

# Public SECTOR

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Wednesday, December 26, 1979

**Batavia** — CSEA Statewide President William L. McGowan has announced he will continue his series of communications conferences with local union officials on Saturday, January 19, when he will meet with Region VI local and union leaders at the Holiday Inn in Batavia.

The schedule calls for President McGowan to meet with county division leaders at 9:45 a.m. and with state division leaders at 1:15 p.m.

## Union gets shift time reinstated in Suffolk

**HAUPPAUGE** — Nearly 130 Buildings and Grounds Department employees of Suffolk County represented by CSEA have been restored to their original working hours after a strong union objection to plans by the county to change the employees' shift time.

While union demonstrators paraded outside, union officials on December 11 met with Suffolk County legislators to argue against

changing the 4 p.m. to midnight shift to a day shift. The county had proposed the change under the guise of an energy conservation move.

But according to Suffolk County CSEA Local 852 President Ben Boczkowski, the union successfully showed that changing the work hours did not conserve energy since other employees continued to work night hours and utilized as

many lights and other forms of energy anyway, that lights normally turned off by the night maintenance people were being left burning under the new hours, and that removal of the maintenance people caused a lack of security problem during the night hours. Also, the union argued, the addition of maintenance work during day hours disrupted the public.

After listening to the union's position, the Suffolk County legislators restored the 4 p.m. to midnight shift for the 127 employees affected. Boczkowski, who noted that the workers also would have lost night shift differential pay, said the legislators were responsive to the union's position, and he credited the union's strong and successful political action activities for part of the improved relationship.

**SUFFOLK COUNTY** Building and Grounds employees, with support from other Suffolk County CSEA Local 852 members, demonstrate outside the County Legislative Building in protest of a county plan to change the shift times of 127 employees. Center front is Building and Grounds CSEA Unit President Chuck DeMartino, and at right front is CSEA Local 852 President Ben Boczkowski. County legislators later elected to reinstate the original hours when union spokespersons showed the change would not achieve the stated goal of conserving energy in county buildings.



## Contracting out in Nassau; a skirmish or a war?

**MINEOLA** — The CSEA fired the first shot last week in what they hope will be a skirmish rather than a war over subcontracting in Nassau County.

Nicholas Abbatiello, president of Nassau County Local 830, appeared before the Nassau Board of Supervisors on Dec. 17 to speak against a resolution permitting subcontracting of security services throughout the County.

The Board of Supervisors tabled the resolution and agreed to meet with CSEA leaders before the resolution is again brought up in three weeks, but CSEA officials are concerned that the move may be only a delay in a growing tendency by the county.

"We have noticed that county officials in public are blaming the high cost of living in Nassau on three things: energy, inflation and employee salaries. Obviously they can't do anything about energy and inflation and we suspect they are

softening up the public for a campaign to reduce the amount of public employees," Abbatiello said.

In his appearance before the

Board, Abbatiello attacked the resolution to subcontract security services saying it violated the precedents set down by PERB and State courts in the Saratoga

Springs School District case which "prohibits replacing county employees with private employees while a contract is in effect without negotiating with their union."

## Union hits SUNY holiday closings

**ALBANY** — The Civil Service Employees Association has filed formal Improper Practice charges against four SUNY campuses for unilaterally forcing employees to take off the day after Thanksgiving and to charge the absence to their leave accruals.

In addition, the union is requesting that anyone with knowledge of similar SUNY plans for the Christmas or New Year's holidays inform CSEA immediately.

Marge Karowe, an attorney with the CSEA law firm of Roemer and Featherstonhaugh, is handling the

case. She may be reached at: (518) 436-7663.

Ms. Karowe had filed all papers in the Thanksgiving case as of Dec. 14, and expects to have a hearing before the full Public Employment Relations Board shortly. Improper Practice charges were lodged against the SUNY administrations at the Oneonta, Oswego, Geneseo and Purchase campuses.

"It is a blatant violation for a campus to unilaterally change the employees' working conditions like that, without negotiating it with the union," said CSEA Collective Bargaining Specialist Paul Burch.

"We won an almost identical case just before Thanksgiving, but these campuses went and committed the same Improper Practice again this year. And now there are rumors that some campuses are planning to try the same thing on the Christmas and New Year's holidays. Anyone who finds out anything about this should call Marge Karowe immediately."

Ms. Karowe confirmed that further Improper Practice charges would be filed against any campus that directs employees to stay home the day before Christmas or New Year's Day and to charge that absence to their leave accruals.





A SMILING ED CLEARY, center, waves to well wishers as he is surrounded by CSEA Region I staff employees during the region's annual Christmas party earlier this month in Huntington. Ed, Regional Director, has been on an extended leave of absence for health reasons. From left are CSEA staff employees Nick Pollicino, Jim Walters, Nat Zummo, Irwin Scharfeld, Hugh O'Haire, Mr. Cleary, Acting Regional Director Bill Griffin, John Cuneo and John O'Sullivan.

CSEA REGION I PRESIDENT Irving Flaumenbaum receives a gift from Santa, portrayed by Sal Russo from the Central Islip Psychiatric Center CSEA Local, during region's annual Christmas party.



There will be no issue of The Public Sector next week. The newspaper is published 48 times annually, with the New Years week being one of four weeks in which there is no publication. The next issue will be dated January 9, 1980.

## Office relocates

WHITE PLAINS — The office of the Westchester County Unit of CSEA Local 860 has moved to Room 106 of 148 Martine Avenue.

The office had been in Room 222 of the same building.

The office telephone numbers remain the same: (914) 682-3291 and 682-3376.

### Special notice to State employees:

The CSEA Employee Benefit Fund is notifying all employees in the state's Administrative, Institutional, and Operational bargaining units that Dental Insurance Forms are now available by mail. To receive your form as soon as possible, complete the following information coupon and send to:

(clip here)

PS 12/26

#### EMPLOYEE BENEFIT FUND

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# Applications being accepted for opening

ALBANY — The Civil Service Employees Assn. is accepting applications for the position of Administrative Director-Member Services. The union announced applications will be accepted until

December 28, 1979, and should be mailed to CSEA, P.O. Box 125, Capitol Station, Albany, N.Y. 12224, Attn: Executive Director.

Duties are described as follows: Under the general direction of the

Executive Director, is responsible for planning, coordinating, directing and evaluating the overall operation of the Departments of Field Services, Education, Legal Assistance, School District Affairs and Retiree Affairs in order to insure compliance with the policies mandated for members of the Civil Service Employees Association represented in Locals and Units organized for the purpose of collective bargaining under the New York State Public Employees Fair Employment Act (Taylor Law) and for retired public employee members represented in Locals organized for the purpose of protecting and furthering the rights and benefits of retirees under New York State and Federal Laws.

Typical tasks and assignments include, approves operating methods of Departments in order to insure compliance with established policies; coordinates the working relationships among the departments to insure the most efficient utilization of the work

force; meets regularly with the Directors and staff to be fully apprised of the day-to-day problems and recommended solutions and so advise Executive Director; assists in the preparation of budgets for the department and insures compliance with policies for allocated expenses; reviews and approves assignment adjustments based on membership needs and patterns; evaluates departments and staff and makes recommendations to Executive Director for effective and efficient of services; and performs other duties as required.

Minimum qualifications are graduation from a recognized four year college or university with a Bachelor's Degree; and ten years of progressively responsible experience in the field of management personnel, or labor relations. Acceptable additional education or experience may be substituted for either of the above.

Candidates must possess New York State driver's license and car for business use in order to be appointed.

## Ready To Retire?

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Civil Service Employees Assn.

