County demonstrated recently in front of the county office building here to protest an impasse in negotiations with the county.

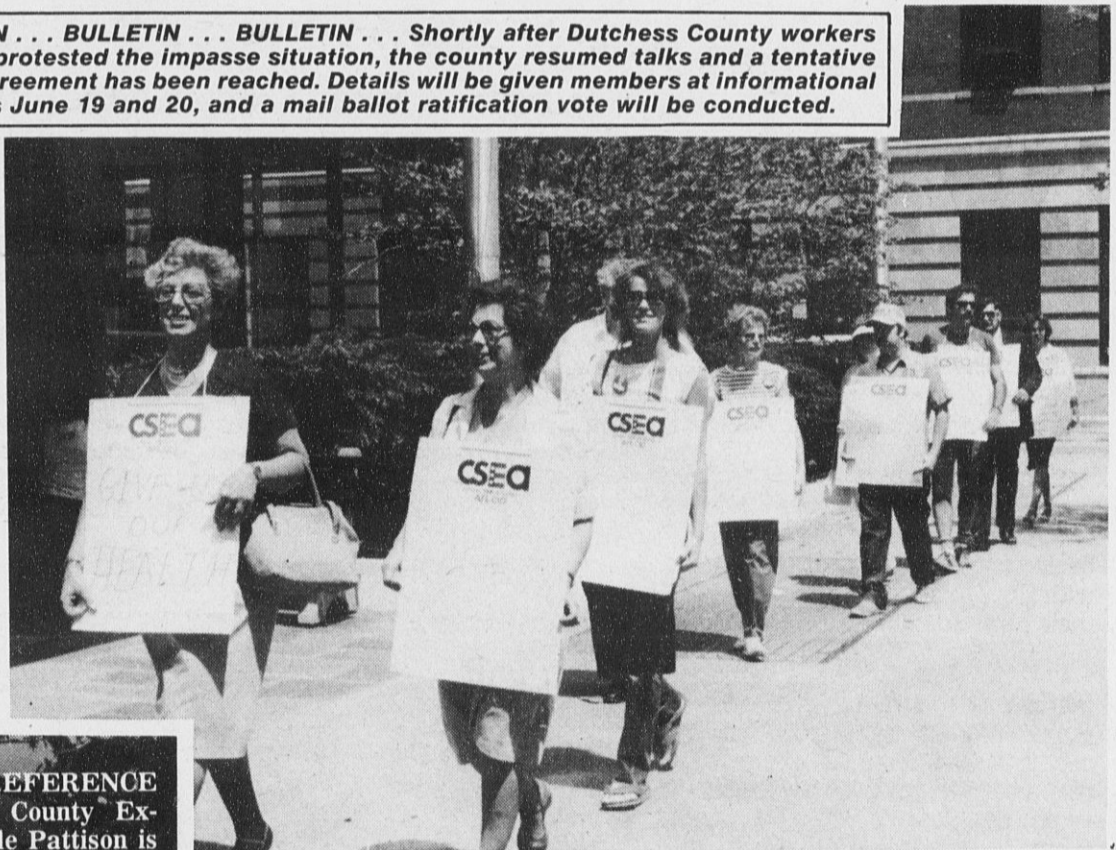
The 1,600 employees in the CSEA bargaining unit have been without a contract since Jan. 1. CSEA Unit President Mary Rich said one major bone of contention has been the county's insistence on givebacks. However, Rich said, employees intend to "hold onto what they have earned throughout past years." Salary, she said, is also a major issue.

Rich said the salary negotiating team requested that a fact finder be assigned in an effort to resolve the dispute.



DUTCHESS COUNTY UNIT PRESIDENT Mary Rich explains to a reporter the circumstances which led county employees to take to the streets of Poughkeepsie in protest over lack of a contract.

**BULLETIN . . . BULLETIN . . . BULLETIN . . .** Shortly after Dutchess County workers publicly protested the impasse situation, the county resumed talks and a tentative 3-year agreement has been reached. Details will be given members at informational meetings June 19 and 20, and a mail ballot ratification vote will be conducted.



A UNIQUE REFERENCE to Dutchess County Executive Lucille Pattison is carried by a demonstrating CSEA member.



DUTCHESS COUNTY LOCAL 814 President Scott Daniels, center, marched on the line and encouraged other CSEA members to do likewise.



# Decision pending on Tier III appeal

...  
Ruling may be issued by July

ALBANY — The state Court of Appeals could issue a decision as soon as early July after hearing arguments from public employee union lawyers this month that the state Legislature acted unconstitutionally when it enacted changes in Tier III of the public employees retirement system last year.

CSEA Chief Counsel James Roemer argued June 5 that allowing the Legislature to change Tier III provisions as they did last year could establish a precedent breeding employee distrust and could lead to further reduction of retirement benefits or even abolishment of the system itself in the future.

In an interview with The Public Sector after appearing before the Court of Appeals, Roemer called the Tier III controversy "a potential time bomb" that goes beyond benefits at issue in the union's appeal.

CSEA's appeal involves two changes in the retirement law that went into effect Sept. 1, 1983. One change in the law bars an estimated 225,000 Tier III members from immediately recouping their share of contributions toward their pensions if they leave government with less than 10 years' service. Prior to the change, they were entitled to collect the money if they quit or were fired before their pensions vested. Now, return of their contributions, which consist of 3 percent of their salaries, is prohibited until age 62 or death.

A second change in the law which CSEA is appealing reduces death benefits for survivors of Tier III members. In this appeal, the union is representing survivors of Albany County employee Robert Taft, who died Sept. 3, 1983. Because of the change, his beneficiaries are only entitled to receive a lump sum death benefit in the amount of \$11,999, approximately \$38,000 less than they would have received if Taft had died a few days earlier.

