

Public SECTOR

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Wednesday, January 23, 1980

Hearing set on challenge by union to \$5 exam fee

ALBANY — A hearing will be held in Albany on Friday, Feb. 15, 1980 on CSEA's challenge to the recently instituted \$5 fee for open-competitive Civil Service examinations.

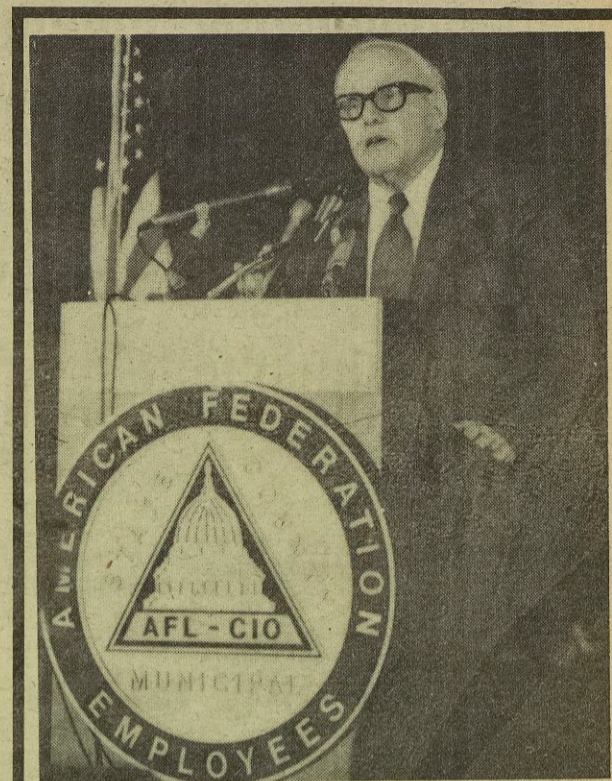
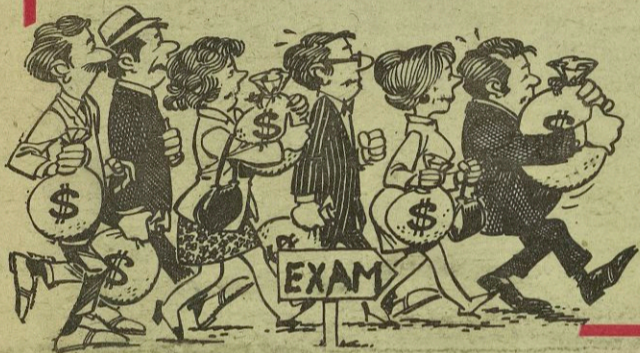
At a pre-hearing conference on the matter Jan. 11, Pauline Rogers, an attorney with the CSEA law firm of Roemer and Featherstonhaugh, represented the union's position and agreed to the Feb. 15 hearing date.

"This fee is an Improper Practice under the state's Taylor Law," Ms. Rogers says. "It

constitutes a unilateral change in the terms and conditions of employment for the incumbent state employees who want to take such exams. Any imposition of a fee like this must be negotiated with the union."

The hearing on Feb. 15 will be called off if both sides can stipulate to the facts in the matter before then. Public Employment Relations Board Hearing Officer Robert Miller is scheduled to hear the case, and CSEA attorney Stephen Wiley will represent the union.

The Improper Practice charge was filed after CSEA's 1,200 delegates unanimously passed a resolution by Local 670 President Shirley Brown at the October, 1979 delegates meeting, that the union go on record as being "unalterably opposed" to the institution of such a fee. Open competitive exams are often taken by incumbent state employees, and they must be taken by provisional employees in order for such employees to keep their jobs.



AFL-CIO PRESIDENT EMERITUS George Meany is shown as he addressed a leadership conference sponsored by AFSCME in 1977. Mr. Meany died January 10 at the age of 85. A tribute to Mr. Meany and his career is contained on page 12.

'CSEA put up a great fight,' foreman reinstated to job

CORTLAND — A Cortland County building and grounds foreman has been ordered reinstated to his job and is in line to receive several thousands of dollars in back pay as the result of an arbitrator's decision.

"It was a long battle and the CSEA put up a great fight for me," Robert Stoker said immediately after learning that Arbitrator James R. Markowitz had dismissed all charges filed against him by the County, and had ordered Stoker reinstated to his job with back pay. Stoker will receive \$11,410 less any money he earned at other employment while suspended without pay.

In dismissing all charges, Arbitrator Markowitz further absolved Stoker of any wrongdoing, saying that "Robert Stoker acted in good faith in salvaging for the county all material in the school that could economically be salvaged." He had been charged with taking materials from a former school building being gutted prior to its renovation into a county office building, and of permitting other workers under his supervision to take such materials. Stoker had been cleared by a county trial jury of essentially the same charges just before the county fired him and filed its charges.

Markowitz noted that where material was taken, "that material either needed processing before it was valuable or was essentially valueless."

All materials were determined to be worthless and were scheduled to be discarded at the county land fill.

The arbitration was pushed by Cortland County Unit President Earl Conger and Stoker was represented by CSEA Regional Attorney Earle Boyle.

The Cortland County legislature authorized Stoker's reinstatement following the arbitrator's determination, and he was fully reinstated effective January 7, 1980.



REINSTATED WITH BACK PAY — Cortland County Building and Grounds Foreman Roger Stoker, right, looks over a check with Cortland County CSEA Unit President Earl Conger, left. The check symbolizes one Stoker will receive for several thousands of dollars in back pay following his reinstatement ordered by an arbitrator. "... the CSEA put up a great fight for me," Stoker said.

Pgs. 6 & 7 The Employee Evaluation Program—
botched, on hold, but salvageable

More strike force

WASHINGTON — The Labor Dept. is expanding its Wage-Hour Division strike force program to crack down on employers who shortchange illegal alien workers on minimum wages and overtime pay.

New strike force teams, operating out of Miami, Atlanta, Los Angeles and San Francisco, will also be on the lookout for "sweatshop" working conditions, child labor violations and underpayment of prevailing wages on federally funded construction.

Assistant Labor Sec. Donald Elisburg, head of the Employment Standards Administration (ESA), said the so-called undocumented workers are easy targets for exploitation by unscrupulous employers because of their fear of being deported.

In addition to the payment of substandard wages, Elisburg said, the illegal aliens are subjected to excessive hours and intolerable living and working conditions.

"Often times, the conditions under which they are forced to work are no better than the sweatshops which existed at the turn of the century," he said.

Disability may not be terminated

WASHINGTON — A divided National Labor Relations Board has ruled that employers may not terminate disability benefits for workers who are on sick leave when a strike begins.

Such a practice violates the National Labor Relations Act, the board concluded in abandoning its former policy permitting the termination of benefits without any showing that the sick employees actively supported the strike.

NLRB Chairman John H. Fanning and Members John C. Truesdale and Howard Jenkins, Jr.



A \$22,000 CHECK is Ed Favre's share of the largest back-pay settlement in U.S. labor history. Favre and some 400 other members of the Oil, Chemical & Atomic Workers received a total of \$12 million in net back pay after the National Labor Relations Board ruled that the American Cyanamid Co. had illegally locked them out following a 1975 strike in suburban New Orleans.

Tentative range set on pay hikes

WASHINGTON — President Carter's Pay Advisory Committee, comprising representatives of labor, business and the general public, tentatively agreed to adopt a range of 7.5 to 9.5 percent as the voluntary pay increase standard for the second year of the Ad-

ministration's anti-inflation program.

The tripartite committee's decision must be worked out further at a Jan. 22 meeting before being formally recommended to the Council on Wage & Price Stability, which monitors the overall anti-inflation program.

The present wage guideline provides for 7 percent annual increases, with an extra 1 percent boost allowed for contracts that do not provide for automatic cost-of-living increases.

