

Confrontation

Major battle over furloughs shaping up



ALBANY — Gov. Hugh L. Carey has set a collision course with the State Legislature and CSEA in a stunning series of moves beginning with "line item vetoes" of more than \$900 million of legislatively proposed appropriations and a renewed request by the governor for legal authority to furlough state workers.

"When the governor vetoed \$900 million in spending after publicly declaring that only \$600 million in cuts were needed, it was clear he was posturing for a confrontation," said CSEA President William L. McGowan, "but when he followed that act with another proposal to furlough state employees, he bought himself a lot of trouble with CSEA."

Two days after Carey switched positions and
(Continued on Page 10)

Public SECTOR

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PONDERING FURLOUGH OPINIONS — New York State Assembly Speaker Stanley Fink, left, ponders the determination of 43,000 CSEA members who answered a CSEA poll on proposals to furlough state workers and opposed the furlough plan by an incredible 98 percent majority. CSEA President William L. McGowan, right, met with the speaker earlier this week to deliver the survey postcard replies from union members as a very visual demonstration of the union's vehement opposition to the plan.

Elections: one down, one to go

ALBANY — One balloting of CSEA's membership has just concluded and another will be getting underway in three weeks, as the state's largest public employee union continues important statewide elections.

Today marked the deadline for receipt of membership ballots in the election of CSEA's 223 Delegates to the 25th Biennial Convention of the American Federation of State, County and Municipal Employees, AFL-CIO.

Balloting was conducted by CSEA region since each region is voting for a group of its members to represent CSEA during the June AFSCME meeting in Atlantic City, N.J. Ballots will be counted under the supervision of CSEA's Elections Procedures Committee next week in Albany. Candidates or their observers have been invited to attend that count.

Results will be announced in the May 7 edition of

the Public Sector.

On April 20, meanwhile, the Election Procedures Committee conducted drawings for ballot placement in the upcoming CSEA Statewide Officer Elections. Ballots for that election will be mailed out on May 14 and must be received prior to June 15 to be counted.

Present terms of CSEA's president, executive vice president, secretary and treasurer expire on June 30 and the elections will determine who holds those offices when the new terms begin on July 1, 1982.

Candidates for those offices obtained ballot placement either by designation by the CSEA's Statewide Nominating Committee, or by submitting official election petitions bearing the signatures of nearly 4,000 union members.

Barbara Fauser, Region VI Treasurer, was the only candidate to obtain ballot placement by

petition. Her name was added to those previously nominated for the office of Statewide Treasurer.

Gregory Szurnicki, Chairman of the Election Procedures Committee, announced official ballot placement as follows:

For Statewide President —
William L. McGowan
Robert L. Lattimer
Jim Moore

For Statewide Executive Vice President —
Thomas H. McDonough
Joe McDermott

For Statewide Secretary —
Irene Carr (only official candidate)

For Statewide Treasurer —
Barbara M. Fauser
Jack Gallagher
John Francisco

TIER III: Ill-conceived plan has to go . . . Page 5



LABOR AND MANAGEMENT agreed to reclassify 32 positions into transitional lines as part of CSEA's clerical advancement program at a meeting in CSEA Headquarters in Albany. At that meeting were (Seated facing camera): Susan Crawford, president of Local 656, left; John Jasmin, former

president of Local 164; Robert Comeau, president of Local 159; Corrections Commissioner Thomas Coughlin III; Bob Guild, collective bargaining specialist (standing); Bill Kenneweg, president of Local 158; Sherry Breen, president of Local 154 and Rose Marcinkowski, president of Local 163.

32 correctional workers benefit from major CSEA/P reclassification study

ALBANY — Thirty-two state Correctional Department employees are being promoted into transitional jobs as a result of inroads made in the Clerical and Secretarial Employees Advancement Program (CSEA/P).

The program, which grew out of CSEA's 1979 contract negotiations, is aimed at bringing employees out of dead-end jobs and offering training and advancement opportunities. Under the program, there are certain positions, such as administrative aide and training aide, which are considered transitional.

Members of Local 656 of the state Department of Correctional Services noticed that while there were several exams for these positions statewide, there were no such positions in any of the correctional facilities in the state.

"We brought up our concern at a statewide labor-

management committee meeting and we set up a subcommittee to study the issue," said Susan Crawford, Local 656 president who chaired the subcommittee. The group contacted the superintendent of every facility and found a total of 32 positions that could be reclassified.

The group met again and decided to submit the 32 vacant positions from 19 correctional facilities to be reclassified. It took nearly a year, but they have finally met with success.

The subcommittee was notified of the new transitional positions, and they are now being filled.

While the initiative for the project came from the local, the idea for reclassifying the positions came from a Correctional Services official.

"It was a good way to ask for these positions," Crawford said. "If they had simply asked for new lines, they probably wouldn't have gotten them because money is tight. But by asking for them to be reclassified, they were successful."

The vacant positions were not only clerical, but included such openings as physical education teacher and psychologist as well.

Those positions have turned into openings for 26 administrative aides and six training aides. "It was a good way to work with vacant positions — which every department has — and it offers more opportunity and incentive for employees to do a good job," Crawford said.

"Maybe we only helped promote one or two employees in each facility, but at least there's now an opportunity," she added. The facilities with the new transitional positions are Albion, Arthur Kill, Attica, Bedford Hills, Coxsackie, Downstate Correctional Facility, Eastern Elmira, Fishkill, Great Meadow, Green Haven, Mid-Orange, Mt. McGregor, New York City Central Administration, Otisville, Ossining, Wallkill, Woodbourne, Adirondack, Camp Monterey, Camp Pharsalia and Camp Summit.

High court rules MHTA's may question witnesses, see patient's records in abuse cases

ALBANY — A state employee has the right to question witnesses against him — including the witnesses' medical records in the case of a patient abuse allegation.

That was the judgment of the state's highest court in a case involving a CSEA member who is a mental health therapy aide.

The court confirmed an impartial arbitrator's decision that he would be willing to hear the testimony of a state psychiatric center patient involved in the disciplinary case against a state worker — but only if he could examine that patient's medical records as well.

The decision was made after a CSEA attorney representing the employee challenged the testimony of the patient, and asked for a chance to inspect her medical records. The state refused to produce the records. At first the

state said it would bring in a psychiatrist to testify about the competence of the patient. It then offered to put the patient on the stand, but still refused to turn over the records.

Finally, the arbitrator ruled the state could only use the patients testimony if the witnesses' medical records were available for examination as well. When the state refused, the witness could not testify and the charges of patient abuse against the employee were dropped.

Following several legal challenges to this decision by the state, the New York State Court of Appeals ruled recently that the arbitrator was right in using the patient's testimony as a lever to get the medical records. The court said the witnesses' medical

records were necessary for a fair examination of the accusations against the employee.

"Those records were essential to the defense and to the employee's constitutional right to examine witnesses against him or her," said Michael Smith, the CSEA attorney who tried the case.

This case was the first one on the subject to reach the state's highest court, Smith said. "It's one of the most important victories in years on this issue. The right to see patient records is absolutely essential to cross examine witnesses in patient abuse cases.

"The court looked at the rights of employee, and the stigma of such a charge against an employee, and balanced them against the rights of privacy of records," Smith said. "In this case, fortunately, the rights of the employee came out ahead."

PERB upholds seniority as a basis for promotions; East Hampton is ordered to promote pair

By Hugh O'Haire
CSEA Communication Associate

EAST HAMPTON — Suffolk County is sometimes known for its independent town highway superintendents; elected officials who raise funds for their own election campaigns and develop special constituencies which manage to have them reelected term upon term while other politicians come and go.

Because of such independence and power, labor unions have long claimed some highway superintendents tend to run their department as personal kingdoms, sometimes disregarding civil service rules and contract provisions in conducting day to day business.

So it was particularly gratifying to CSEA recently when PERB reversed an East Hampton superintendent who had promoted employees in blatant disregard of the seniority clause of the CSEA contract.

The case in point concerned two CSEA members of the Town of East Hampton, Wendell King and Larry Schellinger. They had bid for posted openings for heavy equipment operator and labor crew leader. The highway superintendent, however, filled the position with two employees who had less seniority, even though there was a seniority clause in the CSEA-Negotiated collective bargaining agreement. After consultation with the East Hampton CSEA president, CSEA Field Representative Ron King filed a grievance against the town.

During an arbitration hearing on the

grievance, the town argued that they had the "final decision" on which employees they would hire regardless of seniority.

The superintendent of highways, who filled the jobs, argued against the very concept of seniority: "We are not all cut in the same mold and this fact should be recognized. . . Management's role is to be aware of the public's welfare as regards the use of men and machines," he said. Claiming that the seniority clause made the contract too narrow "in scope," the superintendent, who has since passed away, testified that seniority limited management's ability to do its job. "The Town Board and Department heads should have," he said, "more flexibility in making decisions on the employee level without getting handcuffed by hidden interpretations."

However, at the final grievance hearing, the superintendent's successor was more amenable to modern labor-management relations and testified that the two employees who had been passed over by the Town were equally qualified for the positions as the less senior employees who were actually promoted.

The PERB decision upheld the seniority clause in the CSEA contract and ordered the town to promote and provide training to King and Schellinger.

CSEA Field Representative Ron King said he hopes that other Suffolk town highway superintendents get the message that a contract is a contract, and that the days of paternal department heads are over.

Scholarship for handicapped

The Brotherhood Committee of the State of New York has announced that it is sponsoring a yearly scholarship of \$500 to the handicapped son or daughter of any permanent New York State Civil Servant.

This award will be known as the "Esperanza Manger Scholarship Award" and will be presented for the first time to a qualified student who has been accepted to the freshman class of any college or university for the fall semester of 1982.

For this first award, the committee has stipulated that the applicant fall under the federal guidelines for definition "handicapped." This is in deference to the fact that the scholarship was conceived in 1981 — "The Year Of The Handicapped."

Applications are available on request from:

George Weitz
N. Y. State Dept. of Labor
Job Service Division
Brooklyn, NY 11201

Highway unit ok's two-year contract

LANCASTER — The Town of Lancaster Highway Unit of CSEA Erie County Local 815 has reached agreement on a two-year contract that provides a 62 cents-per-hour wage increase in both years of the pact.

The contract also establishes a sick-leave bank and provides \$50 towards purchase of safety prescription glasses. The safety shoe allowance has been increased to \$50 and employees may accumulate up to \$100 for safety shoe purchases.

A \$1 million Major Medical plan will be fully paid by the town and life insurance coverage has been increased to \$15,000.

Binding arbitration for all grievance matters, as well as for discipline and discharge cases has been established and a major revision of overtime provisions will allow for more equitable distribution of overtime work.

Orchard Park unit says yes to new pact

ORCHARD PARK — The Orchard Park Highway Unit of CSEA Erie County Local 815 has reached agreement on a three-year contract that provides pay increases of 8 percent plus increments for the unit's 22 members.

Longevity increments will be increased from \$100 to \$150 and members will gain an additional annual holiday. The employee retirement plan has been upgraded to the 75i plan from the previous 75g plan.

A buy-back of sick leave plan provides one hour of

pay for each hour of sick leave. Other contract improvements include two pairs of safety shoes for each member and an improved Major Medical plan.

An agency shop fee will be paid by all future non-members of the unit, which presently has 100 percent CSEA membership.

CSEA field representative Vince Sicari was aided in negotiations by a committee that included Unit President Anthony Delmonte, Vice President Michael Reichert and Edwin Hauser.

... and in East Rockaway



SIGNING NEW PACT — East Rockaway Mayor Theodore Reinhard, center, signs a new contract covering CSEA-represented employees as Unit President Charlie Henshaw, seated left, and Nassau County Local President Jerry Donahue, seated right, look on with approval. Standing from left are Village Attorney John Pitfoni, CSEA Unit Representative Nick Collins, Village Trustees Pauline Wipfler and Murray Estenali, CSEA Field Representative John O'Sullivan and Village Trustee Irving Shaw.