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City, State: \_\_\_\_\_ Zip: \_\_\_\_\_

Date of Retirement: \_\_\_\_\_

## Calendar of EVENTS

### JANUARY

- 3 — Region III meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 11 — Region 6 meeting, 8 p.m., Rochester / Marriott Inn, Greece, N.Y.
- 12 — Region 6 meeting, 9:30 a.m., state and county workshop, general business meeting after lunch, Rochester / Marriott Inn, Greece, N.Y.
- 19 — CSEA President William L. McGowan informational meeting with Region VI presidents, Holiday Inn, Batavia. County Division presidents, 9:45 a.m.; State Division presidents, 1:15 p.m.
- 26 — Region I workshop, Safety and Health, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.



# Union keeps close watch on office move

QUEENSBURY — State Department of Health employees whose offices are scheduled to be moved from Queensbury to Glens Falls shortly after the first of the year have been assured by the Civil Service Employees Assn. strong measures have been taken to safeguard their welfare.

Department of Health CSEA Local President Allen Mead said the union does not oppose the move "so long as the services and comforts now enjoyed by the employees will be maintained."

The employees of another

Department of Health Office which will be moving from Johnstown to Amsterdam have received the same assurances, says Mead. Little information has been released at this time since a definite site for the office has not been found in Amsterdam and no date for the move has been set.

After Mead and other CSEA representatives inspected the Glens Falls site, they expressed concern over the limited parking available to employees. According to Mead, there are only a few sites in the area immediately surrounding the building,

while others are located some distance away, and on the street in front of the building. Ample parking is available on the Queensbury premises, he said.

In a meeting with Thomas DiCerbo, State Director for Agency Manpower and Management, the union discussed the parking issue and several safety violations also discovered during the preliminary inspection.

Measures called for by the CSEA include provisions for the handicapped, the installation of ample electricity, elevator stairway repairs and repairs

to the heating and cooling systems.

Mead noted that the building is old and is currently being rehabilitated. As soon as the State notifies the union that the building is ready, another inspection will be conducted.

"We will not allow the employees to move in until we have approved the building," he said.

## Reinstate two after union raises issues

A labor-management meeting between the Civil Service Employees Assn. and Warren County officials resulted in the reinstatement of two employees who had been fired in an overtime dispute, and straightened out some contract language concerning overtime, which had been unclear for sometime.

According to Capital Region Field Representative William Lochner, employees working for the Warren County Child Protective Services Unit, which must be open 24 hours a day, were assigned an overtime schedule which involved using a beeper system to call employees in from their homes when needed. Only three employees would be on call at a time, however, and when two of those employees said they would be unable to comply with the schedule they were fired.

At the meeting, called by the CSEA before taking the matter to an arbitration hearing, the employees were reinstated and a more equitable "on call" system, relying on a greater number of employees, was established. In addition, says Warren County Local CSEA President Joseph Blair, the county agreed to pay \$5 to each employee for being on call, and time and a half overtime for any who actually go out on duty.

The union had charged the county with failing to work within the guidelines of the employees' contract for not negotiating the matter with the CSEA before implementing the system, and with imposing undue hardship on the employees. Lochner called the meeting a "meaningful dialogue which settled the matter in the best interests of both parties."

## Mediator named

ALBANY — A Public Employment Relations Board mediator has been appointed to settle the contract dispute between CSEA and the Office of Court Administration in the City of Glen Cove and the City of Long Beach bargaining units.

Negotiations for the two units, which are being conducted on a coalition basis, have been going on fruitlessly for six months, according to CSEA Collective Bargaining Specialist Pat Monachino.

PERB has appointed Homer LaRue of New York City to hear the matter. The first mediation session will be scheduled shortly.

Assisting in negotiations for the union are Peggy Lempinski, chairperson of the Glen Cove CSEA negotiating committee; and Roz Fleischman, chairperson of the Long Beach CSEA negotiating committee.



**A \$650 CONTRIBUTION** to the Albany County Chapter of the NYS Association for Retarded Children, Inc. has been presented from members of Department of Motor Vehicle CSEA Local 674. Local 674 President Ms. Jean Book, right, makes the presentation to ARC Executive Director Les Rivkin, left, and one of the clients who will benefit from the contribution.

## New officers

OLEAN — Mrs. Josephine O. Sirianni was recently installed as President of NYS Environmental Conservation Field CSEA Local 119.

Mrs. Sirianni has served the union for many years as steward, secretary, vice president and now President. She has been active in the fight for career ladders for women and for years-experience as a substitute for educational degrees.

Also installed with Mrs. Sirianni were First Vice President Fred Evans; Second Vice President Dave Morseman; Secretary Virginia Aberham; and Treasurer Eileen K. Reynolds.

The following editorial from the December 12, 1979 edition of the New York Daily News expresses the growing concern and anger brought on by the recent threats to reduce the state payroll by 3,000 persons. The Public Sector expresses its gratitude to the editorial department of the Daily News for its permission to reprint.

### Who pays the price?

It is an outrage that the mentally ill and retarded of New York who are least able to protect themselves should have to pay for the extravagance of the state's politicians. But that is exactly what will happen in the wake of Gov. Carey's decision to let attrition reduce the state payroll by 3,000 persons, including major cuts in the Offices of Mental Health and Mental Retardation.

Carey is trying to save \$91 million to help pay for the boondoggles gleefully enacted by the Legislature during last month's special session. The pols gave away millions on politically popular fuel-aid programs without voting a penny to cover the costs. Now Carey is presenting us with the bill, and it is the poor and defenseless who must pay.

### DAILY NEWS

NEW YORK'S PICTURE NEWSPAPER  
220 E. 42d St., New York, N. Y. 10017 (212) 949-1234

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The social security tax rate will stay at 6.13 percent for 1980 but there will be an increase in the earnings base a social security spokesperson said recently.

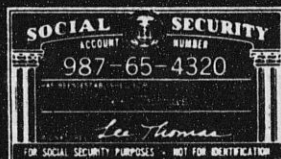
The earnings base is the maximum amount of annual earnings subject to the social security tax, the representative said. The base will be \$25,900 in 1980, compared to \$22,900 for 1979.

Workers who earn less than \$22,900 will pay no more tax in 1980 than they did in 1979. Those who have earnings of \$25,900 or more in 1980 will pay an additional \$183.90.

The maximum 1980 social security tax will be \$1,587.67 for workers with annual earnings of \$25,900 or more. The maximum tax for 1979 is \$1,403.77.



## questions and answers



**Q. I plan to retire next year when I reach 65. Can you give me some hints about applying for social security benefits? I'd like to be prepared when I file my application.**

**A.** At 65, you'll be eligible for Medicare as well as for monthly retirement checks. To make sure your checks start on time you have full Medicare protection the month you are 65, you should apply about 3 months before you reach 65. You can apply in person or by phone. Some of the documents you'll need are your social security card (or a record of your number), proof of age, and your latest W-2 or self-employment tax return. For more information about applying for retirement benefits, ask at any social security office for a copy of the leaflet, *Thinking about retiring?*

**Q. My husband is younger than I am and will be working for several more years. I'll be 65 in a few months, but have never worked. Do I have to**

**wait until he's 65 to get Medicare?**

**A.** No. Your husband can file an application now to establish that he will be entitled to monthly benefits when he does retire. This will permit you to get Medicare when you reach 65, but you will also have to apply.