At the June 5 hearing, a related question about the constitutionality of changing the Tier III pension system was also raised by the Public Employees Federation (PEF). PEF contends that the change violates a constitutional provision that public pension rights may not be reduced.

In his argument, Roemer said that the issue "goes much deeper than the return of contributions."

"The bigger issue is the whole scheme of the state Legislature's having retirement benefits expire every two years. These really aren't just two little benefits we're talking about here, but the potentiality of a huge time bomb," Roemer told The Public Sector.

The Court of Appeals is expected to issue decisions in early July on a number of cases it heard recently. If a ruling on the Tier III appeals is not given then, it probably would come out in September, according to Roemer.

## Region IV members get new Health Plan option

ALBANY — A comprehensive new health care benefit program called "The Health Plan" is now available to CSEA members who live or work in the Capital Region.

The Health Plan is a health maintenance organization which offers enrolled members complete health care coverage. It contracts with physicians who practice out of their own offices.

Participating doctors, hospitals, laboratories and other medical providers work together to deliver cost-effective medical care. The plan not only pays for health care when someone is ill, but also provides services to keep them healthy.

Fully covered routine services include periodic physical exams, immunizations and injections, gynecological visits, and newborn, well-baby and child care.

There are no deductibles and forms to file under The Health Plan. A single prepayment (shared or entirely contributed by the employer) provides coverage for the complete health care needs of employees and their families.

Special informational meetings are now being scheduled to give CSEA members an opportunity to evaluate program coverage and examine health care alternatives.

For meeting times or additional information contact personnel offices or call The Health Plan directly at (518) 482-0214.

## Openings in eight state agencies for apprentice training positions

ALBANY — The New York State/CSEA Joint Apprenticeship Committee has announced 200 openings for apprentice training positions as stationary engineers, electricians and motor equipment mechanics.

Openings are in eight participating state agencies: Mental Health, Mental Retardation and Developmental Disabilities, Corrections, Parks, Recreation and Historic Preservation, Environmental Conservation, Transportation, Office of General Services and State University of New York.

Applicants must be at least 18 years old, possess a high school or equivalency diploma, be physically able to perform the work and have been an employee of a participating agency for at least 30 days. An aptitude test will also be administered by the New York State Job Service.

Applications are available at these locations:

- Joint Apprenticeship Committee, Twin Towers-Suite 2008, 99 Washington Ave., Albany, N.Y. 12210;
- CSEA headquarters, regional and local offices;
- Personnel and affirmative action offices of the eight participating agencies.

During each year of the three-year apprenticeships, trainees will receive 2,000 hours of on-the-job training as well as 200 hours of release-time classroom instruction. They will start at salary grade 6, advance two grades annually and end up as a grade 12.

Women and minorities are encouraged to apply. July 31 is the final day to submit applications.

For additional information, contact the Joint Apprenticeship Committee office at (518) 473-3428.

The committee was established as the result of the 1982-85 contract between CSEA and the Operational Services Unit.

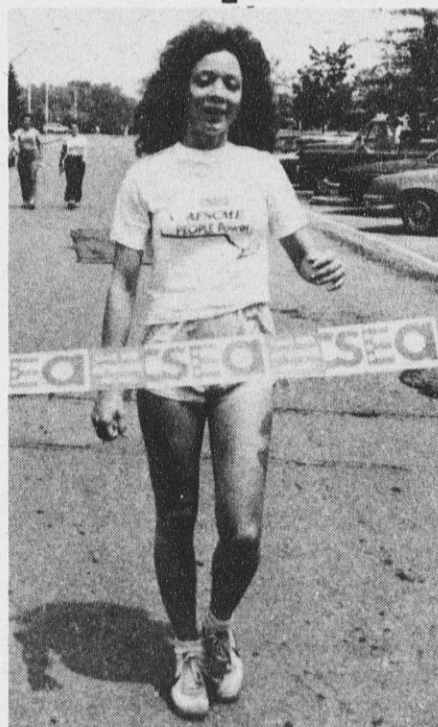
## CSEA locals walk, run for the money to back athletes in Special Olympics

ALBANY — A total of 54 public employees participated in the third annual Runathon/Walkathon for Special Olympics sponsored by the Labor Department and CSEA Local 670.

"This effort attracted support from other CSEA locals on the State Office Building Campus," Jeanne Lyons, local president, noted. "It generated over \$1,000, bringing our total contribution this year to \$3,000 and our seven-year total to more than \$20,000."

The local will receive a special award from the Special Olympics organization soon for its support during the past several years.

"We're all proud of what we, as public employees, can do to help an organization such as Special Olympics," said Lyons.