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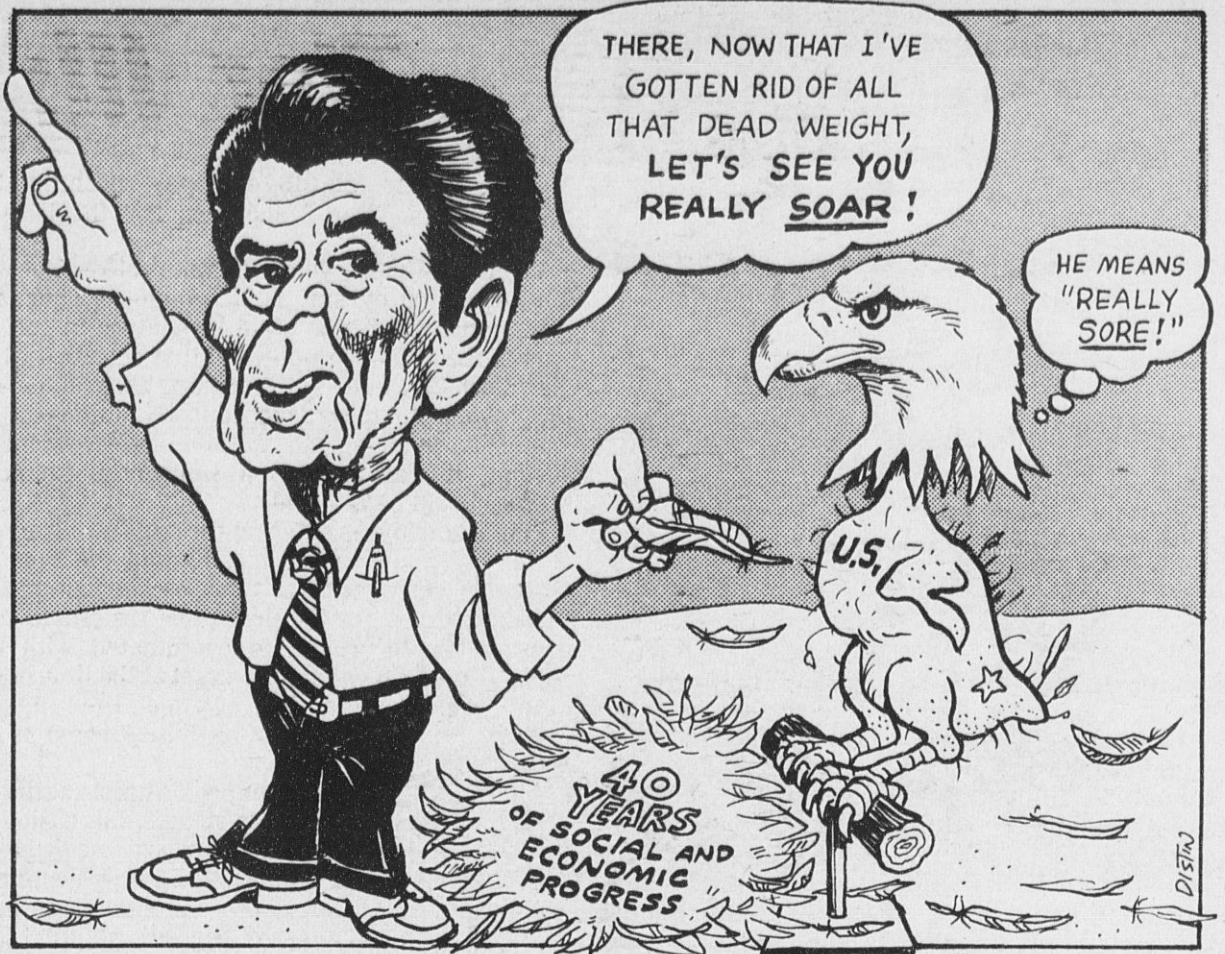
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To all CSEA-represented state employees in the Operational, Administrative and Institutional Services Units:

CSEA wants to ensure that all employees who were certified or approved to receive a performance advancement or a performance award during the 1979-82 contract agreement period did in fact receive it.

If you were certified or approved to receive either but did not, please fill in the requested information at right in order to assist in checking your claim.

Please check with your personnel office or regional monitoring specialist to verify your eligibility before completing the form. It is important that you complete all requested information.

NAME _____ Social Security No. _____
Agency/Facility _____
Title: _____ Line Item No. _____
Home address _____

VERIFIED: YES NO
Check appropriate box if not received in year indicated:

PERFORMANCE ADVANCEMENT	PERFORMANCE AWARD
1979 <input type="checkbox"/> 1981 <input type="checkbox"/>	1979 <input type="checkbox"/>
1980 <input type="checkbox"/> 1982 <input type="checkbox"/>	1980 <input type="checkbox"/>
	1981 <input type="checkbox"/>

Send completed information to:
Thomas M. Coyle, Staff Director CSEA, Joint Labor-Management Committee on The Work Environment and Productivity
Suite 2008, 99 Washington Avenue, Albany, New York 12210

Funding for women leaders program awarded to CWIG

The Center for Women in Government (CWIG) has been awarded \$271,167 by the Carnegie Corporation to conduct a program designed to increase women's access to high-level positions in New York State and New York City governments, according to Nancy Perlman, Executive Director of the Center. "Not only will the program focus on increasing the number of women in leadership positions," explained Perlman, "but it will help increase government's responsiveness to issues which have particular impact on the lives of women."

CWIG's two-year program will combine research, technical assistance and training. The research component will focus on identifying barriers to the advancement of women in State government. Although the number of women in policy-making positions is increasing, statistics show that in New York State government six times as many men as women set policy for a population which is more than 50% female. Out of 74,394 female State employees, only 503 fill high-level positions compared to 3,085 of the 88,140 male employees. This situation is mirrored in New

York City government, Perlman asserted.

CWIG will also provide technical assistance to public sector organizations such as unions and women's advocacy groups in order to strengthen their efforts and increase their collaboration in dealing with issues of concern to women. Training will be provided to women leaders from these groups to increase their skills in analyzing and influencing public policy. A conference will be held in the final stage of the program for legislative leaders, public employees, and representatives of unions and women's advocacy groups to discuss the particular policy needs of women and to plan a coordinated strategy for addressing those needs.

In addition to the Carnegie grant, CWIG has received nearly one-half million dollars so far this year from other foundations, New York State joint labor/management committees, State agencies and the City of New York for a variety of research, training and public education programs. CWIG is a unit of the Institute for Government and Policy Studies of the Rockefeller College, State University of New York at Albany.

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WESTERN REGION VI

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(716) 634-3540

Tier III: It must go

Let's Retire Tier III



"The worst public employee pension in the country."

ALBANY — CSEA and the state's other major public employee unions are joining hands to do battle with business and public employer lobbyists as the New York State Legislature begins to wrestle with the highly controversial issue of what to do about the state's Tier III retirement system.

CSEA will be working with AFSCME, the Public Employees Conference (PEC), and other public sector unions in demanding an end to the Tier III system which requires nearly a quarter of a million public workers across the state to contribute three percent of their earnings to a pension system which may not ever pay those employees a single cent in benefits.

"The simple fact of the matter is that the Tier III system was ill conceived when it was created in the mid-'70s and we now have economic inequality rampant throughout public sector worksites throughout the state," said CSEA's Chief Lobbyist James Featherstonhaugh.

"We have one third of this state's public employees paying three percent of their wages to a pension system that provides them benefits far below private sector levels, while two-thirds of New

York's public employees pay nothing for membership in Tier I and Tier II," the lobbyist said.

The multi-tiered system of state retirement was not negotiated by any public employee union but was mandated by the state legislature in 1976 as part of the economic upheaval that occurred when New York City went on the brink of bankruptcy and the state's finances subsequently faltered. By gradually changing the massive state retirement system, it was argued, a substantial financial savings could be realized.

Public employees entering the state's retirement system after 1976 were thrown into the Tier III system in which the three percent contribution was mandatory and, for the first time, the employee's pension benefit would be coordinated with the Social Security payments in effect at the time of the employee's retirement, hence the tag of Coordinator Escalator, or as it has come to be better known, "CO-ESC."

"Since 1976 the number of people participating in the Tier III system has been steadily increasing as retirements and resignations create vacancies in public employment," lobbyist Featherstonhaugh explains, "and as that number increases, so does the frustration and anger of workers who find that they are denied equal benefits for equal work and that because of the law, their unions cannot negotiate a solution in the traditional collective bargaining way. Only political action will do the job this time."

And CSEA is not the only organization lobbying on this issue. In Albany this week an organization calling itself "Coalition for CO-ESC" held a press conference to announce that it would be pressuring the legislature to extend the Tier III legislation which, unless extended or modified, would elapse in June, automatically upgrading Tier III members to Tier II.

The "coalition" is actually a group of traditional opponents to public employee union causes including the New York Chamber of Commerce and

Industry, and several public employer lobbying groups. Not only do they want Tier III extended, but their spokesman even said that if the state constitution didn't prevent it, they would ask that public employees now in Tier I and Tier II be downgraded to Tier III!

Also embroiled in what is shaping up to be a major legislative battle on this issue is State Comptroller Edward L. Regan and the state's Permanent Commission on Public Employee Pensions and Retirement.

The Comptroller, who constitutionally administers the pension system, has already publicly stated support for change in the Tier III system claiming it is an administrative nightmare for the Employees Retirement System to handle. Also, Mr. Regan has made it clear he thinks the legislature went too far in trimming benefits in the 1976 overhaul, referring to Tier III in a recent letter to state legislative leaders as, "this very modest benefit plan."

The Commission on Pensions and Retirement was created in the 1976 "reform" legislation. It's chairman, James Regan (no relation to the Comptroller), is scheduled to release a major report to the legislature on Tier III early next week. Insiders at the Capitol say the report may include a recommendation to at least eliminate the Tier III contribution by employees and make several administrative changes.

"Clearly this is the time to try and do something about Tier III," CSEA's Mr. Featherstonhaugh argues, "for the simple reason that the anti-public employee lobby is lining up to kill any meaningful reform of this ridiculous program. They will have a lot of political muscle on their side, so its up to us to muster enough muscle on our side to offset their effort and let the legislature make the right decision."

The union will be again calling upon its political action activists and rank and file members in the near future to contact their state legislators and demand an end to the injustices of Tier III.

Cuomo bandwagon gaining steam

ALBANY — Lt. Gov. Mario Cuomo's campaign for the Democratic nomination for governor continues to roll across New York State and is gathering labor support in addition to the endorsement of CSEA, the state's largest public employee union.

Earlier this week the giant Communications Workers of America (CWA), AFL-CIO, conferred its prestigious endorsement on the Cuomo campaign following a meeting of more than 50 New York State local leaders of CWA, representing more than 60,000 private and public sector employees across the state.

"CWA locals in New York have endorsed Mario Cuomo in the Democratic primary because he is the only principled Democrat in the race," said Morton Bahr, CWA vice president, at a New York City press conference.

"New York needs a governor who will seek equity in taxation, economic progress based upon investment in human capital and renewal of the public infrastructure and who will also use available resources in the interest of working people, the

needy, the disadvantaged and the elderly," the union spokesman said.

"We need a governor who, while leading the fight against crime, prostitution, drug traffic and disease in this state, will also seek to cope with their causes. Above all, we need a governor who will stand up and fight back against Reaganomics and the devastating blows it is delivering upon the people of this state," Mr. Bahr said.

The CWA publicly stated its opinion that New York City Mayor Edward Koch's candidacy must be rejected. "That rejection is based upon Koch's anti-labor, anti-minority, anti-people record and his open support for Republicans and for Reaganomics," an official CWA statement said.

Candidate Cuomo has been steadily picking up labor endorsements over the past weeks as his candidacy was officially declared in joint press conferences in New York City and Albany. Just prior to the official announcements, CSEA and the International Ladies Garment

Workers Union (ILGWU), AFL-CIO, conferred their endorsements on the candidate.

Throughout his campaign, the Cuomo team is drawing upon CSEA support extending from the statewide to the grass roots level. A few weeks ago, for example, Cuomo held a major press conference in Westchester County to announce the endorsement of his candidacy by eleven of the county's 15 State Democratic Committee members, an endorsement deemed critical to Cuomo's efforts to make a strong showing at the upcoming Democratic nominating convention in Syracuse.

"We were at the press conference and had helped the Lieutenant Governor in his efforts with Westchester Democratic Party people," said CSEA Local 860 President Pat Mascioli, who headed a delegation of local officers and political action activists at the event.

CSEA is currently working on elaborate plans to strengthen its support of the campaign and assist Cuomo workers in fund-raising efforts across the state.



MARIO CUOMO —

Union support rolling in.

Union's ad for Special Olympics judged special



ALBANY — It's not very common for labor unions to use paid advertising to help achieve their goals, but at CSEA advertising has become a real part of the resources the union uses to serve its members. In fact, while one CSEA advertising campaign is just beginning, another has received an award for excellence in competitive judging by advertising professionals.

The Ad Club, an organization of New York and New England advertising agencies, presented its silver award to Van De Car, DePorte and Johnson, CSEA's advertising agency, during the Club's Ninth Annual Awards Dinner at the Empire State Plaza on April 2.

The award winning ad was prepared by the agency for CSEA as part of the union's efforts to assist the New York Special Olympics by asking members to contribute or volunteer their time to assist in the athletic competition for the retarded.

While that campaign was receiving professional praise, a more ambitious effort was just getting underway. CSEA and AFSCME were unveiling a joint statewide television advertising campaign to literally sing the praises of public workers and build public respect and support for the public services union members provide.

