

President's Message

'Life and death' OSHA legislation could hinge on a couple of stamps

Every public employee knows that there are double-standards in labor relations that deny us what is commonly accepted in the private sector. We have tried, with some success, to remove many of these inequities, but there is one inequity remaining that not only jeopardizes the quality of life, it literally jeopardizes life itself.

Over the past two years we have done our best to tell our members and the thousands of others who read the Public Sector of the dangers of working for any public employer in the State of New York. By now most of you know that while private sector workers are protected by the federal Occupational Safety and Health Act, better known simply as OSHA, public employees are excluded from OSHA protection unless each state's legislature votes to extend OSHA protection to its employees.

This double-standard has led to an occupational injury rate in New York's public sector that is more than 30 percent higher than the same rate for the private sector in this state. In fact, while the number of occupational accidents in the private sector in New York declined by almost 15 percent during one recent five year period, the same rate for the public sector actually went up by more than 71 percent in the same period.

In some years, the number of deaths per 100,000 public employees in this state has been more than double the national average death rate per 100,000 private sector employees.

We know that an OSHA program for public employees would prevent thousands of our people from being injured every year. We also know that by preventing these accidents, an OSHA program would literally save more money than it costs. Yet while more than 20 states have extended OSHA protection to their public employees to save lives and money, New York State still has not.

CSEA is mounting one of its strongest lobbying efforts ever to do something about this problem. This isn't a "meat and potatoes" kind of issue for the union, it's a "life and death" kind of issue. OSHA for all public employees is our number one legislative priority this year and the leaders of this state know it. Many of our friends have expressed their support for a public employee OSHA program, but that may not be enough.

A major information campaign was undertaken by this union to tell our members, the press and the Legislature about this issue. Information kits detailing all of the statistics, economics and "legalese", have been hand-delivered to every Senator and Assemblyman as well as other top state officials. Similar kits have been delivered to major media sources across the state in an effort to get the media to tell the public about the scandal of their leaders allowing public employees to be killed and injured in avoidable occupational accidents.

Part of this effort involves member participation because it is that participation, after all, that motivates elected officials. Every CSEA member has been mailed a special OSHA information folder that explains this issue and the need for action. Attached to the folder are two post-cards which are pre-addressed to the Majority Leaders of the Senate and Assembly. All that is required to make your voice heard in the Legislature is to sign your name to the card, put on a stamp and drop it in a mailbox.

CSEA has been more vocal on the subject of occupational safety for its members than perhaps any other major union, but all of our facts and all of our complaints won't amount to anything unless we can convince the Legislature to act and the Governor to sign legislation extending OSHA protection to our people.

This issue, like so many others, cannot be accomplished without your help. We have gone to great lengths to make your participation simple. Now it is up to you. Nothing moves a Legislator more than hearing directly from a voter. Tearing off a pre-printed, pre-addressed post card and investing two stamps is a simple way to tell two very important people that you have a right to go to work and come home in one piece. Those stamps could be the most important investment that you have ever made.

William L. McGowan

WILLIAM L. McGOWAN
President

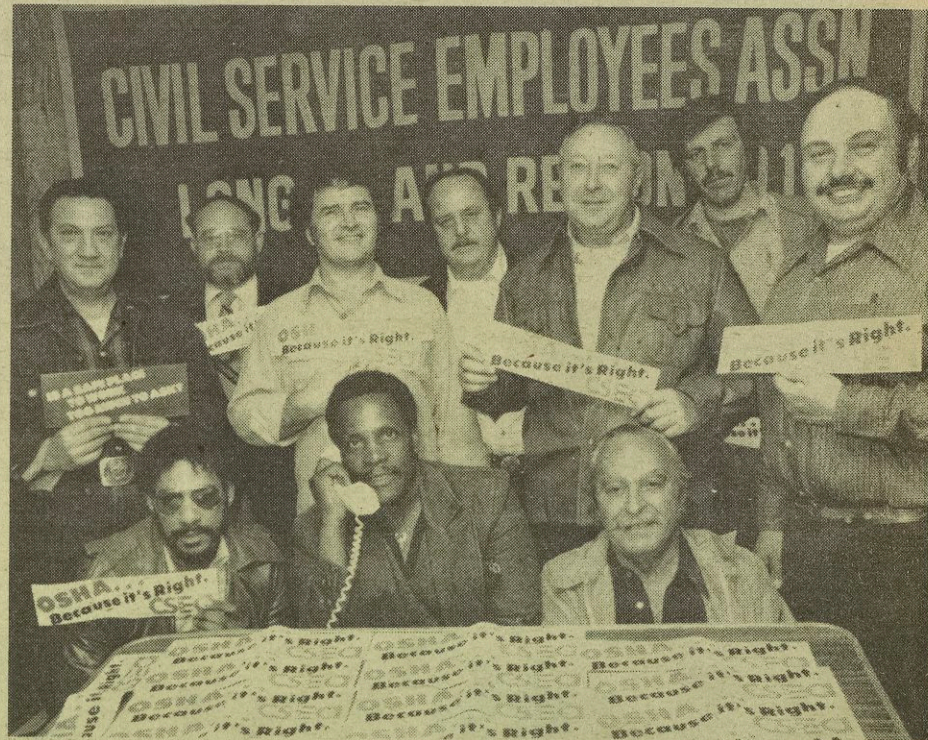
Public SECTOR

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LONG ISLAND REGION I SAFETY COMMITTEE, meeting in North Amityville on April 15, adopted the slogan "Accidents don't happen. They're caused!" Attending the meeting were, from left, standing, Joseph Chillini, SUNY Stony Brook Local 614; David Flaumenbaum, Nassau County Local 830; James Forsyth, Central Islip Psychiatric Center Local 404; Ted Ringeisen, Local 614; Ken Darby, Local 830; C.J. Smith, Kings Park Psychiatric Center Local 411; Nick Avella, Suffolk County Education Local 870; sitting are Jerome Brooks, Suffolk Developmental Center Local 430; Chairman Arthur Loving, Long Island State Parks Local 102; and Alex Bozza, Local 830.

Reach payment agreement on retroactive advancement pay

ALBANY — An agreement between CSEA and the Governor's Office of Employee Relations will allow state workers below the top of their grade to receive a financial advancement ("increment"), retroactive to the April 1 pay period, within the next few weeks.

The advancements will be paid to about 13,000 such CSEA-represented employees who were NOT rated "Needs Substantial Improvement (NSE)". Those rated NSI will have the right to appeal, and will be granted their advancement if the appeal succeeds.

The agreement affects only CSEA's statewide Operational, Institutional and Administrative bargaining units, according to Martin Langer, Executive Director for CSEA on the Joint Committee on Work Environment and Productivity.

Except for this agreement, the performance evaluation system remains suspended. It was plagued by many problems, including rumors of employees being re-rated at a lower level than they deserved because of a

management-ordered "quota" system.

"CSEA investigated and documented 291 cases of employees definitely rated a second time, in accordance with a quota system, which completely violates the principles of performance evaluation," Mr. Langer said. "The union's position is that these people must be returned to their original rating and granted any money due them."

There are also some 190 employees at the Binghamton Psychiatric Center who the union contends were improperly evaluated, and CSEA is fighting for them to receive their money, as well.

CSEA Performance Evaluation Task Force chairpersons from each region were called to Albany and informed of the agreement.

Employees hired or promoted on or after April 1, 1979 will be rated on the anniversary date of their hire or promotion, and all those not rated NSI will get an advancement at that time, Mr. Langer said.

Counting ballots

At press time, the counting of ballots had begun for the election of 223 CSEA delegates to the 1980 AFSCME Convention June 9-13 in Anaheim, Calif. Winners will be notified by mail, and the list of elected delegates will appear in The Public Sector.

Ulster unit files charges against county

KINGSTON — The Civil Service Employees Assn. has filed Improper Practice charges with the Public Employment Relations Board in Albany, alleging that Ulster County is attempting to enact a unilateral safety program for employees

without negotiating with the union.

Ulster County CSEA Unit President Joe Van Dyke said the County Legislature, at its April meeting, passed a resolution implementing a safety policy for its 1,500 employees, and then assigned the county safety

director to unilaterally work out the terms of that policy.