The proposal for a new pay standard came at a Jan. 8 meeting of the pay panel, and was outlined by its chairman, John Dunlop, a Harvard economist and former Secretary of Labor. Dunlop cautioned that "it would be inappropriate for employers and employees to regard the range as now established," pending the outcome of the committee's Jan. 22 meeting and subsequent review by COWPS.

declared that employees have a right under the law to refrain from declaring their position on a strike while they are medically excused from work.

The board ordered the E.L. Wiegand division of the Emerson Electric Co. to pay disability benefits to 23 employees who were on sick leave when a strike began at the company's Pittsburgh plant on Nov. 1, 1977. The strike, involving some 1,100 members of the Auto Workers, lasted until Feb. 28, 1978.

Worldwide industrial action urged against Iran

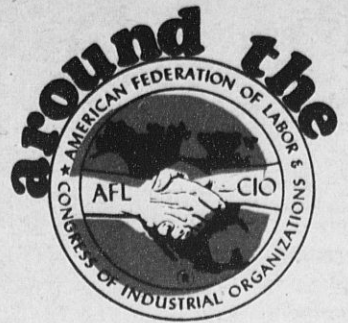
WASHINGTON — American and Canadian officers of the International Transport Workers Federation are pressing for "worldwide industrial action" against Iran in the labor movement's effort to gain release of the 50 U.S. hostages held captive

by terrorists for more than two months.

The five U.S. and Canadian officers of the ITF have called for an emergency meeting of the trade secretariat's executive board or its management committee to reach an immediate consensus on the

Iran situation.

A similar appeal for ITF action has been made by the Railway Labor Executives Association, which is represented on the IFT board by RLEA Chairman Joh F. Peterpaul, a vice president of the Machinists.



AMERICAN FEDERATION
OF LABOR AND
CONGRESS OF INDUSTRIAL
ORGANIZATIONS



A capsule of labor news
compiled by the AFL-CIO
News Service

815 SIXTEENTH STREET, N. W., WASHINGTON, D. C. 20006



FARM WORKERS' BOYCOTT of the largest California lettuce grower yet to settle with the UFW reaches the streets of Cleveland, Ohio, where Patricio Rodriguez bundles up to spread the word. The union is working closely with the Cleveland AFL-CIO and other central bodies on the boycott as it seeks to negotiate a contract with the giant Bruce Church Co., which markets iceberg lettuce under the Red Coach label. The grower employs about 1,200 farm workers.

NEED HELP?

Call EAP

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

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

1-800-342-3565

Niagara Falls has new pact

NIAGARA FALLS — Employees of Niagara County represented by CSEA Local 832 will receive raises of 6.4% plus increments effective January 1, 1980 and another 7% and increments on January 1, 1981 under a new contract recently negotiated.

Major medical coverage has been added to Blue Cross / Blue Shield and coverage is extended for family members to age 23 under the new agreement, and sick leave accruals may be used for caring for family members residing in the same household.

Also, drug abuse aides have been upgraded from grade 1 to grade 3 and typists from grade 2 to 3. Several other less populous titles have also been upgraded.

With CSEA Collective Bargaining Specialist Danny Jinks, chief negotiator, on the negotiating team were Unit President James Gibbons, Gordon Kenyon, Maury Vaughn, Kathy Kershaw, Lois Sawma, William Patterson, Michael Brady, Carolyn Hann and Elizabeth Bateman.



CSEA COMMUNICATIONS DIRECTOR Gary Fryer, standing left, makes a point during seminar on the use of advertising in labor relations. The seminar was just one of a series of subjects covered during a recent Communications Conference in Washington, D.C., sponsored by AFSCME for communications and public affairs specialists from across the country. Fryer and Michael Dowling, right background, AFSCME's Director of Public Affairs, conducted the seminar on the use of advertising to improve public employee image, spur collective bargaining, and deal with political referendums.

Union protests halt form filing

SCHOHARIE — In the wake of strong opposition from the Civil Service Employees Assn., the Schoharie County Board of Supervisors agreed, in mid-December, not to require county employees to fill out computerized medical forms, which were part of a new employee health survey. And last week it scrapped the entire health plan which called for the employees to meet "recognized physical standards" considered by the union to be ambiguous.

The controversy began early in December when several employees who drive county vehicles refused to fill out the medical forms, claiming the questions asked on them had nothing to do with their ability to drive, and that computerizing the information was an invasion of their privacy.

Capital Region CSEA Field Representative John Cummings met with county officials several times in December, until they voted to discontinue use of the forms.

The union subsequently filed improper practice charges stating that the standards were not clearly defined and should be a matter of negotiation between the CSEA and the County.

Under the threat of the union's latest action, the board voted to do away with the health plan altogether, and to appoint a county committee which would meet with Schoharie County CSEA Local President Kathryn Saddlemire and other CSEA members to work out a health plan. That committee must present the plan to the board by March 14.

After hearing of the board's recent concessions, Cummings dropped the improper practice charges, saying the union recognized the county's right to require physical exams by its own doctor, but would not tolerate "unreasonable demands for standards to be met or for disclosure of information employees consider to be private."



OFFICERS OF the Nassau County Department of Parks and Recreation CSEA Unit are shown during their recent holiday party. From left are First Vice President

Nicholas Delisanti, Secretary Patti Cappola, Corresponding Secretary Dorothy McLaughlin, and President Thomas Gargiulo.

Attack management raises

BALLSTON SPA — The recent granting of large pay increases to managerial personnel of Saratoga County prompted John Miller, president of Saratoga County CSEA Local 846 to write the following letter which appeared in the Dec. 26, 1979, issue of *The Saratogian*, the area's local daily newspaper.

"After reading recent news articles concerning the dozens of hefty pay increases given to Saratoga County government administrators, the average county taxpayer might easily draw the conclusion that county employees in general did well by this latest round of salary adjustments. No so; and to set the record straight, I offer the following comments.

"Nearly all of the 50 or more administrative pay increases exceed the five percent increase granted to all county employees within the CSEA bargaining unit. Our bargaining unit consists of approximately 70 percent of all county employees.

The Civil Service Employees Association and the county employees, in general, were most reasonable during the last round of negotiations by

settling for a contract agreement calling for a five percent pay increase during a time when inflation is crushing the average county employee.

"Doling out administrative pay increases to the tune of 10 to 25 percent represents little comfort to the rank and file county employees and their union, who are annually expected to carry the financial cross of fiscal responsibility in their negotiated wage increases.

"Of course, the county is quick to point out that these increases represent salary up-grading designed to bring job titles more in line with one another.

"I sincerely hope that this sudden sense of responsibility toward salary increases and job up-grading isn't just a temporary reflection of the holiday spirit.

"CSEA will expect that the County Board of Supervisors will continue in this spirit of giving when it comes to providing for all other county employees at next year's contract negotiations."

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

Olympic demonstration a possibility

ALBANY — In protest of the New York State Department of Environmental Conservation's continual mistreatment of ski center employees, the Capital Region Civil Service Employees Assn. is planning a public demonstration to take place during the 1980 Winter Olympics at Lake Placid.

Jack Corcoran, CSEA Regional Director for the Capital Region CSEA, could not release any details of the demonstration, which he indicated was still in the planning stages, but said he has contacted ABC narrator James McKay, asking for television time, to air the union's differences.

"We feel we have a legitimate gripe," Corcoran said, pointing out that ski center employees will play a vital role in running the games, but receive "little recognition and shoddy treatment" from management.

Most recently the department has made a radical change in the

employee's pay schedule, without consulting the union. The department has also denied union protection to seasonal employees and has held up grievances filed by the union, Corcoran noted.

Ski workers protest change of pay schedule, charges filed

ALBANY — Unfair labor practice charges have been filed by the Capital Region of the Civil Service Employees Assn. against the New York State Department of Environmental Conservation for changing the pay schedule of employees at Bellayre and Gore Mountain Ski Centers.