**Q. I just took a part-time job. My wife and I get monthly SSI payments. How will my salary affect our SSI payment?**

**A.** If a person or couple has earnings from current work, the first \$65 a month does not count. After that, \$1 is deducted from the basic SSI payment for each additional \$2 in earnings. If a person has no income apart from earnings, then \$85 a month of earned income is exempt before the one-for-two rule applies. These are special income exclusions and certain other provisions for blind and disabled people. You should notify social security

that you are working, and the people there will tell you exactly how your payments are affected.

**Q. My wife's doctor is making arrangements for her to receive home health services when she comes home from the hospital next week. Will Medicare pay for these services?**

**A.** When certain conditions are met, Medicare hospital insurance will pay the reasonable cost of up to 100 covered home health visits after the start of one benefit period and before the start of another. These 100 visits can be used for up to 12 months after a person's discharge from a hospital or participating skilled nursing facility. Medicare medical insurance also can pay for home health visits under certain conditions. For detailed information, look in *Your Medicare Handbook*. If you don't have a handbook, you can get one at any social security office.

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## 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.

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

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

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Agency where employed \_\_\_\_\_

My social security no. \_\_\_\_\_ Agency No. \_\_\_\_\_

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## Local 834 contributes

SYRACUSE — Onondaga County CSEA Local 834 has donated \$100 which will be used to buy Christmas toys for children at Syracuse Developmental Center.

The executive board of the local voted at its Dec. 4 meeting to make the donation.

The money was turned over to Frank Quatrone, an employee of the Syracuse Water Department, who then buys approved toys dresses as Santa Claus and delivers the toys to the retarded children, Lee Fordock, president of the City of Syracuse unit, explained.

Fordock said his unit has been supporting Quatrone's activities on behalf of the children for a number of years.

## Win substantial benefit gains

YONKERS — It's going to be a nice Christmas, from an employment standpoint, for approximately 12 employees of the Westchester County Office of Economic Opportunity who have been represented by CSEA since last July.

The employees, holding the title of tutor, had been in the College Professors Union for two years, where they received very few benefits and had been paid \$2.60 an hour, Raymond J. O'Connor, president of the County Unit of CSEA Local 860, said.

O'Connor said while they held the title of tutor, the employees performed clerical work. Since CSEA became bargaining agent for the employees, the following benefits were obtained:

- All medical and dental benefits under the CSEA-county contract which they had not been receiving.

- Night differential for employees on the evening shift.

- Some of the employees received permanent county titles, including annual salaries, benefits and three weeks back pay for vacation in 1978 of approximately \$600.

- Hourly employees were raised to the appropriate salaries on the CSEA hourly rates and received the benefits of the contract. They also received retroactive pay ranging from \$350 to \$450.

The retroactive checks will be paid before Christmas, O'Connor said.

## Importance of involvement stressed during MH workshop

By Brendan Coyne

KERHONKSON — Speakers stressed the importance of Local fact finding and lobbying concerning the future of mental hygiene workers' jobs in a workshop at the recent annual meeting of CSEA mental hygiene local presidents.

In the workshop Dan Donahue, chairman of the presidents, presented an update of what is commonly called the Morgado Agreement. He stressed the need to force the state to live up to the agreement.

In the same workshop Donahue also voiced CSEA's opposition to the district management system of Mental Hygiene Commissioner James Prevost, under his newly proposed five-year plan.

Donahue noted that the Morgado Agreement, reached June 15, 1978, was made with Gov. Hugh L. Carey just before an election. He said it was up to CSEA to make sure the pre-election commitment was lived up to.

The agreement calls for improving the quality of life for mentally ill and mentally retarded people and outlines provisions that would enable public employees to bring about such improvement.



Above left, CSEA'S ROBERT GUILD, a Collective Bargaining Specialist, addresses presidents of CSEA Mental Hygiene Locals during a workshop recently, voicing displeasure over many provisions of the department's just released 5-year program.

Donahue said that both Prevost and Thomas A. Coughlin, Commissioner of the Office of Mental Retardation and Developmental Disabilities, have said they would follow through on the agreement, which calls for, among other things, state owned, operated and staffed community residential services. Donahue warned, however, that they have an out: They can plead lack of funds.

"We're not here to put the private sector out of business," Donahue said, "but we must push the concept that we can re-tool our institutions; we can re-train our people."

Paula A. Lambert, a CSEA program consultant, spoke of the Morgado Agreement provision calling for new training for public employees to bring about proposed improvement in service.

"We aren't going to accept training in old areas, such as bed making," Ms. Lambert said. "We want new, marketable skills."

One member of the audience added that CSEA must make the public aware that public employees are the ones who should operate community based programs. He stressed the need for public support in any attempt by public employees to keep their jobs.

"We should make it known that existing facilities and grounds are underutilized," Ms. Lambert said.

Donahue repeated his theme of the importance of local effort

several times during the workshop.

"We have to get the word out on the local level, to the local media," Donahue said. "We can't wait till the word comes down from Albany (CSEA headquarters)."

Turning to the five-year plan, Donahue called the presidents' attention to regional meetings regarding implementation of the plan. He urged all present to attend the meetings, the last of which was to be held Dec. 14.

Donahue repeatedly stated that CSEA could not live with the five-year plan, which he said would eliminate the regional mental health offices and replace them with district boards, created on the basis of geography and population.

Donahue's chief objection was to the plan's granting budget control to the private sector.

He noted that, perhaps for the first time, CSEA employees would have allies in the regional directors, who would lose control over their budgets under the plan.

Donahue urged all present to study the five-year plan and note their objections. He said CSEA would submit all objections to Prevost.

Noting the importance of keeping on top of such issues as the implementation of the Morgado Agreement and the defeat of the five-year plan, the group of presidents heartily agreed that it was necessary to continue to hold their annual meetings.



CSEA CONSULTANT Paula Lambert stressed the need to work toward training in new skill areas for employees.



DANNY DONAHUE, President of Central Islip Psychiatric Center CSEA Local 404, is president of the CSEA Mental Hygiene presidents association. He urged fellow Local presidents to strive to force the state to live up to the Morgado Agreement.

**PUBLIC EMPLOYEES...**  
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# Union tells Mental Hygiene to clean up 44 Holland Avenue



REMOVING THESE BOXES STACKED AGAINST the wall of this office and many others throughout the Department of

Mental Hygiene Building at 44 Holland Avenue, would create more working space.

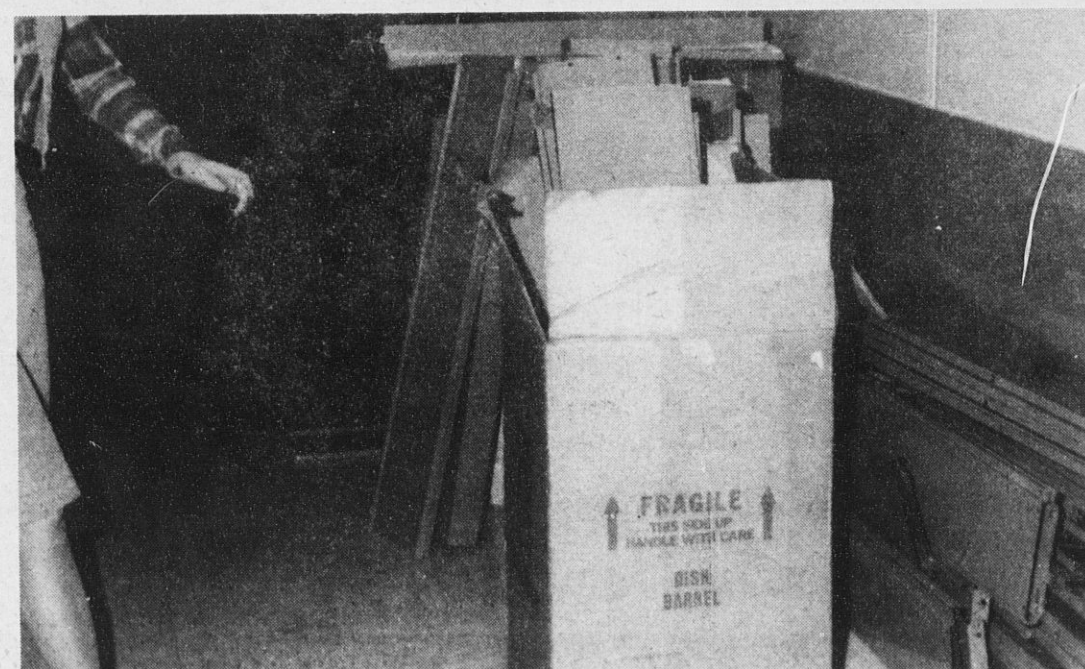
Management seems "attuned to and sensitive to the plight of our members ... cooperative, so far, and we are willing to give time to make changes."