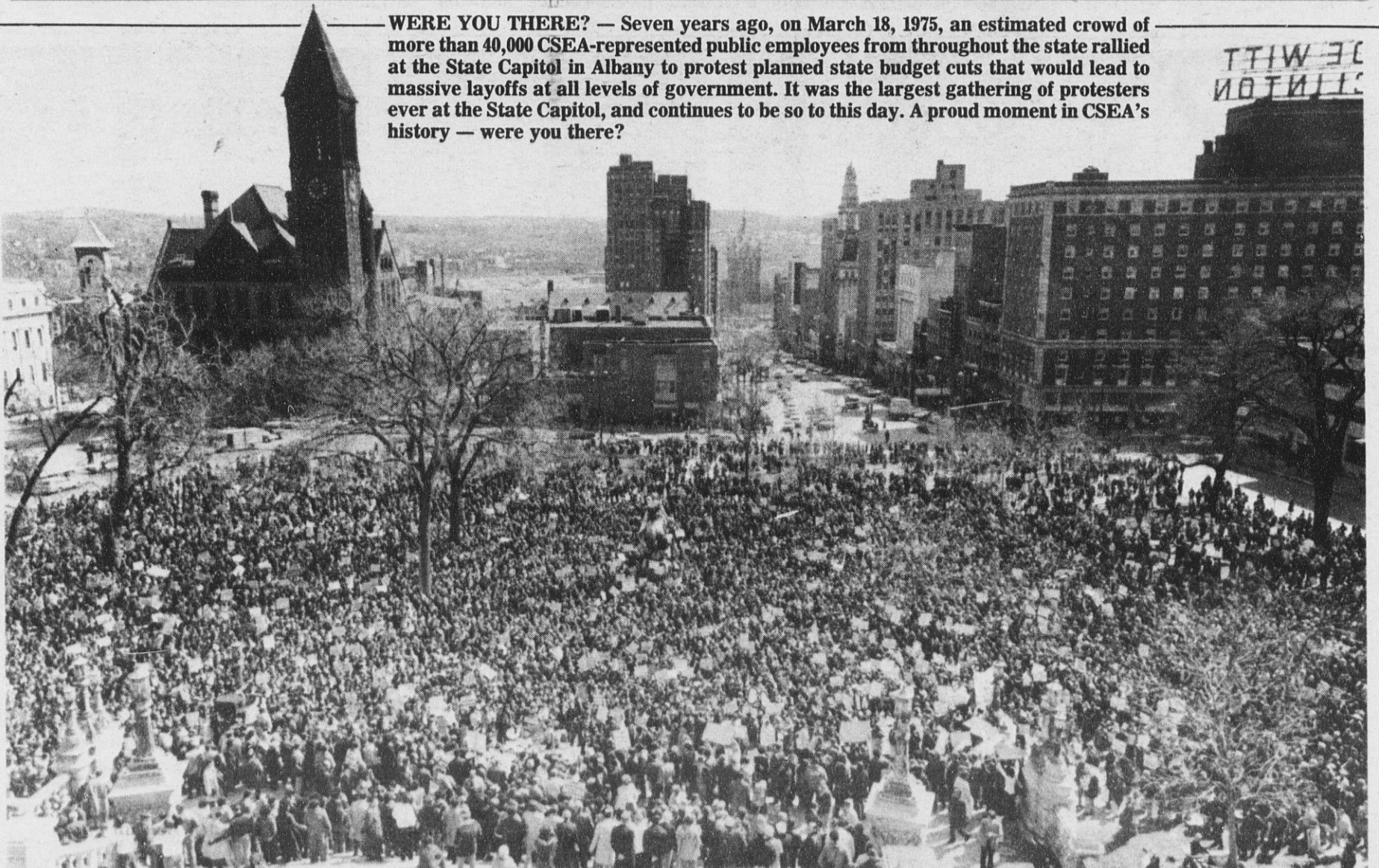
"While public employment is unique for many reasons, but one primary difference lies in the role the public plays in our lives," said CSEA Communications Director Gary Fryer.

"While many unions can afford the luxury of ignoring public opinion because it might not have much impact on their jobs, we have to look a little further ahead and be a little more sophisticated in our approach. When the public forgets the value of what we do, it isn't long before the budget-cutters and the political opportunists declare 'open season' on public employees. For public employees, public opinion can have a very direct effect on terms and conditions of employment," Fryer said.

CSEA has used advertising very successfully in the past as part of its battle to stem state "dumping" of mental patients, to fight contracting-out in several municipalities, and to help win an upset victory against a tax-slashing referendum in Erie County.

"A good union uses every resource available to help fight for its members," the communications director said, "and in the case of CSEA and its use of advertising, in many respects we're on the forefront of this technique."

WERE YOU THERE? — Seven years ago, on March 18, 1975, an estimated crowd of more than 40,000 CSEA-represented public employees from throughout the state rallied at the State Capitol in Albany to protest planned state budget cuts that would lead to massive layoffs at all levels of government. It was the largest gathering of protesters ever at the State Capitol, and continues to be so to this day. A proud moment in CSEA's history — were you there?



Controversial performance evaluation is a thing of past

ALBANY — The new contract between the State and CSEA's Administrative, Operational and Institutional Services units puts an end to the controversial performance evaluation system, with cash bonuses linked to "outstanding" ratings.

Anyone who was assigned a performance rating on or before March 31 or whose appeal was based on a rating before that time, will be paid according to the old perfor-

mance evaluation system.

The final awards payment for performance ratings under the old system (for employees rated "outstanding" prior to April 1) is set for the week of May 3.

Under the new CSEA contracts, which went into effect April 1, eligible employees need only a satisfactory or equivalent rating in order to receive an increment advance.

Maintenance fee hike deemed improper

ALBANY — The Public Employment Relations Board (PERB) has unanimously upheld a hearing officer's decision which found that Orange County had committed an improper practice when it unilaterally increased maintenance fees paid by parks department employees who live in county-owned housing.

CSEA had charged the county with unilaterally changing a term and condition of employment. PERB Hearing Officer Ann Grace agreed, and last summer ruled, "an amount which represents the fair value of

maintenance and which is an offset against compensation is likewise a term and condition of employment which cannot be unilaterally changed."

The county was ordered to negotiate in good faith with CSEA any change in maintenance fees, rescind the increased fee schedule and refund (with interest) any additional money collected.

The county then appealed the decision, but to no avail. The full PERB board has unanimously upheld Grace's decision which was

described by CSEA County Unit President Kay Cayton, "a big win... a clear and decisive message to county officials."

Women's film premieres May 7

ALBANY — The crucial role played by women in the great General Motors strike of 1937 is the subject of the film, "With Babies and Banners," which will premiere on Public Broadcasting System television channels Friday, May 7.

The film depicts one of the most important stories about women in the Labor movement. It has won prestigious awards throughout Europe and the United States, including an Academy Award nomination.

Local television listings will give the time and channel of the film.

Members interested in ordering a copy of the film can contact AFSCME Film Library, Department of Leadership Training and Education, 1625 L Street NW, Washington, D.C. 20036.

Call-in-pay granted for Peekskill school workers

PEEKSKILL — Willie Jones and Henry Higgins will once again get call-in pay for reporting to work early next Election Day to set up polling places.

Arbitrator Bertram Kupsinal made the ruling after hearing a grievance filed by CSEA against the Peekskill School District.

The case started when a newly appointed

superintendent decided he would send the custodians home early rather than pay them overtime for coming to work at 5:00 a.m. last Election Day. But, according to regional attorney Arthur H. Grae, in so doing the chief administrator of this northern Westchester County school district ignored both a 12-year past practice and the

employees regular work schedule.

Accordingly, the arbitrator upheld the union and ruled that having the men report to work early Election Day was a call-in pay situation requiring overtime pay as specified in the collective bargaining agreement.



BROOKHAVEN RETIREES HONORED — A pair of Brookhaven Highway Unit members were presented plaques recently in recognition of their retirements after many years of public service. In photo at left, retiree Anthony Niegocki, left, accepts plaque from Unit President Charles Novo. In photo above, officers of the CSEA Unit, background, watch as John Bivona, left, Unit first vice president, presents a plaque of appreciation to retiree Edward Pinto, right. Watching in background from left are Secretary Ray Santora, Second Vice President Steve Levegne, Treasurer Dominic Colantonio, Trustee Ronnie Brooks and Sgt. at Arms Andy Bacchi.



Carol Guardiano honored for recruitment efforts

SUPER RECRUITER — Carol Guardiano, secretary of the Pilgrim Psychiatric Center Local 418, has been officially honored for signing up 360 new members in just six months and achieving 100 percent membership of employees eligible to join. Long Island Region I President Danny Donohue, left, recently presented Ms. Guardiano with a special certificate of achievement for her feat. Looking on approvingly, second from left, is Larry Scanlon, who is heading up a special CSEA membership task force, and Local 418 President Joe Noya. Guardiano said she wrote letters to every non-member assigned to her local and visited them at their work locations in her successful quest to attain 100 percent membership.

Social Security system: 'No cause for alarm'

WASHINGTON — The AFL-CIO and the Save Our Security coalition have repudiated the analysis of a recent Social Security system report by Administration officials which depicts the system as being in dire financial condition.

AFL-CIO Social Security Director Bert Seidman said the report shows a need for concern, but there is "no cause for alarm about the financial condition of the Social Security system."

He charged that, in presenting the annual Social Security trustees' report, the Administration exaggerated the system's financial problems in order to build support for its proposals to cut Social Security benefits.

Cutting benefits would help the Reagan Administration reduce its budget deficit and "this sort of manipulation" is why the AFL-CIO has urged that Social Security be removed from the unified budget, Seidman said.

The annual report was released by the three trustees of the Social Security system — the secretaries of the Departments of the Treasury, Health and Human Services and Labor.

The trustees predicted that, without benefit cuts or tax increases, the old-age and disability trust funds will begin to run out of money in the last half of 1983. They predicted the Medicare trust fund will go broke between 1986 and 1991.

Seidman and SOS leaders Wilbur J. Cohen, who was secretary of Health, Education and Welfare in the Johnson Administration, and Arthur Flemming, who held that post in the Eisenhower Administration, said short-term cash-flow problems in the old age and disability trust funds between now and 1990 are manageable. They proposed extending the present authority for inter-trust fund borrowing or authorizing standby borrowing from general revenues, with interest.

Cohen and Flemming attributed these immediate cash-flow problems to "outside economic forces" such as inflation and the prolonged recession.

Seidman said that, even under the trustees' worst-case scenario for the economy and without benefit reductions, the old age and disability trust funds will build large surpluses between 1990 and 2015.

Unlike the retirement funds, which show up and down funding problems in the trustees' report, Medicare trust funds are predicted to be continuously eroded by escalating health care costs.

Seidman said Medicare problems will have to be solved by containing health care costs through controls and, eventually, through "adoption of a national health insurance program, as the AFL-CIO has long advocated."

Troy City unit approves pact by 2-to-1 margin

TROY — The City of Troy Unit of the Rensselaer County Local of CSEA has approved, by a 2-to-1 margin, a one-year contract with the city administration. City council approval is anticipated.

The one-year pact provides \$700 across-the-board raises retroactive to Jan. 1; establishes a non-contributory family coverage dental plan for employees with 3 or more years of service, and increases the shift differential to 12.5 cents per hour.

"This is a contract that our members and the taxpayers can live with. We will begin negotiations for another contract in July," Joseph Cassidy, Unit president, said.

Donohue meets Women's Committee



LONG ISLAND REGION WOMEN'S COMMITTEE — Region I President Danny Donohue, standing left, meets with members of the region's Women's Committee recently. From left are Committee Chairperson Millie Vassallo; Connie Wunderlich and Ida McDaniel, both standing; and Carol Guardiano, Nancy Hernandez and Irene Barouch.

Westchester County

Medical Center

**Pay parking
drives workers
to poorly lit,
remote lots**



WORKERS CAN PARK RIGHT NEXT TO THE MEDICAL CENTER IF THEY CAN AFFORD \$20 A MONTH . . . Pictured above in the paid parking area are, from left, Chief Shop Steward Doug Mullen, Grievance Chairman Jack Whalen and acting County Unit President Jerry Barbour.



ACTING WESTCHESTER COUNTY UNIT PRESIDENT JERRY BARBOUR.

Westchester's Jerry Barbour: "Safe parking is every employee's right"

WHITE PLAINS — "You can park safely only if you can afford it," is how acting County Unit President Jerry Barbour describes a decision by Westchester County officials to convert 440 parking spaces at the County Medical Center into pay parking.

Commissioner of Hospitals Bernard Weinstein recently told employees, "The intent of the program is to provide accessible safe parking for visitors to our campus and to provide staff members, who so choose, to be guaranteed parking in a particular lot on a fee basis."