Similar charges were filed early in December against the department on behalf of Whiteface Ski Center employees.

Seasonal employees returning to work at the ski centers, from October through December, were made to wait five, rather than four,

weeks for their first paycheck, and all other employees on the payroll at the time of this alteration had to wait for two weeks with no paycheck.

"To simplify its own bookkeeping, the Encon department set our members back a week in their pay schedule," explained Jack Corcoran field services director for the Capital Region CSEA. "Such changes, if they are made at all, must be made through collective bargaining, not at the whim of management."

Corcoran expects hearing for all three cases to held in February.

BALDWIN — Members of the newly organized clerical unit of the Baldwin School District have ratified their first contract, 70-3.

The contract provides seven percent increases and longevity or increments in the first year, seven percent and longevity or increments in the second year, plus a number of benefit improvements.

Leading the negotiations was Unit President Pat Redman, assisted by CSEA Field Representative John O'Sullivan.

Special notice to State employees:

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

PS 12/26

EMPLOYEE BENEFIT FUND
1 Park Place
Albany, New York 12205
(Please print clearly)

Name: _____

Address: _____

City _____

State _____ Zip _____

Must Report Events If Payments Affected

People getting social security checks should keep in mind their responsibility to report certain events that could affect their payments, a social security representative said recently.

These events include:

- Change of mailing address.
- Expected earnings in 1980 over the exempt amount—\$5,000 for people 65 and over and \$3,720 for people under 65.

- Planned departure from the United States.
- Work outside the U.S.

In addition, dependents and survivors should report:

- Marriage.
- Divorce or annulment.
- Adoption of a child.
- Child leaving the care of wife, widow, or widower.
- Child nearing 18 who will continue as a full-time student.

People getting checks because they are disabled should also report:

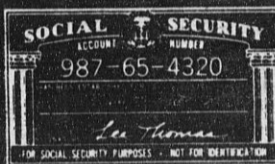
- Any work, no matter how low the earnings.
- Any improvement in their condition.
- Any change in worker's compensation.

Someone also should report if a beneficiary is no longer able to handle funds, and when a beneficiary dies.

More information about these events are contained in the booklet, "Your social security rights and respon-

sibilities." People who have lost or misplaced their copy can get another at any social security office. The address and telephone number of the nearest social security office can be found in the telephone directory.

questions and answers



Q. According to a news report I heard, workers will pay social security taxes on earnings up to \$25,900 in 1980. Is the social security tax rate going up, too?

A. No. The social security tax rate for 1980 remains at 6.13 percent each for employees and employers. The tax rates are scheduled to increase in future years to ensure the financial soundness of social security.

Q. My wife entered the hospital in mid-December and may be there until the end of

January. I remember reading somewhere that the Medicare hospital insurance deductible was increased for 1980. Does she have to pay the new amount?

A. No. The 1980 hospital insurance deductible, \$180 applies to benefit periods which start in or after January 1980. Since your wife started a benefit period—entered the hospital—in 1979, the 1979 hospital insurance deductible of \$160 applies.

Q. Social security sent me a

notice that my SSI payments were going to be reduced. I don't agree with this notice and want to appeal it. Can I have an attorney handle this for me?

A. You have the right to be represented by an attorney, or another person of your choice, in any business you have with social security. This does not mean that you will need a representative. But if you wish to be represented, the social security people will be glad to work with your representative.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224. This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.
My present label reads exactly as shown here (or affix mailing label)

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

MY NEW ADDRESS IS:

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

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FACES in the crowd



NICHOLAS DELISANTI, right, discusses a CETA problem with Ralph Spagnolo, president of the Department of Public Works Unit of Nassau County CSEA Local 830 at the local's headquarters in Mineola. Secretary Mary Abbey is on the left. Delisanti is chairman of both the Local 830 and Long Island Region I CETA committees.

Delisanti works hard for members

MINEOLA — While Nicholas Abbatiello provides leadership as president of CSEA's largest local, Nassau County Local 830, there is another Nicholas who also works hard on behalf of that local.

Nicholas Delisanti, one of Abbatiello's two administrative assistants, is one of the key CSEA persons regarding grievances by Nassau County employees as well as many other CSEA-related activities.

Delisanti was appointed by Abbatiello as administrative assistant in July 1978 in what he calls a 24-hour-a-day, seven day-a-week job. He said he has received CSEA-related telephone calls as late as 1:30 a.m. and as early as 5:30 a.m.

In the Nassau County Local, all grievances not settled on the first two steps (supervisor and department head) are submitted to Delisanti, Abbatiello and Administrative Assistant Frank Bratby for review.

If the decision is made to continue to pursue the grievance, Delisanti and CSEA Field Representative Rigo Predonzan

become the principal union representatives on the grievance.

Delisanti said he and Predonzan win approximately 75 percent of the grievances in spite of not having the advantage of binding arbitration in the contract.

Delisanti joined CSEA in 1972 when he was hired by Nassau County as an assistant park director for the Recreation and Parks Department. He was promoted to Park Director in 1973.

He was elected first vice president of the Recreation and Parks Unit in 1974 and was re-elected in 1976 and in 1978.

After the 1974 election, his unit president, Thomas Gargiulo, appointed him unit grievance chairman. Approximately one-third of Delisanti's work day was taken up with union grievance work.

In 1977, Delisanti was elected a delegate of the local to the CSEA delegates meetings and was re-elected in 1979.

In addition to his work for the unit, Delisanti took part in many union activities including demonstrations in Albany, Orange County and Suffolk County.

Delisanti believes he was asked to be one of Abbatiello's administrative assistants because of his grievance experience and his administrative experience as a park director.

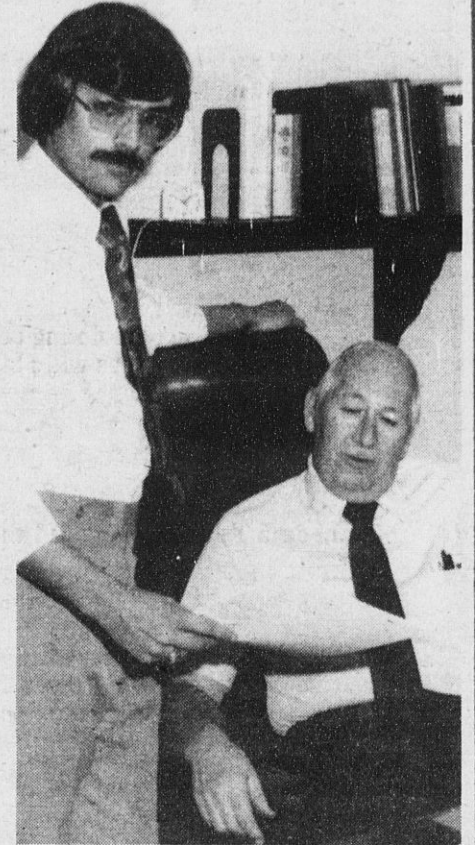
Among the many other CSEA positions held by Delisanti are: Chairman, Region I CETA Committee; member, CSEA Constitution and By-Laws Committee; member, CSEA CETA Committee; chairman, Local 830 CETA Committee; and member, CSEA Methods and Procedures Committee.

"We have a very good union when we all work together. We have to remember the union is not the enemy. The Taylor Law sometimes ties the hands of the union.

"Some of us work 24-hours a day on our members' behalf," Delisanti said.

Delisanti, 30, and his wife, Julie, have two children: Kristen, 7; and Nicholas Jr., 3.

He is a graduate of West Virginia University and SUNY Farmingdale and has done graduate work at Adelphi University.



ADMINISTRATIVE ASSISTANTS OF NASSAU COUNTY LOCAL 830 Nicholas Delisanti, left, and Frank Bratby discuss an upcoming grievance between CSEA and Nassau County. Both administrative assistants, appointed by Local 830 President Nicholas Abbatiello, work in the Mineola headquarters of the local.