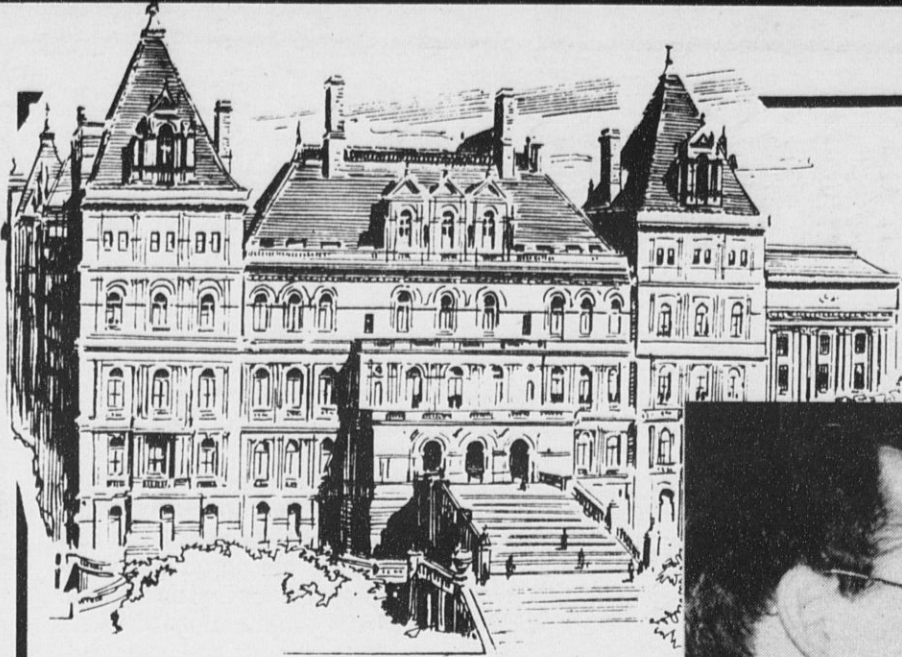


LINDA RODDY, Walkathon winner



PETER GIUNTA, Runathon winner





# The push is on for local government

**JAMES FEATHERSTONHAUGH**, left, CSEA chief lobbyist, meets with **Robert Haggerty**, center, of the Legislative and Political Action Department, and **Tom Haley**, department director, at the start of the recent lobbying day in Albany.



## MEMBERS LOBBY FOR.



**SARAH SIEVERT**, first vice president of SUNY Fredonia Local 607, and **Alexander Hogg**, president of Middletown Psychiatric Center Local 415, prepare for meetings with legislators.



**ASSEMBLY SPEAKER Stanley Fink** discusses proposed bill on optional early retirement for local government employees with **Flora Young** of Brooklyn Developmental Center Local 447 and **Ramon Garcia** of Brooklyn Psychiatric Center Local 402. Fink supported a similar bill introduced by Gov. Mario Cuomo last year, which passed in the Assembly but failed to be introduced in the Senate.



**SENATOR ANTHONY M. MASIELLO** of Buffalo meets with **Barbara Justinger**, left, and **Marijean Nichols**, both of Erie County Local 815.





# early retirement

ALBANY — A proposed bill that would provide an optional early retirement incentive program for employees in local governments, including school districts, has been labeled "our number one priority" by CSEA chief lobbyist James Featherstonhaugh.

And last week nearly 200 CSEA activists from across the state converged on Albany for an intensive day of one-on-one lobbying with state legislators to seek support for the proposal.

The proposal is seen as an important cost-savings device for local governments, public authorities and school districts, many of which are reportedly in deficit-budget situations. The proposal would be similar to a program last year which offered state employees an extra three years of pension credits as a bonus for retiring ahead of schedule. That one-time-only program proved so attractive that 8,060 state workers took the bonus years and retired early.

The dozens of union activists who lobbied senators and assembly representatives last week were pushing for a bill that would be optional at the election of each employer. Employers could cut costs under such an option whether or not they replaced employees choosing early retirement, it was pointed out.

The proposed bill, part of CSEA's 1984 legislative package, is currently awaiting introduction in the Legislature. A similar bill introduced by Gov.

Cuomo last year passed overwhelmingly in the Assembly but failed to gain introduction in the Senate.

CSEA's Legislative and Political Action Department coordinated last week's lobbying effort, briefing activists on all aspects of the proposal and arranging for individuals to meet with their legislators.

CSEA represents more than 100,000 employees of counties, cities, villages, towns, school districts and public corporations. However, the early retirement option would only be available to members of the New York State Employees' Retirement System who would be 55 years old on or before the effective date of retirement; would be in the employer's service on a particular cutoff date to be determined; would have filed an application to become effective during a specific period of time to be determined; and who would otherwise be eligible for service retirement benefits.

In addition to the lobby day effort, all CSEA members are being encouraged to write or call their state legislators urging support of the proposal. Cards and letters should be sent to:

Senator Warren M. Anderson  
 Senator Majority Leader  
 Legislative Office Building  
 Albany, New York 12247

and

Assemblyman Stanley Fink  
 Speaker of the Assembly  
 Legislative Office Building  
 Albany, New York 12248

## NUMBER ONE PRIORITY



DEBORAH DENNISON, left, and Kathy Button, both of Craig Developmental Center Local 405, are pictured at the briefing prior to the start of lobbying day.



ASSEMBLYWOMAN GERDI LIPSCHUTZ of Queens talks with constituents in her Albany office. Standing are Richard Moccia of New York State Psychiatric Institute Local 419, and Janet Ventrano of the Division of Housing and Community Renewal Local 258. Seated are Local 258 President Darlene Hess, left, and Regina Wheeler, also of Local 258.