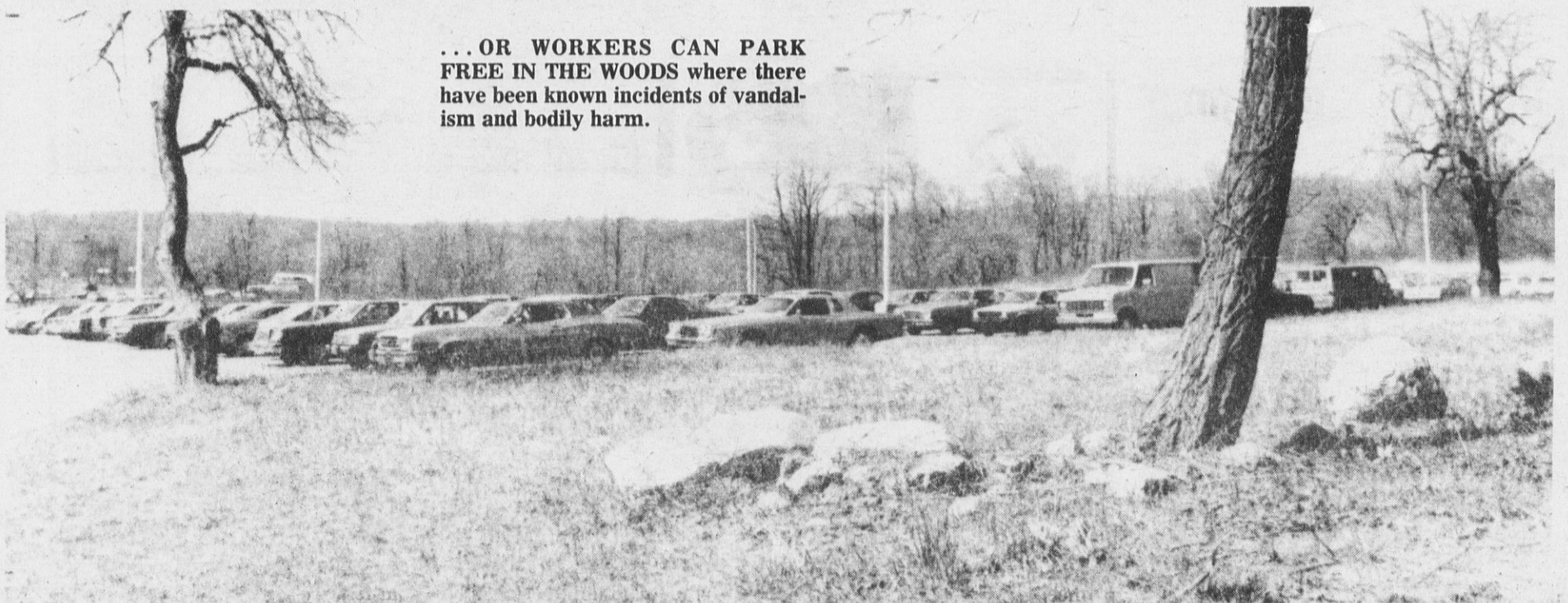
Barbour responded: "The non-professional staff with average annual salaries of approximately \$11,000 can't afford the \$20 monthly fee which went into effect April 15. So they are forced to park in less

desirable, poorly lit and isolated locations where there have been known incidents of vandalism and bodily harm. In effect, the commissioner is saying you can park safely only if you can afford it. I would like to remind him that safe parking is every employee's right."

Meanwhile, CSEA Chief Shop Steward Doug Mullen elaborated: "Because of the hospital's location, employees must use their own transportation to get there. Public transportation schedules are inadequate, holiday bus service was recently discontinued, so having to pay to park is like double jeopardy."

Union leaders have also revealed that they have filed both a grievance and an Improper Practice charge against the county charging violations of the CSEA contract.

**...OR WORKERS CAN PARK
FREE IN THE WOODS where there
have been known incidents of vandal-
ism and bodily harm.**



Collision course set on budget

'As far as I am concerned anyone who supports a furlough is an enemy of this union and its members.'

(Continued from Page 1)

exercised his considerable constitutional veto powers, President McGowan once again called upon CSEA's political action forces and local leadership to join forces to support a legislative override of the governor's vetoes of increased aid to local government, education and the State University system.

"I have directed our lobbyists to begin working immediately to see that these vitally needed funds are made available to protect our local government members, and I know that with your help, we will be successful," he wrote in mailgrams to leaders.

Meanwhile newsmen were told by McGowan that CSEA would never stand for furloughs of state workers. He warned that in a recent polling of the union's state membership, fully 98 percent of the 43,000 union members answering the survey said they would not tolerate furloughs. In an election year, he warned, that was not a response to be taken lightly by lawmakers.

The Carey vetoes were the latest move in an incredible political tug-of-war that began with administration proposals to abolish more than 4,000

state jobs as part of multi-billion state budget.

CSEA called upon its local leadership and political action activists to fight the massive cutbacks and when talks between the legislative and executive branches of state government collapsed, the legislature enacted its own budget which was far less severe on state jobs and included several hundred million more dollars for education and local government than what Carey proposed. Further, legislators turned thumbs down on Carey's request for new tax revenues.

After publicly stating that the legislature overspent by \$600 million and that he lacked authority to make up that amount through line item vetoes, Carey suddenly switched positions just hours before his deadline to take action and vetoed a whopping \$900 million from the budget.

Speculation immediately turned to a legislative override of Carey's vetoes but lawmakers have been out of session and were still regrouping their political forces at Public Sector press time. It was expected by many observers that an override attempt of some, if not all, of the vetoes was likely when the legislature returned.

President McGowan wasn't alone in urging an effort with school district and local government lobbyists recommending similar actions. CSEA Region V President James Moore urged a similar course of action in press statements, calling the Carey vetoes, "irresponsible, arrogant and totally justified tampering with the legislative process." (See related story, adjacent).

Far from quietly awaiting the return of lawmakers and the anticipated override attempt, Carey was still on a battle stance warning lawmakers that only he can certify the state budget. A balanced, an action required for the state's multi-billion dollar annual "spring borrowing", and less he was satisfied with the final budget, he might withhold certification, further complicating already confused fiscal situation.

President McGowan, meanwhile, was equally intent in the union's approach to the problem. He directed union lobbyists to keep up the pressure for override of those vetoes critical to the union's membership and vowed an all out fight against Carey's renewed efforts to gain legislative authority to veto state workers.

FURLOUGHES? NEVER!

ALBANY — What's all this talk about furloughs again?

Anyone who has followed this year's budget battle in the state capitol could be asking that question as a result of a renewed attempt by Gov. Hugh Carey to use state workers as a lever in budget negotiations with the legislature, but according to CSEA President William L. McGowan, while the question may be asked again the answer still hasn't changed; CSEA will fight furloughs at all costs.

The furlough proposal first reared its head several months ago when the Carey Administration proposed the concept as a means of balancing the state's budget. A furlough is a mandatory leave without pay. An employee who is furloughed is simply ordered not to report to work

and cannot charge the absence to accruals. In other words, the employee can't work and can't be paid.

When the idea was first suggested, CSEA moved swiftly to make its position clear. President McGowan told reporters from across the state that as far as the union was concerned, a furlough was simply a pay cut and state workers weren't about to sit still for it.

As part of its fight, questionnaires seeking the opinions of CSEA's state employee membership were sent out and an incredible 43,000 responses were received. Tabulations showed state workers opposed the furlough plan by a 98 percent margin!

Apprised of the results, lawmakers not only ignored the governor's request for furlough authority, the ad-

ministration's legislation failed to find a single legislative sponsor!

Then last week Carey announced line item vetoes of more than \$900 million in legislative appropriations and anticipating legislative override of his action, Carey again asked for furlough authority from the legislature. "As far as I am concerned anyone who supports a furlough is an enemy of this union and its members," an emphatic CSEA president told reporters in response to the latest move.

Lawmakers this week were immediately reminded of the union's stand on the furlough issue when union officials dumped 43,000 anti-furlough questionnaires on the desks of lawmakers as a graphic reminder of the adamant feelings of CSEA members on the issue.

Moore tags Carey vetoes 'irresponsible'



JAMES J. MOORE calls upon members to contact legislators.

SYRACUSE — Civil Service Employees Association Statewide Vice President Jim Moore has blasted Governor Hugh Carey's "midnight vetoes" as "irresponsible, arrogant and totally unjustified tampering with the legislative process."

Moore is asking all of the members in Central Region V to write or call their legislative representatives immediately, and urge them to take whatever measures necessary to override the Governor's vetoes.

"Republicans and Democrats," Moore continued, "have worked hard to hammer out a bipartisan budget the State can live with, only to have the Governor jump in at the last minute with cuts directed at working people, local governments and school districts."

Moore, who also heads CSEA's Central NY Region, which includes over 100 school districts, 20 counties, and 11 State University campuses, warned that Carey's cuts would:

- curtail educational, nutritional and other school-related services to over 120,000 children, and would wipe out over 5,400 school-related jobs;
- require hard-pressed school districts to borrow operating funds, thereby wasting tax dollars on interest payments;
- deprive 10,000 students of the opportunity for a SUNY education, and wipe out over 1,600 jobs;
- deprive county and local government of \$80 million that they had counted on for local services, capital projects and road maintenance and improvement projects.

In continuing his criticism of the Governor's vetoes, Moore said, "At a time when even Republicans in Congress are saying, 'enough is enough', it is apparent that Governor Carey is trying to 'out-Reagan Reagan'". These midnight vetoes strike at the heart of those vital services necessary to keep and attract industry. If allowed to pass, these cuts can only erode the State's tax base, lower the quality of life for all New York State residents, increase unemployment and waste — rather than save tax dollars."

Volunteer workshops: Part of the most massive political involvement ever by CSEA

By Hugh O'Haire
CSEA Communications Associate

HAUPPAUGE — "Stuffing envelopes, making phone calls, ringing doorbells, that's the kind of things that can't be bought in a political campaign," Pat Halpin, candidate for State Assemblyman in a special election told campaign volunteer workshop at Region I recently.

"A good portion of my plurality came from the CSEA vote. It was due to the efficiency of the CSEA political action committee and the invaluable work of

CSEA campaign volunteers," Halpin remarked about his successful 1981 campaign for Suffolk County legislature.

At a second workshop held several days later by Nassau County Local 830 Mineola, Glen Cove Supervisor Alan Parente and Nassau County Controller Peter King, both of whom were supported by CSEA during their campaigns, gave additional testimonials to the value of volunteer workers on political campaigns.

The benefits to CSEA from supplying campaign volunteers goes well beyond an electoral victory, the politicians told the CSEA audience.

"When I get a call from CSEA, I make sure I return that call. You have access

to me in a far greater way than if you had simply written a check. There is an intimacy between us because your members have worked on my campaign out here in the community I serve," Halpin said.

As the candidates talked, Ramona Gallagher, political action training specialist, beamed. She and State Political Action Chairman Joe Conway were in Region I conducting three campaign volunteer workshops and the testimony of successful candidates such as Halpin, King and Parente was just what they wanted CSEA volunteers to hear.

Since then, Gallagher and Conway have conducted workshops throughout the state in an effort to train as many campaign volunteers as possible as CSEA gears up for its biggest political involvement since the establishment of the political action fund in 1977.

"We've done training before, but this is the first time we've opened up our training sessions to anyone who wants to work as a volunteer," Gallagher said. She and Conway have conducted the workshops in Region I, II and III, are currently conducting workshops in Region IV and have scheduled other workshops for Region VI in May and Region V in June.

"This is an enormous year for us; everything is up for election from the governorship and other statewide offices, both houses of the state legislature to congressional seats," she added.

"We hope to train at least 250 volunteers and have them ready to work for CSEA candidates in their campaigns this fall," said AFSCME International Vice President Joe McDermott who attended the Region I workshop.

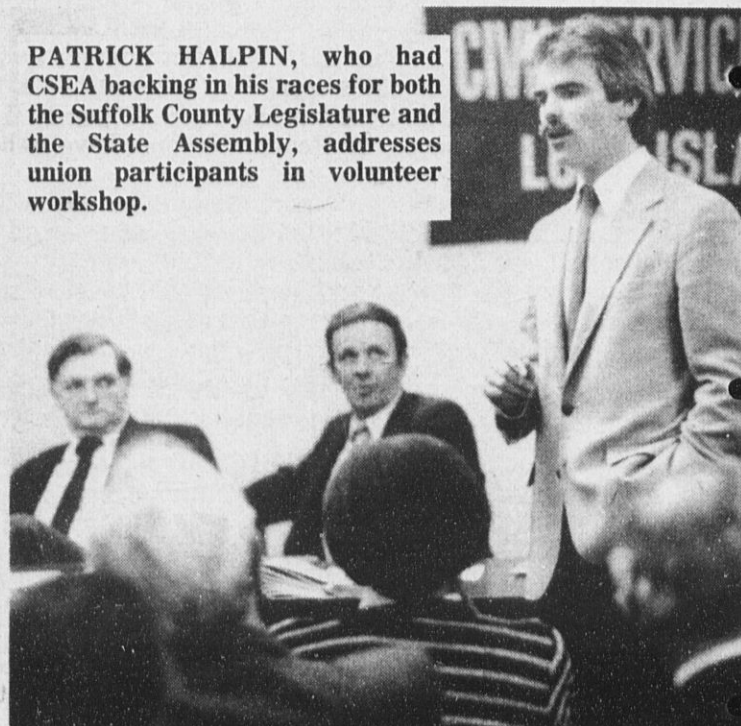
For Gallagher and Conway, conducting the workshops means long hours on the road visiting locals and regions throughout the state. Both say it's worth it.

"As far as I'm concerned, the action is out in the field. If we don't have people in the regions responsive to the political action program, understanding why it's important, and working to make it succeed, then we don't have much of a program at all," Gallagher said.

Region I responded strongly to the volunteer workshop. After the Gallagher and Conway visit, Local 852 set up phone banks staffed with CSEA volunteers which supported candidate Halpin to fill a vacated Ninth District Assembly seat. Local 830 did mailings for Michael Tully who was a candidate for the vacated seventh senatorial district seat. Endorsement releases were sent to local media and appeared in the regional CSEA newspaper.



GLEN COVE SUPERVISOR ALAN PARENTE, second from right, shakes hands with Mike Curtin, Region I political action chairman, second from left. Parente, who was endorsed by CSEA, participated in a CSEA campaign volunteer workshop recently. At left is Ramona Gallagher, a CSEA political action training specialist; Peter Turner of Local 830, center, and Local 830 President Jerry Donahue, right.