"This is a blatant violation of the Taylor Law," said Van Dyke. "The County is not allowed to unilaterally change our terms and conditions of employment, without first nego-

tiating such a change with the union. CSEA is 100% for a safety program, but we want it to be a strong, workable one, and the County is violating the law by denying us our right to have a say in the matter. If the County is truly interested in a safety program, they should seek the support of the workers that it affects."

Van Dyke pointed out that the union and the County are presently in negotiations for a new contract, and that both the courts and PERB have repeatedly held that job safety is a "mandatory negotiable" item — that is, one that must be negotiated by both sides if either labor or management wants to discuss it at the bargaining table.



Union official debates management over reform

ALBANY — Jack Corcoran, Director for CSEA Capital Region IV, debated a trio of State management representatives last week on the topic of civil service reform. The debate was arranged as a program feature at a meeting of the International Personnel Management Association (IPMA) in Albany.

While CSEA is in favor of Civil Service Reform, Corcoran said, the union opposes legislation now being considered, which would provide appointing authorities with greater discretion in making appointments.

"Currently there is sufficient latitude within state law and the administrative process to allow

management to do its job effectively. But it is not doing so, and instead of changing this, these proposals will only encourage poorer management," he said.

In the adjacent photos, Corcoran is shown at the microphone during his portion of the debate. In the other photo, the four debaters who participated are, from left, Corcoran; Jerry Durovic, Chief Personnel Examiner for the State Department of Civil Service; Ms. Audrey Harvey, Merit System Affirmative Action Officer for the same department; and Philip Sperry, Director of Agency Manpower and Management for the State Education Department.



ALBANY — The Capital Region Civil Service Employees Assn. Women's Committee is sponsoring a workshop on human relationships in the workforce and stress on May 31 from 10 a.m. to 3 p.m. at the Best Western Inn Towne, Albany.

The workshop, open to all women CSEA members in the Region, is being conducted by Cornell University. Advance reservations must be made by calling the Region office at 489-5424.

Ideas receive cash awards

Fifteen State employees received a total of \$690 in cash awards in March for money-saving ideas submitted to the New York State Employee Suggestion Program, administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$6,700.

Award Recipients:

\$200 — J. Frank Merges, Motor Equipment Mechanic, Office of General Services, Rotterdam.

\$100 — Donald Spencer, Dairy Products Specialist, Department of Agriculture and Markets, Oswego.

\$60 — A joint award shared by Valerie Willis, Catherine Gentili and Irene Nordgren, Workers' Compensation Board, New York City.

\$50 — Blanche Schuder, Workers' Compensation Board, Hempstead, and Julius Silverman, Workers' Compensation Board, New York City.

\$30 — A joint award shared by Catherine Gentili and Irene Nordgren (who also shared in the \$60 award), Workers' Compensation Board, New York City.

\$25 — Lewis Ippoliti and James Fowler, General Services, Albany; Frank Gallucci and Robert Rickenberg, Division of Criminal Justice Services, Albany; Marjory Odessky, Department of Social Services, New York City; Jestine Anderson, State Insurance Fund, New York City; Frances Kopytek, Workers' Compensation Board, Syracuse, and Ruth Kochman, Workers' Compensation Board, New York City.

Cash award recipients also received Certificates of Merit. A Certificate of Merit was also awarded to Thomas Garvey, Criminal Justice, Albany.

Stewards meet for an update

SYRACUSE — Twelve CSEA members who successfully completed a five-day Training Program for Steward Instructors conducted last summer by AFSCME Educational representatives gathered recently in Syracuse to update Regional accomplishments and discuss future plans.

In his remarks to the group, James J. Moore, Region V President, again stressed the importance of a strong stewards training program and complimented each instructor for the time and dedication required to complete the program.

Those who attended the dinner meeting included; Robert Allen, Chemung County Local 808; Patricia Crandall, Local 605 SUNY Cortland; Marnie Kirchgessner, Local 855 Tompkins County; Mary R. Lauzon, Local 613 SUNY Potsdam; Onetamae Britton, Local 838 Oswego County; Dorothy Penner, Local 833 Oneida County; Delores Herrig, Local 869 Oneida Educational; Donald Crandall, Local 812 Cortland County; Richard P. Brown, Local 823 Jefferson County; Claire McGrath, Syracuse City Local 013; Ralph L. Young, Local 833 Oneida County.

Calendar of EVENTS

MAY

- 8—Byram Hills Central School District Unit retirees dinner, 6:30 p.m., Pleasantville Country Club, Pleasantville.
- 8—CSEA Board of Directors meeting, 9 a.m., Quality Inn, Albany.
- 9—Letchworth Village Developmental Center Local 412 dinner dance, Platzl Brau House.
- 12—Southern Region III workshop for CSEA members in Orange County, 7-10 p.m., Howard Johnsons, Silver Lake.
- 14—Retirement dinner honoring Edwin Cleary, 7 p.m., Musicara's, Melville.
- 16&17—Region VI meeting, Holiday Inn, Painted Post, N.Y.
- 17—Cortland County Local 812, retirement party, American Legion, Tompkins Street, Cortland.
- 17—Creedmoor Psychiatric Center Local 406 legislative luncheon, 11:30 a.m., Koenig's Restaurant, Queens.
- 17—Long Island Region I arbitration hearings and procedures workshop, 9 a.m., Musicara's, Melville.
- 19—Saratoga County Local 846, executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 21—Hudson Valley Armory Employees Local 252, general membership meeting, 1 p.m., Ossining Armory, Route 9A, Ossining.
- 21-23—State Division Workshop, Kutcher's Club, Monticello.
- 27—Pilgrim Psychiatric Center Local 418 open house, 11 a.m.-4 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 29—Armory Committee, conference meeting, New Scotland Avenue Armory, Albany.
- 30, 31, June 1—Central Region V conference, Pine Tree Point Club, Alexandria Bay.
- 30—Harrison Schools Unit Dinner Dance, Laddin's Terrace, Stamford, Conn.
- 30-June 1—Suffolk County Department of Social Services Unit 1, 2nd annual social weekend, Grossingers Hotel, Grossingers.
- 31—Long Island Region I safety and health workshop, 9 a.m., Musicara's, Melville.
- 31—Capital Region IV Women's Committee workshop on human relationships in the workforce and stress, 10 a.m., Best Western Inn Towne, Albany.

McGowan asks stores to halt lettuce sales

ALBANY — CSEA President William L. McGowan has asked officials of three of the state's largest supermarket chains to stop selling Red Coach brand lettuce until Red Coach's producer begins bargaining in good faith with the United Farm Workers, AFL-CIO.

Officials of Price Chopper, Grand Union and ShopRite supermarkets received letters from McGowan, informing them that the UFW has been striving "in a lawful and peaceful manner, to negotiate a contract with Bruce Church, Inc., producer of Red Coach lettuce. Yet the company refuses to even begin to negotiate with the union on such basic issues as wages, hours or working conditions."

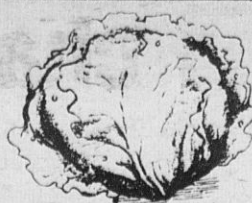
Boycott

The union president noted that he was alerted by CSEA members to the continued sale of Red Coach lettuce in these supermarkets, and added that the members feel that such sale "is evidence that you side with Bruce Church in this dispute, and condone its actions."

He asked the chain-store officials to "immediately stop purchasing

Red Coach lettuce until the Bruce Church-UFW labor dispute is resolved."

"Meanwhile," he concluded, "by publication of this letter in our newspaper, I am wholeheartedly urging all CSEA members to join the nationwide boycott of Red Coach lettuce in all retail outlets where it is sold."



Lost days for strike questioned

NEW YORK CITY — Department of Labor CSEA Local 350 President George Caloumeno believes a number of members of the local may have wrongfully lost accruals during the New York City transit strike of April 1-11, 1980.

Caloumeno said many employees were not informed by management that during the strike they could report for work at any Department of Labor facility if they were unable to reach their regular work site.

"It was a directive from Governor Carey's office which allowed the reporting to work at other locations. Yet some management people in the Labor Department failed to inform the employees about it," he said.

The result was that some employees stayed home and charged their accruals when they could not reach their regular work site during the strike.

"The local plans to make every effort to get these days restored to the employees, either by grievances or by negotiating," Caloumeno said.

The first problem is identifying those employees who used their accruals. Local 350 represents Department of Labor Administrative Unit employees in New York City and Nassau, Rockland, Suffolk and Westchester counties.

