

# The Public SECTOR

Vol. 1, No. 4

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Wednesday, October 25, 1978

## Carey, Duryea get cash

ALBANY — The Civil Service Employees Assn. last week became the largest single union contributor to candidates seeking to become governor in the November 7 general election, turning over a total of \$82,000 to a pair of candidates it has not endorsed. At the same time, CSEA appears to have firmly glued itself atop the political fence it straddled last month in failing to deliver an official endorsement in the gubernatorial race.

The CSEA Political Action Fund, a separate organization which oversees the union's political action accounts, last week in a split vote decided to donate \$41,000 each to Gov. Hugh L. Carey and his Republican opponent, Perry B. Duryea. Under a complicated election law formula, \$41,000 is the maximum permissible to a single candidate.

CSEA also has given a total of \$70,000 to the Assembly and Senate Campaign Committees of both major parties. CSEA has donated \$25,000 each to the Senate Republican Campaign Committee and the Assembly Democratic Campaign Committee, and \$10,000 each to the Senate Democrats and the Assembly Republicans.

In all, CSEA reportedly has contributed approximately \$400,000 in political action funds to various candidates.

## State Police locals set

ALBANY — The Civil Service Employees Assn., preparing for a representation campaign for State Police in two of three new bargaining units it was instrumental in achieving, has established a structure for the new units to give greater identity and representation for the members.

Ballots in representation elections ordered by the State Public Employment Relations Board will be mailed out to State Police personnel on November 1 and will be counted on November 17.

CSEA is challenging the Police Benevolent Association to represent personnel in the newly created unit

comprising BCI investigators, senior investigators and investigative specialists, and in the new unit consisting of sergeants and commissioned officers.

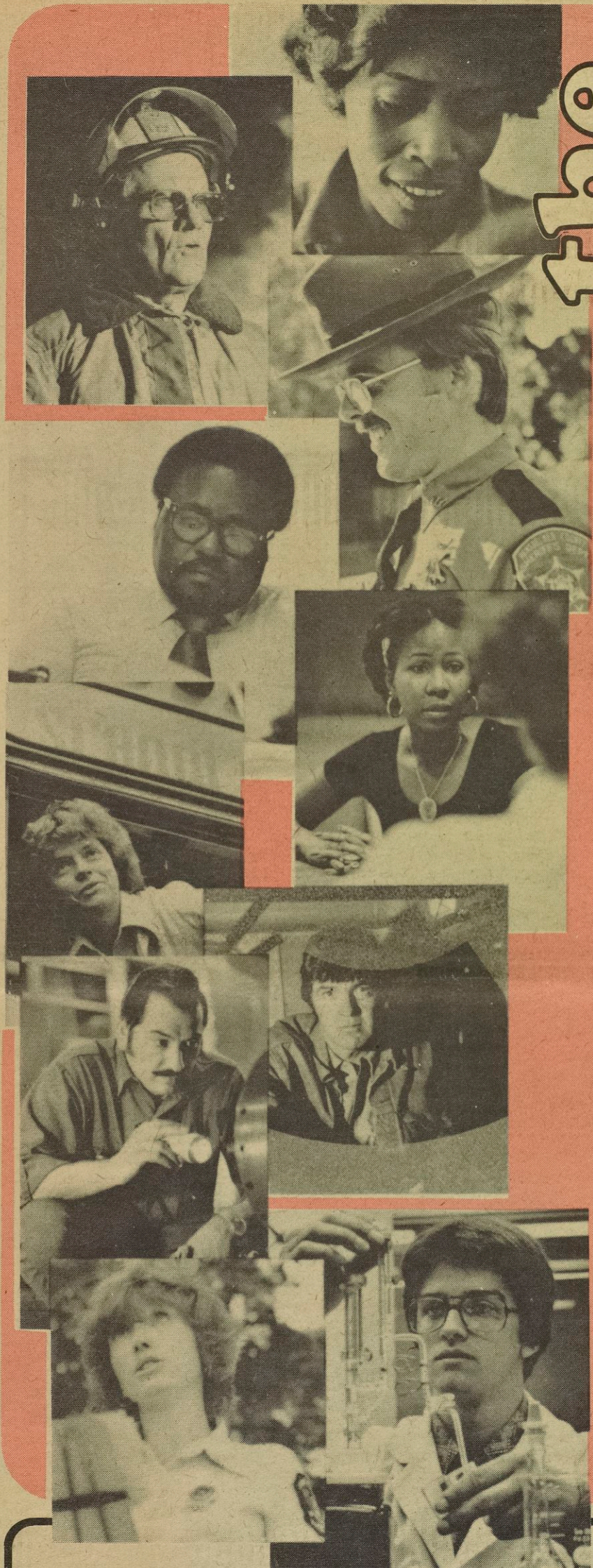
CSEA and State Police personnel last week came up with a proposal to form two statewide Locals for the units, with each Troop being represented in each Local. Negotiating teams would be comprised exclusively of members within the respective unit, and each unit would have its own officers statewide. A modification proposal also assures that both commissioned and non-commissioned officers will maintain a voice in that particular unit.

RIVERHEAD — A show cause hearing on a lawsuit brought by the Civil Service Employees Assn., which is seeking to remove a proposed initiative and referendum law from November 7 election ballots in Suffolk County, was scheduled to be conducted in State Supreme Court here as "The Public Sector" was going to press.