PATRICK HALPIN, who had CSEA backing in his races for both the Suffolk County Legislature and the State Assembly, addresses union participants in volunteer workshop.



SUFFOLK COUNTY PHONE BANK manned by CSEA volunteers. Seated from left are volunteers Jim Maritato, Shirley Germain, Jim Dantonio and Betsy Mennes. Looking on are Mike Curtin and Suffolk County Local President Charles Novo.

**CSEA VOWS
OPPOSITION**

'Fiscally foolish' budget unravels 40 years of progress

Following is CSEA Statewide President William L. McGowan's verbatim testimony delivered before the Governor's Task Force on the Federal Budget April 15, 1982 at the Empire State Plaza in Albany.

"Commissioner Blum, members of the Governor's Task Force on the federal budget, my name is William L. McGowan. I am the president of the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, Inc. AFL-CIO. Our union represents over 240,000 men and women who labor in the public sector and it is on their behalf that I speak to you today.

"CSEA was one of the first organizations to recognize the threat that a Reagan Administration would pose to the social and moral fibre of this country. Although we had serious problems with some of the policies of the Carter Administration, we knew that the alternative, a Reagan White House, would be much worse. Nevertheless, when the votes were counted in November 1980, less than 30% of the registered men and women of this country elected Ronald Reagan president. Since that time, this administration has charted a course designed to undo 40 years of social and economic progress. Let the record show that CSEA is unilaterally opposed to such a course. A brief examination of just two of the policy decisions made by the Reagan Administration designed to implement this policy should serve to justify our position.

"As we all know, the major tool that any administration uses to implement its policies is the budget. In limiting my remarks to those areas covered by your task force report of April 1, 1982, let us look at some of the consequences in store for New York State if the Reagan Administration's budgetary proposals in the area of medicaid payments are adopted. Overall, in fiscal year 1983, New York State would lose in excess of \$210 million. Over \$58 million of that total figure will come out of Mental Hygiene service. Such a cut cannot help but have an adverse effect upon the future employment of some of our members.

"In the area of Mental Retardation services, the Reagan budget calls for a decrease of over \$33 million in federal medicaid revenue for state operated developmental centers and state operated community based intermediate care facilities. Again, cuts of such a magnitude can only

result in layoffs of workers represented by CSEA.

"Certainly, CSEA has every right and, indeed, an obligation, to do everything within its power to protect the continued employment of its membership. However, I certainly do not want to leave you with the impression that selfish interests are the only reasons why our union is on record in opposition to the Reagan administration's fiscal follies.

"Who cares for our mental and emotionally handicapped, giving them some reason to hope that their future can be a bright, promising one? Who prepares and serve the meals in our public schools so that our children, our future, can pursue their studies with an alert mind and healthy body? Who builds and maintains

our highways and bridges so that our citizens may travel and our goods can be delivered to market? Who patrols our streets day and night so that we may live in safety? Who maintains our public parks and recreational facilities so that all of us might enjoy some leisure? The answer, in large measure, is the public employee. The services rendered by the public sector contribute significantly to the quality of life enjoyed by the public at large. Public employment is not a form of welfare. Rather, public employees are the cornerstone upon which our social structure stands. To dismantle the public sector constitutes a direct attack upon that structure. Who is leading such an attack? None other than our President, Ronald Reagan.

"For our part, CSEA has not given up the fight. I have formed

within our union an ad hoc committee on the federal budget. I have charged this committee with the responsibility of monitoring the deliberations and decisions made on the federal level. Further, it is the responsibility of this committee to devise a strategy designed to convince New York State's congressional delegation that the Reagan Administration's economic policies are fiscally foolish, economically unsound and socially and morally outrageous.

"For my part, I will continue to speak out on this issue.

"We cannot abandon the sick, the elderly and the poor into the hands of the money changers. CSEA is ready and willing to join with all of those who choose to take up this fight to preserve the best this country and its people have to offer. Thank you."



BLASTING REAGAN'S BUDGET — CSEA President William L. McGowan is surrounded by reporters while he blasts proposed federal budget cuts that will severely hurt New York's state and local governments. The union leader testified last week before the

Governor's Task Force on the Federal Budget and charged that Ronald Reagan was attempting to undo 40 years of social and economic progress in America by systematically dismantling the public sector.

Lattimer urges support for Work Incentive program

BUFFALO — Region VI President Robert L. Lattimer has urged New York's congressional representatives in Washington, D.C. to save the Work Incentive (WIN) program from the Reagan budget ax.

The program, which encourages welfare recipients to work their way out of need through on-the-job training, work experience, counseling and other job service techniques, also provides tax incentives for private employers.

Lattimer said the WIN program "provides a vehicle for welfare recipients to live with dignity and to contribute to their community by becoming taxpayers and carrying their share of the burden."

The program was scheduled for zero funding under the Reagan budget, but the U.S. House Appropriations sub-committee has recommended that \$76 million be allotted for it.

The bill's fate on the full floor and a similar U.S. Senate action on the program remains to be seen, although Lattimer said Sen. Patrick Moynihan has voiced his support of the program in response to Lattimer's letter.

Citing the need for more "productive training programs in our state and nation," Lattimer urged the CSEA Political Action Team and CSEA members to "let their congressmen know they support funding for the WIN program."

Unilateral salary stipend improper, hearing officer rules

ALBANY — The City of Beacon cannot unilaterally add a \$1,000 stipend to the salary of an employee who belongs to the CSEA bargaining unit, a hearing officer has ruled.

This decision grew out of a situation that arose when Beacon city officials added this sum of money to the pay of a bookkeeper they said also acted as a deputy commissioner of finance.

But, according to a recognition clause in the union contract, the unit is defined as "all employees of the City, excluding elected officials." As neither position is elected, CSEA went to the Public Employment Relations Board and charged the city with committing an improper practice.

Hearing Officer Monte Klein upheld CSEA, and in his decision noted: "It is uncontroverted. . . that the City granted a unilateral salary stipend, a mandatory subject of negotiation, to a unit employee for unit work in addition to that negotiated by the parties."

"By bypassing the negotiating agent and increasing the salary outside of the conduct of negotiations," Klein stated, "an employer gives employees less reason to rely on their negotiating agent. This detracts from the status of that representative and necessarily interferes with its rights of organization and representation."

The city was ordered to stop granting stipends, cease and desist from interfering with unit employees in the exercise of their collective bargaining rights, and hereafter negotiate in good faith with CSEA any terms and conditions of employment.

Service award



Vivian Holman, left, was recently honored for years of service to CSEA while she worked in the Office of Parks, Recreation and Historic Preservation in the Thousand Islands. Michael J. Geiss, assistant regional manager, watched as Deborah Gillen, Mrs. Holman's daughter and the secretary of CSEA Local 015, presented the plaque. The award was given at a luncheon for Mrs. Holman, who was leaving to become principal clerk in the Water-town Correctional Facility.

PERB rules Suffolk County Legislature violated Taylor Law

ALBANY — A panel of directors of the State of New York Public Employment Relations Board has sustained an earlier PERB ruling that the Suffolk County Legislature violated the Taylor Law by improperly initiating employee raises and promotion outside of contractual negotiations between the county and CSEA.

The appeal of a July, 1981, decision was brought by attorneys for the Suffolk County Legislature. Attorney Marjorie Karowe of the law firm of Roemer and Featherstonhaugh represented CSEA at the hearing.

The dispute between CSEA and the legislature originated from a clause in the 1981 CSEA contract between CSEA and the county which limited the legislature's ability to originate and pass resolutions upgrading various groups of employees to higher salary levels. Because of the clause, the legislature at first refused to approve the contract. However, after a PERB hearing officer upheld a CSEA improper practice charge against the legislature for making the upgradings, the legislature agreed to pass the contract and appeal the PERB ruling.

In sustaining its earlier decision, PERB found that the legislature had, by unilaterally granting step advances to union members, changed their terms and conditions of employment, thereby interfering with negotiations between CSEA and the county, a violation of the state's Taylor law.

Retired? You and your union need each other

If you're retired, or about to be retired, from public service, you don't have to be alone. Your union needs you and you need your union, says CSEA Director of Retirees Thomas Gilmartin.

"With inflation raging and Social Security under fire, retirees need a strong voice. They need it in the Legislature and they need it with public officials who make public policy. Retirees are competing with other groups that have experience and long-established contacts with lawmakers," Gilmartin said.

At a time when the economy and taxes are eating away at the commitment to help older Americans, and when laws threaten to thrust millions of retirees into poverty by cutting Social Security increases, retirees need an even stronger voice.

Any CSEA retiree — or future retiree — can have this powerful voice by joining the 40,000 other CSEA retirees who stayed in their union with a retiree membership.

A \$9 a year membership fee gives retirees access to all CSEA's resources, its political contacts, and CSEA Headquarters' facilities, mailings, staff and lobbyists. Membership also makes you eligible to keep up your life insurance coverage that CSEA offers through Travelers Insurance, in addition to a supplementary hospital insurance plan.

"Splintered groups around the state," Gilmartin says, "won't help the retirement allowances of state and local retirees keep up with inflation. Retirees adding their voices to the largest public employee union in the state will make politicians listen."

More information about retiree membership in CSEA is available by calling CSEA Headquarters in Albany (518-434-0191), the CSEA Infoline (1-800-342-2027), or by completing the form below and mailing it to Thomas Gilmartin, Director of Retirees, CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224.

TO: Thomas Gilmartin
CSEA Director of Retirees
Civil Service Employees Assn.
33 Elk Street,
Albany, N.Y. 12224

Please send me information about retiree membership in CSEA.

(Name) _____ (Telephone No.) _____

(Street) _____ (City) _____ (State) _____ (ZIP) _____

(Social Security No.) _____ I am retired I will retire soon

Retirement date: _____

I am/was employed by _____ (agency, dept., county/town/district, etc.)

Are you really a member?

Poster proves popular in verifying and boosting membership in Buffalo



MAKING SURE — SUNY/Bufalo Local 602 President Barbara Christy, left, and Local 602 member Jeanne Freeman hold up the poster that helps state employees verify whether or not their union dues are being properly deducted. If your pay stub says 201, you're a union member; if it says 212, you're paying agency shop fees.

BUFFALO — A CSEA poster that advises employees whether their union dues are being properly deducted has proven to be quite beneficial in Region VI.

"Are you a CSEA member? Are you sure?" asks the poster, which pictures an enlarged version of a typical state employee paycheck stub and very clearly shows the code numbers that identify union dues (201) or agency shop fee (212) deductions.

Barbara Christy, president of SUNY/Bufalo Local 602, called the poster "one of the more effective pieces of CSEA literature."

Said Christy: "We have a very high percentage of membership, but this poster has helped inspire several agency shop fee payers to fill out membership cards. I think it also helped them realize that if they're not members, they don't have a voice in many matters that directly affect their livelihood."

"Your ability to have a voice in the union is directly tied to proper dues deduction," Christy stressed, "and it doesn't cost one penny more. Being a certified member means you can vote on the contract and who your officers are, and take advantage of the many member benefits like group, life, health and auto insurance."

Local 602 Secretary Jerry Freiday, who also chairs the local's membership committee, said some long-time university employees who thought they were registered members learned they were actually agency shop fee payers and moved to correct the situation when alerted by the CSEA poster.

"We have about 1,700 members with less than 200 agency shop fee payers, and I'm sure this poster will help boost us close to our goal of 100 percent membership," Freiday said, calling for those fee payers interested in membership to contact her for application cards.

"Once they fill out the cards and give them to me, I'll forward them to our Albany headquarters and see that they are properly registered and union dues correctly deducted."

The poster, distributed to state division locals by CSEA's Communications Department, was originally developed by a CSEA Local to raise the consciousness of its members and non-members.

Bufalo Local 003 President Pat Pflieger made it available for nearly 800 members at a recent general membership meeting of her local. Debbie Lee, president of West Seneca Developmental Center Local 427, feels the poster will alert the few center employees not among her 1,500 members to the positive reasons for becoming certified CSEA members.

"It's like the poster said," Lee declared. "The difference between the numbers 212 and 201 on your pay stub is a lot more than you think."



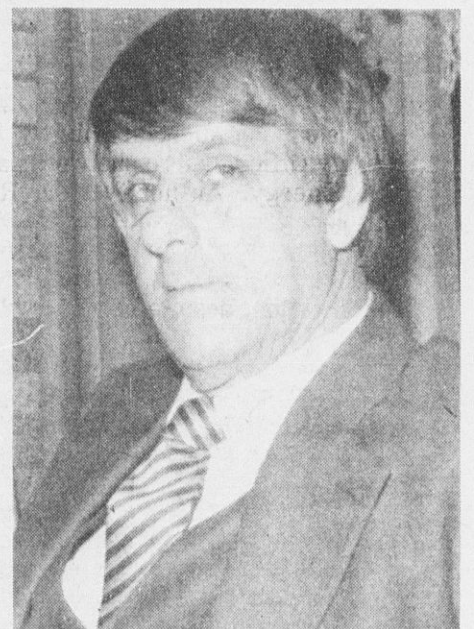
FOLLOWING THEIR INSTALLATION, Suffolk County Parks Unit President John Haburay, left, and Vice President David Salvatore discuss union matters with Suffolk Local Executive Vice President Shirley Germain, second from right and Suffolk Local Second Vice President Lynn Martins.