Caloumeno said those employees who believe they were wrongfully made to use their accruals are urged to contact one of the following local representatives: Medde Hoog, (212) 488-6715, 6716; John Gianguerio, (212) 461-6900; Tina Packer, (212) 855-7500 X260; and Dennis Tobin, (212) 757-7000 X313.



SOUTHERN REGION III and CAPITOL REGION IV presidents and regional directors meet to discuss common problems of mental health and mental retardation facilities in the regions. The meeting was April 14 at Southern Region headquarters in Fishkill. The State administration of mental hygiene facilities cuts across the boundaries of the two CSEA regions. Attending the meeting, from left, are: Thomas Luposello, Region III director; John Corcoran, Region IV director; Joseph McDermott, Region IV president; and James Lennon, Region III president.

Melinda Carr is named

Melinda Manning Carr has been named CSEA's Assistant Director of Communications, President William L. McGowan announced recently.

She will assist Communications Director Gary Fryer in facilitating effective communication between the Union and its members and in publicly promoting the accomplishments and services of the union and the value of services rendered by public employees.

"Ms. Carr has a strong professional background, both as a writer and public relations person and as a public employee," Fryer said, noting that she has worked at the city, county, state and federal levels of government.

She directed public information programs for two state agencies in Florida and most recently supervised domestic and international public relations programs for United States Travel Service, an agency of the U.S. Department of Commerce. She has received awards from several professional associations recognizing her accomplishments in magazine work and public relations.

A native of Kentucky, Ms. Carr studied journalism and international relations at the University of Kentucky and Florida State University, receiving her degree in 1966.



Melinda M. Carr

NEED HELP?

Call
E A P

1-800-342-3565

The Employee Assistance Program (EAP) is a free **CONFIDENTIAL** counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly **CONFIDENTIAL**.

Coalition sets issues list

SYRACUSE — A coalition of representatives from seven CSEA state and county locals last week met in Syracuse with Region V political action committee members to formulate an agenda of key issues to be discussed soon at a meeting with area State Legislators.

According to Jim Powers, Political Action Committeeman, the coalition included representatives from Local 424 Syracuse Developmental Center; 615 SUNY Upstate Medical Center; 647 SUNY Forestry; 013 Syracuse City; 435 Hutching Psychiatric Center; 834 Onondaga County; 812 Cortland County.

Key issues to be discussed with the legislators include: CETA, OSHA and short staffing at state facilities.

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Blue Cross promotion

Carol R. Murphy of Elsmere is one of the four members of the Sales and Marketing staff for Blue Cross of Northeastern New York Inc., who have received new titles and responsibilities, according to Fred Bond, Vice President for Marketing.

Ms. Murphy has been promoted to assistant vice president of sales for State and local governments. Other changes include Philip W. Klein of Saratoga Springs, who has been promoted to district sales manager; James Gaw of Gilboa, who has been promoted to Director of Marketing Services; and James Hart of Troy, who has been named a sales manager.

"These new appointments reflect the increasing emphasis on coordinating marketing and sales to provide finer service for our subscribers in the private sector as well as the public agencies," Mr. Bond said.

Miss Murphy has been with Blue Cross since 1967, and was named district sales manager in 1977 to supervise the sales and service of accounts in seven northern counties. Her duties also included local governments in the 13 county region.



CAROL R. MURPHY

CLUW first meeting site changed

SCHENECTADY — The first meeting of the upstate local of the Coalition of Labor Union Women has been scheduled for Emmanuel Baptist Church, 218 Nott Terrace, Schenectady at 7:30 p.m. on Thursday, May 15. The site is a change

from that originally announced. Also, The Public Sector erroneously reported in the last edition that the date would be May 16.

The program will include speakers on the subject of the Albany-area Cottrell and Leonard organizing ef-

fort, and the continuing J.P. Stevens Boycott.

All CSEA women may become charter members of the upstate CLUW local by attending this organization meeting on Thursday, May 15, at the Emmanuel Baptist Church in Schenectady.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____	
City _____	State _____ Zip _____
Agency where employed _____	
My social security no. _____	Agency No. _____



WILFRED "WILLIE" MIGNEAULT, second from left sitting, has been endorsed by the CSEA White Plains School District Unit as a candidate for a seat on the White Plains School Board in a May 6 election. Seated from left are Unit First Vice President Gary Conley, Mr. Migneault; CSEA Local 860 Legislative and Political Action Chairman Eleanor McDonald; and Unit President John Catoe. Standing from left are shop steward Claire Strati, Second Vice President Fran Komita, shop stewards Natale Arone and Alfonzo Hoard, and Treasurer Barbara Peters.

Things improve in Town of Union, morale up, management responsive

By William Hidlay

ENDWELL — Morale among Town of Union employees has improved immensely since town politicians began taking action to correct safety hazards first brought to their attention by CSEA Unit President Robert Densmore and CSEA Field Representative James Corcoran last year.

In spite of talk by town officials that the recent controversy over safety violations would harm contract negotiations, all town employees were given a 10 percent pay raise effective Jan. 1, 1980.

Many things in the Town of Union have changed since Densmore first spoke up and CSEA helped him in the fight to improve working conditions for town highway employees.

The town has purchased a new road grader and has scrapped the "grim scraper" (an old, dangerous road grader) for good. The town has ordered new tires for all vehicles that needed them, along with hard hats and safety vests for all employees. The town has also made a commitment to "completely rebuild" an unsafe mixer and pulverizer.

In addition, the town supervisor, Richard Miller, has established a safety program and several committees, including a safety committee, to discuss any safety-related problems brought to management's attention by employees.

Densmore said Miller has established an "open door policy" between himself and any town employee with a problem. "The agreement was that it would be an open door between the supervisor and any town employee," Densmore said.

Field Representative Corcoran said: "I think part of the problem in the past was the town supervisor did not want employees to bother him. He wanted the problems to be brought to the department head. And the department head was just squashing it — letting the town supervisor know one thing and ig-

noring the problems of employees."

The town supervisor has established a liaison committee of one or two employees from each department. The committee meets with Miller once or twice a month to discuss "mutual problems" and has met six times since its inception.

The town has created a labor-management committee which is comprised of Densmore and the other CSEA unit officers who meet with Public Works Commissioner Joseph Missavage once a month.

A training program also has been established to train all light and heavy equipment operators in the operation and maintenance of all equipment used in their department. Each employee must now fill out a daily maintenance sheet detailing all minor repairs needed to be made to the equipment they operate.

If a major repair is needed or there is a major safety problem with a piece of equipment, prompt action can be taken after the employee fills out a major repair form in triplicate so that all related officials receive a copy of the form.

The town has set up a weekly schedule for the washing, cleaning and repairing of all trucks and equipment so that every piece of town equipment is cleaned at least once a week.

"The morale has picked up quite a bit because the guys have a chance to clean their machines. They're a little bit more open about turning things in now and the men are taking better care of their equipment. They take a little more pride in their equipment because they know they can clean it once a week.

"And they know there is an open door with the supervisor now. If they have a problem and they don't care to discuss it with me or the department head, they know they can go to the supervisor," Densmore said.

Corcoran said: "They're not as



CSEA FIELD REPRESENTATIVE James Corcoran, left, and Town of Union Unit President Robert Densmore discuss the improved working conditions of CSEA members in the town Highway Department since the union brought a number of serious safety hazards to the attention of management and the public in late 1979.

intimidated as they might have been before. It's been very beneficial also because it was established mainly for safety problems but we've been using it to bring potential grievances to light, where before the attitude was if you don't like it, grieve it.

"Things are resolved before they come to a head which brings better working conditions. Morale is higher and productivity is up, I'm sure.

"In the past they weren't concerned with the rank and file. They got all of their information from the various administrators. And if the administrators said there were no problems and the rank and file said there were, management

attributed it to personality conflicts or troop unrest.

"I think now they're listening to the employees and are realizing that most of what the employees say has merit. The attitude of many people in the political arena has changed to the betterment of the town and the service of the town. They never admitted they were wrong, but they fixed everything that was wrong."

In recalling the events of the past several months, Densmore had this to say: "The main thing is CSEA has been with me all the way. If I needed any help I didn't have to worry because it was there. I didn't have any problems getting help. It's just that things got to the point where somebody had to speak up."

Because Molly Falk died, others may live

MINEOLA — The untimely death of CSEA activist Molly Falk in February 1980 appears to have led to Nassau County becoming a safer place to work.

