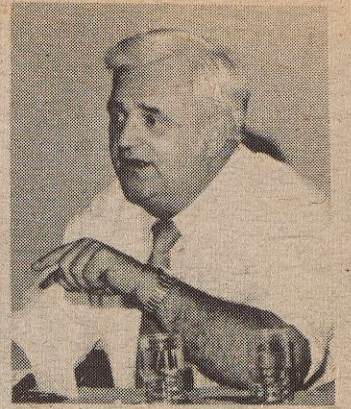


REPORT TO THE PEOPLE



AFSCME President Jerry Wurf, left, and CSEA President Bill McGowan, right, discuss the affiliation of their two unions in columns on pages 6 & 7 of this edition.

The Public SECTOR

Official publication of
The Civil Service Employees
Association

Vol. 3, No. 17

Wednesday, February 4, 1981

(ISSN 0164 9949)

Secret pay raises for Nassau County officials blasted by region president

AMITYVILLE — Terming the secret pay raises for Nassau County officials “backroom manipulation that does no one any good,” Region One President, Danny Donohue, last week called for a halt to the practice of County managers giving themselves fat raises, some as much as 50% increase in salary over one year — while county employees are restricted by the Taylor Law to bargaining and accepting pay increases of much less.

The secret pay raises granted to several top county officials were passed by the Nassau County Board of Supervisors several weeks after the 1981 budget went into effect on Jan. 1.

The Nassau County Controller

received a 10 percent increase of \$5,000 bringing his annual salary up to \$55,000. One of his deputies received a 9.4 increase bringing his salary to \$25,000, which represents an increase of 57.6 percent since 1980. Other officials received raises which increased their salaries between 23 to 30 percent over 1980 levels.

The more than 20 management officials who received the raises were part of “Ordinance No. 1” passed by the board unanimously on Jan. 5 which also approved the already negotiated CSEA salary raises for county workers. The CSEA negotiated pay raises of 7.5 percent were reached at a last-minute settlement under the threat of an imposed contract which

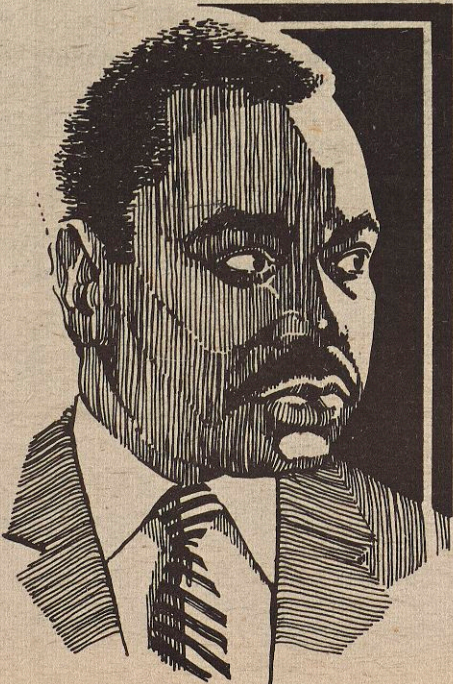
Labor and Management observers agree would have been far less.

“It really smells,” said Mr. Donohue. “We’re going into negotiations for the new contract now and we would be considered insane if we asked for a 50 percent increase for our members. What is additionally unfair, is that there is no productivity justification for these management raises and they come after the government in Nassau was crying poverty in their negotiations with us.”

“This is the kind of backroom manipulation that hurts government and public employees in the eye of the public. In the current national mood of austerity, it is particularly inappropriate. Secret pay raises must be abolished, Mr. Donohue said.



AN ANGRY Danny Donohue has demanded an end to “backroom manipulation” and secret pay raises for Nassau County officials. “It really smells,” he stated.



MEMBERS OF BROOKLYN DEVELOPMENTAL CENTER LOCAL 447 take part in a Martin Luther King Day observance on Jan. 15 including, from left, Metropolitan Region II President James Gripper, Rodney

Pechles, Frank Fasano, Local 447 Human Rights Committee Chairman Sheryl Morse, Frank Ross, Local 447 President Brenda Nichols, Lewis W. Alleyne Jr., R. Gonzales and Luis J. Hyacinthe.

CSEA

VICTOR FARLEY, Erie County Republican Committee chairman, told CSEA members that the relationship between the union and the GOP is changing for the better.



MORE THAN \$600 was raised for the PEOPLE program with a raffle and sale of various PEOPLE items. Here, PEOPLE committee chairperson Sheila Brogan draws raffle winners with assistance from CSEA Region VI President Robert Lattimer.

CSEA

LARRY KERWIN, Monroe County Democratic Committee chairman, told union members they should work from within the political parties.

Region VI raises \$600 for PEOPLE

BUFFALO — The changing relationship between CSEA and the two major political parties was the main subject during a recent luncheon, sponsored by the Region 6 PEOPLE committee.

Victor Farley, chairman of the Erie County Republican Committee, and Larry Kerwin, chairman of the Monroe County Democratic Committee, served as guest speakers at the recent luncheon at the Buffalo Hilton Hotel here.

The luncheon, together with a raffle and the sale of various PEOPLE items, helped to raise \$600 for PEOPLE, according to Sheila Brogan, who heads that committee.

"In 1971, the union movement was at war with the legislature," Farley said. Ten years later, there is a changing attitude between the GOP and CSEA . . . We have attempted not to dispute, but rather to talk, listen, un-

derstand and be sympathetic to reasonable requests. At the same time, CSEA has been kind to us."

"And while we can't respond to all requests, the evolution is continuing. There is goodwill on both sides," he said.

In response to a question on the future of the Taylor Law, Farley said, "I have always been optimistic, but it is very difficult. I am hopeful we could do something this year."

Kerwin emphasized that he believed it was time for the union to work from within the party system as members.

"It is not enough to simply work (for political action) on the outside," he said, "when you can influence the selection of the candidates as well. It may be hard to do, and there may be conflicting interests at times, but it is not a great price to pay," Kerwin said.

Charges dropped in James Corbin case

By Hugh O'Haire

RIVERHEAD — A Suffolk County Court judge has dismissed a grand larceny indictment against former Suffolk County CSEA Local 852 president James Corbin which had accused him of illegally paying a law firm approximately \$2,000 in union funds — to use in his unsuccessful campaign for reelection in 1977.

Mr. Corbin had been accused of paying for the law firm to have copies of the CSEA-Suffolk County contract he helped negotiate printed so they could be distributed to CSEA members in time for the election.

In dismissing the indictment for second-degree larceny, County Court Judge Howard A. Levine said evidence presented to the grand jury was insufficient to sustain the indictment and there was no proof that Mr. Corbin personally profited from the transaction.

Mr. Corbin, a Suffolk County Health Department Sanitarian, maintained that the printing of the contract was proper and necessary because the CSEA had been without a contract for 17 months prior to the settlement and the county had informed him that it would take them nine months before they could print copies of the agreement.

The indictment grew out of a grand jury investigation of the Suffolk County Civil Service Employees Welfare Fund, and its legal service contract with the law firm of Mirkin, Barre, Saltzstein & Gordon of Great Neck. Mr. Corbin was the only person indicted in the investigation.

The name of the fund was changed to the Suffolk County Civil Service Employees Benefit Fund last year.

Local 804 files an IP after town rejects tentative pact

By Charles McGeary

TOWN OF UNION — An Improper Practice Charge has been filed against the Town of Union by CSEA on behalf of Town of Union Unit members of Broome County Local 804.

According to Jim Corcoran, CSEA Field Representative and Chief Negotiator for the Unit, the IP Charge was the result of the Town Board's recent rejection of a negotiated Contract after tentative agreement had been reached.

In the charge CSEA points out that . . .

December 10, 1980, CSEA and the Town of Union's Negotiating Team, headed by Councilman Harder, agreed upon a tentative pact. The agreement called for wage increases of 8½ percent the first year and 9 percent the second year. It also called for new dental coverage for the town's 142 employees.

December 22, 1980, the CSEA membership ratified the agreement.

January 7, 1981, the Town of Union Board voted 3 to 1 to reject the tentative agreement.

The CSEA charge further contends that . . . "after the tentative agreement had been ratified by CSEA, and when it was presented to the Town Board for ratification, Councilmen Harder and Kunzman — both members of the Negotiating Team — failed to vote for and support their own tentative

Region V nominations urged

SYRACUSE — Claire McGrath, Chairperson for the Region V Nominating Committee, has issued an urgent request to those wishing to submit nominations for the office of Regional President, Executive Vice-President, 1st, 2nd and 3rd Vice-Presidents, Treasurer, Recording Secretary, and one local government Educational Representative to the Statewide Board of Directors.