The suit was brought by CSEA Suffolk County Local 852, and charges that the Suffolk County Legislature violated the County Charter when it voted to place the controversial proposed law on the ballots. The proposed initiative and referendum law, if passed, would become the first Proposition 13-type law of its kind in New York State.

The Civil Service Employees Assn. is a cross section of America itself. Its 260,000 men and women are of every ethnic background. The people shown here are actual members of CSEA at work. This week, in a demonstration of democracy in action, 1,400 delegates elected by the membership meet in Convention '78 to establish policies and positions designed to better their lives through effective unionism. In turn, they help make a better New York State and a better America. "Public Employees — Where Would You Be Without Them". For more on CSEA Convention '78, see pages 8 and 9.

# PUBLIC EMPLOYEES, Where Would You Be Without Them.



# Organization key to personal success

By Mary T. Kupic  
Special to "The Public Sector"

The type of organizational techniques I teach are the human kind. PERSONAL organization is the key to success of any kind.

A person who is well organized in his or her home can't help but to carry it on to his or her work atmosphere, community and social activities."

I deal with the barest foundations of one's life. For instance, a person leaving their home in the morning cannot psychologically give his best at the office if (1) He is late because he couldn't find a clean shirt (2) or she is nervous because she has left the house in complete disarray and this is the first thing she will face when she returns home in the evening.

There is an endless list of personal situations that can negatively affect an individual's performance at work or in personal relationships. In this age of speed in everything, one of the dearest commodities is time. Most people live their lives in a series of brush fires. When one fire flares in one sector of their lives, they run to put it out and while doing so another starts up somewhere else. If we wait for situations to turn into emergencies, we never get the routine done and what is more, we never relax.

A visual picture would be to imagine a transparent blueprint. This blueprint can cover the home and then be raised and placed on career. In the past only top management were taught efficiency and this was sadly lacking because it never covered his or her personal life which has a direct correlation to his or her functioning at work. I would like to teach all public employees both management and non-management alike.

With this system everyone benefits. The individual employees benefit because they immediately obtain a new found confidence in themselves. They are happier and

more relaxed at work and, therefore, produce more in better ways. They bring their organizational skills into the office and when they do, the costs of running the same are reduced. Supplies are in such fine order that none are lost or wasted. Each employee works in the most efficient manner to get the work at hand done. When men and women work to their highest capability they feel better about themselves. They know they are a major contributing factor and their self-esteem rises. They become happier within and pass it on to everyone they work with. At this time, one of two things will happen. They will settle in to the job at hand or they may become so good at what they do that they will want to tackle something with more responsibility. This is the time when their new found organizational skills will help them to find the time to study for that upcoming exam. Properly prepared, they can take a giant step up.

The employer, in this case, the State of New York or local government, benefits because of high-quality work from its employees. The employer also has a greater pool of qualified individuals to promote from within. Work gets done on time and duplication is avoided. Supervisors and managers have a more cooperative staff who are willing to try new things to further trim time and expense.

The critical factor here is that government and big business understand that unless the individuals comprising the work force are efficient that the particular



Mary T. Kupic, author, teacher speaker, mother

Mary T. Kupic has authored, and now teaches at State University of New York at Albany, College of General Studies, a brand of personal organization that is different than any we have come across before. In fact, Mary is one of only two people in the country who teach this particular subject in this particular way.

She is living proof that her system can work. In addition to a busy, professional career, she is at the same time a mother to an energetic 8-year-old son, Matthew.

Mary's brand of organization is not the "old fashioned" type where only inanimate objects and systems are considered. "It takes human beings to work those inanimate objects. It also takes human beings to run and be part of a system and also to make decisions. Organization is the key to success of any kind," she states.

So we asked Mary to write the accompanying article for "The Public Sector" for the benefit of CSEA's 260,000 members. Persons interested in contacting Mary T. Kupic for additional details or to plan an educational program for their members may contact her through "The Public Sector."

government agency or corporation cannot be totally efficient.

It is no secret that top management officials now recognize that what happens to an employee in his or her off hours has a dramatic effect on his performance at work. Some companies are even going so far as to interview the job applicant's spouse!

In no way do I recommend that management get involved in the personal lives of employees, however, management can have a direct effect on the employee's personal worth and happiness by finding a plan to allow him or her to help himself. I offer such a plan in my teachings, "Organize and Live."

I have developed a three part plan which covers all situations. The first I call "the physical". This is made up of all our possessions at home and work tools at the office. At the end of my 2½ hour course about 90% of the people who take it are so organized as to be able to locate any needed item within seconds. No more will time be lost rummaging through a drawer or cabinet.

The second part is paper. The backbone to any well-run business is a filing system. Without it, business would grind to a dead halt. Here I teach the benefits of a home filing system and give to my students a suggested list of what

and where to file. A person who is meticulous with important papers at home will carry this care to the office and back again.

The third part of my program is personal. This includes personal goals. Most people are never taught how to look at their life and to proceed to get the best out of it. I recently attended a seminar for women. Two of the speakers offered good advice when they said you must set goals and priorities — but — they never did say how to go about it. I teach direct facts and tools to take action. Too many courses are geared at philosophizing a subject to death. My students want answers and better ways to improve their lives and work and this is what they get.

## Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

### OCTOBER

- 21—Nassau Local 830 30th Anniversary dinner-dance: Carl Hoppl's Malibu Club, Lido Beach, L.I.
- 22—Statewide Board of Directors meeting: 1 p.m., Concord Hotel, Kiamesha Lake.
- 23-27—Statewide Delegates Convention: Concord Hotel, Kiamesha Lake.
- 30 — Rome/Utica, Political Action Coalition, "Meet the Candidates Night", 7-10 p.m., Massoud's Restaurant, Washington Mills.