— Joseph Bakerian, CSEA Field Rep



ABOVE, EMPLOYEES COULD BECOME TRAPPED in an emergency by this stack of boxes

BELOW, SOMEONE COULD BE SERIOUSLY INJURED on these pieces of steel sitting in an area of heavy traffic.



By Deborah Cassidy  
Staff Reporter

ALBANY — A top State Department of Mental Hygiene official has promised the Civil Service Employees Assn., in writing, to clean up the Mental Hygiene facility at 44 Holland Avenue, which is now rampant with safety violations.

The promise came after Mental Hygiene CSEA Local 673 President Wanda Lubinski and Capital Region CSEA Field Representative Joseph Bakerian presented Dennis J. O'Brien, assistant director of personnel DMH, with photos and written descriptions of the hazards at 44 Holland Avenue.

The violations, reported to Ms. Lubinski by employees and verified by she and Bakerian during a floor-by-floor tour of the three story structure, centered on lack of storage space for supplies and chemicals, overcrowded offices, exposed electrical wiring overloaded electrical units and a lack of fire safety precautions.

The CSEA gave O'Brien two weeks from the date of their meeting in late November to address the situation and to begin measures to correct it. He responded with a letter detailing the action he and his associates plan to take on each of the union's complaints.

Bakerian says he is now giving DMH time to put their promises into effect and will take another tour of the building in mid-January to survey the progress.

He did say, however, that O'Brien, seemed "to be attuned to and sensitive to the plight of our members. He's been cooperative, so far, and we are willing to give him and his assistants time to make changes," Bakerian commented.

In response to the union's concern about boxes of supplies and chemicals being stacked against walls in offices and in hallways where they could fall on workers. Block escape routes, or become fire hazards, O'Brien said he has asked Craig Smith, business officer, to instruct the supervisors in each office to find and use "more appropriate storage space."

The building superintendent, according to Smith and O'Brien, has been asked to move electrical outlets which are located in the path of office traffic.

In cases where outlets are overloaded with cords or do not hold plugs tightly, O'Brien says supervisors will be advised to request the installation of additional units.

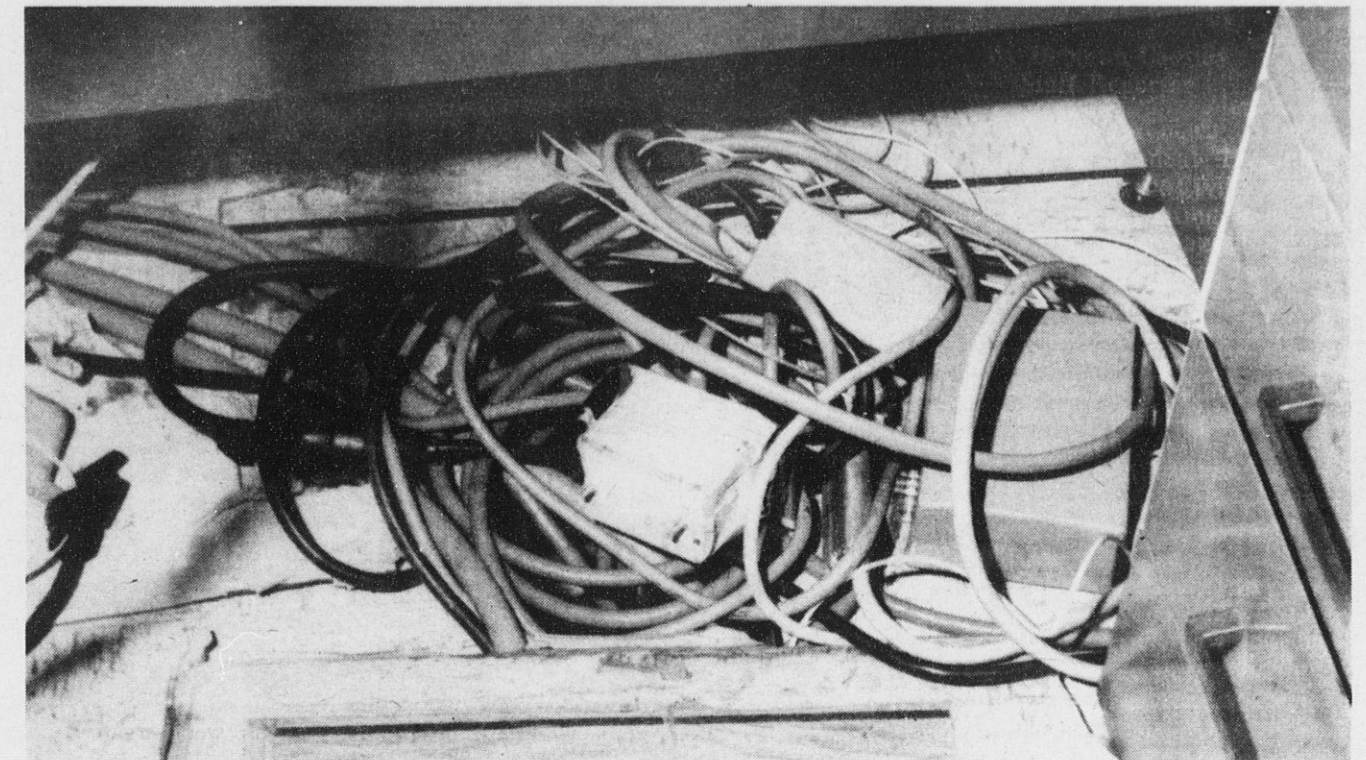
He has promised to give "immediate attention to correcting the problem" of exposed wiring coming through a hole in the floor of the computer room, where Lubinski pointed out that a mechanical draft blowing through the holes could fan a fire started by the wires.

The building management has been instructed to clean up tabulation units more often during the day, where computer waste paper has been piling up, creating a fire hazard. Some of the waste, O'Brien added, is to be collected and shredded by an outside contract and he has been told by the Office of General Services, which handles the contract, that someone is working with the contractor to improve his services to all state agencies in the Albany area.