"Because of the circumstances surrounding her death, Nassau County has started a massive CPR program for the 14,000 employees of the county," Nassau County CSEA Local 830 President Nicholas Abbatiello said. Abbatiello told the following story:

Mrs. Falk, who was active in CSEA for 29 years and was Motor Vehicle Department Unit President and a delegate of Local 830 at the time of her death, had planned to retire in 1980.

However, on Dec. 24, 1979, while at her office, she suffered massive cardiac arrest. No one at her office knew CPR.

By the time help arrived, the flow of blood to her brain had been stopped for too long. Although she was revived, she remained in a coma until her death on Feb. 23, 1980.

Marilyn Crespi, the new Motor Vehicle Department Unit president,

wrote to Abbatiello in March 1980 about employees receiving CPR training.

Abbatiello then wrote to County Executive Francis Purcell. In April 1980, Purcell designated County Labor Commissioner William Pedersen to work with CSEA to set up a county-financed program.

On April 21, 1980, the first class of 300 county employees to be trained as CPR instructors was held in Mineola. The new instructors, once trained, will then be able to train other county employees in CPR. There also will be other instructor classes in the future.

Teaching the CPR classes are employees from many county departments.

Abbatiello credited Pedersen and his staff in setting up the classes.

"This program not only will be an added safety factor for county employees. Those employees trained in CPR also are members of the community. Someday they could save a life there as well," Abbatiello said.

Butternut DOT conditions 'the worst I've ever seen'

Earlier this year, The Public Sector reported on dangerous and unhealthy conditions at State Department of Transportation (DOT) facilities in Dutchess, Orange, Sullivan and Westchester counties. Such conditions, however, are not limited to DOT facilities in the southern part of New York.

By William Hidlay

SYRACUSE — Safety conditions at the State Department of Transportation (DOT) Butternut Garage "are the worst I've ever seen," CSEA Field Representative Terry Moxley says.

"We're trying to treat the symptoms rather than the cause, which is management. The management out there (at Butternut) thinks this is a joke and they don't think there is anything the union can do about it."

Some of those safety hazards identified by Moxley are:

- If a fire broke out in the Butternut Garage, there is only one way out for the 25 men who work there. There are two electric overhead garage doors — one in the front of the building and one in the rear. But only the front garage door works. The rear door does not open and, according to the employees, it has not worked for "over a year." So the only way out for workers in case of an emergency is through the front garage door.

- One employee claimed that the garage was only supposed to be a "temporary facility" for the Onondaga County DOT, but he said he has worked at the garage for five years.

- During that five years, the garage has never had exhaust fans of any kind to remove toxic truck fumes that are present when DOT equipment is operated inside the building.

- There is only one fire extinguisher in the entire building located near the management offices and not in the garage area.

- Bare electrical wires can be seen protruding from holes in the walls of the building in four different spots. Wires coming out of the walls in two other spots were wrapped with black electrical tape.

Employees also noted a number of mechanical problems, including:

- The door on the passenger's side of one DOT truck does not open properly from inside the truck's cab and the window does not roll down because the crank is broken. The roof of the cab also is so badly rusted that it leaks "like a sieve" during a heavy rain, one employee said.

- A second dump truck used to put sand and salt on icy winter roads had its spinner broken off. When the truck is working properly sand is supposed to flow down the chute and hit the spinner. But when the spinner broke management decided to chain the chute up rather than replace the broken part, an employee said. He said the chute had been chained up for two months and that if the chain breaks the chute could break off.

The employees explained there are only two mechanics, who are assigned by equipment management at the North Syracuse DOT, to cover three garages in the Onondaga East Residency. "The mechanics do the job the best they can but they have a backlog. They just can't keep up with all of the trucks," the employee said.

Another employee explained that a year ago the electric air compressor in the garage broke. Instead of repairing it, management acquired a gasoline air compressor. The problem was there are no exhaust fans in the garage, and employees were breathing the deadly fumes. After complaining to management and getting no results, the employees took it upon themselves to "punch a hole in the wall" to serve as a vent for the toxic exhaust fumes given off by the air compressor.

One employee told the following story:

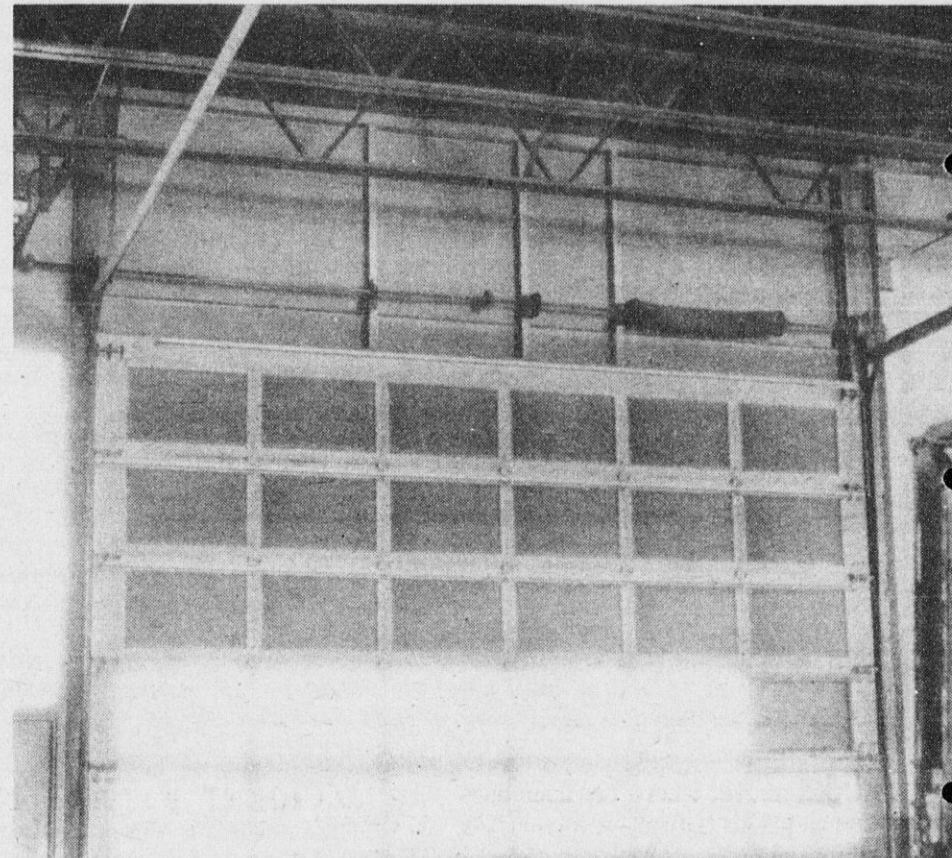
Several months ago, employees taking a break in the lunch room smell something burning like wiring or insulation. The lighting system in the lunch room is poor, and the men shut the lights off and the odor ended. Management was informed about the incident. An electrician has never come to the garage to check the lighting system.

The building also has "minimum water pressure." One employee said when a hose attached to the main water valve in the garage is running the toilet can only be flushed once because it will not fill up with water again.

In winter, when the DOT salt trucks must be plugged into an outdoor electrical outlet to keep their engine blocks warm, the only place the workers — who trudge through water, mud and snow — have to hang the orange electrical cords up to keep them dry is a small tree along the outside wall.

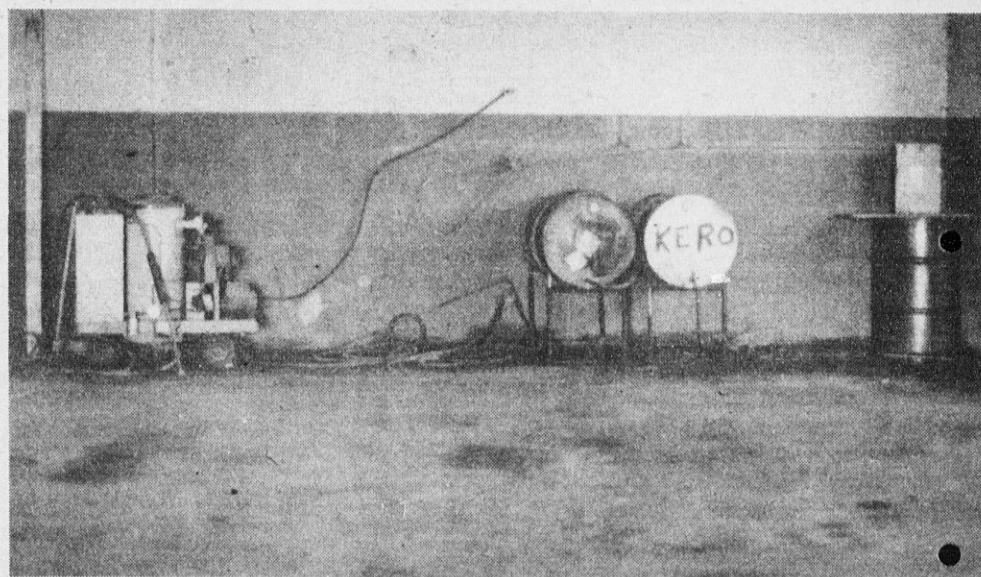
When he was asked if he had informed management of these safety problems, one employee said in exasperation: "You say something and they just walk away from you."