### NOVEMBER

- 3-4 — Central Region, state workshop, Holiday Inn Downtown, Syracuse.
- 4 — Onondaga Local 834 — New Membership Rally Party, 9 p.m. to 1 a.m., Drumlins, Nottingham Road, Syracuse.
- 14 — Syracuse area retirees (CSEA) Chapter 913 Fall meeting. Fireside Inn, Baldwinsville, N. Y. Luncheon at 1 P.M.; The business meeting at 2 P.M.
- 17-18 — Region 5 County Workshop; Holiday Harbor Hotel, Oswego.
- 29—Long Island Region 1 special elections seminar: 5-11 p.m., site to be announced.

## Film seminar set Saturday in Buffalo

A day long film festival, seminar and exhibit titled, "The American working woman: Agent for Change" is scheduled for Saturday, October 28, 1978 at the State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, according to CSEA Education Committee Chairman Celeste Rosenkranz.

Planned by union women from labor organizations in Western New York and the college's history department the event seeks "to celebrate the contributions of working women" who will discuss the concerns they share, Miss Rosenkranz said.

The Exhibit will be opened at 9:30 a.m. in Butler Library by guides from Phi Alpha Theta.

Movies to be shown concurrently with the conference will begin at 10:30 and include "The Inheritance" and "With Babies and Banners." Discussion will follow.

Afternoon movies include "Union Maid" and "Why Not a Woman."

Featured speaker is Freda Schwenkmyer, formerly YWCA Industrial Secretary, union organizer in the south and U.E.A.F.L.C.I.O. member.

A registration fee of ten dollars includes coffee and lunch and may be made thru the New York State School of Industrial and Labor Relations of Cornell University, 120 Delaware Avenue, Room 225, Buffalo, New York, 14202.

# CSEA objects to parts of new court plan

By Dr. Gerald Alperstein

When the State Office of Court Administration holds hearings on its unified court system proposal this week and next, CSEA representatives will be testifying that the proposal has many objectionable features and many critical omissions.

The proposed court system would classify all state court employees as state employees instead of county employees, as many are now classified.

A major CSEA objection involves the jurisdictional classification of positions — which defines how a position is obtained, how an employee is promoted and what tenure exists in a position.

The proposal states that the jurisdictional classification of a position was determined on the basis of whether the required knowledges, skills and abilities of the position

could be tested for on a competitive basis. If they could, the position was placed in the competitive class. If not, the position was placed in the non-competitive or exempt class.

CSEA identified a number of positions which are competitive in executive departments which OCA proposes to make exempt. CSEA submitted that information to OCA, which OCA has ignored.

CSEA objects to the proposed procedure of allocating positions to a jurisdictional classification. The Personnel Officer makes the initial determination, a public hearing is held, and the Chief Administrator of a court approves the classification.

Opposition expressed at the public hearing can be ignored. The Personnel Officer is a subordinate of the Chief Administrator. There are no checks and balances in the procedure.

CSEA recommends an independent review board be established to review

all proposed jurisdictional classification requests.

The classification plan also does not follow the legally established policy of the state to provide equal pay for equal work. Differentials are proposed based on the location of the position although the duties of the position are basically similar. For example, in most courts the position of Court Attendant is classified J.G. 8. However, in the Court of Appeals, it is a Grade 20 position.

CSEA recommends further review of the classification and pay structure to provide equal pay for equal work and the elimination of the location of the position as a criteria.

The proposal allows for widely varying career ladders between succeeding positions, ranging from one grade to 11 grades. CSEA favors change in successive positions in a career ladder be equalized.

Also in the proposal is an appeals

board for employees seeking classification changes, which would be composed of designees of the state comptroller, the president of the State Civil Service Commission and the chairman of the Public Employment Relations Board.

CSEA objects to the composition of the board because only the Civil Service Commission has experience or direct involvement in classification and pay appeals and because no employee representative is on the appeals board.

CSEA also objects to the time constraints (60 days) proposed to filing an appeal and recommends specific time periods for filing and responding to appeals.

The proposal includes a section which CSEA says is contrary to court decisions and is in error. The proposal would grant permanent status to employees in positions reclassified as competitive only if they served for at least one year. CSEA claims those employees must receive permanent status without one year prior service.

OCA will be asked by CSEA to seek legislation to protect a number of provisional employees serving in competitive positions for longer than one year because no examinations were held. Examinations were suspended during the classification study and the Civil Service Commission budget prevented the holding of many examinations. CSEA also pledged to assist in seeking the legislation.

The times and places of the hearings are:

9:00 AM — October 23 — The Ceremonial Courtroom 7th Floor, Buffalo City Court, 50 Delaware Avenue, Buffalo, New York.

9:00 AM — October 24 — Courtroom No. 6, Main Floor, Hall of Justice, Exchange Street, Rochester, New York.

9:00 AM — October 26 — Courtroom No. 2, 7th Floor, Judicial Building, Empire State Plaza, Albany, New York.

9:00 AM — October 27 — The Ceremonial Courtroom, 1st Floor, Westchester County Courthouse, 111 Grove Street, White Plains, New York.

9:00 AM — October 30 — The Legislative Hearing Room, County Center, Riverhead, New York.

9:00 AM — October 31, November 1, 2 — The Auditorium, Police Headquarters, 1 Police Plaza, New York, New York.