Mrs. McGrath stressed the importance of submitting nominations to the attention of: Chairperson, CSEA Region V Headquarters, 290 Elwood Davis Road, Suite 308, Liverpool, New York 13088, **no later than 5 PM on Tuesday, February 17, 1981.**

Mrs. McGrath also cautions CSEA Locals and Units to take special care in nominating only those who have been CSEA members in good standing for at least one year prior to the date of nomination.

agreement. Councilman Kunzman actually voted against it.

CSEA contends that the tentative agreement should be considered a formal, binding contract, with any reserved right of ratification on the part of the town to be waived.

Controversy arose over the tentative agreement because of the cost of a proposed dental insurance plan.

A pre-hearing conference with a PERB representative is scheduled for February 4th, and the hearing date for February 18, 1981.

Win two years back pay for LI secretary

Diana McLaughlin terminations were illegal both times

By Hugh O'Haire Jr.

MINEOLA — A persistent and dogged legal effort by CSEA Nassau local 830 resulted last month in a court-ordered award of more than two years' back pay to a secretary from a Long Island school district. The union contends she was illegally fired from her job — not just once, but twice.

Diana McLaughlin, a secretary at the North Bellmore Union Free School District, was awarded back pay and "all other benefits of her employment" for the period between February

1978, when she was originally fired from her position, and August 1980, resulting from an action brought by the CSEA in the Nassau County Supreme Court.

Mrs. McLaughlin was suspended at the end of school in July 1, 1977 and later fired for alleged incompetence after a hearing held by the school board in February, 1978. The CSEA brought an article 78 proceeding to review her discharge, CSEA attorney Richard Gaba said, because the same official who had allegedly told Mrs. McLaughlin to resign or be fired was the hearing officer at her case.

"We felt that it was a prejudicial hearing and that the hearing officer should have disqualified himself," said Mr. Gaba.

The Appellate Division agreed with the CSEA and the case was returned to the school district for a new hearing. Mrs. McLaughlin was fired

again after a hearing last August. The CSEA has appealed that decision, Mr. Gaba said. At that time, the union also started proceedings to get Mrs. McLaughlin's back pay. The North Bellmore School District contended that by re-firing Mrs. McLaughlin, they did not have to pay her back wages. While the Nassau Supreme Court agreed with the CSEA position and ordered the school district to pay Mrs. McLaughlin her back pay, the school had 30 days to file an appeal.

"We just hope the school district and other government units in Nassau get the message that we stand by our employees, said Nicholas Abbatiello, president of Local 830. "No matter how long it takes, no matter how complicated the legal wrangling, if we feel one of our members has been unfairly treated, we will pursue a remedy to the limit."

Metro Tax and Finance forms joint committee

NEW YORK CITY — A labor-management committee for the State Department of Taxation and Finance for the New York City metropolitan area was organized recently.

The CSEA members of the committee include department CSEA Board of Directors member John Gully; metro area department employees Willie Raye, John Ulman and Douglas Murphy; and New York City 010 President Joseph Johnson.

Management members of the committee include department director of the Bureau of Labor Relations Donald Geik and management personnel Florence Kaufman, Violet Rehbein and Nancy Lang.

At the initial meeting of the committee recently, Gully and Geik were selected as co-chairmen.



NEW YORK CITY LOCAL 010 President Joseph Johnson and Department of Taxation management personnel, from left, Florence Kaufman and Violet Rehbein attend the meeting of the department's labor-management committee.



MAIN SPEAKER AT THE initial meeting of the State Department of Taxation and Finance Metropolitan Area Labor-Management meeting is consultant Gary Lefkowitz, center. CSEA members at the meeting include Willie Raye, left, and Douglas Murphy.



CO-CHAIRMEN OF THE newly formed State Department of Taxation and Finance Metropolitan Area Labor-Management Committee are, from left, Donald Geik, director of the department's Bureau of Labor Relations; and CSEA Board of Directors member John Gully. The two were selected at the recent initial meeting of the committee.

CSEA says it will scrutinize Cohoes budget in effort to resolve impasse, labor issues

COHOES — With both the Department of Public Works Unit and the City Hall Clerical Unit of the Civil Service Employees Association at impasse in negotiations with the City of Cohoes, the CSEA Capital Region is submitting the proposed Cohoes City budget for 1981 for complete economic analysis.

Regional spokesman Daniel Campbell explained the reasons behind the union's action. "This office wants to confirm if the fiscal situation

which the City of Cohoes claims to exist, does exist. An analysis of the proposed City budget, which supposedly forecasts a \$300,000 deficit, a 28 percent tax hike and the termination of ten percent of the public employee work force, may provide either support for the City's claim or concrete recommendations on how to avoid the predicted tax hike and workforce cuts," Campbell said.

The union spokesman noted that such economic analysis had recently

helped a county served by the Capital Region to avoid a similar fiscal crisis. "Budgets and budget processes do not allow for human error. Often, due to time frame pressures, deadlines, etc., a crisis situation can develop due to an unnoticed budget mistake," he explained.

"A no cost line by line, item by item analysis of the proposed budget by an interested third party such as CSEA, may provide the City of Cohoes with the means of resolving its problems.

This effort, however, requires cooperation and communication, rather than confrontation," he said.

The union spokesman concluded, "CSEA is asking the City of Cohoes not to take any action on the proposed City budget until the time consuming analysis procedure can be completed. Hurried actions could be both unnecessary and detrimental in this situation. Patience in allowing the process to take place may pay a dividend well worth the wait and the effort," he said.

The Public Sector

Official publication of
The Civil Service Employees Association
33 Elk Street, Albany, New York 12224

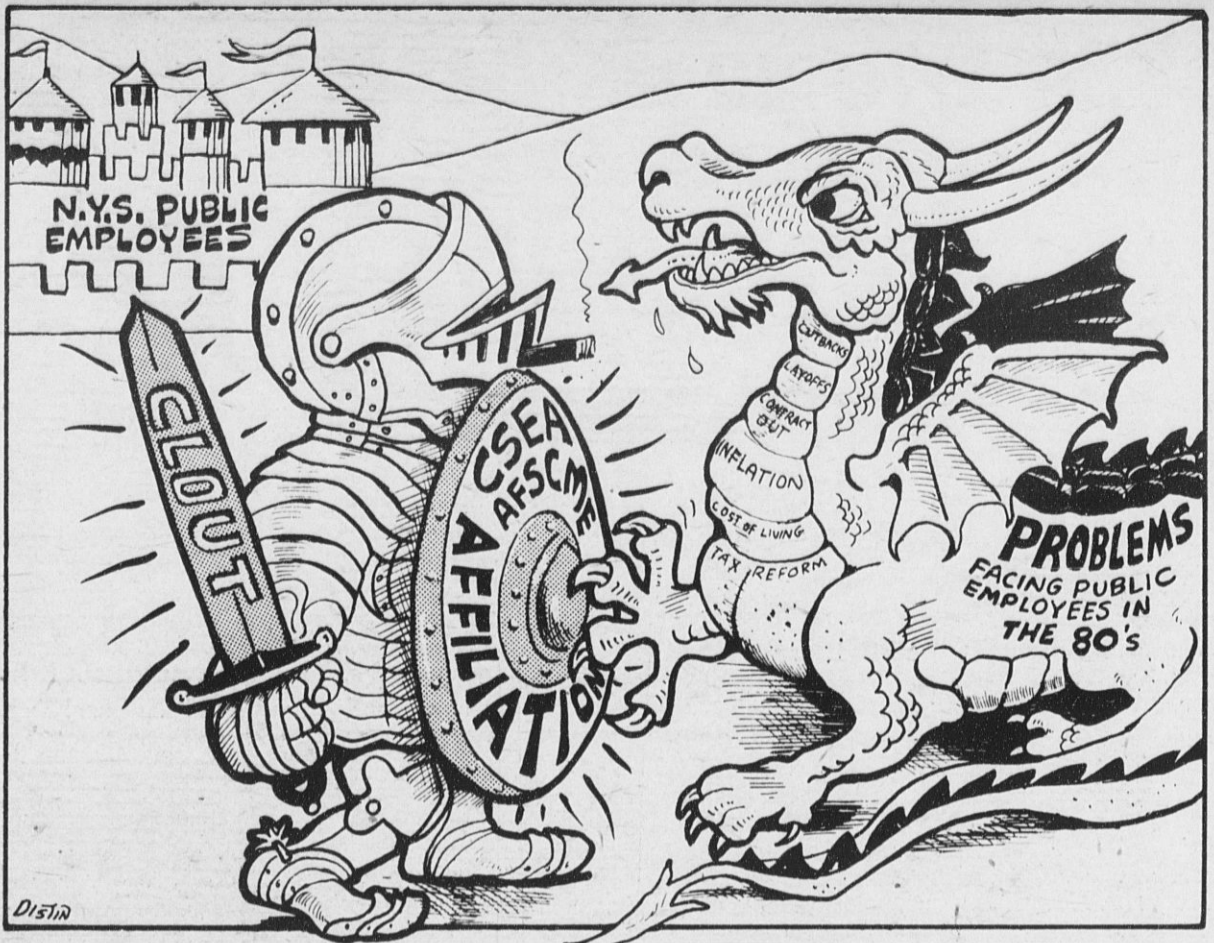
The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224. Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

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Dennis C. Mullahy—Production Coordinator



Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



Applications being taken for work study program

Applications are now being accepted for New York State's '701' Work Study Program, leading to a Masters degree in city and regional planning, community development, public administration, or closely related fields. The program, administered by the NYS Department of State and funded under the federal '701' Comprehensive Planning Assistance Program, is intended to increase the representation in planning and public administration of professionals with special knowledge of the concerns of minority and low income people.