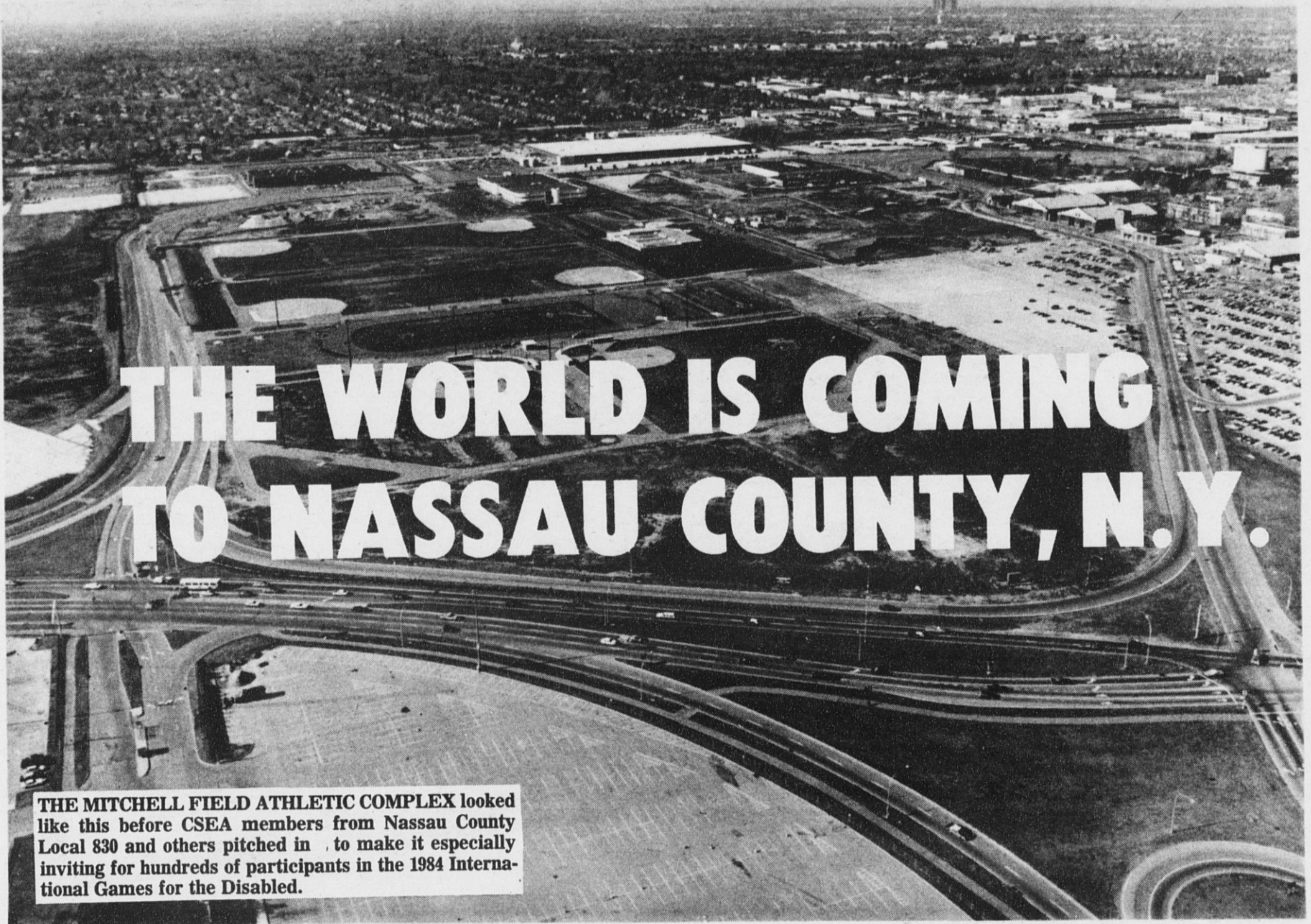


TOM McNABB of Cayuga County Local 806 studies fact sheet at legislative briefing.



ASSEMBLYMAN LEONARD STAVISKY OF QUEENS meets with CSEA lobbyists, from left, Edward Wooten of Manhattan Psychiatric Center Local 413, Region II President Brenda Nicholas, Charles Perry of Local 413, and Shii Price of New York Parole District Local 259.





# THE WORLD IS COMING TO NASSAU COUNTY, N.Y.

THE MITCHELL FIELD ATHLETIC COMPLEX looked like this before CSEA members from Nassau County Local 830 and others pitched in to make it especially inviting for hundreds of participants in the 1984 International Games for the Disabled.

## AND LOCAL 830 MEMBERS MAKE CERTAIN NASSAU COUNTY IS READY FOR THE WORLD

By Joel Bruinooge  
CSEA Communications Associate

UNIONDALE — Just a few yards from where CSEA members drive the last nails in the new press box, wheelchaired athletes will whirl around in wheel-to-wheel competition.

Almost a thousand Nassau County CSEA Local 830 members from Nassau County's recreation and parks, public works and general services departments have muscled the new \$11 million Mitchell Field Athletic Complex into shape for the 1984 International Games for the Disabled. About 1,800 athletes from more than 50 countries will compete in 22 sports events from June 17-30.

"Our members have really pitched in to make the games happen," said Tom Gargiulo, CSEA Nassau County recreation and parks unit president. "If I hadn't seen it myself, I wouldn't believe it."

"I used to cut the grass around the old airfield runways after the county acquired the field in the early 1960s," Gargiulo said. "Our people have planted 65,000 flowers, erected hundreds of flagpoles, painted all the signs, raised the huge circus-like tents, built restrooms and other buildings."

**'Our members have really pitched in to make the games happen. If I hadn't seen it myself, I wouldn't believe it.'**

"An old airfield has become an amazing sports facility," said Gargiulo.

The athletes are the inspiring force of the games. Each athlete has been dealt major physical problems to overcome, what most people call disabilities.

"There will be athletes competing in the games whose performances are awesome," said Nick Dellisanti, staff assistant to the Games director and assistant deputy commissioner of Nassau County's recreation and parks department.

"One blind sprinter runs the 100 meter event in 11 seconds," Dellisanti said. "A single-leg amputee high jumps over seven feet. Lying on his back, a double-leg amputee weightlifter presses 500 pounds," pointed out Dellisanti, a CSEA member.