Unfortunately, what one could term a "sister facility" to DOT Poughkeepsie, Katonah or Annsville is the DOT Butternut Garage in Syracuse. One CSEA field representative calls Butternut "the worst I've ever seen." The conditions at Butternut were investigated by Public Sector staff writer William Hidlay.



IF FIRE WERE TO BREAK OUT in the front of the Butternut Garage, it could be a disaster in human lives. Employees report that this electrical overhead door in the rear of the building has not worked in more than one year.

'Management think this is a joke ...'

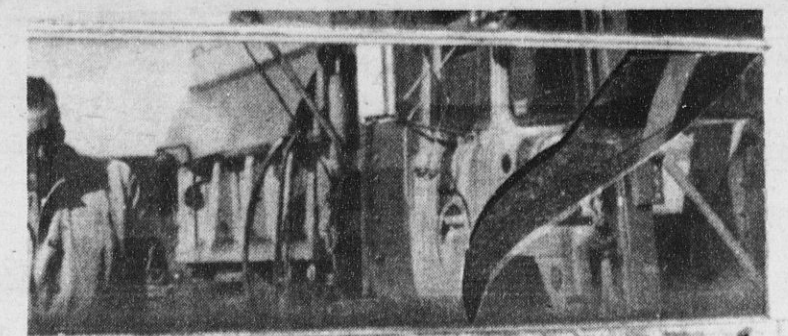


DRUMS OF KEROSENE are in the State Department of Transportation (DOT) Butternut Garage while the one fire extinguisher in the building is located near the management offices and not in the garage area.

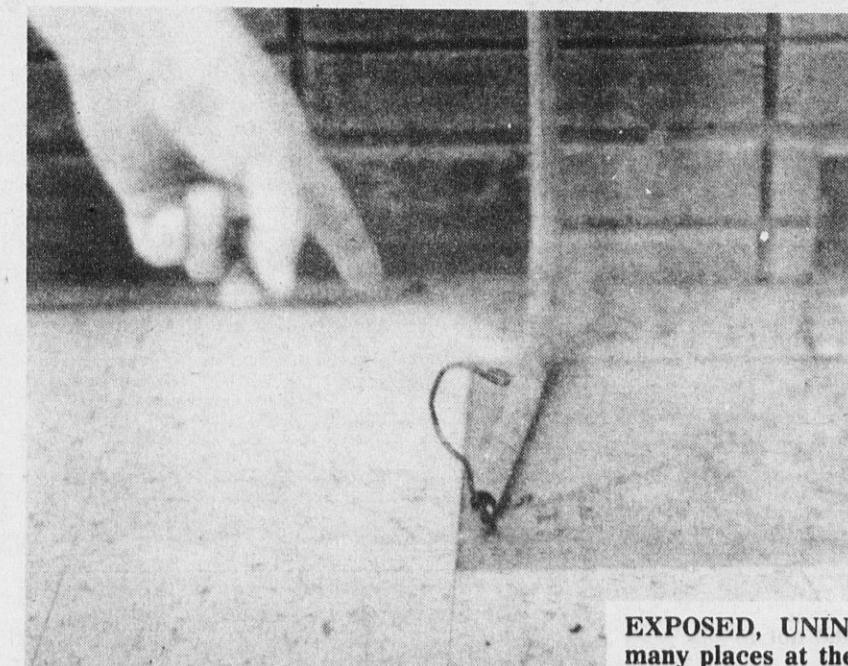
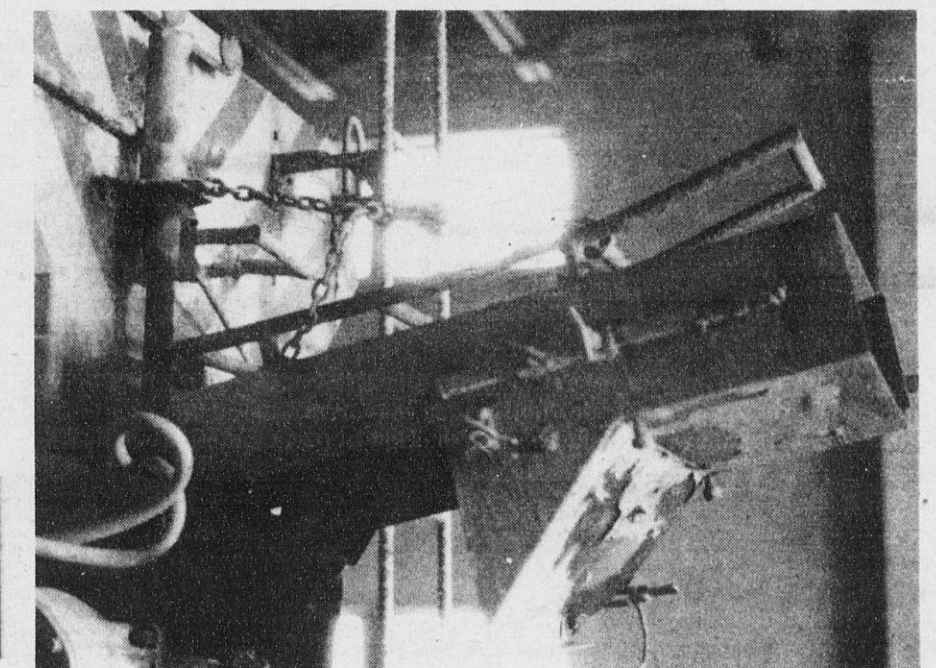


WOULD YOU WANT TO RIDE IN A TRUCK, above, where the door does not open properly from the inside, the window does not roll down and the roof leaks? Butternut employees say one DOT truck at the facility has all those attributes.

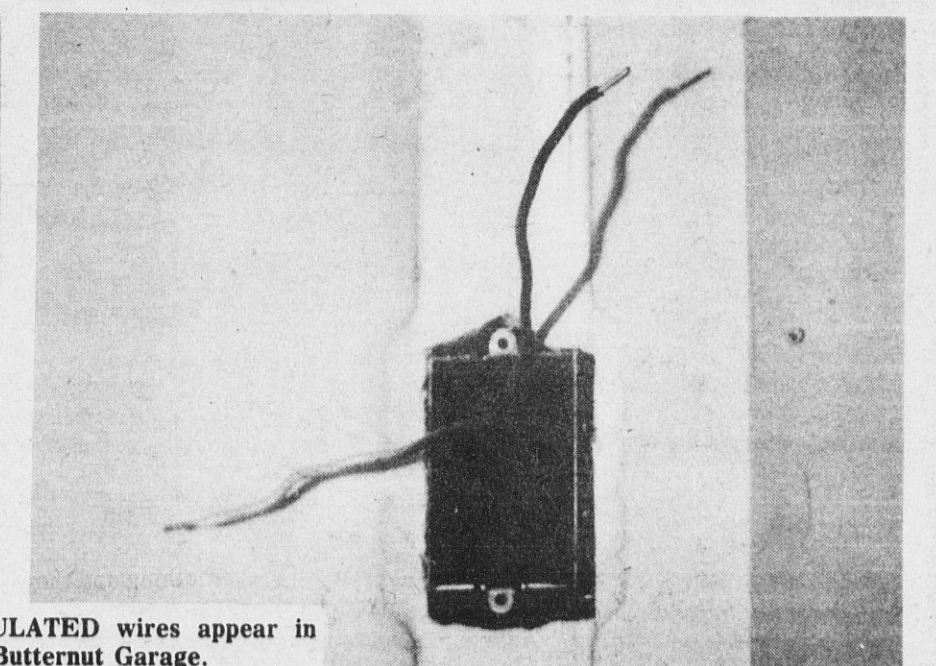
AN ACCIDENT WAITING TO HAPPEN could be the make-shift rigging of the chute to the back of a dump truck, right. Employees said if the chain breaks, the chute could break off.