CSEA 1980 PRESIDENTIAL STRAW POLL



Who Would You Vote For If the Election Were Held Today?



REPUBLICAN

Do You Recognize the Name?

YES NO

Ronald Reagan
 John Connally
 George Bush
 Howard Baker

OTHER:

WHO WOULD YOU VOTE FOR?

check one

DEMOCRAT

Do You Recognize the Name?

YES NO

Ted Kennedy
 Jimmy Carter
 Jerry Brown

OTHER:

WHO WOULD YOU VOTE FOR?

check one

Please complete and mail your Straw Poll Coupon to: CSEA STRAW POLL, 33 Elk Street, Albany, N.Y. 12207

In 1980 all CSEA members and their families will be going to the polls to elect a new President of the United States. With the increasing financial role of the federal government in state and local government finances, Presidential politics has become an ever increasing focus of attention for public employee unions.

In an effort to monitor the attitudes of its members in this vital election year, CSEA is conducting a straw poll to get an indication of the Presidential preferences of its members at the outset of the campaign. Your participation will help CSEA assess the attitudes of our membership to the candidates to help the union monitor the changes in attitude of our members, if any, during the campaign.

To participate, check the boxes to the left of candidates to indicate if you recognize their names. Then pick one of the candidates which you feel you would vote for if the election were held today. Mail your straw poll ballot to: CSEA Straw Poll, 33 Elk Street, Albany, N.Y., 12207. You'll be helping your union deal with the demands of presidential politics and you'll be helping reflect the true voter strength of the candidate that you would like to see become the next President of the United States.

EMPLOYEE EVALUATION PROGRAM

— Botched but salvageable

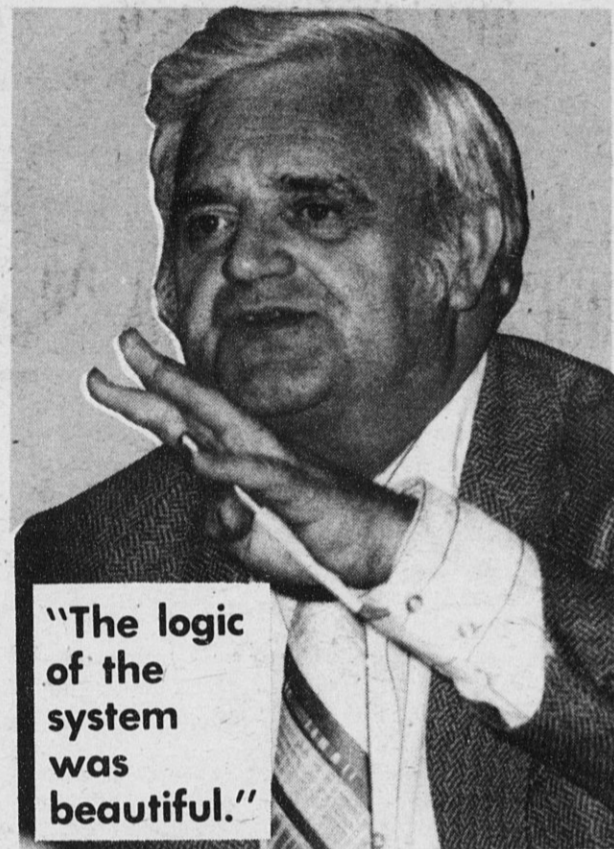
President's Message

Some time ago a story appeared in the Public Sector in which an expert on mental hygiene was quoted as saying, "If we ran corporations like we run state hospitals, this country would be bankrupt." Well I would suggest to this expert a new quote, "If we ran this country like the state ran the first round of the Employee Evaluation Program, this country would not only be bankrupt, it would also be at war."

Last spring during our state negotiations, we created a concept that would allow all increment eligible employees to move through increment steps at an accelerated pace and, for the first time, provide "new money" for employees who were not increment eligible. All of this would be done through an open and fair evaluation program. Outstanding employees at the top of their salary steps would receive "performance awards" and increment eligible employees would move through increments at varying rates depending on how well they were rated.

Attached to this concept was a \$9 million appropriation above and beyond our negotiated seven percent salary increase. The logic of the system was beautiful. Employees could move through increments faster than ever before. For the average employee, in three years as opposed to the previous four year minimum. Highly rated employees, however, could move even faster up to a minimum of 18 months. Even employees rated as "Needs Substantial Improvement" would move through the increments in the four years that had previously been the fastest that anyone could move. The \$300 performance bonuses were guaranteed for at least 16,000 employees. There was, in short, something for everyone.

Let's face it, there was also something in it for the state. They wanted to have the capacity to motivate employees to produce more. Surveys that



"The logic of the system was beautiful."

we did indicated the membership was not opposed to such a reward system as long as there was money attached to it and this system, as previously mentioned, had \$9 million attached to it.

Yet here we are not one year later with absolute chaos everywhere. Supervisors in some cases rated employees as "outstanding or highly effective" one day and then changed their ratings to "satisfactory or needs substantial improvement" the next. Some union activists were told they couldn't be rated or they were rated lower than they deserved because they were active. Some supervisors even told their people directly that they wanted to rate them higher but that people in high places had imposed "quotas" and they had to rate their people lower regardless of what they deserved.

Instead of improving morale, this fiasco destroyed it. Instead of boosting productivity, we must assume that this mess cut productivity. Instead of becoming a meaningful, new approach to rewarding employees, the system was becoming a virtual guarantee of mediocrity from employees

"Yet here we are not one year later with absolute chaos everywhere."

William L. McGowan

WILLIAM L. MCGOWAN
President

convinced that they would be rated arbitrarily no matter how they performed their jobs.

A sound concept that offered something for everyone was magically turned into a bureaucratic maze that offered nothing to anyone. There was plenty of blame to be thrown around. We could point to sloppy and inadequate training of raters. We could point to vague and threatening memoranda about "guidelines." We could even point to clearly unilateral steps taken by the state without our knowledge or consent, in violation of our agreement. Pointing a finger, however, won't make the state any more efficient and it certainly won't get our people the \$9 million that they are owed under the contract.

The concept of this program is still sound. Its execution in the first round of evaluations was a disaster, but the concept is sound. What we have to do is rebuild the program into what it was originally supposed to be, an open and fair evaluation system based solely upon the performance of each employee and not on any arbitrary standards or guidelines.

It is in our members' interests to make this program work because there is over \$27 million available in benefits from it over the life of our agreements. The easy — and stupid — thing to do would be to walk away from this program. We are not about to do that.