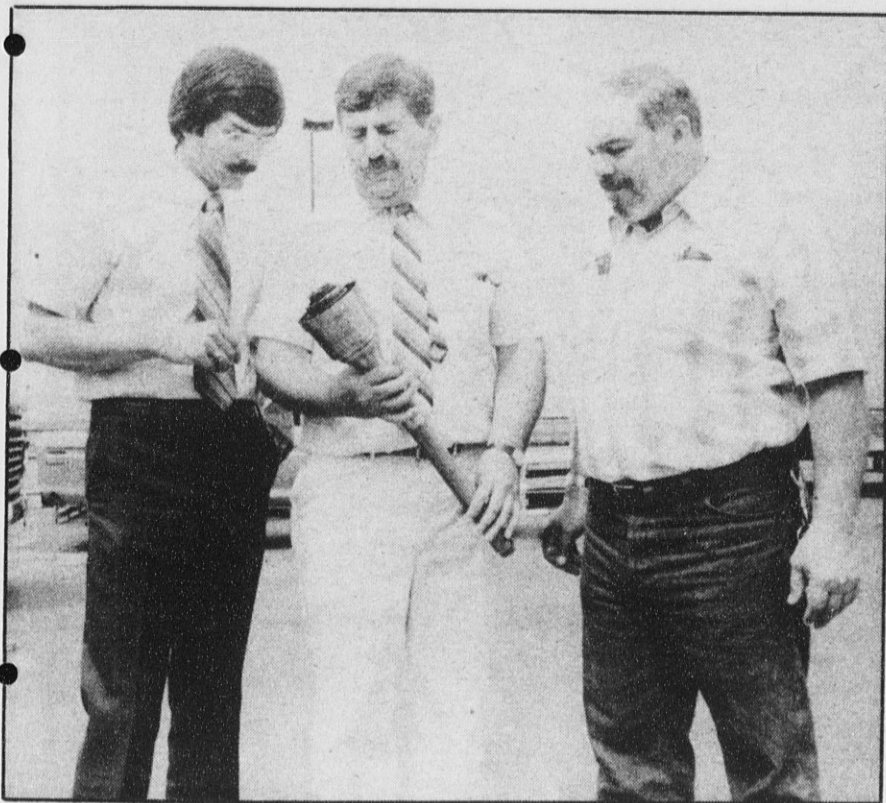
Since the spirit of the disabled athletes is olympic, it is fitting that an official torch has been shipped from the 1984 Olympic Games in Los Angeles to ignite the disabled games flame. The disabled games follow the Olympic Games from country to country.

On June 17, Gov. Mario Cuomo and President Ronald Reagan will attend the games' opening ceremonies.