TO PROTECT THEMSELVES FROM toxic exhaust from a gasoline air compressor, Butternut Garage employees were forced to knock a hole through the wall (lower center) when management failed to correct the hazard.



EXPOSED, UNINSULATED wires appear in many places at the Butternut Garage.



'We're trying to treat the symptoms rather than the cause, which is management'

Geraldine Robinson recipient of CSEA President's Award for act of courage

By Dawn LePore

AMHERST — Standing in the same spot where she calmed an escaped, confused mental patient just a few weeks earlier, Geraldine Robinson recently received the CSEA President's Award from CSEA Region VI President Robert Lattimer.

Geraldine, a clerk-receptionist at SUNY at Buffalo and a member of Local 602, was cited by President William L. McGowan for her courageous actions on a cold, end-of-winter, day when she assisted authorities in the return of a disturbed and dangerous woman to the Buffalo Psychiatric Center.

"She did something. She got involved," Lattimer said. "She took a chance. Very few people will do something like that."

"She's very conscientious," added Bob Smith, president of Local 602. "She's always been that way."

"I was walking down the hallway when I saw a whole group of people standing around, looking out a window," Geraldine explained. "They were looking at this young woman sitting outside and wondering what to do."

"It was a bitter cold day and the girl had no coat or hat. Her clothes were shabby and she looked like she might have been disturbed."

"I felt concerned for her, so I went out and talked to her and asked her to come on inside. I could tell she couldn't handle people so I brought her into an office and sat with her. She seemed very intelligent, but it was obvious that she wasn't all there."

"I asked her her name — she had about five different names — and we just talked. She talked about war, about how she had beaten up people, about dying. She said she was afraid of being shot. I knew she needed help, so I just tried to keep her talking."

Meanwhile, security at the university had determined that the



RECOGNIZED FOR COURAGEOUS ACTION, Geraldine Robinson accepts a CSEA President's Award from CSEA Region VI President Robert Lattimer.

woman had walked away from the Buffalo Psychiatric Center several miles away and had probably boarded a bus to take her to the college campus. She resisted attempts by security personnel to take her to the hospital and insisted that Geraldine go with her.

"She was filled with anger and she used extremely foul language," Geraldine said. "It's funny, but I don't remember being afraid then. I just thought it could be my daughter, it could be me."

"It wasn't until later when it was all over, that I found out she was considered very violent and had been scheduled for shock treatment that morning. I had a headache all the way home."

Union wins \$20,000 back pay for John Gibson

Watkins Glen driver back at the wheel

WATKINS GLEN — A union spokesman for the Watkins Glen School Unit of CSEA Local 849 Schuyler County recently announced a court order has returned John Gibson, a school bus driver, to his job and also ordered he receive back pay that could exceed \$20,000.

According to CSEA Unit President

John Lutomske, Gibson was a full-time bus driver until February, 1977, when the school board fired him because of their interpretation of a law which states that bus or truck drivers must have at least eight consecutive hours off during each 24-hour period.

Following the termination, the

CSEA school unit requested and was granted the services of CSEA Regional Attorney Thomas E. Reilly, who subsequently asked Supreme Court Justice Frederick Bryant to order Gibson's school district employment restored.

Reilly argued that the regulation did not apply, but rather another law under the Department of Motor Vehicles was applicable.

Justice Bryant ruled in favor of the school district, but atty. Reilly appealed to the Appellate Division, which agreed with Gibson and ordered him to return to work.

The court also ordered the district to pay Gibson the amount he would have received if he had worked the three-year period the dispute was in the courts, minus wages Gibson earned while employed in the private sector during the period.

The school board took the case to the Court of Appeals, which refused to hear the case, saying there was no final judgment in the Appellate Division ruling.

Both sides have since gone before Justice Bryant to seek final judgment of the Appellate Division ruling. Bryant is expected to determine and

announce the amount of back pay due Gibson.

In announcing the decision, Unit President Lutomske said, "This decision, and the eventual settlement of back pay, has to be one of the outstanding victories for public employees in state history. Speaking for all the unit members, we are grateful to Attorney Reilly for his efforts, and are pleased with the outcome that restored John Gibson's job, with back pay. We also wonder how the school board is going to explain their heavy legal fees to the district taxpayers? Perhaps the whole situation could have been worked out years ago with a minimum of expense and effort on both sides," Lutomske said.

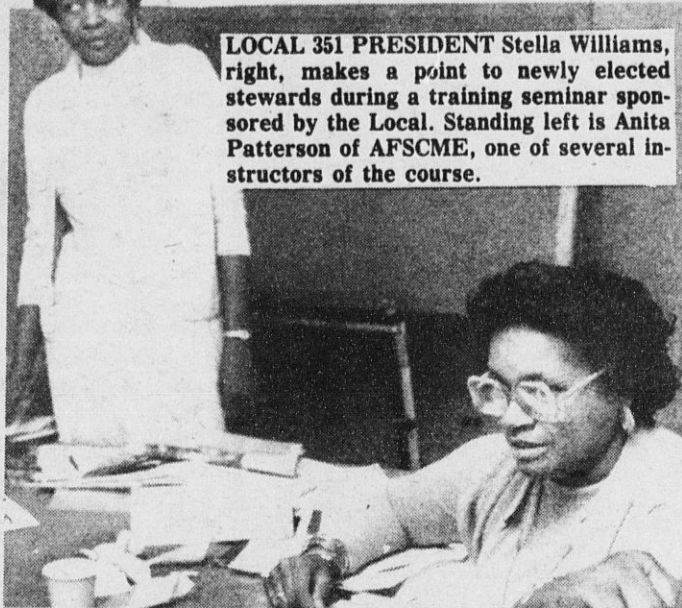


JOHN GIBSON, center, is congratulated by Watkins Glen School CSEA Unit President John Lutomske, right, and Unit Steward Esther Hall after Gibson was reinstated to his bus driving position by a court order. He is eligible for back pay that could exceed \$20,000.

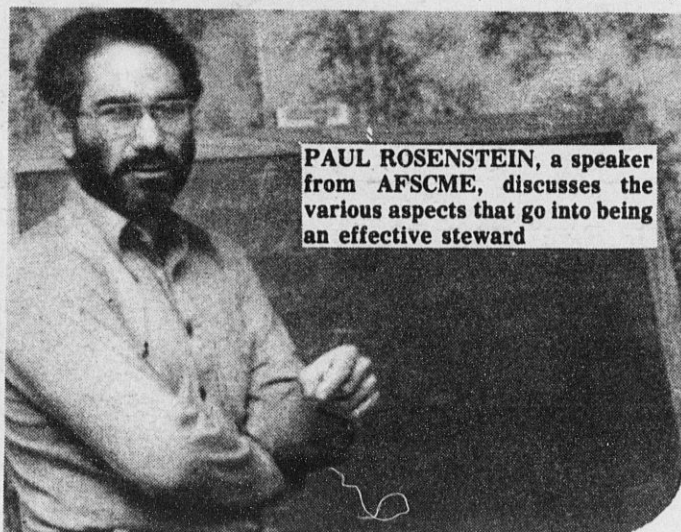


NEWLY ELECTED STEWARDS for State Insurance Fund CSEA Local 351 recently participated in a seminar entitled "The Makings of a Steward" sponsored by the Local at the New York Statler Hotel. This is part of the group. Seated left foreground is CSEA Region II Director George Bispham, and next to him is Region II President Jimmy Gripper. Next to President Gripper is Anita Patterson of AFSCME, who helped conduct the seminar for new stewards.

LISTENING TO PRESENTATION are, from foreground, CSEA Region II Director George Bispham, Sarah Johnson, Theresa Hines, Frances Satz, Norman Satz and Al Overton.



LOCAL 351 PRESIDENT Stella Williams, right, makes a point to newly elected stewards during a training seminar sponsored by the Local. Standing left is Anita Patterson of AFSCME, one of several instructors of the course.