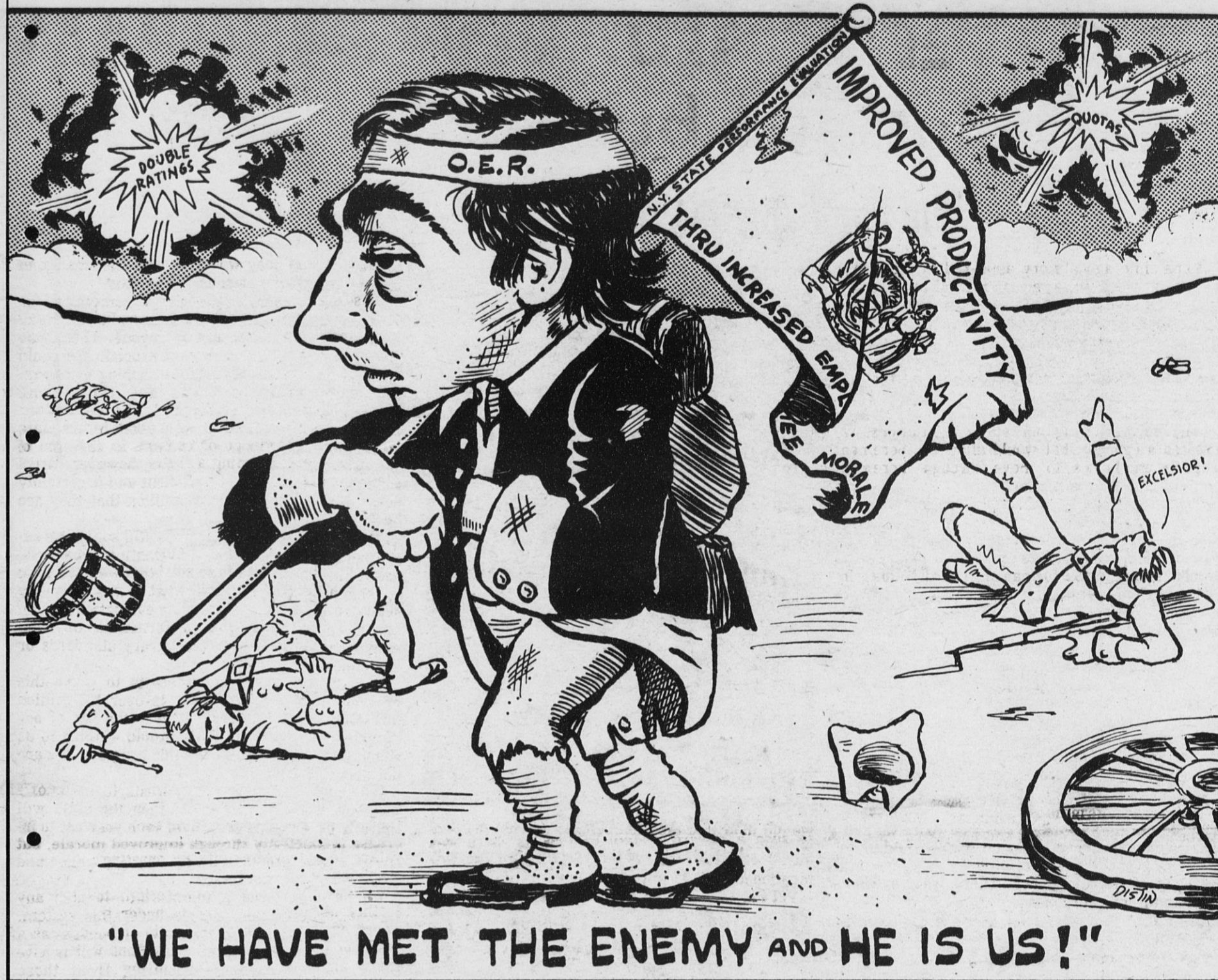
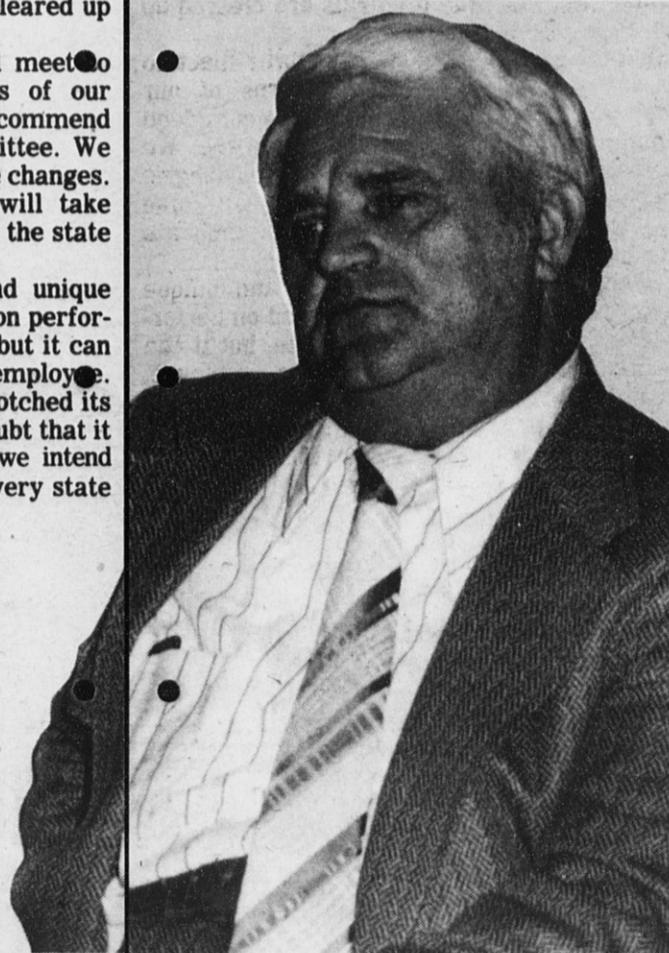
It is also in the state's interests to make this program work. If it doesn't, then the state will literally be spending \$9 million each year not to increase productivity through improved morale, but rather to cut productivity by creating anger and suspicion in the workplace.

We have declared a moratorium to stop any further abuses of our people under this system. Those due to receive increments or bonuses as a result of the first round of evaluations will receive them and any appeals resulting from those evaluations will be processed, but there will be no new evaluations until the problems are cleared up and the abuses end.

A CSEA Presidential Task Force will meet to convey to me personally the concerns of our members from across the state and to recommend improvements to our evaluations committee. We will meet with the state and we will make changes. This program will work right or we will take whatever action we have to take to force the state to abide by its agreements.

The evaluation program is a new and unique approach to rewarding employees based on performance. It can be beneficial to the state, but it can also be very beneficial to every state employee. There can be little doubt that the state botched its implementation, but there is also little doubt that it can be salvaged. That is precisely what we intend to do, but only in a way that is fair to every state employee.

"We will meet with the state and we will make changes."



"WE HAVE MET THE ENEMY AND HE IS US!"

OER agrees to make changes

ALBANY — The Governor's Office of Employee Relations has agreed to make changes in the controversial state Employee Evaluation Procedure in the wake of a CSEA-declared moratorium on future evaluations.

Meyer Frucher, Director of OER, told reporters that the state has committed itself to improving employee productivity through the system which is obviously not possible if the employees are infuriated by its use.

The developments came in rapid sequence following action by CSEA President William L. McGowan to impose a moratorium on any new round of negotiations, appoint a Presidential Task Force to gather member complaints, and threaten the state with improper practice charges if instances of management abuses are not quickly and completely rectified.

The effect of the union president's action was to stop the next scheduled round of evaluations until the union and the state can agree on meaningful changes to eliminate the abuses that caused a furor during the first

round of evaluations. Increments due employees as a result of those first evaluations were to be paid this month and performance bonuses due from those evaluations were also slated to be paid in the near future.

"We have a commitment to this program because there is at least \$9 million worth of benefits in it each year for our people," President McGowan said. "We believe it can work if it is done right but the problem is that in this

Task force will probe program

ALBANY — CSEA President William L. McGowan has completed appointment of a Presidential Task Force on the state's Employee Evaluation Program.

Based on recommendations from the union's six Regional Presidents, some 40 CSEA members from across the state were sent appointment letters and called to the Task Force's first meeting scheduled for mid-week in Albany.

In his appointment letters, the

case, as in so many others involving management, nothing was done right."

The union leader moved quickly to appoint the Task Force which will be meeting in the very near future to review the program and comment on its faults. The union has already compiled voluminous reports of abuses and complaints from the first round evaluations, but it was felt the Task Force could provide an invaluable role in providing rank and file input.

union president wrote, "the objective of your existence as a committee will be to ascertain information regarding problems with the system in the hope of correcting them as quickly as possible and, once familiar with both the design and deficiencies in the current system, you will help mold a new system which will represent a major improvement over that which presently exists."

Names of Task Force members will appear in the next edition of The Public Sector.

Amendments approved

ALBANY — In an effort to avoid problems arising from the use of an outdated Model Local or Regional CSEA Constitution, it has been recommended by the CSEA Board of Directors Charter Committee that amendments to the Constitution be printed more frequently in *The Public Sector*.