Individuals selected for the program must enroll for full-time study at one of three participating universities: State University of New York (SUNY) at Albany, SUNY at Buffalo, or Cornell University. Participants receive financial assistance, as well as excellent professional education through a combined program of academic study and work experience.

The Work Study Program is open to qualified in-

dividuals who have a financial need and who demonstrate an insight into low income and minority concerns. Past academic performance is considered in selecting participants, but is less important than the potential ability for successful graduate study.

Thirty students are currently enrolled in the program and more than 100 have been graduated over the past 10 years. Many participants have been people who thought they could not manage full-time graduate study because of age, money, personal responsibilities or other reasons, but with the assistance of the '701' Work Study Program were able to obtain the professional education needed to pursue their career objectives and improve their professional contribution to the communities where they work.

For information, contact Paula Ford, Senior Planner DOS Division of Planning and Federal Programs, 162 Washington Avenue, Albany, NY 12231. Phone: (518) 474-6748.



SPEARHEADING A SUCCESSFUL membership drive which qualified the Syracuse City Unit of Onondaga County Local 834 for agency shop status recently were, from left, Cindy Roberts, David Cusano and Cindy Corona.

Communications post filled by Tina L. First

Tina Lincer First has been named a communications associate in the Communications Department, CSEA Headquarters, Albany.

In her new post, she is responsible for publicizing CSEA's activities and services and helping promote a positive image of public employees throughout the state.

Her duties include answering media queries on statewide CSEA issues, writing articles for the Public Sector and assisting in production of publications.

A native of Queens, N.Y., Ms. First graduated magna cum laude from the state University at Albany with a Bachelor of Arts degree in English and art.

Before joining CSEA, she was a feature writer for The Times Record in Troy for four years, reporting on consumer and family issues and the arts.

She and her husband, an attorney, live in Albany.

BOYCOTT Nestlé

ALBANY — Boycott Nestle and keep babies in the "Third World" from dying.

CSEA, AFSCME Local 1,000 is sending out that message in support of INFACT the Infant Formula Action Coalition, a nationwide organization of more than 500 groups coordinating the boycott of all Nestle products.

The largest food processor in the world, Nestle is actively encouraging mothers in the developing countries of Africa, Asia and South America to give up breast feeding and turn to powdered milk formula instead.

But in such countries water is contaminated, sterilization procedures almost unknown, illiteracy makes proper preparation impossible, and poor people try to stretch the powdered milk supply by overdiluting their baby's formula. The tragic results are widespread malnutrition and

severe infant diarrhea that often ends up in death, victims of "Baby Bottle Disease."

Nestle uses aggressive marketing techniques to promote infant formula. Nestle gives free samples to mothers (often through doctors), supplies colorful posters and free medical equipment to hospitals and clinics.

In October of 1979, the World Health Organization/UNICEF recommended an end to marketing practices that have caused the epidemic of "Baby Bottle Disease."

What can you do? INFACT says speak to Nestle in the language they understand. Stop buying Nestle products.

To find out what more you or your local can do, write: The INFACT Clearinghouse, 1701 University Ave. S.E., Minneapolis, MN. 55414.

Nestlé BOYCOTT

Time for round 3 at New Rochelle's negotiating table

NEW ROCHELLE — 1980 was quite a year, especially for the three CSEA units here in this city of 70,000 people. It was a time of on-again, off-again negotiations, which saw a Taylor Law settlement imposed on 100 workers of the city unit, and eleventh hour agreements reached for 40 library staff people and 22 housing authority employees.

Field Representative Larry Sparber went through the year of ups and downs together with Unit Presidents Tony Blasie, Phyllis Kennedy and Mickey Circelli. He can now look forward, with Blasie, to the whole process starting again for the city unit.

Meanwhile, here's a run-down of where things are:

CITY UNIT; settlement imposed on Dec. 16, which included:

- six percent raise, retroactive to Jan. 1, 1980;
- establishment of dental plan with municipal contribution of \$100;
- mileage allowance increase to 25¢ per mile, effective Sept. 1, 1980;
- increase to 200 in number of sick days which can be accumulated;
- setting up of joint labor-management safety committee, and
- improved discipline procedures.

The imposed agreement expired Dec. 31. Negotiations are about to resume, and a review of the 1980 New Rochelle budget done by CSEA notes, "it should be clear that there is an excess of funds in the budget available for purposes not yet appropriated."

LIBRARY UNIT; two-year contract reached, granting:

- six percent wage hike in the first year, retroactive to Jan. 1, 1980, and seven percent in the second year;
- dental plan;
- increase in night differential pay for fulltime employees whose working hours extend beyond 6:00 p.m.;
- extra "floating holiday", and
- clarification of work hours and shift arrangements.

HOUSING AUTHORITY UNIT; three-year pact negotiated, which includes:

- annual seven percent salary raises, retroactive to start of 1980;
- granting an extra holiday, "Martin Luther King Day";
- establishing dental plan;
- tightening up grievance procedures, and
- assigning of overtime on an equitable basis.



NEW ROCHELLE LEADERSHIP — City Unit President Tony Blasie, Field Rep. Larry Sparber, Library Unit President Phyllis Kennedy, and Housing Authority Unit President Mickey Circelli.



AFTER THE LEGISLATIVE HEARING, a newspaper reporter, left, interviews Unit President Tony Blasie and Southern Region III President James Lennon, a resident of New Rochelle.

Region I nominations deadline February 28

NORTH AMITYVILLE — Members of Long Island Region I who wish to be considered for nomination to run for a regional office must file an official application at Region I Headquarters between Feb. 1 and Feb. 28, Region I President Danny Donohue announced.

He said official applications are available at the regional headquarters, 740 Broadway, North Amityville; (516) 789-1170.

The regional offices are president; first, second, third and fourth vice president; secretary and treasurer.

Applications received will be considered by the Region I Nominating committee of:

John Aloisio, Robert Campbell, Steve Devorsney, Laura Fortner, Thomas Harris, Alex Kosiczky, Raymond Magliulo, Louis Mannellino, Ida McDaniel, Stanley Meadows, Carlo Pugliese, Stanley Roberts and Trudy Schwin.

Seasonal, part time EBF eligibility explained

ALBANY — In an effort to answer the numerous questions being raised about seasonal and part time state workers' eligibility for the CSEA Employee Benefit Fund, EBF Director Thomas Collins offers the following guidelines:

• Only those part time and seasonal employees who are eligible for and actually participating in the Statewide Health Plan may receive EBF benefits. The state pays the EBF for these employees only.

• Anyone who is eligible for the health plan, but is not currently taking advantage of it, for various reasons, should at least take out an individual plan, in order to become part of the EBF. Upon joining the Statewide Health Plan, an employee automatically becomes a member of the EBF.

Employees who have questions about their eligibility for the health insurance should contact their agency personnel manager.

Appointments rule revised

Civil Service Rule 4.11, which governs appointments to encumbered competitive state position, has been completely changed.

An "encumbered position," or "hold item," is one which becomes vacant when its incumbent goes on an unpaid leave of absence — typically to begin probation in a higher level job or accept a provisional promotion.

Under the new rule, persons permanently appointed to an encumbered position have all the rights and benefits of permanent status, except if the prior incumbents return.

The new rule provides a greater degree of stability and job security than the old rule, and therefore is expected to make it easier for agencies to fill jobs vacated by employees on leave — a consideration of increased significance now that probations of a year or more are in effect for many titles.

The new rule took effect Dec. 18, and applies to appointments, promotions, transfers and reinstatements made on or after that date.

Permanent appointments to encumbered items are called "contingent permanent." Under the old Rule 4.11, those appointed remained on eligible lists and still could be canvassed for permanently vacant positions. Under the new rule, the names are removed from the eligible list, just as they would be in the case of full permanent appointments.

In cases where an employee is promoted on a contingent permanent basis and the prior incumbent later returns, the name of the displaced employee would be placed on a preferred list for the higher level title in the promotion unit in which the individual had been serving.