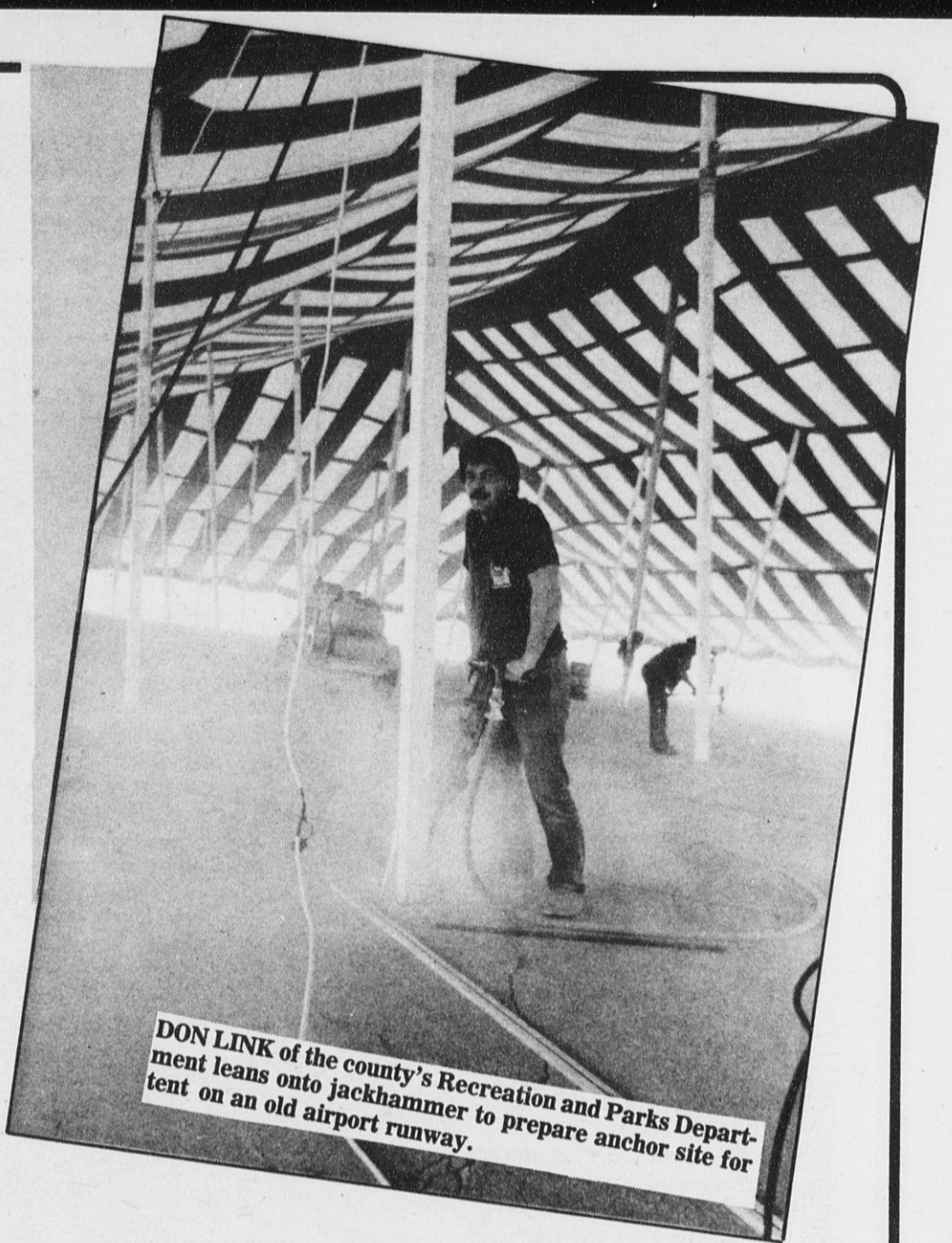


CSEA MEMBERS Todd Goldard, above, and Peter Cesario, right, both CSEA members of the Nassau County Department of General Services, prepare a tent for use at the games.





**OFFICIAL TORCH** just shipped from the site of the 1984 Olympic Games in Los Angeles is inspected by Nick Dellisanti, Frank Discetelli and CSEA Recreation and Parks Unit President Tom Gargiulo.



**DON LINK** of the county's Recreation and Parks Department leans onto jackhammer to prepare anchor site for tent on an old airport runway.

Holding of the 1984 International Games for the Disabled in Uniondale will be a once-in-a-lifetime event. To commemorate the 1984 games, and to remember them afterwards, the perfect purchase is a USA Mascot Pin of Dan D. Lion. The price is just \$2.50 each and includes postage and handling.

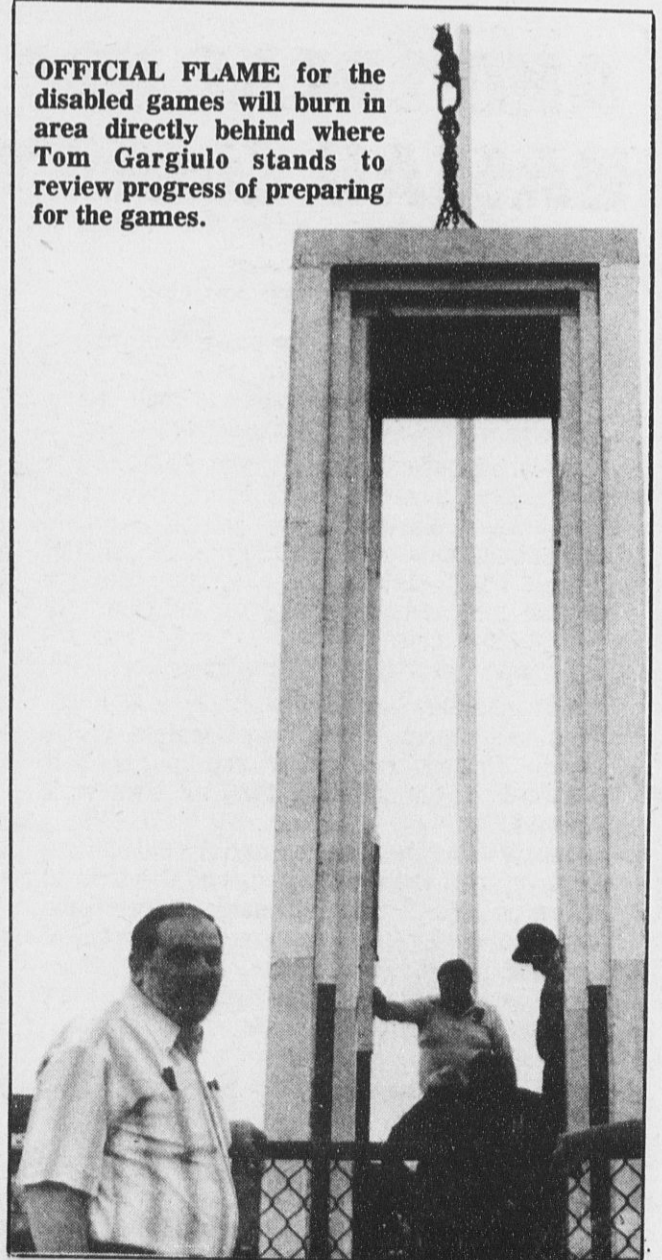
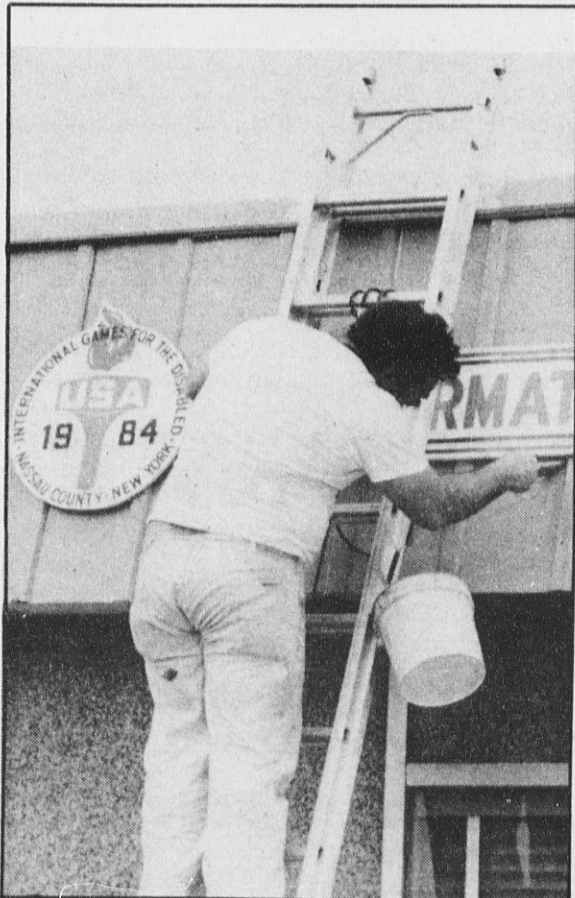
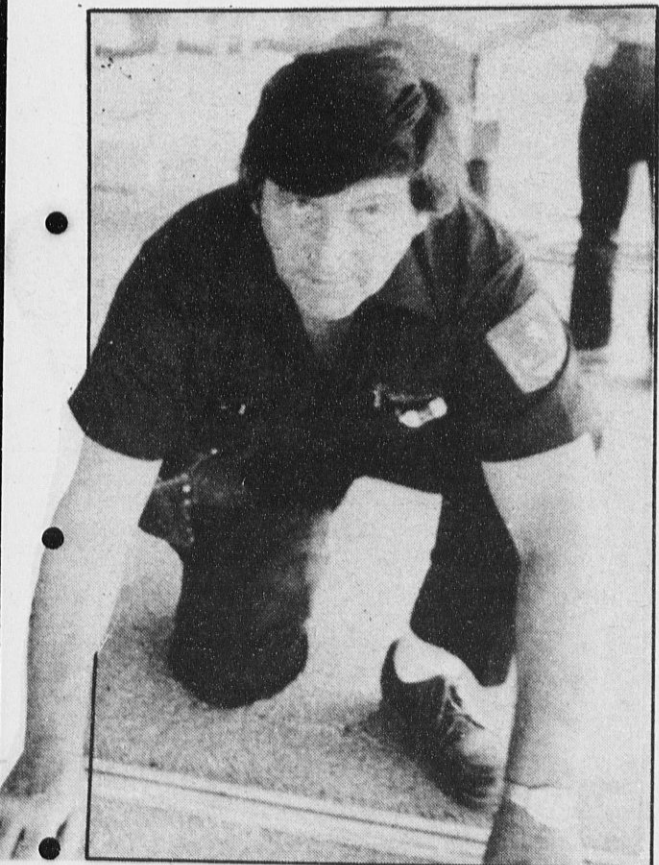