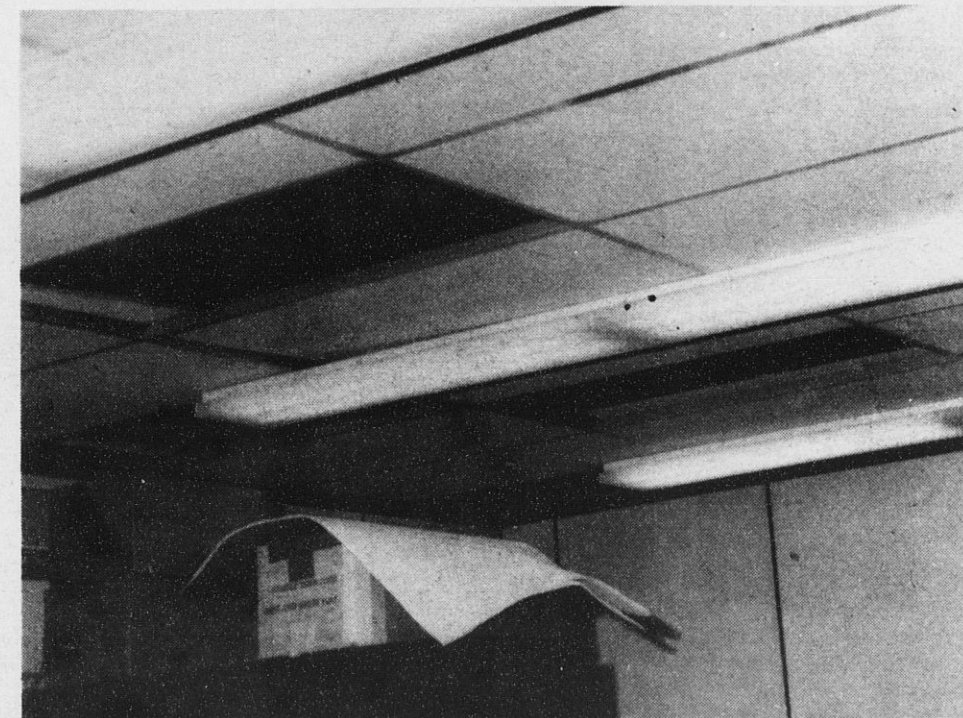
An apparent lack of fire extinguishers, overdue inspections of extinguishers, the lack of a sprinkler system and confusion among employees about emergency escape routes, all major concerns of both parties, have been reviewed in a fire marshalls survey, which Smith says may be obtained from OGS, where it has been filed. It's the union's understanding, says Bakerian, that this report will be secured as soon as possible and corrective measures based on it will be taken immediately.

"They're fooling around with lives in this instance," said Lubinski, "and we will make sure changes are made to our full satisfaction."

Missing ceiling tiles, through which electrical wires hang and the storage of combustible materials near electrical fixtures and overcrowded storage rooms are other hazards pointed out by Lubinski and Bakerian. And O'Brien has assured them clean up and repair procedures will immediately be instituted.



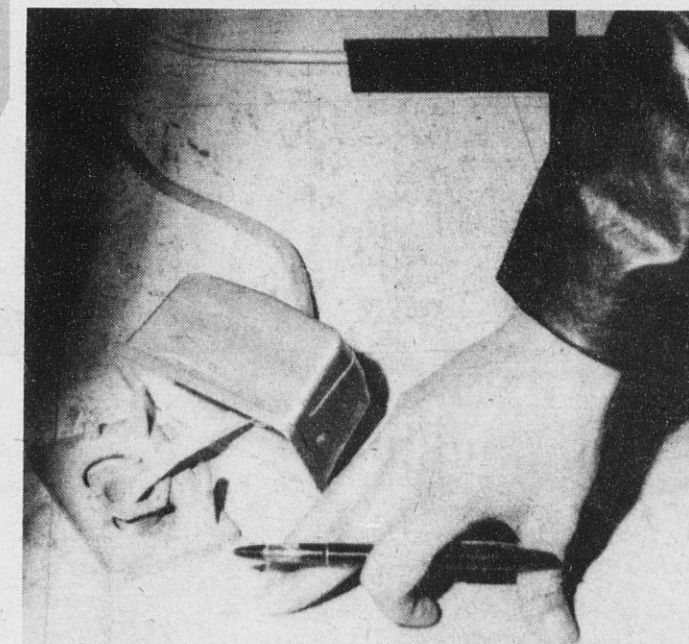
ABOVE, THIS PROLIFERATION OF WIRES is a fire hazard and could trip someone.



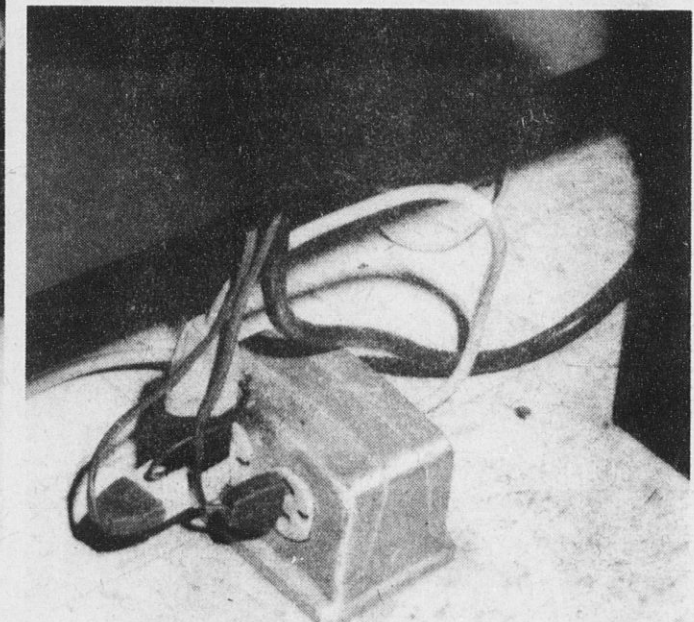
LEFT, MISSING CEILING TILES leave wires exposed near combustible materials.

"They're fooling around with lives in this instance, and we will make sure changes are made to our full satisfaction."

—Wanda Lubinski, CSEA Local 673 President



THROUGHOUT THE BUILDING, these outlets are exposed and broken.



LEFT, MANAGEMENT HAS PROMISED TO HAVE this accumulation of computer waste paper removed more often. Left here it's a fire hazard.



# Tests reveal asbestos fibers in air

ALBANY — Recent testing by the State Office of General Services has revealed the presence of asbestos fibers in the air of some buildings at the state campus and the Empire State Plaza, according to a report from the Capital Region Civil Service Employees Assn. Air Quality Monitoring Committee.

OGS has assured the committee, co-chaired by Richard Weeks of the Department of Education CSEA Local, and Sandra Sokolowski of the Department of Agriculture and Markets CSEA Local, that employees in the areas where the fibers have been discovered are in no immediate danger because the levels of contamination are low.

Prolonged exposure to high levels of asbestos contamination

can result in cancer and other lung diseases, noted the union.

Weeks said the state is now in the process of having the air cleaned and has begun looking into methods which will prevent further contamination.

It has been determined that asbestos, which was sprayed on steel ceiling girders to prevent them from buckling in a fire, has begun flaking off and is being circulated into the air through ventilation systems.

Members of the CSEA committee, along with Capital Region Director Jack Corcoran, are now discussing with OGS whether it's best to remove the asbestos or seal it.

At the request of CSEA, the State Department of Health has been testing maintenance men from the Office of General Services who have been working around high concentrations of asbestos at both the State Campus and the Empire State Plaza.

All those maintenance personnel tested are to receive written results of their examination.

Additionally, CSEA Regional Director Jack Corcoran says CSEA is urging all who are being tested to file workmen's compensation claims to protect themselves should an asbestos-related disease develop in the future.

All parties have acknowledged that the sealer must penetrate the asbestos and adhere to the girder permanently.

The testing was initiated by CSEA some nine months ago following reports of suspected contamination from members.

Once precautionary measures have been taken, the state has agreed to monitor the air in the buildings every three months and to provide the committee with written reports of findings.