Lattimer named to task force on economic crisis

BUFFALO — Region VI President Robert L. Lattimer has been named to an Economic Action Task Force created by the Erie County Legislature to study the economic crisis facing Buffalo and Western New York.

Citing the current economic recession and record-high unemployment in the area, the 28-member committee was given a charge to come up with initiatives and recommendations that "will sustain jobless workers until retraining or new employment has stabilized their situation."

Lattimer joins representatives of the Buffalo AFL-CIO Council and United Auto Workers, Region 9, on the committee, which also includes representatives of the Buffalo mayor and Erie County executive, as well as Western New York congressmen and other civic and community organizations.



ROBERT L. LATTIMER

The task force will submit monthly reports to the clerk of the Legislature and county executive, with a final report due no later than June 30.

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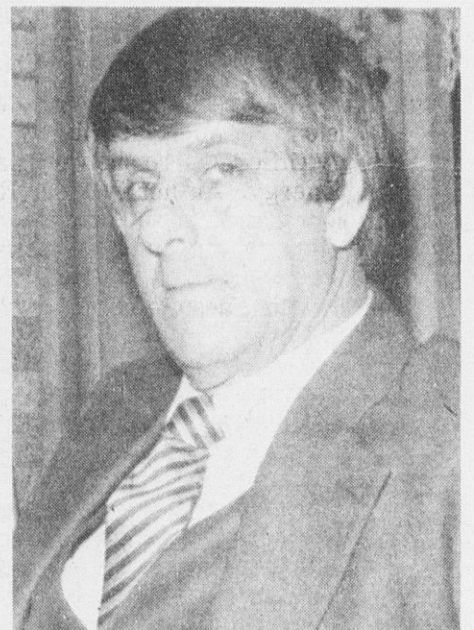
FOLLOWING THEIR INSTALLATION, Suffolk County Parks Unit President John Haburay, left, and Vice President David Salvatore discuss union matters with Suffolk Local Executive Vice President Shirley Germain, second from right and Suffolk Local Second Vice President Lynn Martins.

Lattimer named to task force on economic crisis

BUFFALO — Region VI President Robert L. Lattimer has been named to an Economic Action Task Force created by the Erie County Legislature to study the economic crisis facing Buffalo and Western New York.

Citing the current economic recession and record-high unemployment in the area, the 28-member committee was given a charge to come up with initiatives and recommendations that "will sustain jobless workers until retraining or new employment has stabilized their situation."

Lattimer joins representatives of the Buffalo AFL-CIO Council and United Auto Workers, Region 9, on the committee, which also includes representatives of the Buffalo mayor and Erie County executive, as well as Western New York congressmen and other civic and community organizations.



ROBERT L. LATTIMER

The task force will submit monthly reports to the clerk of the Legislature and county executive, with a final report due no later than June 30.

AFSCME launches ad campaign in effort to organize clericals

WASHINGTON, D.C. — The American Federation of State, County and Municipal Employees (AFSCME), representing 200,000 clerical and secretarial employees across the country, has launched a \$600,000 television and radio advertising campaign in nine cities around the country.

The ads, featuring mime stars Shields and Yarnell, were unveiled on TV and radio stations this week, National Secretaries Week.

AFSCME, which last year won major organizing victories for clerical workers in Florida (23,000) and Connecticut (7,000), has

initiated a number of additional campaigns this year in California and Iowa.

The ad campaign is designed to bolster the union's efforts to organize clerical workers. Currently, AFSCME is attempting to organize 6,000 clericals in Iowa and 30,000 secretaries and clerical employees now working for the university system in California.

"AFSCME has organized more clerical workers over the past year than any other union because we have a proven record of fighting for better wages and for dignity on the job for secretarial workers," said Gerald W. McEntee, president of AFSCME.

"We are beginning our ad campaign during National Secretaries Week to point out the difficult and often thankless task that secretaries face every day."

AFSCME has been in the forefront of efforts over the past year to win secretarial and clerical workers equal pay for equal responsibilities.

Last summer AFSCME members in San Jose, California staged a first-ever strike over the



SUBWAY STAR — Mary Grace Gronau, a clerk with the state Energy Office and a member of CSEA Executive Local 659, performs in a television ad on energy conservation with actor

Loren Dreyfuss. The ad was filmed on the famous A-Train, at the New York State Museum in Albany.

Member hops aboard A-Train, takes trip into TV commercial

By Betty Groner
CSEA Communications Associate

ALBANY — Not everyone starts their day by being showered with roses, champagne, a plaque and a thank you from a perfect stranger in a subway. But that's exactly what happened a few weeks ago to state employee Mary Grace Gronau.

The CSEA member was featured in a television commercial filmed by the state Energy Office, where she works as a clerk, and the Energy Authority for Research and Development. In it, she is thanked for doing her part to save energy. The aim of the promotion is to make the public aware of the need for energy conservation, despite recent publicity about an oil glut.

The ad was filmed aboard the historic A-Train, the New York City subway car immortalized by the Duke Ellington song, "Take the A-Train," and now part of a permanent exhibit in the New York State Museum in Albany.

A native of Watervliet, Gronau had to be instructed on how to lean back as though the immobile subway car had just stopped because she has never ridden on a subway. "I take the bus to work every day, though," she said.

As the train "stops," actor Loren Dreyfuss, brother of actor Richard Dreyfuss, gets on and calls to Gronau, "Marcia Kelly? Thanks for saving energy." He then heaps the roses,

champagne and plaque in her arms. Gronau, whose role is a non-speaking one, looks questioningly at the other passengers before turning and smiling at Dreyfuss.

"They had to film about 12 takes, partly because I forgot to move back as the subway car was supposed to stop," the CSEA member explained.

The commercial was written by staff from the Energy Office and Energy Authority, who were assisted by Dreyfuss, another actor and a Los Angeles producer. It took two days to shoot.

Gronau, who was asked by her boss to be in the commercial and was selected from a large group of volunteers, said she didn't think much about the end result of her dramatic debut until a chance comment by one of the members of the film crew.

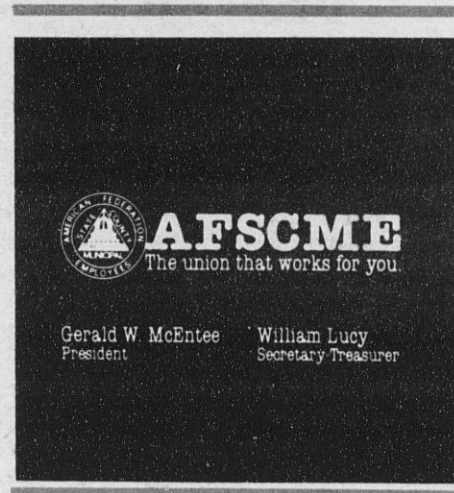
"He told me not to worry about it — there will only be millions of people watching it."

The subway actress said she has also taken a lot of teasing from co-workers. "One person drew a star and taped it to my desk," she said.

Gronau said she enjoyed taking part in the commercial because it was a new experience as well as a service to the public, and in that respect, an extension of her Energy Office job.

And she's looking forward to seeing the fruits of her labor, even if one thing didn't work out quite to her liking.

"It was fun," she said, "but they wouldn't let me keep the roses."



issue of comparable worth, eventually winning a \$1.3 million special settlement from the city to remedy comparable worth problems.

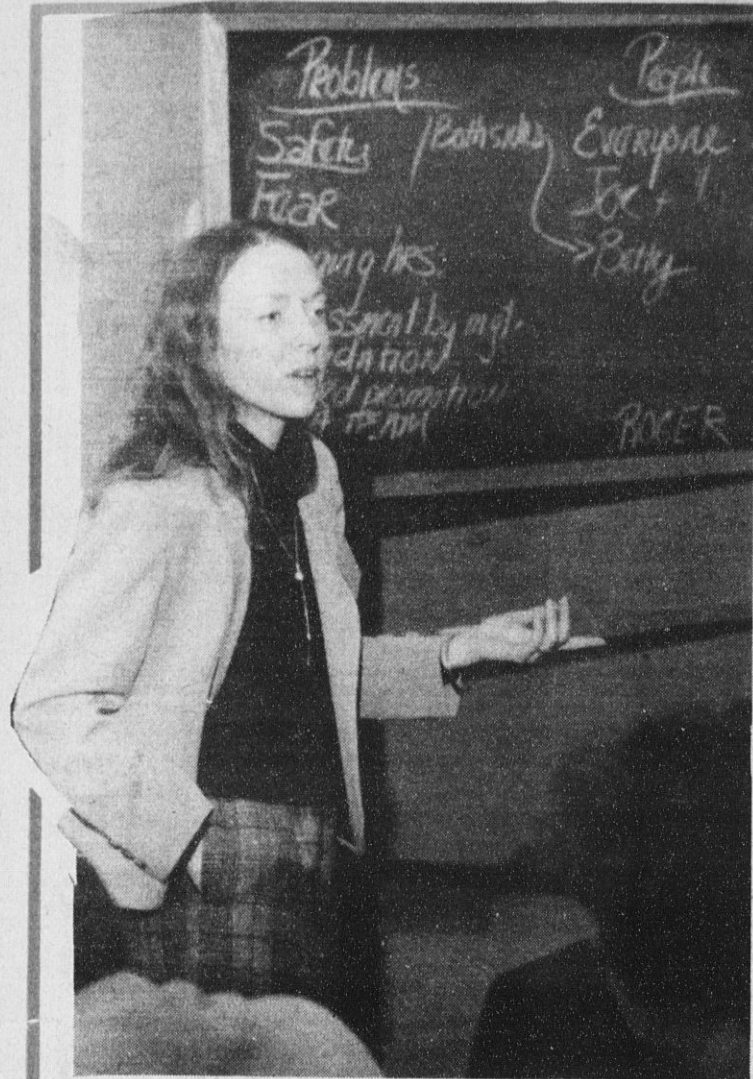
The union has also been a pioneer in comparable worth law suits, based on the Supreme Court decision *Gunther vs. County of Washington*, which seeks to remedy pay inequities for clerical employees through legal avenues. AFSCME has filed pay discrimination suits in Connecticut and Washington State. On April 21, the union filed an additional suit on behalf of AFSCME members against the State of Wisconsin.

"Pay equity, comparable worth and collective bargaining are the main ways in which women clerical and secretarial workers are going to win economic justice at the workplace," declared McEntee.

"AFSCME has made the commitment and has the resources to assist clerical and secretarial workers in the public service win justice on the job."

In addition to the paid advertising campaign AFSCME said that it has produced a special 28-minute radio documentary on the issue of comparable worth which will be aired, as a public service, by over 500 radio stations during National Secretaries Week.

Entitled "Comparable Worth: The Wages of Equality," the radio show features AFSCME members and legal experts in San Jose, Los Angeles, Connecticut and Washington discussing comparable worth and its implications for working women.



PROBLEM SOLVING — CSEA Training Specialist Peg Wilson makes a point during one of the workshop sessions, which focused on, among other topics, problem solving.

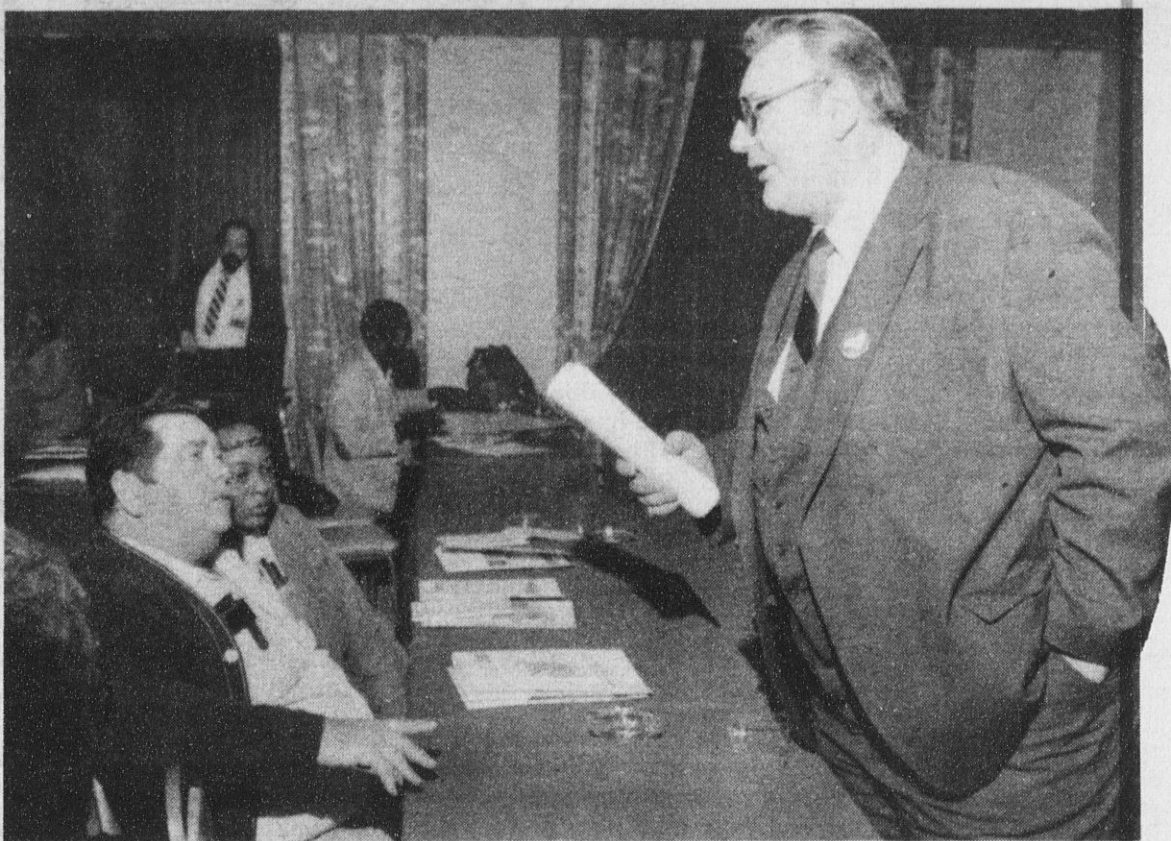
First CSEA region to train all its locals

NEW YORK CITY — Nearly 200 Metropolitan Region II grievance representatives, shop stewards and local officers attended a recent training seminar in Queens. The seminar completed a series CSEA held in the region, making Region II the first in CSEA to have offered formal shop steward training to all locals in a region.