Recently (November 29, 1979), the Board of Directors of CSEA approved the following amendments to the Model Local Constitution:

1. Approved an amendment to Article III, Section 1 to delete the words "or retired." Said section now reads as follows:

"Any active civil service employee of _____ (agency's name) who is a member in good standing of the CSEA shall be eligible for membership in this Local."

2. Approved an amendment to Article VI, Section 1 of the Model Local Constitution to provide that representatives to the State Executive Committee be members of the Local Executive Committee of the Locals of which they are members. Said section now reads as follows:

"There shall exist in each local a Local Executive Committee which shall consist of the officers, immediate past president, unit presidents, local representative to the County Executive Committee of the State Association, representatives to the State Executive Committee of the State Association (where applicable) and any other person as provided in the bylaws of the Local."

3. Approved amendments to Article VII, Sections 1 and 2 of the Model Local Constitution to delete "Political Action Committee" and "Education Committee" from Section 2 and include them in Section 1. Section 1 now reads as follows:

- (1) Auditing Committee
- (2) Membership Committee
- (3) Grievance Committee
- (4) Budget Committee
- (5) Political Action Committee
- (6) Education Committee"

4. An amendment to Article VII, Section 4 of the Model Local Constitution changing from September 1st to January 1st the date by which the Local Auditing Committee must complete their audit and report to the Local President, Local Executive Committee and CSEA. Said amendment is to be effective beginning fiscal year 1980. Said section now reads as follows:

"There shall be an auditing committee consisting of not less than three members, none of whom may be officers of the local, who shall have the responsibility of auditing the books of the local and reporting its findings in writing on forms prescribed by headquarters to the local president and Executive Committee and to the State Association headquarters in Albany by January 1, for the preceding fiscal year. . . ."

Openings for field service assistants

ALBANY — Applications are now being accepted for field service assistant positions in CSEA's Southern Region III.

Incumbents in these positions are responsible for serving the smaller locals and units, handling problems and programs of a less complex nature for CSEA members within the

region and performing related duties as required.

Minimum requirements are a high school diploma or equivalency certificate and two years of satisfactory business or investigative experience involving extensive public contact as an adjuster, seller, customer representative, investigator, inspec-

tor, or complaint supervisor. Labor relations experience is especially desirable. Equally acceptable minimum requirements would be graduation from a recognized college or university in a four-year course in which a Bachelor's Degree is granted, or from a recognized school of labor relations. A satisfactory combination of the foregoing training and experience may also satisfy minimum requirements for these positions.

Resumes must be submitted to T.S. Whitney, Director of Personnel, CSEA, P.O. Box 125, Capitol Station, Albany, N.Y. 12224 before Feb. 1, 1980.



SMITHTOWN LIBRARY SIGNS CONTRACT — Miles Borden, left, president of Smithtown Library Board of Trustees, and Jan Sibilia, center, president of Smithtown Library CSEA unit, sign a two-year contract giving employees a six percent raise and increment in both years, binding arbitration, and longevity schedule. John Cuneo, CSEA field representative who negotiated the agreement looks on, right. Standing are Peter Gilard, Library Director, and Nancy Barclay, CSEA vice president and a member of the negotiating team.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170

REGION 2 — Metro Region
(212) 962-3090

REGION 3 — Southern Region
(914) 896-8180



REGION 4 — Capital Region
(518) 489-5424

REGION 5 — Central Region
(315) 451-6330

REGION 6 — Western Region
(716) 634-3540

Nine get awards

Nine State employees received a total of \$415 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. This program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$3,900.

Award Recipients were:
\$100 — Stephen Lyons Colfer, Assistant Worker's Compensation Claims Examiner, Worker's Compensation Board, Albany, and a Joint award shared by Hazel Ratcliffe and Maria F. Fantauzzi, Senior Clerks, Education Department, Albany.

\$65 — Sophie Rofofsky, Department of Labor, New York City.

\$25 — Sandra Kelsch, Office of Alcoholism and Substance Abuse Services, Albany (two \$25 awards); James Johnson, Department of Transportation, Buffalo; Madeline Bradt, Department of Motor Vehicles, Albany, and Elizabeth Lake and James Coles, Division of Criminal Justice Services, Albany.

Many benefit from insurance improvements

ALBANY — As a result of CSEA negotiations, many improvements have been made in the health insurance coverage not only of CSEA members, but of some 450,000 employees of the state and its political subdivisions, who are enrolled in the State Health Insurance Plan. This is because, historically, those health insurance improvements that CSEA wins in negotiations for the people in its bargaining units, are extended to other public employees throughout the state.

The State Health Insurance Plan is comprised of three options: the Statewide, the Group Health, Inc. ("GHI"), and the Health Maintenance Organization ("HMO") options. The HMO option actually consists of a myriad of plans offered by individual health maintenance organizations in localities across the state, and the benefits of each vary in some way from those of all the others. Therefore, it is impossible to detail HMO benefits here. However, it should be noted that HMO benefits have been improved through CSEA negotiations, just as the other two options have. For example, HMO maternity benefits improved through their Blue Cross coverage, which is a component of all three options.

In comparing current benefits of the GHI and Statewide options, keep in mind that the maternity benefits took effect April 1, 1979, the other benefits, Jan. 1, 1980.

HOSPITALIZATION costs that are paid in full by Blue Cross under both the GHI and the Statewide options include out-patient surgery, diagnostic services and emergency accident care within 72 hours of the accident; pre-admission testing preliminary to admission as a bed-patient for surgery; out-patient radiation therapy; and out-patient physical therapy. Under the Statewide option, Blue Cross covers the first 365 days of confinements for surgical or medical care, including room, board, general nursing care and use of special facilities, in semi-private rooms only. Additional coverage is provided through the Metropolitan Life Insurance Co. Medical / Surgical plan. Under the GHI option, Blue Cross pays the costs of 365 days of such confinement, with no additional coverage.

Under the Statewide option, Blue Cross covers the first 120 days of confinements for psychiatric care of

pulmonary tuberculosis, including room, board, general nursing care and use of special facilities, in semi-private rooms only. Additional coverage is provided through the Metropolitan Medical / Surgical plan. Under the GHI option, Blue Cross covers 120 days of such confinement, with no additional coverage.

Under both the Statewide and GHI Options the costs of the use of extended-care facilities are paid in full by Blue Cross for the first 20 days. For the next 80 days, costs are paid by Blue Cross, except for a daily deductible.

Under the Statewide option, Metropolitan Medical / Surgical coverage pays for PHYSICIAN SERVICES for home or office medical care for illness or injury. Under the GHI option, such services are paid by GHI according to the Schedule of Allowances. Current allowance: \$15.

Under the Statewide option, doctor charges for surgery or hospital care are paid by Metropolitan Medical / Surgical coverage, which reimburses 80% of doctors' charges after a \$75 deductible per person per year has been paid. Maximum family deductible: \$225 per year. Maximum benefits payable per year: \$25,000. Maximum benefits payable per lifetime: \$250,000. Under the GHI option, such doctors' charges are paid by GHI according to a schedule of allowances. No payments are made beyond that schedule.

Under the Statewide option, doctors' charges for preventive care including an annual physical exam, are paid up to \$50 (no deductible) by Metropolitan Medical / Surgical for active employees 50 years of age and older. Under the GHI option, such care is paid for according to the GHI Schedule of Allowances.

MATERNITY care involving hospital charges for a normal or medically complicated delivery are paid in full by Blue Cross under BOTH the Statewide and the GHI options, up to 365 days. Doctors' charges for maternity care under the Statewide option are covered by Metropolitan Medical / Surgical. Such charges under the GHI option are covered by the GHI allowance, up to \$200. Pediatrician visits for the newborn under the Statewide option are paid by Metropolitan Medical / Surgical, up to \$50 per newborn. Fees for such visits under the GHI option are paid by GHI.