In cases of layoffs, contingent permanents would have the same retention rights as full permanent employees. If laid off, contingent permanents would have statewide preferred list rights. Under the old rule, contingent permanents were treated the same as temporaries and provisionals, and thus had no displacement or "bumping" rights.

Under the old rule, when the prior incumbent's leave ended, it was necessary to re-canvass the list, if it was still in existence, and determine if the contingent permanent appointee was reachable for permanent appointment. Under the new rule, re-canvass is not required and the appointment can be made permanent immediately.

Questions concerning the rule change should be directed to your agency personnel office.



AFFILIATION has the future looking bright for union membership



Late in the afternoon of January 22, 1981, in a moment of historical significance, CSEA President William L. McGowan and AFSCME International President Jerry Wurf signed documents linking the two unions in a permanent affiliation. That same day CSEA delegates had overwhelmingly approved the affiliation, duplicating results of a vote a week earlier by CSEA's Board of Directors. In its 71st year of existence, the Civil Service Employees Association had taken a dramatic turn in its history.

Nearly three years earlier, in April, 1978, CSEA agreed to an experimental, 3-year temporary affiliation with AFSCME and the AFL-CIO. CSEA's impact was immediate, pushing AFSCME over the one million member mark

and making the giant public worker union, for a time, the largest labor union of any kind in the AFL-CIO. As Local 1000, CSEA immediately became the largest local within AFSCME; elected two international vice presidents to AFSCME's convention last summer in California.

Throughout the experimental period of affiliation, the two unions worked in concert in a broad range of areas on behalf of public workers throughout New York State. Among them were successful joint campaigns in legislative lobbying in Albany and Washington, political action, membership training, research, and commercial advertising. While CSEA is free to conduct its own programs and projects and is guaranteed a high degree of independence from the parent un-

ion, coordinated programs are expected to increase and expand under permanent affiliation on behalf of the membership of both unions.

The many successful joint ventures, the overwhelming votes in support of permanent affiliation, and the generally positive comments of hundreds of rank and file members at meetings throughout the state proved the success of the experiment itself, and is the source of the high level of expectation for the future.

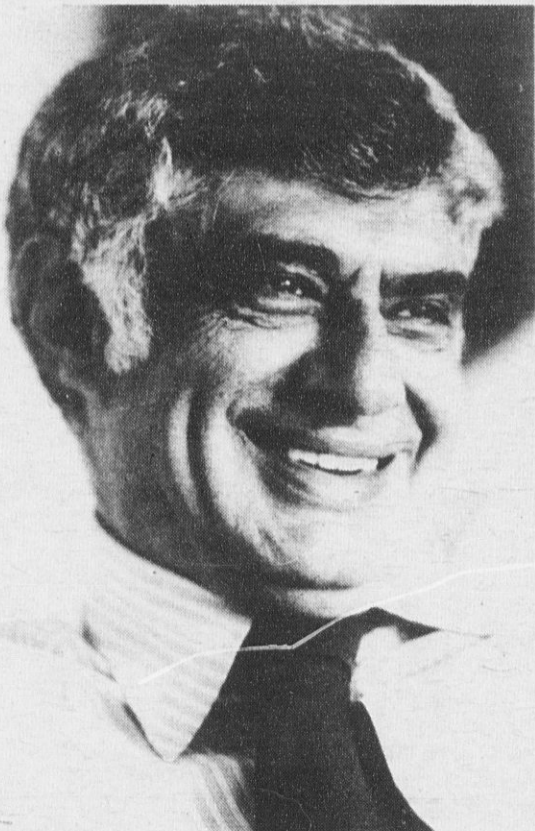
In the coming week, The Public Sector will highlight AFSCME from several points of view to inform and educate the membership about the people and the potential of this largest of all public employee unions, of which CSEA is a major part.

A REPORT

FROM JERRY WURF

I am delighted to welcome the members of CSEA into a permanent affiliation with AFSCME. This is a proud moment for everyone in our union. Nobody has more of a right to be proud than CSEA President William McGowan, who has courageously led CSEA into full participation in the labor movement.

With CSEA/AFSCME unity, public employee



AFSCME President Jerry Wurf

"This is a proud moment . . ."

unionism has come of age, in New York State and on the national scene. In New York, CSEA/AFSCME has almost 400,000 members, more than any other union, of any kind — in either public service or private industry. Across the nation, AFSCME has more than one million members. Within the AFL-CIO, only one national union is larger than we are.

Years ago, the most powerful unions were those in mass production industries or the building trades — unions representing steel workers, auto workers, garment workers, and construction craftsmen. Even among public employees, specialized "crafts" — teachers, police officers, or firefighters — often had more power than other public employees.

CSEA/AFSCME unity means that the largest and strongest union is the union that represents you — mental hygiene and mental retardation employees, clerical employees, hospital workers, highway workers, school employees, and other state and local government and university employees. We have the strength of numbers — and you can be sure that public officials are sitting up and taking notice — in Washington, in Albany, and in your county board, town hall, school board, and university system.

The CSEA/AFSCME affiliation not only combines the strength of our memberships but also pools our energies, skills, and experience in representing state and local government employees in New York State, and we have strived to put at CSEA's disposal the skills that we have sharpened in representing public employees in other states.

During the last three years, CSEA and AFSCME have worked together successfully on many issues, especially fighting for federal aid for state and local governments. In New York State, the state and local governments are dependent upon federal aid for at least 28% out of every dollar in their budgets. CSEA/AFSCME unity gives public employees in New York State clout with Senators and Representatives from almost every state in the battle to win federal aid for New York. The experience and viewpoints of CSEA members have been valuable for AFSCME legislative staffers in our union's ef-

orts to shape federal policies on programs such as care for the mentally ill and retarded, public general hospitals, and the problem-ridden CETA jobs program.

Through the CSEA/AFSCME Joint Legislative Office in Albany, we have put the strength of 400,000 members to good use in the State Legislature. Under Bill McGowan's leadership, CSEA and AFSCME helped make New York one of only two states in the nation to pass special legislation guaranteeing public employees a safe and healthful workplace.

In addition to legislative and political action, CSEA and AFSCME have worked together on collective bargaining, education and leadership training, and public relations and communications programs. In a landmark victory in November, 1979, CSEA and AFSCME together defeated a Proposition 13-style spending limitation in Erie County that would have cut back public services and public employees' jobs.

What we have done together during the past three years is only a prelude to what we can accomplish together in the future. These past three years have been a learning period in which CSEA and AFSCME have come to understand more about each other's strengths, resources, needs, and traditions. Now, we know better than before how we can help each other out and work together on issues of common concern.

As Bill McGowan has said, "CSEA needs AFSCME, and AFSCME needs CSEA." While it's true that we have never needed our strength as much as we need it now. The older industrial states such as New York are in the grip of an economic crisis that injures state and local governments. On the national level, the new Administration and the new Congress are dominated by politicians who have been hostile to public services and public employees. Politicians on the state and local level — in New York and other states — are joining their counterparts in Washington in the "anti-government" chorus.

CSEA and AFSCME have each prevailed during difficult times in the past. Working together as one union, we will be an even stronger voice for our members and for all the people who depend upon public services.

The Affiliation Decision: An Insider's View

By CSEA Region VI President Robert L. Lattimer

Chairman of the Special Committee to Study the CSEA/AFSCME Affiliation

When Bill McGowan called me last summer and told me I was the Chairman of the Special Committee to Study the CSEA/AFSCME Affiliation, I had very mixed emotions.

As CSEA's Western Region President, I knew all about the affiliation and I also knew just how big the Committee's job was going to be. The Board of Directors gave the Committee a rather broad mandate: study the affiliation.

In a period of just a few months, we were asked to canvass the membership of a 225,000 member union spread over 50,000 square miles, interview officials of both unions, conduct independent research in this area and then issue a report on what may well be the most momentous decision this union has ever had to make.

We faced hard issues, tough questions and a great deal of confusion on the part of the membership as to just what was involved in our original affiliation. But our Committee asked the tough questions regardless of who had to answer them. We tried to be open-minded about the issues, we tried to understand all of the implications in this complex relationship and we struggled to keep this issue, and our task, in its proper perspective.

The result was a series of hearings with rank and file members all over the state, in every Region, at least once. More than 600 pages of verbatim minutes were entered into our records and that was just the beginning. We traveled to Washington for a face-to-face interview with Jerry Wurf and his staff. There were hard questions, at the beginning of this effort and at the end, we interviewed Bill McGowan and his staff.

By the end, we knew that the AFSCME affiliation had been good for CSEA and the agreement President McGowan and President Wurf negotiated to continue that affiliation would also be good for our members. We unanimously endorsed it.

The fact that this Committee was ever formed and was given a free hand to do what had to be done, says an awful lot about our union. The fact that this Committee was able to take on such a huge task and complete it says a lot about the people who served on it.