The two-day seminar, coordinated by CSEA Director of Training Tom Quimby and Metropolitan Region II field representatives, covered, in the words of Region II President George Caloumeno, "everything a shop steward or grievance representative needs to know to do an effective job."

The seminar included presentations on subjects ranging from the history of the labor movement, CSEA and AFSCME to innovative CSEA programs such as the Employee Assistance Program and CSEA's insurance programs.

CSEA President William L. McGowan was the keynote speaker at the seminar banquet. In his remarks, McGowan praised the CSEA team that negotiated the new state contracts, noting, "They never forgot



LIVELY RESPONSE — Region II President George Caloumeno responds to a question about handling grievances from Downstate Medical Center Local

Grievance Chairman Al Mirable. Next to Mirable is Local 646 Institutional Representative LaVerne Perry.



Region II trains stewards

STEWARDS' QUERY — Manhattan Psychiatric Center Local 413 Shop Steward Charles Hammond asks a question during a workshop session.

their responsibilities. They talked and fought for all our members. That's why we got the best contract ever negotiated by any union with the State of New York."

The union chief also pledged that CSEA would "lead the fight against the state's proposal to furlough state workers."

In his address to the group, Region President Caloumeno emphasized the impor-

tance of shop stewards in enforcing the provisions of CSEA contracts with the state. "If our shop stewards don't monitor the contract," he said, "management will."

In addition, Caloumeno expressed his pleasure that all locals within the region have had the opportunity to receive formal training.

Nassau County Medical Center reaccreditation 'long overdue'

EAST MEADOW — The recent reaccreditation of Nassau County Medical Center by a national commission is "long overdue recognition of the professionalism and hard work of our members there," says Nassau County CSEA Local 830 President Jerry Donahue.

Earlier in April, the Joint Commission on Accreditation of Hospitals granted the medical center a full two-years accreditation, the maxi-

imum period possible.

The report followed a three-day survey of the medical center by a team of experts last December. The team conducted an on-site study of the medical and nursing services, administrative, housekeeping and maintenance procedures and other functions of the hospital.

About 60 percent of hospitals surveyed by the commission are granted full accreditation.

Memorial plaque pays tribute to deputy sheriff

CANANDAIGUA — The recent presentation of a plaque in memory of the late Truman J. Becker, an Ontario County deputy sheriff and long-time CSEA activist, was augmented by the announcement of a scholarship drive in Becker's name.

The memorial plaque, presented by Region VI President Robert L. Lattimer and Ontario County CSEA Local 835 President Skip Dunham to Mrs. Agnes Becker and Sheriff Gary Stewart, will receive a place of honor in the soon-to-be-completed addition to the sheriff's office and county jail.

An 18-year veteran of the sheriff's department when he was fatally injured in a head-on automobile accident last year, Becker was remembered by Sheriff Stewart as "a man of great compassion, never too busy to lend an ear to a friend or co-worker with a problem, personal or work-related."

County police officer David W. Smith, who spent his first two weeks on the job on road patrol with Becker, is spearheading a scholarship fund-raising drive that will assist a prospective criminal justice student at the Community



MEMORIAL PLAQUE — Presenting the Truman J. Becker plaque are, from left to right, Region VI President Robert L. Lattimer, County Police Officer David Smith, Local 835 President

College of the Finger Lakes.

"We feel Truman would have liked something like that," said Smith, revealing that approximately \$4,800 had been raised toward the goal of \$10,000 for the scholarship fund. Smith said the interest from a time account will be used to pay

Francis "Skip" Dunham, Mrs. Agnes Becker, Ontario Unit President Jim Lindner, Grievance Chairman Steve Ernhout and Ontario County Sheriff Gary Stewart.

tuition fees for the awardees, who will be selected on an annual basis if funds allow.

Donations may be sent to the Truman J. Becker Memorial Scholarship in care of Officer David W. Smith, 74 Ontario St., Canandaigua, N.Y. 14424.

Statewide Membership Committee guides locals and units

ALBANY — "It's time for CSEA to fend for itself," says Patricia Pflieger, chairwoman of CSEA's statewide Membership Committee. "Our greatest weapon in the tide of adverse public opinion is our members."

The secret of CSEA's success is in its members, and as the jobs of public employees are threatened by federal and state cutbacks, the job of membership committees throughout CSEA is stepped up.

According to those on the statewide Membership Committee, now is a good time for locals and units to redefine the tasks of their membership committees and give them the necessary backing — in terms of time and funding — to attract new members.

The statewide committee, made up of members Clinton Thomas, Doris Mikus, Cynthia Noble, James Kurtz, Robert Campbell and Richard Wise, met in Albany recently to review plans for its current membership drive.

Among the business discussed was the fact that a sixth position for regional organizer is expected to be approved shortly. In addition, the committee has recommended three new positions for statewide organizers who would be available to go anyplace in the state that CSEA leaders felt it important to organize.

"These organizers could be used for any purpose — to organize new employees or an existing location, or to convert agency shop fee payers to members," said Paul Burch, CSEA director of Field Services and staff liaison to the committee.

Many employees who pay agency shop fees may think they are members because of the deductions in their paychecks, but they do not have all the rights of members, pointed out Doris Mikus.

For example, agency shop fee payers cannot vote for union officers on any level, vote on contract ratifications, run for union office, or take advantage of such low-cost insurance programs as health, life, homeowners and automobile.

Many of these agency shop fee payers, said Mikus, unknowingly cheat themselves of these benefits. "At the same time, they are robbing their co-workers, who are members, of part of their clout in the union," she said.

Burch noted that its members are the lifeblood of the union. "The members are what make the legislators listen to the union. They are what persuades management to make concessions at the bargaining table. And the strength of their numbers can influence policy decisions," he said.

For these reasons, the union relies on a constant growth in membership.

"The key is the local and unit effort to get new members," said committee member Jim Kurtz, Chautauqua County Local 807 president. "Every local and unit has to reactivate its membership committee or create one if it has none now."

Kurtz, whose local numbers 1,300 members, speaks from experience. His local's membership committee signs up an average of more than 175 new members each year. Among the committee's recruitment techniques are an



COMMITTEE MEETS — Members of CSEA's statewide Membership Committee met recently in Albany. Pictured here, from left to right, are Doris Mikus; Paul Burch, staff liaison to the committee; Patricia Pflieger, committee chairwoman; Clinton Thomas; and James Kurtz.

orientation program given to all new public employees, and the creation of a credit union in Region VI that is open only to those public employees who are also members of a public employee union — such as CSEA.

While the statewide Membership Committee covers too large an area to take on the task of bringing in new members itself, noted Kurtz, its primary functions include recommending programs and goals to CSEA's board of directors and guiding local and unit membership committees.

The committee is now gathering information on numbers and locations of agency shop fee payers and on non-members around the state as part of its membership drive.

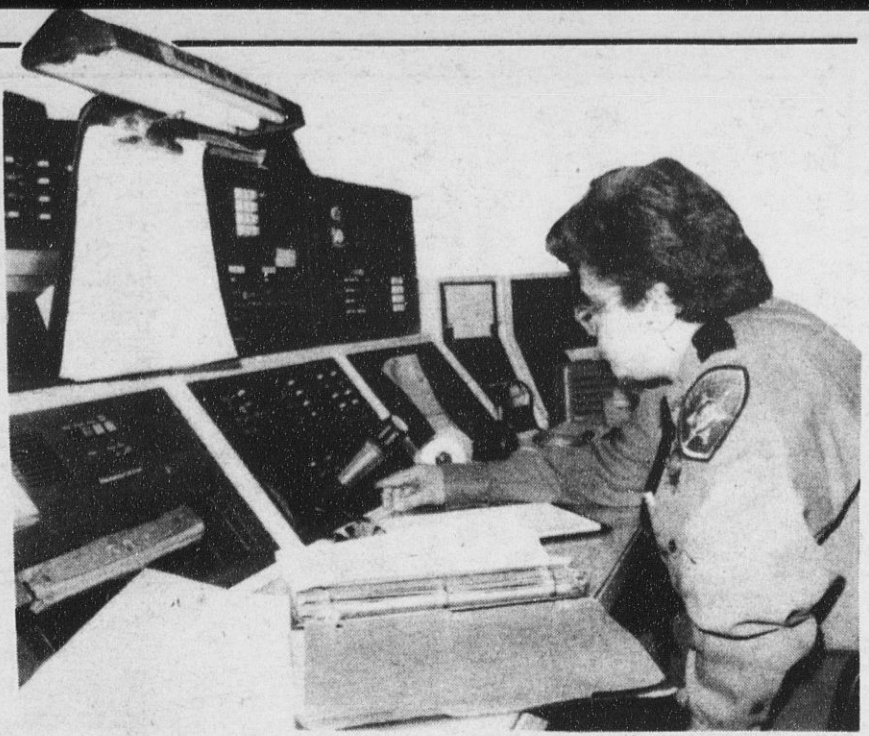
A union interdepartmental staff task force is also looking into ways of recruiting new members, as well as collecting information for the statewide Membership Committee.

"We have thousands of political subdivisions where we don't have information on non-members," said Larry Scanlon, a task force member and CSEA's director of School District Affairs. "And in places where we have the numbers of agency shop fee payers, we don't have their addresses."

The task force is enlisting locals and units in the mammoth task of collecting such information.

"We're sending out mailings on the union to these people, and posters for worksites. We also have seminars and an internal manual on organizing," said Scanlon. "They're available to any local or unit that requests them."

Deputy Sheriff Gloria Burgess: Finally, equal pay for equal work



WEARING THE UNIFORM OF A DEPUTY SHERIFF, Gloria Burgess works diligently at the communications desk.

HAWTHORNE — Perseverance paid off. Gloria Burgess has been appointed to the permanent position of deputy sheriff-communications officer in the Westchester County

Department of Public Safety. It took 30 months, but she finally won equal pay for equal work.

Burgess' case reaches back to Sept. 29, 1979, when she filed a complaint

with the state Division of Human Rights alleging employment opportunities available to men were not available to women. Specifically, she charged that after the parkway police merged with the sheriff's department, her annual salary as a civilian communications officer was \$3,000 less than that of deputy sheriffs doing the same work. At the time, the department had only one female deputy.

Two hearings were held before an administrative law judge. The union's attorney described Burgess as "a dedicated and diligent employee working in a busy communications office where life and death decisions were made." He presented overwhelming evidence proving she was indeed a victim of sexual discrimination. Westchester County backed down. Burgess was given the permanent appointment.



SHARING IN THE VICTORY of her human rights case are, from left, Shop Steward Cindy Wholey, Ms. Burgess, Attorney Arthur Grae and Acting Unit President Jerry Barbour.

After filing the complaint, Burgess did receive the deputy sheriff title, but the appointment was to a provisional (not permanent) position. Again, she believed herself a victim of discrimination.

On April 18, 1980, the Human Rights Division found that there was "probable cause" Westchester County was engaged in an unlawful discriminatory practice. Moreover, the CSEA Board of Directors voted to give her legal assistance. Regional attorney Arthur H. Grae took up her cause.

Commented Mr. Grae, "I was gratified the county finally saw its way clear." Meanwhile, Burgess admitted she had some rough moments, but was pleased by the support she received, and is particularly grateful to union activist Cindy Wholey.