PRESCRIPTION DRUGS, under the Statewide option, are paid for by the Blue Cross prescription drug card plan. Full cost of prescription drugs are paid, except for \$1 per prescription. Under the GHI option, GHI pays 80% of the cost of such drugs after a \$50 family deductible is met. NOTE: for employees in CSEA's statewide Operational, Institutional and Administrative bargaining units, all but \$1 of the cost of each prescription drug is paid through the CSEA Employee Benefit Fund, regardless of which health insurance option you choose.

Under the Statewide option, the cost of private-duty nursing is covered by Metropolitan Medical / Surgical coverage after the first 48 hours of nursing care. Under the GHI option, such costs are paid by GHI extended benefits coverage.

Ambulance services in connection with hospitalization are paid by Blue Cross under BOTH the Statewide and GHI options, up to \$50 per trip to and / or from a hospital when medically necessary. Under the Statewide option, Metropolitan Medical / Surgical coverage pays additional charges; under the GHI option, GHI pays any additional charges. Under the Statewide option, ambulance services to a hospital for OUT-PATIENT care are covered by Metropolitan Medical / Surgical coverage; under the GHI option, such services are covered by GHI extended benefits coverage.

The cost of renting or buying wheelchairs, crutches and other

equipment, under the Statewide option, is covered by Metropolitan Medical / Surgical. Under the GHI option, this cost is paid for by GHI extended benefits coverage.

Under both the Statewide and GHI options, ALCOHOLISM TREATMENT is covered by Blue Cross, for detoxification in a public or general hospital. Under the Statewide option, additional coverage is provided by Metropolitan Medical / Surgical, up to six weeks of in-patient treatment a year and up to 20 out-patient treatments a year, in an approved hospital or rehabilitation facility.

Out-patient treatments for mental and nervous disorders are covered under the Statewide option by Metropolitan Medical / Surgical, with a maximum of \$40 per visit and \$1,500 per year. Under the GHI option, such care is covered by GHI extended benefits coverage.

There is no provision under the GHI option for any OUT-OF-POCKET MAXIMUM. Under the Statewide option, Metropolitan Medical / Surgical coverage reimburses 100% of covered expenses in any calendar year in which a covered employee and / or his covered dependents have already incurred \$2,000 of covered medical / surgical expenses after the appropriate deductible.

Under both the Statewide and GHI options, a SECOND SURGICAL OPINION is free, if arranged in advance through the Program.

Leave credits are restored

SYRACUSE — Ms. Agnes Niezabytowski, an employee at the Syracuse Developmental Center, and a member of CSEA Local 424, was recently notified by the Director of Employee Relations for the Department of Mental Retardation, that all leave credits utilized in connection with a 1977 work-related injury should be restored.

The notice followed a third step hearing on a non-contract grievance filed by CSEA on behalf of Ms. Niezabytowski.

CSEA Field Representative Terry Moxley argued on Ms. Niezabytowski's behalf that since the State Insurance Fund credited the State for wages paid, accruals should

be restored. Syracuse Developmental Center's management contended that there was no clear evidence that the injury was work related. However, at the third step hearing, CSEA introduced a doctor's statement indicating the grievant's disability and dated February 1, 1977, the date of the claimed injury.

Following the admission of the physician's statement, the state removed the original reason for denying occupational injury leave.

In his written decision, the Director of Employee Relations also indicated there was no medical evidence produced by Syracuse Developmental Center which showed that the injury was other than work related.

Cortland finally has a contract

CORTLAND — If CSEA issued special awards for determination, patience and tenacity, the negotiating team for the Cortland County Unit of CSEA Local 812 would certainly rate among the highest qualifiers.

After 22 months of negotiations that included mediation, fact-finding, an Improper Practice charge, followed by the IP pre-hearing and the actual hearing, the 2-year contract was finally signed December 19, 1979.

Terry Moxley, CSEA Field Representative and chief negotiator for the unit employees, expressed the highest praise for the members of the negotiating team.

"In spite of the months and months of hard bargaining and frustrating delays, the total dedication of the negotiating team was outstanding," Moxley said.

"I'm also certain we arrived at a good and fair contract because the rank and file unit membership fully supported the team through those grueling 22 months of tough negotiations," Moxley said.

In a comment following the formal signing of the contract, Earl Conger, Unit President, indicated the majority of unit employees were satisfied with the agreement and were hopeful it would lead to more productive and peaceful labor relations in Cortland County in the future.



CORTLAND UNIT SIGNS — Earl Conger, President of the Cortland County Unit, CSEA Local 812, prepares to sign the contract while members of the unit negotiating team add their smiles of approval. Standing, left to right, are: Patrick J. Mooney, Chairman of negotiating committee, Joseph A. Prezioso, Peg Coombs, negotiating team Secretary, Bob Bays, Chairman of the Cortland County Legislature, and Linda Conte. The pact signing culminated 22 months of bargaining.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS FEBRUARY 4, 1980

TITLE	SALARY	EXAM NO.
Chief Account Clerk	\$20,255	36-931
Assistant Purchasing Agent	\$13,125	36-954
Purchasing Agent	\$16,420	36-955
Engineering Technician (Environmental Quality)	\$16,420	36-970
Employees' Retirement System Information Representative II	\$16,420	36-939
Employees' Retirement System Information Representative II	\$18,225	36-939
Associate Business Consultant	\$25,020	39-416
Assistant Right of Way Agent	\$17,320	36-917
Senior Right of Way Agent	\$21,345	36-918
Associate Right of Way Agent M2 (62)		36-919
Senior Forestry Technician	\$10,440	36-947
Principal Forestry Technician	\$13,125	36-948
Assistant Building Electrical Engineer	\$17,320	36-951
Assistant Mechanical Construction Engineer	\$17,320	36-952
Assistant Heating and Ventilating Engineer	\$17,320	36-957
Assistant Plumbing Engineer	\$17,320	36-958
Principal Forestry Technician	\$13,125	36-964
Chief Health Insurance Bureau	\$36,095	39-414
Chief Clerk (Purchase)	\$18,225	36-944
Senior Unemployment Insurance Tax Auditor	\$16,420	36-945
Associate Unemployment Insurance Tax Auditor	\$19,210	36-946
Senior Employment Counselor	\$17,320	39-413
Substance Abuse Contract Manager II	\$19,210	36-965
Substance Abuse Contract Manager III	\$21,345	36-966
Substance Abuse Contract Manager IV	\$23,755	36-967
Assistant Director of Substance Abuse Fiscal Audits	\$22,500	39-417
Coastal Resources Specialist III	\$21,345	39-418
Administrative Services Manager I	\$13,125	36-913
Administrative Services Manager II	\$16,420	36-938



CSEA TREASURER Jack Gallagher, left, greets Seneca County Local 850 President Rino Piagentini at the recent Christmas party attended by 176 members at the Boatyard Restaurant, Waterloo.

BILL AND SARA RYAN were Mr. and Mrs. Santa Claus at recent Seneca County Local 850 Christmas Party. Florence Miller, a Seneca County Health Department worker chaired the committee. Ruth LaBelle, also of the Health Department co-chaired and together with her husband, Terry, made the sign.



New York City local opens office

NEW YORK CITY — New York City Local 010 opened a new four-room office at 16 Court Street, Brooklyn, 11241, on Jan. 2, 1980, Local President Joe Johnson reported.

The office had been at 80 Centre Street, Manhattan, for 45 years, he

noted.