## Long Island Region

Many things have happened in CSEA during the past year since the last Convention, all of them very important to the life of CSEA and its members.

Of course, the affiliation with AFSCME is the greatest individual change in CSEA policy in over thirty years. What the affiliation or



IRVING FLAUMENBAUM  
President

eventual merger will bring, only time will tell. All of us must put our shoulders to the wheel to try to make this combination of CSEA and AFSCME a huge success. We must not lose sight of the fact that the potentialities in such an affiliation are tremendous. As an International Vice President of AFSCME, I must ask all of our members to help us make this eventual merger a great step forward for all public employees.

Another change has been the possible loss of 45,000 members in the PS&T Bargaining Unit and the loss of 2,700 members in the Thruway Authority which was certainly a blow to CSEA. It is my sincere hope that we will maintain the membership of PS&T through the courts by proving that the preliminaries to the PS&T election were stacked by the other union with inaccuracies and possible fraud in the signing of designation cards.

A great innovation in 1978 for CSEA was its most active participation in politics by our endorsement of candidates and helping these candidates with money from our Political Action Fund. For years I have always felt that this action should have been taken.

Let us support those who we have endorsed not only with money, not only with talk, but with active participation of our membership on behalf of these candidates. The old expression of "put your money where your mouth is," applies so well to these endorsements. I've always thought that we had enough "muscle" to help our friends in politics and destroy our enemies. The time is here and all of us must stand up and be counted and give these candidates this type of support.

Of course, another very large item to be discussed at this Convention will be the increase in dues. There's no question in my mind that we need more monies to run this great organization known as CSEA. The question is how much and how to apply the increase to our memberships. I hope this will be given a fair adjudication by our Delegates at this meeting at the Concord. We in Region I have set up a committee to make a study of what to recommend as a fair increase in dues. I am hopeful that the committee will come back with recommendations that would be acceptable to all CSEA members.

### Local elects Madlon

HAUPPAUGE — John Madlon has been elected president of the new Region 1 State Office Building Local 016 of the Civil Service Employees Assn. Mr. Madlon helped organize the new Local, which incorporates most the CSEA state units in the Hauppauge State Office Building which were formerly represented by CSEA's Metropolitan Region.

Other officers of Local 016 are Helen Langenback, First Vice President; Caroline Sweeney, Second Vice President; Frank Olson-Tank, Treasurer; Florence Kincaid, Corresponding Secretary; and Joseph Cleator, Sentinel.

### Court rules Suffolk suit be heard

RIVERHEAD — A Long Island Supreme Court Judge this month rejected Suffolk County's attempt to have a Civil Service Employees Assn. suit heard at a labor hearing and ruled instead that a trial be held to hear Suffolk CSEA Local 852's arguments for an end to forced overtime for correction officers at the Suffolk County Jail.

Justice John P. DeLuca denounced the county's use of forced overtime as having "unsavory implications of the anti-slavery clause of the 13th amendment to the U.S. Constitution."

Correction officers at Riverhead jail have staged a number of wildcat actions to protest conditions in the jail during the past two months. William Lewis, President of the CSEA Suffolk Local, says the forced overtime has been a practice for at least two years at the Suffolk County Jail. The county maintains that it must have an adequate staff for security and when not enough men volunteer for an additional overtime shift, the county declares an emergency situation and locks the men in, forcing them to work.

Judge DeLuca noted that the CSEA and the State Department of Corrections have found a need for an additional 73 correction officers to properly staff the Suffolk jail. An earlier county agreement to add 40 more guards had been worked out by CSEA, the union claims the county is dragging its feet in hiring them.

# Neutral isn't free

Remaining neutral, CSEA is discovering, is fascinating. It is also frustrating, and definitely not free.

Four years ago, when by tradition CSEA did not even seriously consider endorsing a candidate for governor no one seemed to really care too much. Last month, when union delegates elected to remain neutral by failing to endorse either major party candidate, everyone seemed to be concerned. And they still are.

Last week, in a televised statewide debate, Gov. Hugh Carey stated flatly he still wants the CSEA endorsement. The GOP standardbearer, Perry Duryea, didn't come right out and say so, but he would like the important backing as well.

Some of the CSEA regions last week went on the record concern-

ing an endorsement of a candidate for governor, and it has become clear that the question of endorsing, even at this relatively late date, will be an issue at the union convention this week.

And when CSEA's Political Action Fund last week voted to donate \$41,000 to each candidate, the maximum allowed by law, the free part of remaining neutral went out the window. But the frustration, and the fascination, — well, they're both still there. And always will be as long as CSEA wears the albatross of neutrality around its neck. (R.A.C.)

## in our Opinion

### An eye on Tompkins

There are many, many major election results that bear watching on Election Day, November 7, all across New York State. All statewide offices, from the governor on down, are being contested. Every one of the State Legislature seats will be filled.

But for all that, one of the more interesting decisions to be determined by the voters will be made in the Finger Lakes region in Tompkins County. Voters will be able to cast ballots in a countywide referendum on a pair of propositions concerning whether or not Tompkins County Hospital will remain a public hospital or be turned over to a private corporation.

The fact that the issue is on the ballot at all is testimony to sheer determination by a relatively small group of county employees and their cadre of supporters from

various walks of life. They didn't like the fact that such a major decision was to be made without public opinion, so they organized a petition drive which ultimately led to the referendum.

In the beginning, they took no stance in favor or opposition to the proposal; it was simply that too many questions remained unanswered to allow such a change to occur unchallenged. Recently the activists came out strongly in opposition to turning the county over to the private corporation. Their reasons for doing so are sound.