Our Delegates have endorsed the CSEA/AFSCME affiliation by the incredible majority of seven-to-one. I would like to think that part of the reason for that unanimity was the work that this Committee did to get out all the facts, in the open, for everyone to see, study, debate and decide upon.

The contribution we made would not have been possible without the members of this very special committee: Paul Christopher, Michael Curtin, Delores Farrell, Felton King, Maureen Malone, and Patrick Mascioli. CSEA owes them its thanks for a job well done.

President's Message A milestone of progress

what we were to what we can, and will, become. A permanent affiliation with AFSCME and the AFL-CIO is the most obvious change, but there have been many other changes over the past several years that are making CSEA a better union.

Of all the changes, few have been as startling as the advent of political action. Four years ago, our lobbyists had to fight their way into the State Capitol to talk to a legislator. Four months ago, the President of the United States, the Governor of New York, a United States Senator from New York, the Speaker of the State Assembly and the Majority Leader of the State Senate, came to our Delegate's Meeting to address CSEA.

With the advent of political action, we have won the first real reform of the Taylor Law in a decade, repeal of the one probationary period for strikers. Another victory, agency shop, is ending the era of the "free loader" who willingly accepts union benefits but refuses to pay his fair share of union dues. Occupational safety is no longer a dream for public employees in New York State. Thanks to CSEA political action, the dream is now reality.

Our union is making dramatic progress in other fronts as well. For far too long, our members received benefits administered by their employers, but provided by CSEA negotiations. The members enjoyed the benefits, but easily lost sight of the role CSEA played in winning them.

Two years ago, the CSEA Employee Benefit Fund was created. More than 100,000 state employees represented by CSEA now receive dental and prescription drug insurance provided directly by CSEA's Employee Benefit Fund using payments provided by the state under CSEA's contracts.

Our Benefit Fund provides better dental insurance than state employees ever had before and popular new prescription drug insurance, all at no cost to the employees. Local governments are beginning to join the Benefit Fund as CSEA negotiates participation for its members into contracts with local government employers. The Benefit Fund is just a beginning, but it offers great promise for our union's efforts to protect the people that we represent.

Two years ago, CSEA created an Employee Assistance Program that brought the union into the work place to help individuals deal with personal and family problems. The concept is sophisticated labor relations: help an employee solve a personal problem before it becomes an employment problem, but the real winners are the employees who have

someone to turn to when they need help.

Also in 1979, the union's negotiations with the state created a Clerical-Secretarial Employees Assistance Program (CSEA/P) that has opened administrative career opportunities for employees previously trapped in dead-end jobs. Clearly, the CSEA/P concept offers future opportunities for CSEA members throughout the state.

And there's a new "look" about our union in the last few years. In 1978, the birth of "The Public Sector" upgraded our communication with our membership. Through this award winning publication, CSEA is trying to increase member interest in our union so they can participate in the democratic ideals of our union and be better informed about CSEA.

A statewide media campaign using newspaper, radio and television messages has brought the value of public services into the homes of millions of New Yorkers as we begin our efforts to restore respect for public employees and public services. Through this effort, CSEA is taking a sophisticated approach to protecting public services.

Our union still has a long way to go to reach its full potential and the problems that have plagued our members in the past will not disappear tomorrow, but we have made dramatic progress in only the last three years and that should give all of us a sense of hope for the future.

Our new new relationship with AFSCME and the AFL-CIO will speed CSEA's efforts to better protect and serve all of our members, but affiliation is only a part of our efforts to make our union a better union. Working with AFSCME, CSEA will continue its struggle to make life better for its members by continuing to make CSEA the best public employee union in America.



CSEA President William L. McGowan

CSEA has joined the organized labor movement in America permanently. We are Local 1000, AFSCME, AFL-CIO and we will be a better union for it. But this affiliation is not the beginning of the end for all our problems. Rather, it is the end of the beginning of our efforts to become a better union for our members.

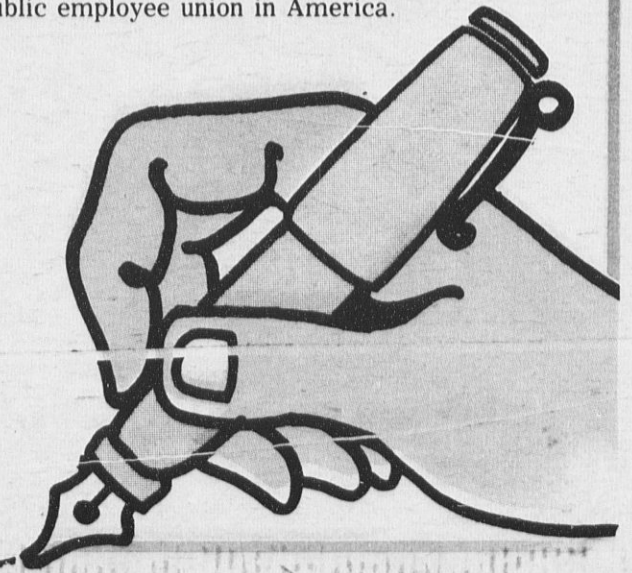
The CSEA/AFSCME affiliation is the most important step we have taken in our evolution from the CSEA of the past into the bona fide public employee union that CSEA is today. That is why I originally proposed our "temporary" affiliation in 1978 and vigorously fought for our new, "permanent" relationship.

We still have a long road ahead of us in making our union reach its full potential, but we have come a long way in just the past several years. Affiliation is a milestone in our progress, but there is still much that is left to be done.

Let's be frank about where we have been as a union and where we are going. Four years ago CSEA had more than its share of problems. There was a new era in public employment in this state, an era marked by financial crisis for state and local government. Times were hard for our members and to a great degree, they still are, but the mass layoffs and the "no raise" contracts are now only bitter memories of the past.

We have learned from the hardship of the past and it has been a catalyst for dramatic changes in our union that have hastened our evolution from

William L. McGowan



Meetings keep members informed



CLAUDIA GARRETT, like many of the members in attendance, had questions to ask about the various presentations during the meeting.



LOCAL 690 MEMBER Jim Dertinger asks a question from the floor of a Local official. Such meetings encourage two-way communications between the Local membership and leadership.

ALBANY — One of the prime purposes of conducting regularly scheduled Local meetings is to keep the membership informed of the many union-related activities that affect them, as well as providing a forum for the membership to have direct access to the union leadership. The January meeting of Tax and Finance CSEA Local 690 was such an example, with Local leaders discussing items of interest, along with union representatives reporting on statewide issues and a member of the union's Board of Directors discussing the affiliation issue in depth. The adjacent photos relate some of the variety of information made available at Local meetings.



LOCAL 690 PRESIDENT Carmen Bagnoli tells members about union activities involving the Local.



A QUESTION is raised by Local 690 member Harriett Drozin.



DELORES FARRELL, a member of CSEA's statewide Board of Directors, discusses the CSEA/AFSCME affiliation issue at the Local meeting held just prior to a delegate meeting which affirmed permanent affiliation.



LATEST INFORMATION on the state's employee evaluation program was given by Joseph Conway.

Labor stresses more jobs, industry in Washington

WASHINGTON — Measures to put Americans back to work and restore the vitality of the nation's productive capacity will be the major thrust of organized labor in the 97th Congress, AFL-CIO Legislative Director Ray Denison said on Labor News Conference last week.

"There is a constituency for those programs," Denison stressed. He listed specific action to reshape international trade policies, bolster the U.S. auto industry and make a meaningful start on a synthetic fuels program as the keys to a successful session for the new Congress.

Questioned by reporters on the network radio interview, Denison said the

labor movement will also put strong emphasis on defending vital worker protections against dangerous cuts and poor administration. He said the "considerable conservative shift" in Congress and the new Administration has put workers, the economy and the entire society in a "much more precarious posture."

Denison acknowledged that ultra-conservatives are putting substantial pressure on Congress and that a drive against the labor movement, as an institution, could develop. But, he said, the hope is that "moderate forces will prevail," for there is "no percentage to be gained if warfare on the Hill pits the American labor movement against hard-nose, right-wing zealots."

Far more important, he asserted, is a sustained effort to move toward a full-employment economy that is built on a stable base. That, he said, will be the key battleground for the labor movement.



UNIT PRESIDENT NORMA CONDON and CSEA's Coordinator of School District Affairs **Larry Scanlon** go over the new three-year agreement which includes a "no layoffs" provision. There are 140 people in the unit. Condon chaired the negotiating team.