PAUL ROSENSTEIN, a speaker from AFSCME, discusses the various aspects that go into being an effective steward

Saland victory union backed

POUGHKEEPSIE — CSEA manpower support greatly helped to elect Republican Stephen M. Saland to the state's 99th Assembly District seat in a special April 15 election, according to Ellis Adams, President of Dutchess County CSEA Local and a spokesman for the CSEA Political Action Committee of Dutchess and Ulster Counties which endorsed Saland's candidacy. Ellis termed Saland's election "a success for CSEA."

In a three-candidate race, Saland won by just over 1,400 votes to fill the seat vacated by the death of Emeel S. Betros on March 9.

"We operated a phone bank for Saland and sent out letters endorsing him to 5,000 area CSEA members," Adams said. The committee had less than two weeks to work for the candidate.

Adams said the committee endorsed Saland because he favors legislation like the Occupational Safety and Health Act for public employees in New York. Saland also supports binding arbitration to settle labor disputes, he said.

Saland, a Poughkeepsie attorney, served, until recently, as chief counsel for State Assembly Minority Leader James L. Emory. He will fill the unexpired term of Betros, his former law partner, through Dec. 31.

Maine in boycott

AUGUSTA, ME. — Maine's State Bureau of Purchases has ruled that J.P. Stevens & Co. can no longer qualify as a "responsible bidder" because of its continuing violations of state and federal labor laws.

The order, which went into effect Apr. 20, forbids state agencies from accepting bids from Stevens on purchases. In recent years, Finance & Administration Commissioner Rodney L. Scribner said.

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a "first come-first served" basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day
Binghamton	State Office Bldg.	First and Third Wednesday
Buffalo	Gen. Wm. Donovan Office Bldg. (125 Main Street)	First, Second, Third, Fourth, Wed. and Fri.
Canton	County Courthouse	First Thurs.
Goshen	County Center	Third Thurs.
Hauppauge	State Office Bldg.	First and Fourth Wed.
Horseheads	Village Hall	Second and Fourth Tues.
Little Valley	County Office Bldg.	Second and Fourth Mon.
Lockport	Municipal Bldg.	Third Mon.

City or City or Village	Address	Monthly Visiting Days
Mayville	Chautauqua County Health and Social Service Bldg.	First Mon.
Mineola	222 Willis Ave.	First and Fourth Mon.
Plattsburgh	County Center	Third Thurs.
Pomona	County Health Complex - Bldg. A	First and Third Fri.
Poughkeepsie	County Office Bldg.	First Thurs.
Riverhead	County Center	Third Wed.
Rochester	155 W. Main Street (Rm. 513)	Second and Fourth Thurs.
Syracuse	County Courthouse	Second and Fourth Fri.
Utica	State Office Bldg.	First and Third Tues.
Watertown	State Office Bldg.	First Fri.
White Plains	Westchester County Center	Second and Third Mon. (except July)
New York City	State Office Bldg. 270 Broadway (23rd Floor)	First and Third Tues.
	II World Trade Ctr. (44th Floor)	Second and Fourth Tues.

OPEN CONTINUOUS STATE JOB CALENDAR

Title		
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS MAY 12, 1980

TITLE	SALARY	EXAM NO.
Associate Career Opportunities Analyst	\$21,345	37-013
Associate Classification and Pay Analyst	\$21,345	37-014
Associate Computer Programmer/Analyst	\$21,345	37-039
Associate Employee Insurance Representative	\$21,345	37-015
Associate Municipal Personnel Consultant	\$21,345	37-016
Associate Personnel Services Representative	\$21,345	37-017
Associate Staffing Services Representative	\$21,345	37-018
Chief Physical Therapist	\$21,345	39-461
Economist Series	\$16,420	37-036
Research Series	\$16,420	37-035
Head Physical Therapist	\$18,225	39-460
Senior Biostatistician	\$16,420	37-037
Senior Civil Engineer	\$21,345	37-001
Senior Statistician	\$16,420	37-038
Chief Auditor of State Expenditures	\$26,390	37-028
Principal Career Opportunities Analyst	M-2	37-002
Principal Classification and Pay Analyst	M-2	37-003
Principal Employee Insurance Representative	M-2	37-004
Principal Municipal Personnel Consultant	M-2	37-005
Principal Personnel Services Representative	M-2	37-006
Principal Staffing Services Representative	M-2	37-007
Director, Operations Bureau	M-5	39-243
Transportation Planning Aide I	\$7,900	00-040
Transportation Planning Aide II	\$9,865	00-041
Associate Petroleum Engineer	\$26,390	39-459
Associate Sanitary Construction Engineer	\$26,390	37-034
Associate Sanitary Engineer	\$26,390	37-033
Assistant Director,		
Division of Technical Services	M-2	39-455
Assistant Director of Local Assessment Services	M-4	39-457
Associate Tax Valuation Engineer	\$26,390	39-456
Assistant Tax Valuation Engineer	\$17,320	37-023
Senior Tax Valuation Engineer	\$21,345	37-024
Senior State Probation Officer	\$20,255	37-029
Education Program Assistant II	\$16,420	39-448
Senior Student Control Representative	\$11,695	37-030

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS MAY 19, 1980

TITLE	SALARY	EXAM NO.
Bank Examiner	\$16,620	25-210
Business Consultant	\$16,420	24-936
Collection Specialist I	\$10,440	25-199
Collection Specialist II	\$11,695	25-217
Municipal Information Systems Consultant II	\$16,420	25-215
Municipal Information Systems Consultant III	\$21,345	25-216
Municipal Information Systems Consultant IV	\$26,390	25-051
Research Analyst (Transportation)	\$16,420	25-207
Statistician, Senior	\$16,420	25-203
Student Loan Control Representative, Senior	\$11,695	25-201
Student Loan Control Representative	\$10,440	25-202
Tax Valuation Engineer, Assistant	\$17,320	25-213
Tax Valuation Engineer, Senior	\$21,345	25-214
Teaching Assistant	\$9,865	25-212
Transportation Analyst	\$16,420	25-206
Transportation Planning Aide I	\$7,900	25-204
Area Administrator, Public Health	\$30,800	80-041
Child Protective Services Specialist I	\$13,125	80-039
Child Protective Services Specialist I		
(Spanish Speaking)	\$13,125	80-039

CSEA Safety Hotline
800-342-4824

Endless enthusiasm hallmark of activist Peggie Coombs from Cortland Local 812

By William Hidlay

CORTLAND — After holding 62 meetings in 22 months, the Cortland County Unit negotiating team had a new contract for Local 812's largest unit. One of the persons working behind the scenes throughout this marathon negotiating process was the team's secretary, Peggie Coombs.

Coombs has been an active CSEA member for six years and her enthusiasm often rubs off on other CSEA members. She also is chairperson of the Region V Constitutional and By-laws Committee which entirely revamped the region's by-laws and saw its final product receive unanimous approval from the delegates to the region's recent workshop in Syracuse.

Coombs, a senior typist in the Cortland County Clerks Office, is secretary of Local 812 and one of the local's delegates.

She attends all of the steward training programs. She is Cortland County Unit corresponding secretary and Cortland Coalition for Political Action secretary. The coalition combines CSEA locals in the county.

The senior typist, who bubbles with enthusiasm when asked to talk about her work with CSEA, was first appointed to the Regional Constitutional and By-laws Committee two years ago. She was appointed to chair the committee at the Region V workshop in October 1979 by President James Moore.

She said the region's by-laws "were very outdated. We tore a lot of the articles apart to rewrite them."

As a result of her work with that committee, Coombs was appointed to chair Cortland County Local workshop for the revision of locals by-laws.

Coombs said she finds the time to put in extra effort for CSEA "mostly because I love it."

"This is my hobby. This is what I enjoy doing. CSEA is always challenging your mind, and your mind is constantly working which is something that helps motivate me."

"You get a lot of disappointments working for CSEA because not everyone understands what you're doing for them."

However, disappointments are offset when out of the group of complainers "you're able to help one person."

"That one person you do help or that one person who is finally satisfied with a contract makes it all worthwhile and just motivates me to work harder."

"I'm proud to be an officer for CSEA. It makes me proud that people think enough of me to vote me in. I enjoy being a negotiating secretary but I guess I enjoy being the local secretary the most. I don't know, it's hard to say because all of my activities with CSEA are so different," she said.

She has an endless reservoir of enthusiasm for her work with CSEA and this enthusiasm often motivates other union members to take an active role in CSEA affairs.