They proved that a small group of concerned but dedicated people can make their voice heard when they were successful in their petition drive to force the referendum. On Election night we sincerely hope the results will show that enough people heard that collective voice and heeded its warning.

### Court plan has flaws

The State Office of Court Administration (OCA) proposal for a unified court system has what we believe to be a number of flaws. One of those flaws — jurisdictional classification of new titles — appears to have been written by President Grant's director of personnel.

In what appears to be a throwback to the spoils system of years gone by, OCA proposes to exempt many normally competitive positions from examinations. Also

OCA's proposal for changing a competitive position to an exempt, appointive position (left to the discretion of a court's Chief Administrator) would be a dangerous precedent to establish.

We understand that all governmental positions cannot be classified competitive. But the OCA proposal for classification sounds to us like something beyond a patronage plum. Its more like planting an orchard (G.A.)



Chester A. Arthur  
born October 5, 1830 (U.S. PRESIDENT, 1881-1885)

### Dr. Alperstein joins staff

Dr. Gerald Alperstein has been named associate editor of "The Public Sector" by Thomas A. Clemente, publisher.

Dr. Alperstein has taught journalism for four years, most recently as an assistant professor at the University of Evansville, Evansville, Ind.

He also has edited community

weekly newspapers in New York City and in Windsor, Conn., and was a reporter for "The Star-Ledger" in Newark, N.J.

Other experiences include being the editor of a house organ for an electronics company in New York City, a journalist in the U.S. Navy and a member of the Reference Department of the "New York Post."

He was an AFL-CIO member in 1964-65 and 1968-69 as part of the "New York Post" unit of the New York Newspaper Guild.

Dr. Alperstein holds a Ph.D. in Mass Communications and a Master of Arts in Newspaper Journalism from Syracuse University, Syracuse, N.Y., and a Bachelor of Science in Urban Affairs from the University of Wisconsin, Madison, Wis.

From 1976 to 1978 he was a consultant to the Canadian Daily Newspaper Publishers Association on newspaper circulation problems.

Dr. Alperstein, a native New Yorker, is married and is the father of two daughters.



### Directory of Regional Offices

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

Irving Flaumenbaum, President  
Ed Cleary, Regional Director

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

Solomon Bendet, President  
George Bispham, Regional Director

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

James Lennon, President  
Thomas Luposello, Regional Director

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

Joseph McDermott, President  
John Corcoran, Regional Director

**REGION 5 — Central Region**  
(315) 422-2319

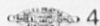
James Moore, President  
Frank Martello, Regional Director

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

Robert Lattimer, President  
Lee Frank, Regional Director

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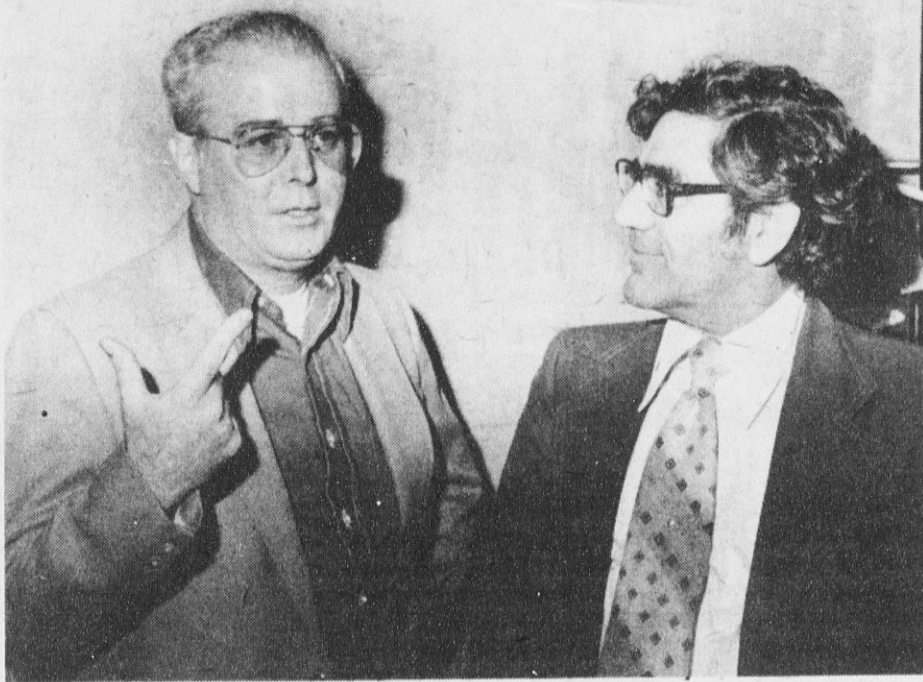
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Dr. Gerald Alperstein — Associate Editor  
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NEW YORK STATE BRIDGE AUTHORITY CSEA LOCAL President Frank J. McDermott, left, discusses situations unique to members of his Local with CSEA Collective Bargaining Specialist Manny Vitale. The Bridge Authority Local is one of 11 union locals of various authorities around the State represented by CSEA.

## Clerical upgrading has unanimous support

The upgrading and reclassification of state clerical and stenographic employees was unanimously supported at the CSEA Metropolitan Region annual meeting Oct. 14 in New Hyde Park, N.Y.

The motion called for the region to take any action necessary to bring about the upgrading and reclassification.

In other official business, a motion to hold the region's annual meeting within New York City with each borough rotating as host passed, 13-6, after a lively debate.