Calendar of EVENTS

February

- 7—Region IV workshop for local/unit nominations and elections chairpersons, 9:30 a.m.-3 p.m., Ramada Inn, Western Avenue, Albany.
- 10—Westchester County CSEA Inc. Employee Benefit Fund annual meeting, 7 p.m., 85 Court Street, White Plains.
- 11—Saratoga County Local 846 stewards meeting, 5 p.m., Solar Bldg., High Street, Ballston Spa.
- 14—Long Island State Parks Local 102 dinner dance, 8 p.m., Huntington Towne House, Huntington.
- 15—Onondaga County Local 834 Annual Membership "Get-Together," 8:30 p.m., Hotel Syracuse, Syracuse, New York.
- 17—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 18—Buffalo Local 003, Executive Committee meeting, 5:30 p.m., Plaza Suite, Buffalo.
- 20-22—Region V Winter Conference, Hotel Syracuse, Syracuse.

Grievance prompts crucial safety directive



Local 002 President Chuck Eynon

BINGHAMTON — Safety awareness among New York State employees took another step forward recently, thanks to the alertness of Chuck Eynon, President of CSEA Local 002 Binghamton, and his safety-conscious stewards.

According to Eynon, they became aware of some potentially hazardous working conditions involving bulldozers and the men who operate or work near them.

"We saw a definite need for new safety procedures where bulldozers are concerned and filed a grievance," Eynon said.

Apparently the grievance was well justified because a six-point directive was issued regarding the operation of bulldozers in NYS DOT Region 9.

The directive states:

"The operator of the bulldozer will be in plain view of an observer appointed by the supervisor

responsible for the operation under the following conditions:

1. Excavation work under bridges where it is necessary to remove the exhaust stack or rollover protection structure.

2. Excavation work under bridges subjected to flood conditions where overhead debris could dislodge and fall.

3. Excavation work in creeks where it is required to pass under windfalls, dead trees and limbs which could fall.

4. Work on slopes having a gradient steeper than 1.2.

5. Work in the vicinity of working face of gravel banks where the dozer could fall from the top or be buried in a cave-in.

6. If the operation presents a potential hazard and the decision is made by the Resident Engineer, Assistant Resident Engineer, H.M.S. II or H.M.S. I to have an

observer present at the work location of the bulldozer.

In situations where a crew is working in the same area as the bulldozer operation, it will not be necessary to provide an observer for the bulldozer. However, the individual in charge of the work crew shall be made aware that he has the responsibility for keeping an eye on the bulldozer operator."

In a closing comment, Eynon said, "As President of Local 002, I strongly believe it is my responsibility to take every possible step to assure my fellow employees have safe equipment and are adequately protected by safety rules. CSEA fought for those OSHA Laws that became effective January 1, 1981. If we all become more safety conscious and report potential hazards, it will help prevent many accidents. And less accidents mean fewer injuries, lost time, expense to the employee and the State of New York."

Hard fought Orangetown pact reached

ORANGETOWN — Agreement has been reached on a new two-year contract affecting 140 employees of this Rockland County community.

Local President John Mauro, noting the pact covers 1980 and 1981, describes it as, "a hard fought battle but even when you take into account present day restraints, it's a fair and equitable settlement."

Employees get retroactive first year wage hikes of six percent, with minimum \$1,000 guarantee plus increments, while this year increases of seven percent are allowed in addition to increments, which are awarded on the employee's anniversary date.

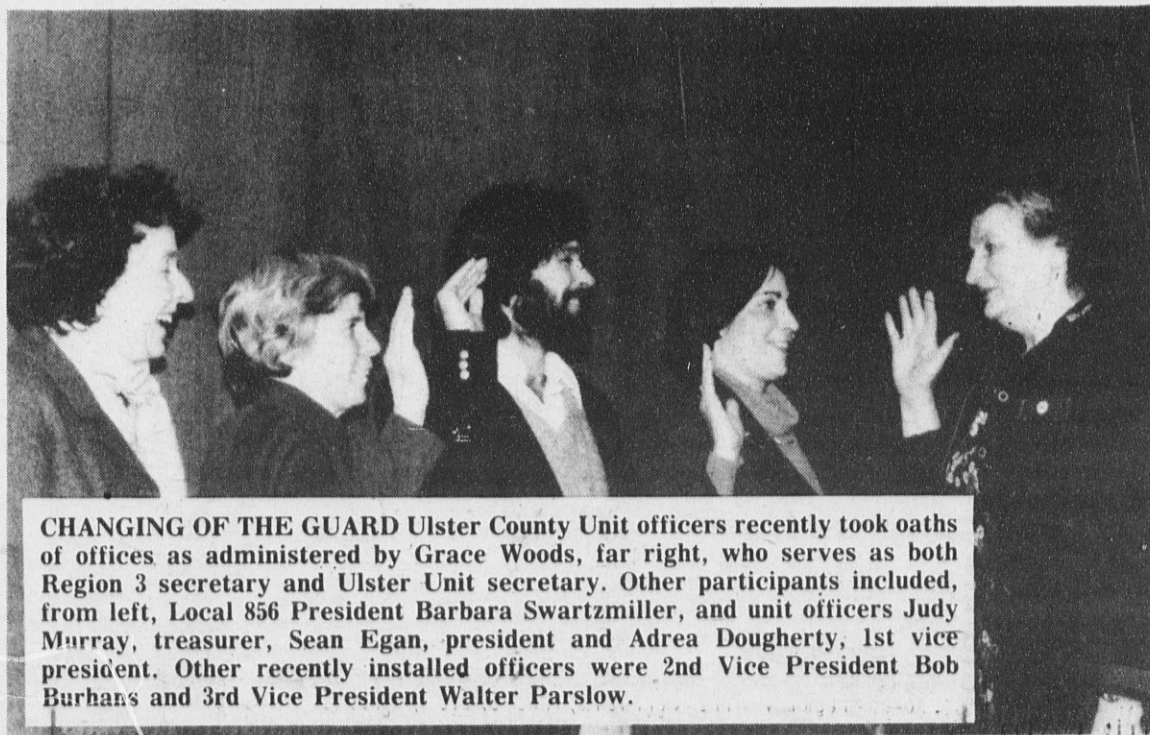
Other features, according to Collective Bargaining Specialist Manny Vitale, include establishment of standing labor-management and safety committees, payment of a five percent shift differential, and granting of a four-hour emergency rest period (with pay) to employees working on snow removal.

Also provided is unchallenged CSEA representation for the maximum period, physical exams at the town's expense every two years for sewer, parks and recreation employees, appointment of committees to investigate an improved dental plan and to establish flex hours, and full payment by the town of state wide health plan premiums for workers and their dependents.

Mauro chaired the negotiating team, assisted by Mason Luther Michael Menegaux and Gail Raffaele.



PUTTING THEIR SIGNATURES on the agreement are Union President John Mauro and Town Supervisor Joseph V. Colello, with Collective Bargaining Specialist Manny Vitale seated next to them. Witnessing the signing were standing, from left, Unit Negotiating Committee Member Michael Menegaux, Deputy Town Attorney James L. Casey, and Public Works Commissioner James Calozzo.



CHANGING OF THE GUARD Ulster County Unit officers recently took oaths of offices as administered by Grace Woods, far right, who serves as both Region 3 secretary and Ulster Unit secretary. Other participants included, from left, Local 856 President Barbara Swartzmiller, and unit officers Judy Murray, treasurer, Sean Egan, president and Adrea Dougherty, 1st vice president. Other recently installed officers were 2nd Vice President Bob Burhans and 3rd Vice President Walter Parslow.

Military leave ruling

Thirty days of military leave means 30 calendar days, not 30 working days, the State's highest court ruled last month.

The case was brought by a State employee who contended that weekends and holidays should not be counted in computing use of military leave while on active duty.

The case involved Subdivision 5 of Section 242 of the Military Law which gives public employees the right to a maximum of "30 days" of paid leave a year "while in the performance of ordered military duty."

The Court of Appeals affirmed an Appellate Division order which overturned a lower court decision. The lower court ruled for the employee. The Appellate Division, however, said, "The respondent (the employee) would have us read in the additional word 'working' as applied to days. It is well established that we should not read words into a statute to give it a meaning not otherwise found therein."

Employee Benefit Fund lists regional dentists directory

REGION 2

ALBANY — The CSEA Employee Benefit Fund has just put out an updated list of dentists who, in most cases, accept their fee schedule as payment in full.

The directory is published in response to requests from the membership. Copies are available at all regional CSEA offices.

It should be noted that dental plan participants are free to choose any dentist they want, whether or not listed in the directory. Moreover, publication carries with it no guarantees, so it is recommended that before any begins treatment, they discuss fully with their dentist what services will be required and what charges may be incurred.

Here's the full listing.