Proceeds from the sale will help support the 1984 games. Mail your check or money order (either are tax deductible) plus the order form below to: International Games for the Disabled, Eisenhower Park, East Meadow, New York 11554.

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 No. of pins \_\_\_\_\_ at \$2.50 each; TOTAL \$ \_\_\_\_\_  
 (Proceeds go to The International Games for the Disabled)

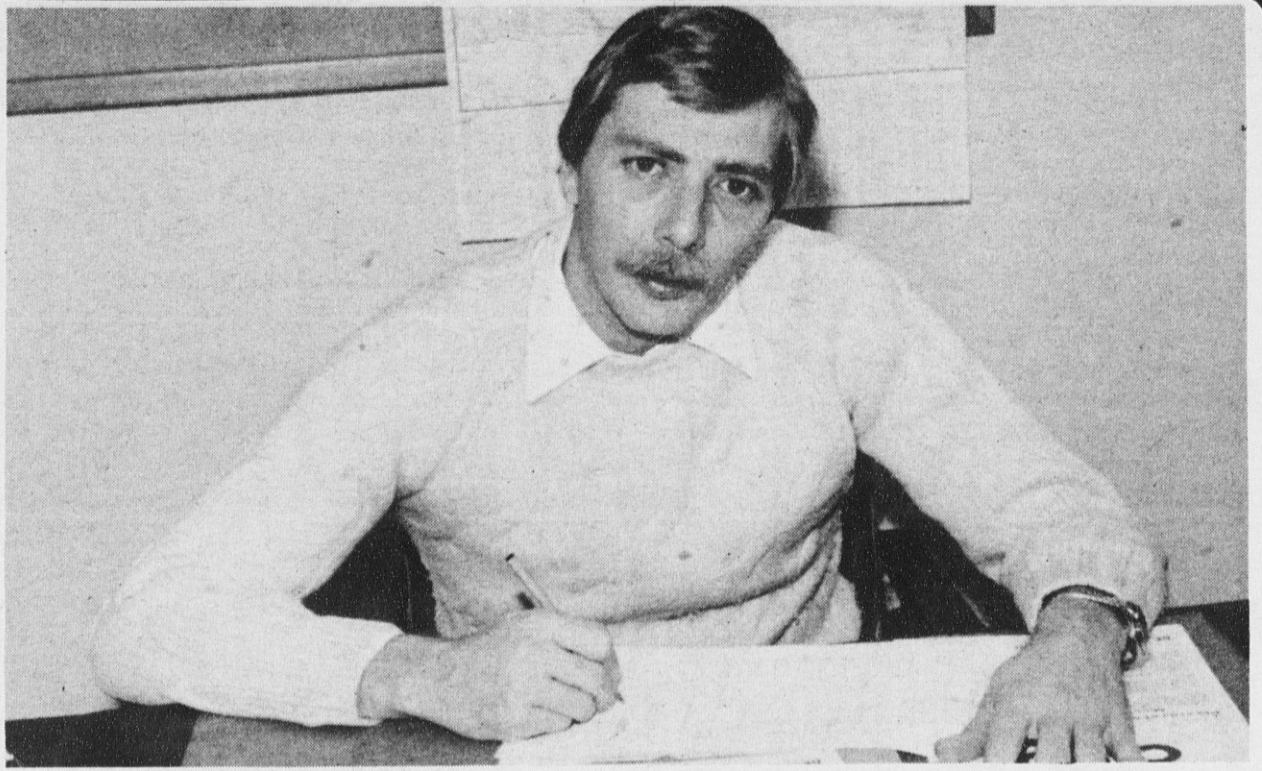
**FRANK CORSO** of the county's Department of General Services puts finishing touches on the games' information center, below.