Also discussed at the meeting were the proposed dues increase, the need for cost of living increases and improved health insurance and dental plans.

Many of the delegates and local presidents also were looking ahead to the CSEA 68th Annual Meeting in Kiamesha Lake, N.Y., this week.

Region President Solomon Bendet said the convention goals encompass

a strong new contract with the State which gives "every CSEA member and his family a better deal."

Clifton Lewis, Sheridan Local president, said he expects the upcoming negotiations with the state "will be a major issue on the agenda."

Felton King, Staten Island Developmental Center Local president, said the new state contracts should include provisions "for the better education and training of our membership." He also said he would like to see the convention take up the issues and problems in mental hygiene.

Dorothy King, Creedmoor Local president and regional 2nd vice president, said the work of the convention will benefit the entire CSEA membership.

Also attending the meeting were George Bispham, regional director; Bill Cunningham, regional 3rd vice president; and Helen Cugno, secretary.

## Metro Region

We've come a long way since the early days, and the best is yet to come. I've been Region 2 President since 1974, and before that, president of the Metropolitan



SOLOMON BENDET  
President

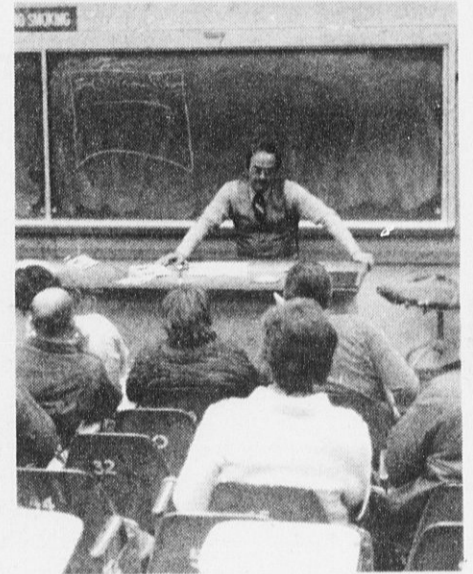
Conference, as the region was formerly known. I've seen the region's membership grow from less than 5000 to more than 30,000, including state employees and employees of various Commissions. The region membership morale is high, with excellent support shown for the many CSEA activities and projects always in progress and with the ongoing membership recruitment programs always on the plus side.

Membership recruiting was quite a bit different in the old days. In the '30's CSEA dues were a dollar a year and the union in those days got members by taking a beautiful girl through the agencies and anybody who signed up got a kiss from the girl.

Looking back on CSEA accomplishments, it was the leader in the startup and implementation of innovative ideas which helped all CSEA members. It was in Region 2

that the ideas of local chapters, insurance programs, non-contributory pension systems, health plans for employees paid for by the state, and a pension system separate and distinct from Social Security, were born.

What's ahead for CSEA? Region 2 hopes the negotiations with the state which are about to get underway will result in the following... salary increases sufficient to erase the financial burden which inflation has inflicted on employees, a cost of living escalator clause, restoration of mandatory salary increases as provided by the Feld Hamilton Law, restoration of longevity increments, one salary schedule for all state employees, restoration of the original non-contributory pension system for all employees, health plan improvements including raising the limit on major medical insurance to \$100,000 and the elimination of contracting out.



A STATE WORKSHOP was conducted recently by CSEA's Central Region at the SUNY Delhi campus. The session for area union members covered grievance and disciplinary procedures, duty of fair representation, and duties of union officers. In above photo, Regional Director Frank Martello address the audience.

—Delaware County times photo

### NEW YORK STATE ELIGIBLE LISTS

Assoc. Bacteriologist Virology  
(Exam No. 36282)  
Test Held May 20, 1978

- Ducharme, C. P., Voorheesville..... 87.6
- Armstrong, G. V., Slingerlands..... 83.1
- Schmidt, Gale B., Slingerlands..... 79.4
- Sikora, Edward T., Albany..... 78.5
- Senter, Carl L., Albany..... 76.5
- Wethers, Judith, Loudenville..... 75.7
- Kinch, William H., Glenmont..... 73.4

Assoc. Bacteriologist  
(Exam No. 36280)  
Test Held May 20, 1978

- Lapa, Edward M., Valatie..... 79.3
- Toombs, Ross M., Albany..... 78.7
- Schoonmaker, D. J., Duanesburg..... 78.1
- Schmidt, Gale B., Slingerlands..... 76.4
- Suss, Robert H., Voorheesville..... 75.2
- Burns, Jean M., Albany..... 75.1
- Lee, Annamay, Albany..... 72.3
- Maupin, Peggy S., Nassau..... 71.6

Sr. Bacteriologist Virology  
(Exam No. 36281)  
Test Held May 20, 1978

- Schryver, George, Voorheesville..... 84.0
- Rosenthal, Olga, Latham..... 74.3
- Vonnegut, Michi, Nassau..... 74.2
- Kornatowski, G. E., Delanson..... 73.4

## Waterfront talks progressing

NEW YORK — Ongoing negotiations with the Waterfront Commission of New York Harbor to obtain the first contract for CSEA-represented employees are reported to be showing some progress.

CSEA Field Representatives Bart Brier and Larry Sparber, and union Research Analyst Harvey Rabiner all report progress being gained in the areas of grievance and disciplinary procedures, seniority and the posting and bidding for job vacancies. Some gains are also reportedly being made in the area of overtime.