REGION 1

American Dental Center
6180 East Jericho Turnpike
Commack, New York 11725
(516) 499-0040

American Dental Center
111 Old Country Road
Hicksville, New York 11801
(516) 822-9292

Edgar Allen Barton, D.D.S.
Bethpage Medical Center
4277 Hempstead Turnpike
Bethpage, New York 11714
(516) 735-1166

Harvey Caplin, D.D.S.
Caplin Osher Dental Center*
Hauppauge Professional Building
111 Smithtown Bypass, Suite 217
Hauppauge, New York 11787
(516) 724-0900

Dr. Bernard B. Corwin, D.D.S.
101 Lawrence Ave.
Smithtown, New York 11787
(516) 265-2610

Family Dental Care
223-225 Old Country Road
Carle Place, New York 11514
(516) 746-5050

Family Dental Care
359 Old Town Road
East Setauket, New York 11733
(516) 423-5200

Family Dental Care Center
747 Franklin Avenue
Franklin Square, New York 11010
(516) 872-0100

Family Dental Care
150 Broadhollow Road
Melville, New York 11747
(516) 271-9384

Stephen Flugler, D.D.S.
Chaplin Osher Dental Center*
Montauk Professional Building
691 Montauk Highway
Shirley, New York 11967
(516) 399-4470

Steven Goldberg, D.D.S.
Caplin Osher Dental Center*
3601 Hempstead Turnpike
Levittown, New York 11756
(516) 579-7577

Milford D. Horner, Jr., D.D.S.
123 West Suffolk Avenue
Central Islip, New York 11722
(516) 234-5527

Paul H. Knel, D.D.S.
31 Bette Ann Drive
Centereach, New York 11720
(516) 588-4112

Dr. J.V. Lane, P.C.
111 Old Country Road
Hicksville, New York 11801
(516) 822-9292

Dr. Bernard Levinson, D.D.S.
Jericho Medical Building
400 North Broadway
Jericho, New York 11753
(516) 931-2710

Norman Lubell, D.D.S.
Caplin Osher Dental Center*
The "400" Building, Suite 211
400 West Main Street
Babylon, New York 11702
(516) 422-6066
Melville Dental Service
900 Walt Whitman Road (Route 110)
Melville, New York 11747
(516) 423-5200

Dr. Bruce J. Meyer, D.D.S.
(Practice limited to Orthodontics)
5 Pebble Street
Stony Brook, New York 11790
(516) 689-9822

Paul Osher, D.D.S.
Caplin Osher Dental Center*
72 Fulton Avenue
Hempstead, New York 11550
(516) 483-2220

Richmond Dental Services
at Brent City Department Store
1825 Brentwood Road
Brentwood, New York 11717
(516) 231-3434

Dr. Daniel J. Rose, D.D.S., P.C.
71 Ireland Place
Amityville, New York 11701
(516) 691-6161

F.A. Sciotto, D.D.S., P.C.
109 Carleton Avenue
Central Islip, New York 11722
(516) 243-3793

Dr. Paul Virga, D.D.S., P.C.
Dr. Frank Virga, D.D.S., P.C.
3032 Merrick Road
Wantagh, New York 11793
(516) 221-3073

Dr. Arnold Zomick, D.D.S.
930 Northern Boulevard
Baldwin, New York 11510
(516) 223-9301

American Dental Center
1025 Grand Concourse
Bronx, New York 10456
(212) 293-6900

American Dental Center
434A Albee Square
Brooklyn, New York 11201
(212) 376-6700

American Dental Center
2502 86th Street, Room 4B
Brooklyn, New York 11251
(212) 449-9595

American Dental Center
1212 Kings Highway
Brooklyn, New York 11203
(212) 376-6700

American Dental Center
233 West 49th Street
New York, New York 10463
(212) 586-3030

American Dental Center
34-36 Main Street
Flushing, New York 11301
(212) 539-1200

Avenue M Dental Clinic
1609-13 Avenue M
Brooklyn, New York 11230
(212) 645-8200

Stanley R. Benson, D.D.S.
1358 43rd Street
Brooklyn, New York 11219
(212) 436-2638

Michael Blumenfield, D.D.S.
One Hanson Place, Suite 903
Brooklyn, New York 11217
(212) 638-0700

Dr. Seymour Butensky, D.D.S.
942 Eight Avenue
(between 55-56th Streets)
New York, New York 10019
(212) 247-1531

Jakob Charen, D.M.D.
Caplin Osher Dental Center*
74-03 Queens Boulevard
Elmhurst, New York 11373
(212) 478-3232

Dr. Paul Cohen, D.D.S., P.C.
339 East Fordham Road
Bronx, New York 10458
(212) 933-8400

Family Dental Care Center
924 Avenue O
Brooklyn, New York 11230
(212) 376-4141

Dr. Elliott Grotell, D.D.S.
Dr. Leo Moskowitz, D.D.S.
215-18 Hillside Avenue
Queens Village, New York 11427
(212) 464-2891

Group Health Dental Facility
230 West 41st Street
New York, New York 10038
(212) 398-9690

Jack S. Irwin, D.D.S.
789 Astor Avenue
Bronx, New York 10467
(212) 231-1555

Dr. Simon Kappel, D.D.S.
1315 53rd Street
Brooklyn, New York 11219
(212) 436-0202

Dr. Noel F. Parris, D.D.S., P.C.
1785 Bedford Avenue
Brooklyn, New York 11225
(212) 469-3737

Michael Richman, D.D.S.
37-60 Junction Boulevard
Corona, New York 11368
(212) 639-7100

Michael Richman, D.D.S.
90-31 Sutphin Boulevard
Jamaica, New York 11435
(212) 523-4800

Richmond Dental Services
at Majors Department Store
2239 Forest Avenue
Staten Island, New York 10303
(212) 442-4440

Philip Rothman, D.D.S.
895 Hylan Boulevard
Staten Island, New York 10305
(212) 447-1975

Charles Servaker, D.D.S.
Melvyn Strupinsky, D.D.S.
765 East Tremont Avenue
Bronx, New York 10460
(212) 299-1800

Dr. Ronald N. Shaw, D.M.D.
3725 Henry Hudson Parkway
The Blackstone
Riverdale, New York 10463
(212) 796-5365

Starrett City Dental Group
1390 Pennsylvania Avenue
Brooklyn, New York 11239
(212) 642-8600

Harold Stein, D.D.S.
Jerome Stein, D.D.S.
32-34 Steinway Street
Astoria, New York 11108
(212) 728-3427

Donhue Wilson, P.C.
253 Utica Avenue
Brooklyn, New York 11213
(212) 773-0227

REGION 4

Albany Dental Health Facility
130 Ontario Street
Albany, New York 12206
(518) 462-6568

Sharad Desai, D.D.S.
Herbert Moskowitz, D.D.S.
Northway Plaza Shopping Center
Glens Falls, New York 12801
(518) 798-9561

Frederick L. Fisher, D.M.D.
2093 Western Avenue
Guilderland, New York 12084
(518) 456-5134

Leonard Martin, D.D.S.
Executive Building (Plaza 7)
1202 Troy-Schenectady Road
Latham, New York 12110
(518) 785-8111

Dr. Frederick A. Mele, D.M.D.
Dental-Vu Dental Offices, P.C.
Saratoga Road
South Glens Falls, New York 12801
(518) 798-2222

Herbert Moskowitz, D.D.S.
Route 81
Norton Hill, New York 12135
(518) 966-5323

J.J. Rose, D.D.S., P.C.*
Westgate Building
10 Russell Road
Albany, New York 12206
(518) 438-8426

REGION 3

American Dental Center
200 Hamilton Avenue
White Plains, New York 10601
(914) 949-6800

Daniel C. Barcia, D.D.S.
Route 52, Robert Mark Building 2
Hopewell Junction, New York 12533
(914) 896-5070

David Blistein, D.D.S.
Route 52, Robert Mark Building 2
Hopewell Junction, New York 12533
(914) 896-5070

Caplin/Osher Dental Center*
10 West Main Street
Elmsford, New York 10523
(914) 592-4100

Dr. Mel S. Citrin, D.M.D.
(Practice Limited to Orthodontics)
317 Little Tor Road South
New City, New York 10956
(914) 634-8050

Dr. Mel S. Citrin, D.M.D.
(Practice limited to Orthodontics)
3535 Hill Boulevard
Yorktown Heights, New York 10598
(914) 634-8050

Donald Cohen, D.M.D.
7 Elmwood Drive
New City, New York 10956
(914) 634-1500

Robert E. Colby, D.D.S.
Corner Oak Tree Road
Route 303
Tappan, New York 10983
(914) 359-2288

Robert E. Colby, D.D.S.
10 Lombardi Drive
New City, New York 10956

Dr. Arnold B. Elkind, D.M.D., P.C.*
115 Fulton Avenue
Poughkeepsie, New York 12603
(914) 471-1930

Family Dental Center*
South Hills Mall
Route 9
Poughkeepsie, New York 12601
(914) 297-5400

Dr. Edward M. Griffen, D.D.S.
75 East Main Street
Walden, New York 12586
(914) 778-5457

Dr. Jeffrey P. Levine, D.D.S., P.C.
735 White Plains Road
Scarsdale, New York 10583
(914) 725-5655