"I've gotten three or four people involved in CSEA recently, and they have become very hard workers. You can influence other people to enjoy what you enjoy and to help you out."

FACES in the crowd

The Civil Service Employees Assn. is blessed with a wealth of dedicated and capable activists, from the grassroots level to the highest echelon. Thousands upon thousands of union members across the State participate in the ac-

tivities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-seated strength of the powerful union. Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable "Faces in the Crowd" of the thousands of people who help the union function effectively.



CSEA ACTIVIST Peggie Coombs, right, of Cortland County Local 812, discusses union matters with co-workers, from left, Sharon Turk and Rose Marie Granito.

"That way you have a good working committee under you. That's a good feeling to get people to be on committees and to become good hard-working members," Coombs said.

She also pointed out one of her more meaningful experiences as a CSEA member came last election year when the Cortland Coalition for Political Action endorsed a candidate for county treasurer.

"The committee endorsed a man who was not the incumbent. The former county treasurer completely ran the county, and everyone thought the other guy didn't have a chance. But we worked so hard for him that he won. That was a real feather in our caps."

"I notice that CSEA people always have the same goal in mind — to help other people. And if you really needed someone's help they'd be there. I've learned an awful lot and it's hard for me to believe how much I've learned in the six years that I worked for CSEA," Coombs said.

She said that working with people like President Moore, Regional Executive Vice-President Pat Crandall and Local 812 Board Representative Bob Gailor who "motivates me to work harder."

"We have a very close region. And we've got such good people that it keeps our region close and productive. Plus we have a lot of fun together," she said.

Coombs is married and has two daughters, aged 11 and 7, who are members of the Cortland 4-H Club. She is an assistant 4-H leader and helps her two daughters in their dancing and baseball endeavours.

"Other than CSEA or the things my kids are involved in — that's all I do. CSEA takes up a lot of my time," she said.

Emeralds offer a consumer ripoff, Lennon says

WHITE PLAINS — A possible rip off of CSEA members is the concern of Southern Region III President James Lennon. Lennon said he and a number of other CSEA members have received a brochure in the mail offering the sale of emeralds for five dollars plus one dollar for postage by North American Minerals Ltd.

After receiving the brochure and inquiries and complaints from 15 other CSEA members in January 1980, Lennon wrote to New York State Attorney General Robert Abrams requesting an investigation.

"I thought it could be a consumer fraud. Someone must have gotten hold of a CSEA membership list," Lennon said. Abrams forwarded Lennon's letter to Assistant Attorney General Ronald Glickman at the Hauppauge office.

Glickman's investigation revealed the emeralds being sold were "of a poor quality, industrial grade not ordinarily suitable for jewelry . . . and their costs range from 90¢-\$1.35 per stone."

The letter Lennon received from Glickman reads, in part:

"This office has received such a large number of inquiries and complaints concerning the above named company (North American Minerals, Ltd.). . . .

"This company and others under various names, have been the subject of investigation in various states including Massachusetts and Virginia. As far as can be learned, they no longer use the word 'gem' in their advertisements."

"The stones are usually of a poor quality, industrial grade not ordinarily suitable for jewelry or ornamental

purposes. The company has supplied me with appraisals stating that the stones are 'emeralds' as the term is defined by gemologists but they are definitely not of gem stone quality as most of you may have thought."

"The seller has furnished me with a list of seven suppliers and their costs range from 90¢-\$1.35 per stone."

"Mr. Cecil Ivory, Assistant Attorney General, Consumer Frauds Bureau, 2 World Trade Center, New York City (10047), currently has this case under investigation."

Illness hits cultural center workers, source of mysterious odor unknown

ALBANY — Two weeks after sixteen employees of the state's Department of Education were stricken by a mysterious, sickening, odor, while working in the Division of Professional Licensing Services on the third floor of the multi-million dollar Cultural Education Center at the Empire State Plaza, the odor's source still remains a mystery. And some workers in various parts of the building are still detecting the smell.

Philip Sperry, Education Department's employee relations officer, has called the situation "obviously a cause for concern," and state management's reaction to the situation has indicated a desire to resolve the air quality problem.

The 16 employees originally stricken by the odor had complaints ranging from constant eye irritation to sore throats. In subsequent interviews with union officials, the affected CSEA members also revealed developing other medical problems which are now being traced back to the time they moved into the Cultural Education Center some two years ago.

Two recent air samplings in the building indicate traces of chemicals used in printing and reproduction work were present in the air, in very small quantities.

Since the forced evacuation of the employees from the third floor area two weeks ago, fresh air has been recirculated into the building, air filters have been replaced, and various chemical supplies have been removed.

The venting system for the printing room has also been redesigned so as not to be involved with the normal air circulation system.

Because of the potentially serious condition, CSEA officials, Local President Margaret Egan, and First Vice President Richard Weeks have been working to get management to clear up the problems. Ms. Egan said, "we have informed the commissioner, elected representatives, and the news media of the situation here, and each expressed concern."

But while management is taking action to locate and eliminate the odor source, CSEA says it is becoming very concerned over the safety of the employees there, but also the general public, especially children who sometimes spend hours in the building's museum and library.

"We are concerned for the public's well being as well as our own, and we may have to inform the general public, the touring children, of the danger this building's vent system represents," is how one union representative summed up the union position.



CSEA MEMBERS at the Cultural Education Center in Albany tells a television news reporter about serious air quality problems at the facility. CSEA Department of Education Local 657 President Margaret Egan, left foreground, watches as Judy Garvelli, in white coat, tells TV news reporter Judy Sanders, right, about the problems. Others, from left, are Jan Robert, Janice Tudor, Pat Magur, and CSEA Region IV Communications Associate Daniel Campbell.



INTERNAL DETERIORATION of the building caused by a water leak is another problem for the Cultural Education Center. CSEA Communications Association Daniel Campbell points out a water leak area to WRGB-TV Channel 6 news reporter Judy Sanders.

Membership campaign launched in Metro Region

NEW YORK CITY — The month of May has been proclaimed "Membership Recruitment Month" throughout CSEA Metropolitan Region II by Region President Jimmy Gripper Jr.

President Gripper said the goal is for every CSEA member within the region to assist in the signing up of at least one other non-union member or agency shop member to regular CSEA membership during the month.

He advised members to use the union membership form printed adjacent to this article, and to send the completed form to the Region II office at 11 Park Place, Suite 1405, New York, New York 10007. A record of all members signed during May will be kept, and President Gripper said it is planned to recognize each recruiter appropriately, at a later date, with a token of appreciation and a social affair.

AGENCY No.	EMPLOYEE No.	NAME	DUES	ANN. SALARY
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● PAYROLL DEDUCTION AUTHORITY (MEMBERSHIP APPLICATION) ●

for dues of the Civil Service Employees Association, Inc., 33 Elk Street, Albany, N.Y.



TO THE FISCAL or PAYROLL OFFICER of EMPLOYING GOVERNMENTAL UNIT:

I am applying herewith for membership in the Civil Service Employees Association, Inc., and hereby authorize you to deduct from my salary (bi-weekly) (weekly) (semi-monthly) (monthly) the necessary deduction to cover membership in said Association. This is also your authorization to make deductions in the current and succeeding years of my employment and membership in said Association in the amounts certified by said Association as required for the payment of my membership dues in said Association (see Section 93 B of General Municipal Law). I understand that this authorization may be revoked at any time by written notice to you and that a portion of my membership dues pays for a subscription to "The Public Sector". CSEA membership dues are \$3.50 bi-weekly effective April 1, 1980.

I hereby designate and authorize the Civil Service Employees Association, Inc. to be my exclusive representative for collective negotiations under the Public Employees Fair Employment Act and I hereby revoke any prior designation or authorization.

EMPLOYED BY: STATE ☐ COUNTY ☐ CITY ☐ TOWN ☐ SCHOOL ☐ OTHER ☐ (specify)

NAME (print) _____ NAME OF GOVERNMENT _____

RESIDENCE street and number _____ city _____ state _____ zip code _____

WORK ADDRESS street and number _____ city _____ state _____ zip code _____

Name of Department, Institution or Political Subdivision _____ Name of Local _____

FILL OUT CARD COMPLETELY & PLACE YOUR SIGNATURE IN THE SPACE PROVIDED.

Payroll Item Number _____ Social Security Number _____

BE SURE YOU HAVE SIGNED THIS CARD . . .

Rev. 2-80

Signature of Employee

DATE card is signed