In addition to the union negotiators, other members of the bargaining team include Local 066 Waterfront Commission President Jim Harrison, First Vice President Tom McCormack, Treasurer Nick Franciosa, and Secretary Virginia Schwartz. Contract talks are being conducted at the Waterfront Commission Headquarters, 150 William Street.

The Civil Service Employees Assn. mistakenly reported that it was endorsing a candidate in the 9th Senate District, when in fact the union has decided to make no endorsement in that race. The list, as provided by CSEA and printed in last week's edition of "The Public Sector" indicated an endorsement of Democrat Carol Berman. In fact, CSEA says, the union is making no endorsement in the 9th Senate District and the previous listing was an administrative error.

### NEW YORK STATE ELIGIBLE LISTS

Sr. Bacteriologist  
(Exam No. 36279)  
Test Held May 20, 1978

- Parsons, Linda D., Voorheesville..... 83.3
- Sasowski, Sandra, Albany..... 80.9
- Fox, John A., Albany..... 79.9
- Witkowski, Carol, New Lebanon Ctr..... 78.8
- Beblowski, Dianne, Schenectady..... 76.7
- Vonnegut, Michi, Nassau..... 76.2
- Young, Carolyn C., Clifton Park..... 71.8

Sr. Bacteriologist  
(Exam No. 36277)  
Test Held May 20, 1978

- Goetz, Robert J., Garden City..... 75.7
- Scribani, Santo, Brooklyn..... 74.0
- Williams, Joyce, Brooklyn..... 72.3

Motor Equipment Storekeeper  
(Exam No. 36328)  
Test Held August 12, 1978

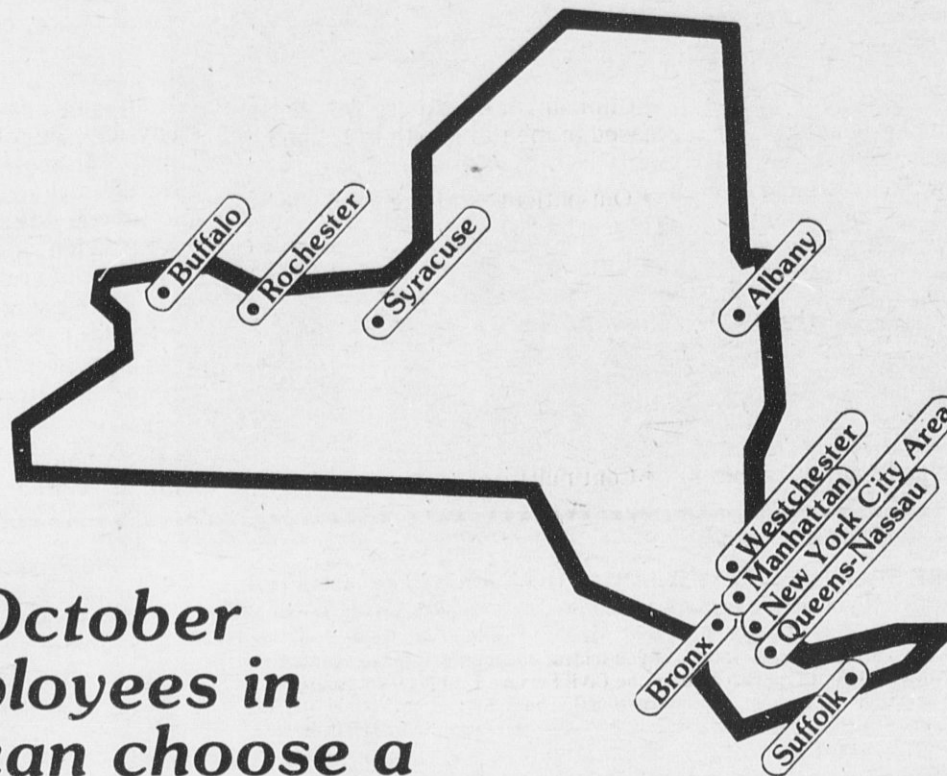
- Wakewood, John D., Albany..... 81.2

Supervisor of Fire Field Services  
(Exam No. 90-024)  
Test Held September 22, 1978

- Schultz, Hilary F., Kingston..... 92.4
- Seale, Walter E., Clifton Park..... 92.0
- Boucher, Ruppert C., Mechanicville..... 84.2
- Dymes, Donald R., Munsville..... 78.8
- Ward, Flecher R., Orchard Park..... 74.5
- Weaver, John J., Dundee..... 73.4

# HMO

*a good idea  
that gets  
better  
all the  
time*



*during October  
State employees in  
these areas can choose a  
Health Maintenance Organization  
for comprehensive health care.*

### HMO advantages

- Unlimited access to primary and specialty health care.
- Provision of complete hospital care.
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- Substantial savings of out of pocket medical expenses.
- Pre-paid enrollment with multi-specialty group medical practice.
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**Deadline for enrollment is October 31st. Enrollment will not be offered again to State employees until Fall 1979. Contact the HMO in your areas for details.**

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good health  
plan**

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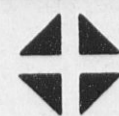
#### SYRACUSE



**Prepaid  
Health  
Plan**

(315) 424-3801

#### WESTCHESTER



**Westchester  
Community  
Health Plan**

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# Taylor Law change among political gains

Modification of the Taylor Law will be one of a number of CSEA successes to be reported this week by the Legislative and Political Action Committee at the 68th Annual Meeting at Kiamesha Lake.