Robert McArdle, D.D.S.
Route 376
Hopewell Junction, New York 12533
(914) 226-7600

Richmond Dental Services
at Masters Department Store
Saw Mill River Road & Route 9W
Elmsford, New York 10523
(914) 592-8900

R & H Dental Group
149 Main Street
Fishkill, New York 12524
(914) 896-8645

Mark Shapiro, D.D.S.
453 Route 211 East
Middletown, New York 10940
(914) 343-2192

Dr. Stephen Wilantewicz, D.M.D.
Dr. Peter Koch, D.D.S.
Associated Dental Arts*
280 New Hackensack Road
Wappingers Falls, New York 12590
(914) 462-1118

Yonkers Dental Group
45 South Broadway
Yonkers, New York 10701
(914) 968-4070

Dr. Robert M. Zitofsky, D.D.S.
Dr. Paul J. Kalman, D.M.D.
Samsondale Professional Building,
Suite 206 Route 9W
West Haverstraw, New York 10993
(914) 947-3200

REGION 5

Lawrence P. Golding, D.D.S.
500 South Salina Street
Syracuse, New York 13202
(315) 476-8349

Martin & Winkler*
500 South Salina Street
Syracuse, New York 13202
(315) 476-5489

Dr. Frederick A. Mele, D.M.D.
Dental-Vu Dental Offices, P.C.
Seneca Plaza
New Hartford, New York 13413
(315) 797-0700

Parkway Dental Group
105 Annetta Street
Vestal, New York 13850
(315) 798-7188

REGION 6

Barzman & Kasimov, D.D.S., P.C.
Delaware Professional Center
523 Delaware Avenue
Buffalo, New York 14202
(716) 886-4430

Brighton Dental Group, P.C.*
125 White Spruce Boulevard
Rochester, New York 14623
(716) 473-1280

Lawrence P. Golding, D.D.S.
(Practice limited to Orthodontics)
1430 Main Street
Buffalo, New York 14209
(716) 882-2662

David M. Goldstein, D.D.S.
1430 Main Street
Buffalo, New York 14209
(716) 883-1400

*Fee schedule accepted for most services.



MEMBERS OF THE SOUTHERN REGION III Nominating Committee are, from left, Pete Dean, Department of Transportation Local 507; Charles Maneri, Rockland Psychiatric Center Local 844; Cindy Wholey, Westchester County Local 860; Robert Coleman, Rockland Psychiatric Center 421; Janice Schaff, Local 860; James McGuiness, Palisades Park Commission Local 105; and Paul Gangloff, Wassaic Development Center Local 426.

Region III elects committees

NEWBURGH — The Southern Region III Executive Board recently elected members to serve on both the Region III and State Nominating committees.

Elected to the Region III Nominating Committee were: Robert Coleman, Rockland Psychiatric Center Local 421; James McGuiness, Palisades Park Commission Local 105; Pete Dean, Department of Transportation Local 507; Paul Gangloff, Wassaic Developmental Center Local 426; Janice Schaff and Cindy Wholey, Westchester County Local 860; and Charles Maneri, Rockland County Local 844.

Coleman, McGuiness and Ms. Schaff also were elected to the State Nominating Committee.

White Plains unit members ratify a 3-year contract

WHITE PLAINS — A new, three-year contract has been overwhelmingly ratified by city workers. The vote was 318 in favor and 29 opposed, according to Unit President Joseph Roche.

The wage package provides seven percent the first year, eight-and-a-half percent the next year, and a cost of living increase of between six and nine percent in the final year, depending on the rate of inflation.

Employees hired prior to Oct. 4, 1978, will continue to receive increments, the system by which they advance on a salary scale, while those hired after that day will participate in a new merit increase plan.

Merit increases will be granted annually according to procedures not yet finalized by both parties. One-half percent of the bargaining unit's total gross compensation each year, however, will be targeted for the increases.

The newly ratified agreement is retroactive to July, 1980.

Other highlights of the pact, according to Collective Bargaining Specialist Ron Mazzola, are:

- unit president shall be notified of all job vacancies and promotional opportunities, and be guaranteed a half-day each week to administer union business.
- increase of \$20 at the start of the 2nd and 3rd contract years in employer's contribution to dental insurance.
- appointment of a labor-management committee to study various issues ("blue collar" classification comparable wage survey, "blue collar" clothing allowance, tuition assistance, "standby pay," and compensatory time accumulation and use).
- increase in recreation supervisor's pay in lieu of overtime.
- paid leave allowed for serious injury in immediate family.
- double time for all hours worked in excess of 16 consecutive hours, and
- upon receiving a promotion, employee placed on a step of promotional grade which provides for at least a seven percent increase over current salary.

CSEA's negotiating team was chaired by Daniel Armstrong, and included Roche, Herb Alston, Michael Dalton, Michael DeMasi, Reginald Garnett, Rashad Harris, Russell Herten, Ruth Harris, Margaret Majthenyi, Dan Miller, Ernestine Newton, Brian O'Rourke, and Lee Palmer.

Over 70 members attend Region I safety workshop

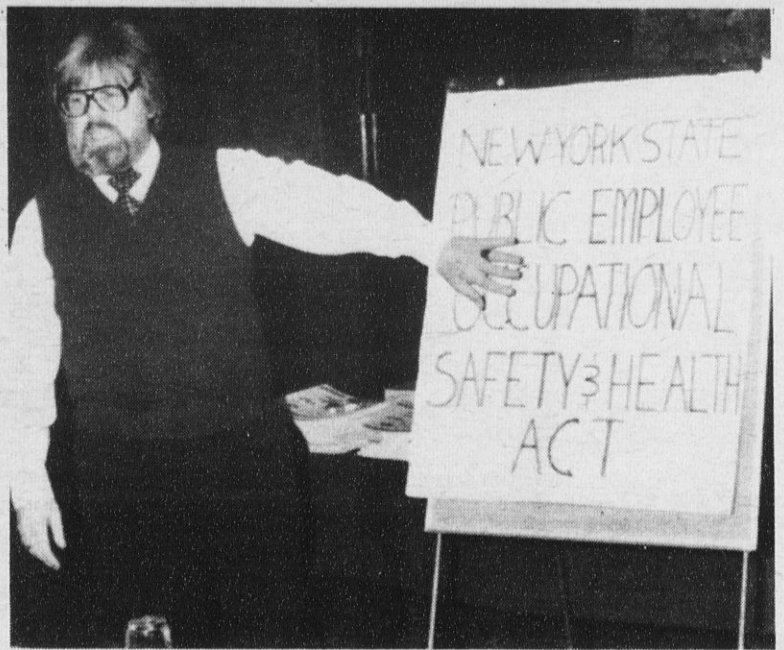
HAUPPAUGE — More than 70 members of Long Island Region I attended a safety workshop on the new OSHA and Toxic Substances laws for public employees in New York State.

Leading the workshop were CSEA Collective Bargaining Specialist Nels Carlson and Steve Fantazzo of AFSCME.

Region I President Danny Donohue praised the members who turned out for the evening meeting on the day of a snow storm. "The good turnout in spite of the weather indicates how important the union membership considers job safety and health," Donohue said.

The OSHA (Occupational Safety and Health Act) Law provides a mechanism through the State Department of Labor for employees or the union to report possible safety and health violations. The law provides mechanisms for inspections of the alleged violations and for having the violations corrected.

The Toxic Substances, or the Right to Know Law gives public employees the right to know the danger of being exposed to chemicals in their work environment and provides employees with a mechanism to legally refuse to work when management fails to comply with the law.



CSEA COLLECTIVE BARGAINING SPECIALIST Nels Carlson, at the Region I safety workshop, conducts the discussion of the OSHA Law for public employees in New York State. Steve Fantazzo of AFSCME led the discussion on the Toxic Substances Law.



SUFFOLK COUNTY LOCAL 852 members at the Region I safety workshop include Betty Mennes and Charles DeMartino.



CENTRAL ISLIP PSYCHIATRIC CENTER Local 404 is represented at the Region I safety workshop by, from left, Stanley Roberts, Mary Ansbach, Jessie Kelly and James Forsyth.



DISPLAYING THE CERTIFICATES presented to members of Long Island Region I who attended the safety workshop in Hauppauge on the OSHA and Toxic Substances laws are Region I President Danny Donohue, center, and Region I Safety Committee members, from left, Nicholas Avella, Suffolk Education Local 870; Arthur Loving, State Parks Local 102; Charles Novo, Suffolk County Local 852; and Ralph Spagnolo, Nassau County Local 830.



AMONG THE MEMBERS OF LONG ISLAND REGION I attending the safety workshop are Frank and Madeline Fasano, both of Nassau Education Local 865.



ATTENDING THE LONG ISLAND REGION I safety workshop are, at left, from left, Doris Serina and Dorothy Goetz, both Suffolk County Local 852.