**OFFICIAL FLAME** for the disabled games will burn in area directly behind where Tom Gargiulo stands to review progress of preparing for the games.





**'THERE'S  
NO WAY  
WE WILL  
ACCEPT A  
PAY CUT  
OF ANY  
SIZE'**



JOHN EISSL, president of CSEA Erie County Local 815, has vowed to fight wage cuts, layoffs and other austerity measures proposed by the county in an attempt to resolve its fiscal problems.

## **Union leaders charge fiscal mismanagement in Erie County; vow to 'fight to the finish' proposed salary and job cuts**

By Ron Wofford  
CSEA Communications Associate

BUFFALO — A proposal to cut the pay of Erie County employees by 15 percent is "an attempt to resolve the county's fiscal problems on the backs of public employees and will be fought to the finish," according to Local 815 and Region VI leadership.

"There's no way we will accept a pay cut of any size, period," declared John Eiss, president of the 4,200-member local.

"The roots of the county's fiscal problems are poor management, as several independent audits have shown," said Robert L. Lattimer, Region VI president.

The problems facing the Erie County local began when Erie County Executive Edward Rutkowski declared a \$15 million gap in anticipated state supplemental budget funds to the county.

The announcement came shortly after the local had voted down a two-year contract offer that included a 4 percent wage increase this year and 5 percent next year.

The local's present contract status is at the impasse-mediation stage, with a fact finder expected to be appointed by PERB soon, according to Eiss.

With his \$15 million gap announcement, Rutkowski said no raises would be possible for county employees.

Since that time, the county Legislature has vetoed Rutkowski's call for a 1 percent raise in the 7 percent county sales tax, resulting in the executive's call for "even more severe economy measures."

Among those moves most directly affecting CSEA members would be the cutting of 1,100 jobs and the 15 percent pay cut.

"Once again they are trying to make scapegoats of the very people who have been faithfully providing the services the public needs," said Lattimer. "The failings of this administration are to blame for this mess and CSEA won't stand by while our members are pushed out in the street or shortchanged."

Another austerity measure proposed by Rutkowski is the closing of the Erie County Medical Center, built in 1978 at a cost of \$113 million. More than 800 CSEA members work at the county-run medical center, which was saved from a private hospital take-over attempt in 1978, partly through the efforts of CSEA.

The county has reported the medical center, due to a too-low Medicaid reimbursement rate from the state, contributed \$8.7 million to the

county's \$13.4 million 1984 deficit.

Lattimer said CSEA also "steadfastly opposes" closing the medical center and will conduct its own audit of finances at the public hospital.

"It's very strange that the county's fiscal health was 'so great' until the day after last year's election for county executive, when a property tax increase was announced," said the region president.

While many remedies have been suggested for the county's problems, such as a state take-over of the medical center, improved billing and Medicaid reimbursement procedures, union leaders called for solidarity in opposing any job or pay cuts.

On the county local's contract situation Eiss said, "We'll await the fact finder's report and if that's not satisfactory, we may have to go the one-year imposed contract route. But I don't think there's any way the Legislature would impose anything near what the county executive was suggesting."

"But," he continued, "while we work our way through this, our members will continue providing the needed services for our community. And it's good to know we've the full strength of our union, from Albany to Buffalo, backing us."

### **AFTERMATH OF AN EXPLOSION:**

## **Smithtown continues to shirk safety responsibilities**

### **CSEA THREATENS TO ABANDON METHANE-TAINTED LANDFILL**

SMITHTOWN — The refusal by the town of Smithtown to provide CSEA with results of tests for methane gas and to convene the safety committee has further escalated difficulties between the town and union in the aftermath of a tragic methane gas explosion. The explosion, which occurred at the Municipal Services Facility on May 4, injured four CSEA members of Suffolk County Local 852.

CSEA now threatens that members will refuse to operate Smithtown's Municipal Services Facility because of the town's refusal to provide methane test results or to convene the safety committee.

In letters to Smithtown Supervisor Patrick Vecchio on June 7, CSEA Long Island Region President Danny Donohue and Town of Smithtown Bargaining Unit President William Maccaro said, "If sections 23 and 24 (of the collective bargaining agreement) are not met by the town of Smithtown immediately, the CSEA members at the facility will refuse to operate the hazardous and defective facility under Section 23 of the contract."

Maccaro demanded the town convene the safety committee (section 24

of the contract) in a letter to Vecchio on May 16. Methane test results were requested by Maccaro on May 23. Maccaro also requested that he be included in any meetings dealing with methane detection devices and ventilation systems.

"The town is clearly ignoring its contractual responsibility to deal with the representatives of town employees in critical matters of their safety," Donohue said.

Three CSEA members were badly burned in the explosion. They are Frank Detelich, 29, maintenance mechanic; William Maccaro Jr., 22, a laborer; and Vito Lasurdo, 21, a laborer. A fourth member, John Landauer, 31, was injured in the explosion.

Detelich and Maccaro improved enough to be taken out of intensive care. Both members are at New York Hospital-Cornell Medical Center burn unit. Lasurdo has been released and is recovering at home. Landauer was treated initially at St. Episcopal Hospital in Smithtown and released.