She concluded: "My main aim was to get a permanent, rather than provisional, appointment and I'm really very happy about the outcome."

open competitive STATE JOB CALENDAR

FILING ENDS MAY 3, 1982

TITLE	SALARY	EXAM NO.
Architect, Assistant	\$20,870	25-647
Purchase Specifications Assistant	\$18,800	25-598
Purchase Specifications Assistant (Electronics)	\$18,800	25-599
Purchase Specifications Assistant (Furnishings & Textiles)	\$18,800	25-600
Purchase Specifications Writer (Electrical), Senior	\$24,440	25-601
Purchase Specifications Writer (Electronics)	\$24,440	25-602
Purchase Specifications Writers (Furnishings & Textiles)	\$24,440	25-603
Purchase Specifications Writers (Mechanical)	\$24,440	25-604
Clerical Positions (Approx. \$168/wk)	\$ 8,752	26-651 thru 25-664
Developmental Disabilities Program Specialist IV	\$32,599	28-353
Mental Retardation Audit Specialist II	\$24,440	28-361
Mental Retardation Audit Specialist III	\$30,220	28-362

FILING ENDS MAY 10, 1982

Architect, Senior	\$25,760	28-373
Chief Utility Management Analyst	\$36,091	28-363
Consultant Occupational Therapist	\$20,870	28-339

Consultant Physical Therapist	\$20,870	28-343
Consultant Speech & Hearing Therapist	\$20,870	28-344

FILING ENDS MAY 17, 1982

TITLE	SALARY	EXAM NO.
Architectural Specifications Writer, Junior	\$15,900	25-635
Beverage Control Investigator Trainee 1	\$13,395	25-335
Beverage Control Investigator	\$15,030	25-336
Beverage Control Investigator (Spanish Speaking)		
Developmental Specialist IV	\$23,195	25-537
Developmental Specialist V	\$26,422	25-538
Laundry Supervisor	\$11,559	25-578
Laundry Supervisor, Head	\$12,954	25-579
Mechanical Specifications Writer, Junior	\$15,900	25-637
Motor Vehicle Investigator	\$15,030	25-633
Motor Vehicle Investigator (Spanish Speaking)		
Thruway Safety Supervisor, Assistant	\$17,248	25-638
Transportation Health and Safety Representative	\$18,835	25-648
Unemployment Insurance Referee Trainee I	\$19,835	25-605
Unemployment Insurance Referee Trainee II	\$24,440	25-606
Unemployment Insurance Referee	\$27,200	25-607
Cable Television Municipal Consultant, Assistant	\$18,800	28-384
Cable Television Municipal Consultant, Senior	\$24,440	28-385
Public Health Educator, Supervising	\$23,195	28-394
Traffic Safety Engineering Training Program Coordinator	\$24,440	28-377

Panel blasts Reagan for stifling 'voices of dissent'

STATEMENT OF PRESIDENT'S COMMITTEE ON MENTAL RETARDATION

On April 7, 1982, President Reagan ordered our removal from the President's Committee on Mental Retardation. This marks the first time in the Committee's history that a President has terminated appointments for political reasons.

By removing us and others from the President's Committee on Mental Retardation, it appears that President Reagan has sought to stifle serious discussion of this Administration's policies toward the mentally retarded.

These policies include proposals to:

- Weaken the Education for All Handicapped Children and the Rehabilitation Acts through budget cuts, regulatory changes, and amendments.
- Cut \$158 million in Medicaid Funds for services to the mentally retarded during (fiscal year) 1983.
- Reduce by 46% (\$8 million) maternal and child health funds earmarked for prevention, screening, training, and treatment services.
- Slash by \$350 million the Women, Infants, and Children's (WIC) nutrition program which helps prevent disabilities in children.

In enacted, these and other proposals would cause serious harm to this nation's mentally retarded and their families, and would extend the damage to future generations.

For 15 years, the PCMR has operated on a non-partisan basis to advance the interests of the mentally retarded. We regret that the Committee's credibility and

ALBANY — President Ronald Reagan's treatment of the mentally retarded has come under fire from a Presidential Committee which was wiped out by Reagan last week in a move tagged by committee members, including CSEA President William McGowan, as "an unprecedented and blatantly political act."

In a joint communique released to the news media in Washington, D.C., eight committee members blasted the White House for terminating committee appointments in mid-term.

CSEA President McGowan was appointed to the voluntary committee in October 1980 by then-President Jimmy Carter who announced the appointment at a CSEA Delegate's Meeting in Niagara Falls, N.Y.

Speaking in Albany on April 15 to the Governor's Task Force on the Federal Budget, President McGowan noted the sad irony that he received his notification of the termination of the committee on the mentally retarded on the same day that President Reagan returned from his recent "working vacation" to the Caribbean, an activity, McGowan said, which the press reported cost U.S. taxpayers more than \$3.5 million.

the continuity of its work have been undermined by this unprecedented and blatantly political act.

For our part, we will continue to work on behalf of the mentally retarded and to speak out when their interests are threatened.

We call upon the President to stop treating the interests of the mentally retarded as yet another political football. We remind President Reagan of his pledge to the truly needy, and call upon him to abandon his attempts to weaken Federal Legislation on the handicapped and to restore full funding for services to mentally retarded and developmentally disabled Americans.

- Harvey A. Abrams
Miami, Florida
- Janet Allen-Spilra
Utica, New York
- Leonard G. Espinosa
Albuquerque, New Mexico
- Lilia A. Evangelista, M.D.
Bronx, New York
- Leida Ileana Corrado Herrell, Ph.D.
Rockville, Maryland
- Marlene F. Kopman
St. Louis, Missouri
- William L. McGowan
Albany, New York
- Alba A. Ortiz, Ph.D.
Austin, Texas

City's mistake translates into big victory for Oneida woman

ONEIDA — Beverly Gregory now has the job she sought and a court order for the City of Oneida granting \$3,764.25 in back pay, thanks to the CSEA legal assistance program.

"CSEA really stood behind her," said Earl Boyle, the CSEA lawyer who handled her case. "We went to arbitration, to court on two different appeals, and then back to court again, just to get her money."

The case began when the city made a mistake and appointed a non-bargaining unit employee to the job of Deputy City Chamberlain. It was taken to arbitration and the arbitrator said, "It is clear to me that the position of Deputy City Chamberlain is within the bargaining unit."

The city appealed the case twice, but both courts ruled in her favor.

Gregory, who had the seniority and the capabilities for the job, was appointed to it, but the paycheck was a surprise. Rather than pay Gregory the salary called for under the collective bargaining agreement, the city was paying her the same as the previous non-bargaining unit deputy, which was lower than the job was listed at.

CSEA went back to court and won the nearly \$4,000 for Gregory. In addition, the court ordered the city to recalculate the salary on an ongoing basis, not just through the end of the last lawsuit.

"The city had tried to make the

position exempt from Civil Service, according to the law," Boyle said. "But we said they had a contract and they couldn't take the job away from the terms of the contract. The courts agreed."

Scholarship deadline nears

ALBANY — This is the last chance for parents of graduating seniors to apply for CSEA's \$500 scholarships.

The deadline for the Irving Flaumenbaum Memorial College Scholarships is April 30.

Applications are available at regional and local offices, and by writing to Scholarship Committee, 33 Elk St., Albany, N.Y. 12224.

North Country Community College contract settled

SARANAC LAKE — After 10 months of negotiations and one controversial misunderstanding, a two-year contract between the North Country Community College CSEA Unit and the college's joint sponsors — Essex and Franklin counties — has finally been signed.

Originally the multi-year contract, which provides the 10-percent salary increases worth approximately \$600 per year, had the approval of the unit, the community college administration and the Essex County Legislature. However, when the agreement was sent to the Franklin County Legislature for its approval, a misunderstanding with the employer's negotiator developed and the Franklin County Legislator vetoed the pact for economic reasons.

A month later Saranac Lake Legislator Cliff Donaldson asked the Legislature to reconsider the contract in light of a salary synopsis which showed that, except for one position, county employees were paid more than those employed at the community college, which is sponsored by the two counties.

According to Donaldson's salary comparison, college positions covered by the proposed CSEA contract — custodians, watchmen, clerks, switchboard operators, stenographers and executive secretaries — ranged from a salary low of \$5,982 to a top of \$8,405.

County salaries for similar titles ran from \$6,974 to \$8,104.

Donaldson, who previously spoke against the tentative agreement, was swayed by the economic comparison and noted existing college salaries for CSEA-represented employees would qualify children in a family of four for free lunch programs in local schools, and might result in the families of community college employees being eligible for food stamps. Donaldson urged his fellow legislators to pass the pact, saying, "I think it's a shame. I'm going to support this contract."

The reconsidered agreement passed by a vote of 6 to 1.

Unit President Terri Sternisha summed up the long negotiations and the results. "We worked on this contract from the middle of July until the final misunderstanding was cleared up in April. It is by far the best contract we have ever had."

Sternisha was assisted by CSEA members Lynda Dukett, Anthony Pellegrini, Diane DeChillo and Field Representative Charles Scott.

While Essex County is in the Capital Region and Franklin is in the Central Region, a recent decision by CSEA officials placed the North Country Community College Unit into the Capital Region due to the location of the college's campus in Essex County.

A couple of weeks ago they each received a nice plaque from their union at a reception in their honor in Albany. There were formal handshakes and praise.

But probably the greatest thanks they received came a couple of days before that, when tabulation of ballots from CSEA's members in the union's three state bargaining units showed an amazing 19-1 margin of approval in ratifying new three-year contracts.

That record membership approval of the contracts was, in essence, the culmination of months of effort and sacrifice by 39 union members who, in large part, forged the outstanding contracts that benefit the 110,000 state employees represented by CSEA and which undoubtedly will serve as a model for hundreds of other contracts to be negotiated at the local government level.

The 39 members comprised the union's three negotiating teams which worked in conjunction with professional staff negotiators and support personnel to negotiate the contracts for the Operational Services Unit, Administrative Services Unit and Institutional Services Unit.

The Public Sector salutes the members of the negotiating teams which worked diligently and sacrificed much personally to achieve what is described as the most outstanding labor contract ever negotiated with the State of New York on behalf of state employees.

OOPS! In a photo caption in the last issue, under a photograph showing President McGowan presenting a plaque to negotiating teams members, we incorrectly identified Richard Riley as Richard Kelly.

Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees

Vol. 4, No. 13
Friday, April 9, 1982

(ISSN 0164 9949)

Contracts ratified in a landslide 19-1

ALBANY — By an incredible 19 to 1 margin, CSEA members in the union's three state bargaining units have overwhelmingly approved new contracts with the State of New York providing 32 percent salary increases, increments, longevities and other major benefits.

"When I announced that we reached tentative agreement with the state on February 27th, I said that this was the best contract that anyone ever negotiated with the State of New York," a jubilant CSEA President William L. McGowan said.

is also the best ratification majority that anyone ever received for a contract negotiated with the state. All of the union's 39 rank and file negotiators participated in the ballot counting process.

'These people were pulled away from their families for weeks on end and sat through endless hours of tedious negotiations and complex caucuses. But when I called them back to the table, they were always willing, always ready and always watchful of the interests of our membership. They did one hell of a job for this union.'

—CSEA President William L. McGowan

Ratification a tribute to a team effort

Administrative Services Unit Team

Elaine Todd, Chairperson
Cheektowaga, New York

Marie Romanelli, Co-chairman
New Paltz, New York

Mary Ann Bentham
Silver Creek, New York

Elliot Bernstein
New York City

Thomas Byrne
Islip Terrace, New York

Pat Crandall
Cortland, New York

Betty Holt
Centerreach, New York

Doris Josephson
Spring Valley, New York

Claire McGrath
Syracuse, New York

Allen Mead
Loudonville, New York

Lee Johnson
Albany, New York

Dolores Farrell
Clifton Park, New York

Elsie Yudin
Brooklyn, New York

Operational Services Unit Team

Rocco Crescenzi, Chairman
Sackets Harbor, New York

Charles Eynon, Co-chairman
Endicott, New York

Milo Barlow
Bolton Landing, New York

Louis Gilmore
Staten Island, New York

Jay Helfgott
Brooklyn, New York

Arthur Loving
Copiague, New York

Lou Mannellino
East Northport, New York

Richard Riley
Stony Point, New York

John Wallenbeck
Odessa, New York

Thomas Warzel
West Seneca, New York

George Wilcox
Wingdale, New York

Charles Schampier
Albany, New York

Henry Wagoner
Albany, New York

Institutional Services Unit Team

John Weidman, Chairman
Menands, New York

George Boncoraglio, Co-chairman
Staten Island, New York

Harold Bradbury
Hubbardsville, New York

Joel Falkenbury
Corinth, New York

Alexander Hogg
Middletown, New York

John Jackson
Staten Island, New York

Amelia Kelley
Horseheads, New York

Deborah Lee
Cheektowaga, New York

Joe Noya
Islip, New York

Doris Raynor
Islip, New York

Robert Thompson
Wingdale, New York

Elizabeth Watts
Buffalo, New York

John E. Lowery
Middletown, New York

Negotiations, at every level, is a process that ultimately involves most of the union's professional staff. This is especially true for the three major state contracts negotiated by CSEA because of the scope of the function.

Staff personnel assigned to the Administrative Services Unit negotiating team were Collective Bargaining Specialist John Conoby,

Research Specialist Cindy Chovanec, and Sue Victor, secretary.

Assisting the Institutional Services Unit negotiating team were Collective Bargaining Specialist James Cooney, Research Specialist Walter Leubner, and Mary Bingham-Mooney, secretary.

Staff personnel on the Operational Services Unit team were Collective Bargaining Specialist Nels Carlson, Research Specialist Frank Abbey, and Kathy Burnett, secretary.