"Both sides have been dealing in good faith, so far," commented Weeks. "And we are confident the matter is being handled properly and in a timely fashion."

## Employees victims of patient violence

By Bill Butler

Two Mental Hygiene Therapy Aides have been cleared by arbitrators of charges of patient abuse; instead, the arbitrators said both employees were victims of patient violence.

In one case, involving an MHTA at the Suffolk Developmental Center, arbitrator Jonathan S. Leibowitz rules that the charges were based on allegations of an "overwrought" member of a parents advisory committee at the institution.

In the other case, involving an MHTA at Pilgrim Psychiatric Center, Leibowitz ruled that the employee had been falsely accused by a supervising nurse.

Both employees were ordered restored to their jobs with back pay from the date of their suspensions.

Both arbitration hearings were handled by CSEA Regional Attorney Lester B. Lipkind.

The Suffolk Developmental Center employee had been accused of punching a blind and retarded patient, based on allegations of an uncle of the patient, who was visiting the ward and claimed to have witnessed the incident.

Fellow employees, however, testified that the accused employee had stepped between the patient and another, larger retarded resident to break up a fight between the two residents.

The arbitrator ruled that the uncle's account was "overwrought."

"It appears to have been no more

than a necessary use of force under exigencies which did not allow for preparation and forethought," he ruled.

Leibowitz noted that the employee was forced to handle an outbreak of patient violence singlehandedly, and also that the employee had been held over for a second shift on mandatory overtime because of a shortage of staff.

The Pilgrim employee had been accused of knocking down a patient and knocking the patient's head against a cement floor repeatedly.

Leibowitz found no medical evidence to indicate such a beating, and testimony of fellow employees showing that the employee had been

ordered to administer a sedative because the patient was violent.

"I believe that there was physical contact," the arbitrator rules, "but that it occurred when the patient, who had already assaulted three patients and one employee that morning, also assaulted the grievant."

The arbitrator was moved by the demeanor of the accused employee, as well.

He said that she had tears in her eyes when she denied the accusation.

"Her entire attitude and demeanor showed both disbelief that she was being charged with this conduct and sadness at the whole incident," he said.

The two cases followed another action in which the CSEA regional attorney cleared a Kings Park Psychiatric Center licensed practical nurse of both dismissal and a criminal charge of attempted murder in an alleged assault against a patient.

In a disciplinary hearing, it had been shown that the employee had merely acted to restrain a violent patient.

The employee had been accused of attempting to suffocate the patient by pressing a pillow onto her face. The charge had been made by a fellow employee, who, however, failed to take any action at the time and did not report the alleged incident for two days. The arbitrator had found her testimony not believable.

Later, Lipkind won dismissal of criminal charges because the state had not been able to substantiate a case in the disciplinary hearing, where the required proof was far less stringent than it would be in a criminal trial.

Long Island CSEA Region I President Irving Flaumenbaum hailed the rulings as vindications of "dedicated employees who are subjected to irresponsible accusations." He also noted that the CSEA legal defense program provided the only means to protect the employees' jobs and clear their names.

**FISHKILL** — Establishment of a CSEA FAMILY FUND to benefit the families of three State Transportation Department employees killed on June 5 when they were struck by a truck on Interstate 84 at Newburgh has been announced by CSEA Region III President James Lennon, who has also issued an appeal for all CSEA Locals and Units statewide to contribute to the fund.

In commenting on the purpose of the fund, Mr. Lennon said, "We want to reach out and offer some tangible help to the families of those men who lost their lives. As we close out the year, and look ahead with hope to 1980, we would like to see every CSEA Local and Unit in the state contribute to this worthwhile cause. We are confident the giant CSEA "family" will

demonstrate the true spirit of union brothers and sisters by sending substantial checks to the fund."

Mr. Lennon has appointed Bob Harris, President of Orange County DOT Local 515, and Jack Cassidy, President of DOT District 8 Local 507, as co-chairmen of the CSEA FAMILY FUND. They will coordinate the drive. All funds received will be distributed equally to the families of the accident victims.

All state, county locals or units wishing to contribute are urged to send a check to:

### CSEA FAMILY FUND

% Civil Service Employees Assn.  
Old Albany Post Road, North  
Fishkill, New York 12524

For additional information, call  
CSEA Region III headquarters at  
(914) 896-8180.





**CONTINUITY BRIEFING** — Top CSEA officials met recently with the former Continuity or Employment Committee and its successor, a subcommittee of the so-called "Kumquat Committee" created under the new CSEA-State contracts. The committees work to continue the employment of displaced workers and to study the effects of job security on productivity. President William L. McGowan, left, shares some views with former Committee Chairman Robert McKersie, second from right, and new Chairman Rodney Dennis, next to Mr. McGowan. At right, Thomas Hartnett, Deputy Director of the Governor's Office of Employee Relations, listens. Both the CSEA and the state agreed the committee's efforts should continue.

## President's assistant job open

ALBANY — CSEA is accepting applications for the position of Administrative Assistant to the President.

Minimum qualifications are a bachelor's degree from a recognized college or university, preferably with specialization in Labor and Industrial Relations or Administration and two years of experience in one of the above specializations. Acceptable ad-

ditional education or experience may be substituted for either of the above qualifications, however.

In addition, a physical examination will be required, and candidates must have a N.Y. State driver's license and a car for business use.

The administrative assistant will review daily correspondence for appropriate responses; prepare responses for the president's signature; prepare agendas for committee meetings; identify issues and

report to the president for development of the president's position; keep the president informed of actions and mandates of the delegates and board; and perform other duties as required. The administrative assistant may also substitute for the president for other-than-CSEA committee meetings.

Interested applicants must send resumes to Personnel Office, Box 125 Capitol Station, Albany, N.Y. 12224 by Jan. 11, 1980.

## Halt transfer of reporters

ALBANY — An agreement CSEA reached last week with the Office of Court Administration will ensure a happier new year for the senior court reporters in the State's Court of Claims: they won't have to spend one week out of every five in New York City in 1980.

The OCA had that schedule planned for 21 reporters, 17 of whom live and work in the Albany area, and the rest of whom are scattered throughout the state.

Because of a backlog in the State Supreme Court in New York City, the OCA intended to order these reporters to spend one week in five, on a rotating basis, in New York in 1980. As soon as the union got wind of it, the temporary transfers became the subject of a labor / management meeting between CSEA and the OCA in Albany. Result: no such transfers will occur. Any temporary assignments of Court of Claims employees to New York will be strictly voluntary.

The union members who worked out the solution with OCA were Julia Filippone, president of CSEA local 694; Thomas Jefferson, CSEA board representative for the court employees; and senior court reporters Gilbert Schlamowitz and Arthur Velcove. They were assisted by CSEA Collective Bargaining Specialists Manny Vitale and Pat Monachino.

"We are very pleased with the way the committee worked this out," Mr. Monachino said. "These reporters would have been greatly inconvenienced, at no increase in salary, but a great increase in work load, and they would have had to spend at least 10 weeks a year away from their families, in unfamiliar surroundings. And this was all going to start Dec. 31. I think the way the committee worked it out is much more reasonable."

If there aren't enough volunteers for the temporary assignments in emergencies, Mr. Monachino noted, employees will be assigned to New York on the basis of inverse seniority.

## Awards made

Twenty State employees received a total of \$2,410 in cash awards in October and November for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the New York State Department of Civil Service. Estimated First-year savings from these suggestions total more than \$20,000.

Award Recipients include:

\$685 — Larry Gruntfest, Social Services Assistant, Department of Social Services, New York City.