Johnson said the new office, in addition to the old telephone number of (212) 732-4534, will have telephone numbers 625-2257 and 625-2008, the latter number with 24-hour, seven day a week, answering.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Stenographer	\$7,900	
Psychiatric Therapy Aide	\$9,865	20-110
Principal Clerk (Surrogate)	\$9,481	24-990
Senior Clerk (Surrogate)	\$7,565	24-989
Supervising Janitor	\$9,865	25-127
Head Housekeeper	\$11,060	25-128
Director, Bureau of State Information	\$30,800	28-004
Commerce District Administrator I	\$23,829	28-006
Commerce District Administrator II	\$27,842	28-006
Chief Transportation Project Manager	\$27,800	28-007
Chief System Planner (Gas)	\$34,250	29-283
Principal System Planner (Gas)	\$25,000	29-282

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

A look at Region III as 1980 begins

Rumors continue to be a big concern but other things get attention also

WHITE PLAINS — Unsubstantiated rumors concerning the possible closing of some state facilities in his region is causing considerable concern, CSEA Southern Region III President James J. Lennon disclosed recently. Those rumors were just one of a number of subjects which Lennon touched on during an interview a few days after the start of the year.

Unsubstantiated rumors about the closings of Harlem Valley, Middletown and Hudson River psychiatric centers with almost 3,000 CSEA members employed at the facilities is causing considerable concern by the potentially effected employees, CSEA President William L. McGowan and himself, Lennon said.

"If those facilities were to close, there is little industry in those areas which could cause tremendous economic hardship in those areas," Lennon said.

He also called for CSEA members "to join ranks behind the leadership of the union from the unit level to President McGowan.

"We should do our fighting during the election campaigns. Once the election is over, we should give our full support to the winners."

Lennon also is in favor of changing the name of CSEA. "We are no longer an association. We are a labor union. I hope the delegates eventually will drop



CSEA REGION III PRESIDENT James J. Lennon, in a wide-ranging discussion, said closing of state facilities would create a tremendous hardship; suggested CSEA officially change its name; and talked about a wide variety of topics of current interest to public workers regionally and statewide.

'Association' from the name. I plan to discuss this with the union's officers in the future."

Appointments to Region III committees have been made, and he identified the committee chairmen as:

Audit and Budget — Eva Katz, Rockland Psychiatric Center Local 421.

Constitution and By-Laws — Raymond J. O'Connor, Westchester County Unit of Local 860.

School Employees — Hugh Crapser, Dutchess Education Local 867.

Membership — Doris Milkus, Byrom School District Unit of Local 860.

Women's — Barbara Schwartzmiller, Ulster County Local 856.

Education and Training — Janice Schaff, Yonkers School District Unit of Local 860.

Special Mental Health and Retardation — Bob Thompson, Harlem Valley Psychiatric Center Local 609.

Special Corrections — Bill Kenneweg, Greenhaven Correctional Facility Local 158.

Special Social Services — Helen M. Adams, Dutchess County Local 814.

Special Probation — John Whalen, Westchester County Unit of Local 860.

Special Nurses — Dawn Gambino, Orange County Local 836.

Special Performance Evaluation — Robert Comeau, Eastern New York Correctional Facility Local 159.

Special Retirees — Nellie Davis, Local 908; and Nick Puzziffari, Rockland Westchester Retirees Local 918.

Legislative and Political Action — Carmine DiBattista, Westchester County Unit of Local 860.

Lennon said the Legislative and Political Action Committee will be expanding in membership to more than 20 and he is in the process of selecting the additional members.

He also announced the establishment of the Pre-Retirement Counseling Service for CSEA members of Region III in cooperation with Ter Bush & Powell.

Those who would like to avail themselves of this service are asked to fill out the accompanying coupon.

Lennon is concerned with the attacks on public employee pensions and on the social security system by the business community and the news media.

"Many years of hard negotiating, including the giving up of other benefits have given us the pension plans we have today. They don't realize that the average retirement pension is under \$4,000," he said.

He also called on Gov. Hugh

Carey to exert pressure on the State Legislature to pass an OSHA Law which would give public employees some measure of protection as are given private sector employees.

"Politicians are ignoring the health and safety of public employees," Lennon said.

Lennon also believes that action by AFSCME and the AFL-CIO are needed to move Congress in this area.

Improvements in the Taylor Law are needed to improve the climate for collective bargaining, including the fining of management if it does not bargain in good faith, Lennon said.

He praised the CSEA members of Dutchess County who banded together to help re-elect Lucille Patterson as county executive, "forgetting the parochialism of state and county. It's one union."

The Employee Assistance Program (EAP) drew praise from Lennon. "EAP started in Region III four years ago. Now it is a statewide program. In fact, some of those who were most vocal against it are now its supporters and are working for the program," he said.

He called Field Representative Flip Amodio the "Godfather of the program."

He said a regional workshop is being planned for sometime in April and Regional First Vice President Raymond J. O'Connor and Treasurer Eleanor McDonald are working on that project.

Lennon mentioned a shop steward seminar for Rockland Psychiatric Center CSEA Local 421 on Dec. 12, 1979, at the Orangeburg Holiday Inn.

The seminar, organized by Local 421 President Eva Katz, was led by CSEA Field Representative Tom Brann. Lennon and Region III Director Thomas Luposello also took part.

Among the 40 persons at the seminar were officers of Letchworth Local 412, including President Vincent Covati.



JAMES J. LENNON
SOUTHERN REGION 3 PRESIDENT

SOUTHERN REGION OFFICE
Old Albany Post Rd., R.D. 2
Fishkill, N.Y. 12524
(914) 896-8180

WESTCHESTER SATELLITE
222 Mamaroneck Ave.
White Plains, N.Y. 10604
(914) 946-6399

READY TO RETIRE?

A Pre-Retiree Counseling Service for C.S.E.A. members in the Southern Region has been established through the cooperation Region #3 and Ter Bush & Powell.

James J. Lennon announced that Mr. John Savage, has been assigned by Ter Bush & Powell to assist Union members to help plan their future as Retirees.

For information and appointments, complete the coupon and return to address listed below.

RETIREMENT COUNSELING SERVICE
SOUTHERN REGION, C.S.E.A.
222 MAMARONECK AVENUE
WHITE PLAINS, NEW YORK 10604

Please send information to:

NAME _____

STREET _____

CITY, STATE _____ ZIP _____

PHONE _____

DATE OF RETIREMENT _____

**"His legacy
is the
AFL-CIO
itself."**

GEORGE MEANY

'His death great loss to all of us'

"All workers in this country should feel a sense of loss at the passing of George Meany. There has never been any American more dedicated to the causes of working people than this man. His death was a great loss to us all.

"Our union has been fighting to improve the standard of living of our members for the past seven decades and while our affiliation with the AFL-CIO is a recent development, we have always recognized and respected the role of this great federation in improving the quality of life of all Americans. Mr. Meany's role as the leader of this movement for so many years cannot be overestimated.

"CSEA and its members will mourn the loss of this great leader of the American labor movement."

William L. McGowan
President, CSEA



He left us more than memories

George Meany, our leader and our friend, has been taken from us. But what he did, what he said, what he meant shall always be with us.

He left us with much more than memories of a strong, warm, compassionate man. His legacy is the AFL-CIO itself.

George Meany constructed this house of labor out of the same granite that his Maker used in creating him. He forged the strongest, most independent, most democratic labor movement in the world.

American workers, whether they carried a union card or not, considered George Meany their spokesman. In forum after forum, his voice was their voice; expressing their hopes, fears, needs and aspirations with clarity and wisdom.

But George Meany was much more than an American trade union leader. Throughout the world, workers in other

countries have established their own free, democratic movements with the help, guidance and inspiration of George Meany.

Behind the Iron Curtain and in all countries ruled by dictators, George Meany was hated by the oppressors because he was a beacon of hope for the oppressed. He was their spokesman, too — sounding a message of freedom, of free men and women living their lives as they wished.

We thank God for giving us George Meany. We thank his family for sharing him with us and with all who love liberty.

But, most of all, we thank him and pledge to carry out his final admnition to us: "Yours is a good labor movement. Now go out and make it better."

Lane Kirkland
President, AFL-CIO