\$550 — Robert J. Ridley, Food Inspector, Department of Agriculture and Markets, Utica.

\$300 — Ann Lombardo, Senior Data Entry Machine Operator, Department of Labor, Albany.

\$200 — Donna Stewart, Tax Auditor, Department of Taxation and Finance, Mineola.

\$100 — A joint award shared by William H. Young and Gary Davis, both of Agriculture and Markets, Albany; Kathleen E. Rauchbach, Department of Environmental Conservation, Albany, and Kristin Bliven, Tax, Albany.

## Directory of Regional Offices

**REGION 1 — Long Island**  
(516) 691-1170

**REGION 2 — Metro Region**  
(212) 962-3090

**REGION 3 — Southern Region**  
(914) 896-8180

**REGION 4 — Capital Region**  
(518) 489-5424

**REGION 5 — Central Region**  
(315) 451-6330

**REGION 6 — Western Region**  
(716) 634-3540





# COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Filing ends Dec. 24, 1979

Title	Salary	Exam No.
Head Janitor .....	\$11,695	36-910
Supervising Janitor .....	\$9,865	36-911
Director, Bureau of Business Research .....	\$32,475	39-408
Education Supervisor (General) .....	\$17,320	36-664
Assistant Director of Mass Transportation Operating Assistance .....	\$21,345	36-908
Chief of Transportation Fiscal Operations .....	\$23,755	36-909
Associate Building Electrical Engineer .....	\$26,390	39-406
Insurance Data Processing Specialist .....	\$29,270	39-407

Filing Ends Jan. 14, 1980

Senior Insurance Policy Examiner .....	\$22,500	39-411
Social Services Disability Specialist .....	\$15,520	36-897
Senior Social Services Disability Analyst .....	\$18,255	36-898
Supervising Bank Examiner .....	\$32,475	39-394
Supervising Overseas Branch Bank Examiner .....	\$36,095	39-394

# STATE OPEN COMPETITIVE JOB CALENDAR

Filing Ends Dec. 31, 1979

Title	Salary	Exam No.
Clerk (Surrogate), Principal .....	\$9,481	24-990
Clerk (Surrogate), Senior .....	\$7,565	24-989
Housekeeper, Head .....	\$11,060	25-128
Janitor, Supervising .....	\$9,865	25-127
Commerce District Administrator I .....	\$23,829	28-006
Commerce District Administrator II .....	\$27,842	28-006
Director, Bureau of State Information .....	\$30,800	28-004
System Planner (Gas), Chief .....	\$34,250	29-283
System Planner (Gas), Principal .....	\$25,000	29-282
Transportation Project Manager, Chief .....	\$27,800	28-007

Filing Ends January 7, 1980

Teachers' Retirement System Accounting Systems Analyst .....	\$23,755	80-037
Teachers' Retirement System Financial Systems Analyst, Associate .....	\$21,435	89-036
Teachers' Retirement System Operations Specialist .....	\$23,500	80-035



# OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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
Stenographer .....	\$7,900	
Psychiatric Therapy Aide .....	\$9,865	20-110
Principal Clerk (Surrogate) .....	\$9,481	24-990
Senior Clerk (Surrogate) .....	\$7,565	24-989
Supervising Janitor .....	\$9,865	25-127
Head Housekeeper .....	\$11,060	25-128
Director, Bureau of State Information .....	\$30,800	28-004
Commerce District Administrator I .....	\$23,829	28-006
Commerce District Administrator II .....	\$27,842	28-006
Chief Transportation Project Manager .....	\$27,800	28-007
Chief System Planner (Gas) .....	\$34,250	29-283
Principal System Planner (Gas) .....	\$25,000	29-282

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.



# Attention State Employees:

## IF YOU WERE REEVALUATED,

CSEA has received information that in some instances employees in the state's Administrative, Institutional and Operational bargaining units were evaluated twice. In some cases, evaluations were degraded. The CSEA is preparing information to take action in these instances. If you are an employee in these three state bargaining units and you received a written, signed evaluation which was subsequently recalled and changed or a second evaluation was issued, please fill out the attached coupon and send it, and copies of the evaluations — if you have them — to: Employee Evaluations, CSEA Headquarters, 33 Elk St., Albany, New York, 12224. These forms must be returned prior to January 15. This information applies only to cases where a signed evaluation was issued to an employee and then subsequently changed or replaced by a second evaluation of lower rating.

Employee's Name \_\_\_\_\_  
(Last) (First) (Middle Initial)

Social Security Number \_\_\_\_\_ Your payroll Number \_\_\_\_\_

Dept. or Agency Code \_\_\_\_\_

Work Location \_\_\_\_\_

If your supervisor gave you any oral or written explanation for why your first, official evaluation was being changed, please summarize his/her explanation:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**REMINDER:** Please include copies of any evaluation form still in your possession, preferably the original and the subsequent form. If you have only one, you may be asked later to submit an affidavit supporting your claim.

**ALBANY —** CSEA is asking State Division leadership to blow the whistle if the state makes an attempt to draw a link between union activity and a leader's performance evaluation.

CSEA President William L. McGowan has received a few reports that managers have mentioned an employees' union activities on performance evaluation forms. If that happens, the president said, he will personally take

the matter up with Meyer S. Frucher, Director of the Governor's Office of Employee Relations.

"We had a clear understanding in negotiations that union activities were not to be considered in evaluations," Mr. McGowan said. "In any instances where a Board Member, Local President, Steward or Delegate finds union activity mentioned anywhere on a performance evaluation form, I want a copy of the evaluation and this practice will be stopped."



### TOYS FOR TOTS —

Needy children had a brighter Christmas, thanks to the employees in the Department of Social Services and members of Social Services CSEA Local 688. Employees organized a drive to obtain toys and money for the Marine Corps Reserve Toys for Tots program. Marine Sgts. Moore and Swanson, left, accepted the toys and a check from Alan Siegel, third from left, President of CSEA Local 688; First Vice President Cathy Arduini, Second Vice President Jary Lubinski, Secretary Doris Williams and Social Services Commissioner Barbara Blum.



# Union turns turmoil to progress in Troy

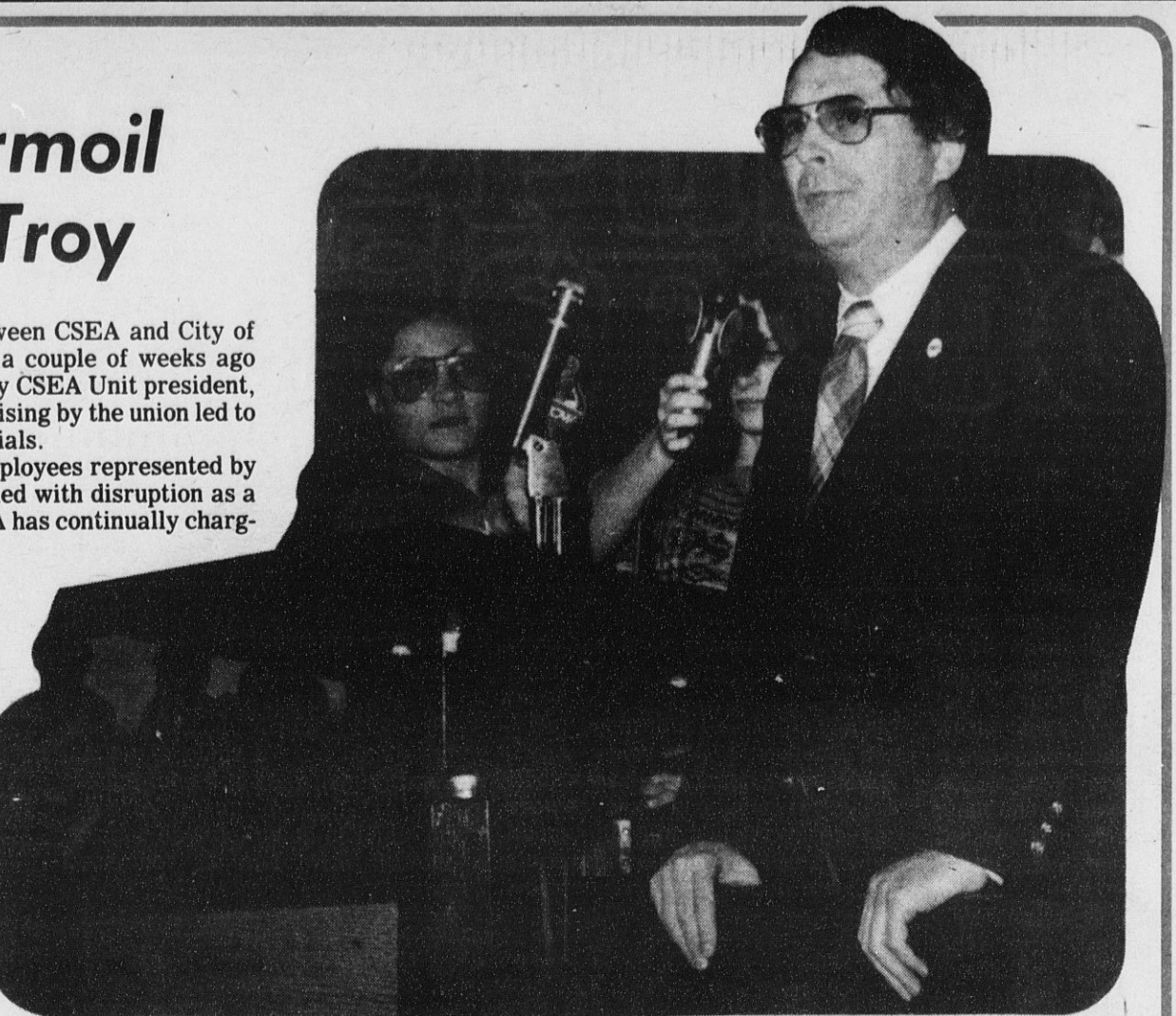
TROY — Turmoil which has been bubbling between CSEA and City of Troy management for months and which erupted a couple of weeks ago with the firing, and subsequent rehiring, of the Troy CSEA Unit president, now shows signs of settling down after a heated uprising by the union led to a series of meetings between union and city officials.

Negotiations for a new contract for Troy city employees represented by CSEA are continuing, but for a time were threatened with disruption as a result of harsh exchanges between both sides. CSEA has continually charged that the proposed 1980 city budget contains a surplus of cash, and that certain services originally proposed to be abolished should not have to happen, and that the city can afford more than the 7 percent maximum contained in the original proposed budget for raises.

Then, suddenly about two weeks ago, CSEA Unit President Edward LaPlante was fired the day after he attended a meeting of an official Charter Revision Commission, to which he had been appointed by Troy Mayor Steven Dworsky. CSEA, enraged over the action, demanded an immediate hearing, claiming LaPlante was being railroaded by City Manager John Buckley. Buckley, with heavy pressure brought by CSEA, held an informal hearing almost immediately and reinstated LaPlante, dropping all charges against him. Still angry because of more than a dozen grievances still outstanding by other city workers, CSEA continues to press an improper practice charge against the city.

Then, a week ago, CSEA members packed the city council meeting room as CSEA officials attacked the proposed city budget as well as Buckley's inaction on the pending grievances he had sat on for months, in some cases.

All of this led to a weekend labor/management meeting that has finally led to some important actions. The city agreed to a union request to form an official labor/management committee to study difficulties between the parties now and in the future. And a number of the outstanding grievances were immediately acted upon, finally. The city also agreed to remove the 7% figure from the proposed budget for 1980 and leave open the negotiations now underway for a new contract. A plan to eliminate emergency callboxes in the city was dumped, thereby retaining the jobs of a pair of city employees who would have been fired. And the city has pledged the new labor/management committee will carefully study the reasons for so many grievance filings by city workers — 80 in 1979 and upwards of 280 over the past two and one-half years.



CSEA REGIONAL PRESIDENT Joseph E. McDermott, with the news media recording his words, delivered a strong attack against the City of Troy management for its handling of relationships with the Troy Unit of CSEA members.

## The core problem still exists

**Editor's note:** The following is the text of an extremely hard-hitting speech delivered by CSEA Capital Region President Joseph E. McDermott before the Troy Common Council. It was part of a hard-line union stand which ultimately led to a number of gains in what had been a stalemated situation that threatened to disrupt contract negotiations.

My name is Joseph Edward McDermott. I am the Civil Service Employees Association Capital Region President and a Vice-President of CSEA/AFSCME Local 1000-AFL-CIO. As such, I have the primary responsibility and oft-times impossible duty of representing and administering the services for well over 40,000 public employees including nearly 150 separate bargaining entities, one of which is the City of Troy Unit CSEA.

Lest you think I approach you as an "outsider", you should know that I was born in the City of Troy, attended grammar school here and was graduated in the same high school class as one of your distinguished Council colleagues. While my residence is presently outside the City I follow the "goings on" of, what any born and bred Trojan would refer to as, "my home town" with avid interest.

"Those 'goings on' of late have some serious overtones as to the relations between the City and our Union and its membership.

CSEA, whose annual budget exceeds 20 million dollars this year, has for years allocated nearly a tenth of its budgets, this year, almost 2 million dollars, for its legal assistance program. In other words, we do not take lightly the need and responsibility of protecting our membership in their job related problems and grievances. We, obviously, do not view our only and prime responsibility to just negotiating a contract for

salary and benefit improvements. A basic part of all CSEA Union contracts is the grievance procedure. Certainly, it has been a longstanding part of the City of Troy Contract.

Last week, Amnesty International, a London based rights group, published its annual report and pointed out that, internationally, the murder, assassination, kidnapping, interment, imprisonment, general violence and the intimidation by governments is rising sharply against citizens vocalizing that their basic rights are being denied. The City of Troy Union membership, indeed their Local elected Union Leaders, could have been considered, but were not, among these statistics.

To have over a dozen of our members, your employees, your citizens, denied a simple hearing of their pleas before they are summarily punished is something the City of Troy, your government, seems to agree to.

Worse yet — to have their spokesperson intimidated for raising objections to this violation of your contract, by your hirelings, is abominable. Worse yet, he has been publicly vilified for protecting or utilizing your contract rights and he is basically accused of being a thief. Yes, a thief of services from the taxpayers of this City.

While an attempt has been made by management to lay to rest this portion of the overall problem, the core problem still exists.

Your contract with us, which as far as I know we have been meeting our obligations to, is a sham document in respect to that area of our greatest concern, the rights and protection of our aggrieved members, unless and until the grievance procedure is to be followed by management as well as the Union.

We call upon you, as the elected body of the citizens, to require that the individuals that you hire to administer your business, our business, adhere to your contract with us or be brought to task.

Just procedures to administer justice for grievants are not written to be only on a piece of paper. They are there to utilize. The City of Troy/CSEA Contract provides for this type of just procedure. We insist, in fact, we demand, it be properly followed.

CSEA COMMUNICATIONS SPECIALIST Daniel X. Campbell also launched into the manner in which City of Troy management has attempted to intimidate union members.