Under the modified Taylor Law, employees can still be penalized for taking part in an illegal strike but they cannot be summarily discharged from their jobs, placed on probation or harassed. CSEA claims a great share of the responsibility for this successful change in the law.

CSEA also was able to help reverse the State Department of Mental Hygiene's 10-year-old policy of dumping. The efforts by the Board of Directors, political action committees and the membership helped dramatize the

problem and bring it to the attention of the people and the state legislature.

While no new legislation was enacted, DMH policies and philosophy was changed by administrative memoranda, including:

- Clinical staff rations will be increased in mental health to 1:1 and in mental retardation to 1.78:1.
- Out-patient staffing will be increased by 300 per cent.
- Fifty per cent of all beds opened in the community will be in facilities owned and operated by the State of New York.
- Fifty per cent of all future community support funds will be contracted to the state.
- Continuity of employment and

curtailment of layoffs have been achieved through increased staff ratios and through the Continuity of Employment Act.

Also enacted into law was an OSHA (Occupational Safety and Health Act) study by the State Department of Labor on construction costs for local government structures and federal aid for the construction. The committee hopes the study will lead to legislation to "bring the State back into the business of overseeing occupational safety."

Governor Hugh Carey also issued executive orders prohibiting state employees from being charged with absences during the blizzard of 1977 (Jan. 29 to Feb. 5) in seven western

counties and with restoring leave credits to state employees for the July 14, 1977, New York City blackout.

He voted legislation which would have accomplished the same objectives because he claimed those objectives should be handled by administrative action and not by legislation.

Other new laws include: allowing a union representative from a recognized or certified labor organization to appear before a hearing office in a disciplinary proceeding under Section 75 of the Civil Service Law; allowing for a money remedy to be awarded by an arbitrator as part of a decision in an out-of-title work grievance; continuing the life of existing preferred lists until Dec. 31, 1980; paying supplemental retirement allowance to survivors; and providing for retroactive promotional increases for the 1978 pay raise.

Not all CSEA-related legislation turned out the way CSEA wanted. The committee was not happy with the new Supplemental Retirement Allowance law. Under the law, age 62 retirement was eliminated and the supplement was increased from 14 per cent to 18 per cent for retirees age 62 and older who retired during the 15 months prior to April 1970.

Another loss occurred when Gov. Carey vetoed a bill which would have made retirees eligible for the state-wide dental insurance plan.

Three bills failed to pass the legislature, including:

A bill to prohibit discharging patients from a mental hygiene facility unless it is certified that there is an appropriate treatment plan at the new facility passed the Assembly but died in the Senate Rules Committee.

A bill to amend the Taylor Law to establish final impartial arbitration of contract disputes cleared the Assembly Governmental Employees Committee but the full Assembly failed to act on the bill. The bill also is under consideration by the Senate Civil Service Committee.

A bill to amend the Military Law to allow veterans of World War II and Korea who entered service in New York State to purchase up to three years credit in a retirement system was in the Assembly Ways and Means Committee and in the Senate but could not be acted upon prior to adjournment of the session.

## Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York State represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Arne Wipfler, Coordinator of School District Affairs, CSEA, 33 Elk Street, Albany, New York 12224.

CSEA has been engaged in an uphill battle to win unemployment insurance benefits for ten month non-instructional employees. The Unemployment Law, 590.11, which has caused such disruption has been interpreted in numerous ways.

The federal law, which states "reasonable assurance," was replaced by 590.11 on the state level which we feel specifically states that a non-instructional employee as a member of a collective bargaining unit needs a written contract continuing employment in order to be ineligible for benefits. School districts, under advice of the New York State School Boards Association (NYSSBA) have interpreted "written contract" to mean a letter stating an employee will have a job to return to after recess periods.

CSEA has taken a dim view of the issuance of Continuation of Employment letters since these so called contracts were not negotiated. The matter has been turned over to the PERB in the form of Improper Practice charges. It is expected that the PERB will make a decision in the

early part of December on the charges.

During the summer recess, when most ten months employees applied for unemployment insurance benefits, it was brought to CSEA's attention that local unemployment insurance offices were harrasing and attempting to dissuade members from applying. With the threat of demonstrations at the Department of Labor State Campus Office and numerous local unemployment insurance offices the Department issued a letter to all of its offices to cease and desist from hindering unemployed school district employees from making application for benefits.

In yet another attempt to find an answer to the question of eligibility CSEA filed an Article 78 proceeding in State Supreme Court. The suit was based on Industrial Commissioner Philip Ross' interpretation of 590.11 in a Special Bulletin issued in April. However, in early July the case was dismissed on grounds that none of the parties had been denied benefits as a result of the Commissioner's Special Bulletin. CSEA was joined by several other labor unions in the board action.



Although a number of cases have been won on the Administrative Law Judge level, most cases have been appealed through the Unemployment Appeals Board by either the claimant or the school district. The Unemployment Appeals Board has selected representative cases. Oral arguments on these cases were heard by the Appeals Board in New York City on October 4, 5, and 6. The remainder of the cases will be decided by the Appeals Board upon submission of briefs by all parties. It is further predicted that unfavorable decisions will be turned over to the courts.

CSEA, as it has in the past months, will continue to seek a resolution to the problem which has affected a large number of our school district members.

## McGowan named to arts committee

ALBANY — CSEA President William L. McGowan has been named to the Official Committee of the Very Special Arts Festivals for 1978-79. The committee, chaired by Jean Kennedy Smith, organizes festivals throughout the state each spring and summer to demonstrate how the arts can help the mentally handicapped.

The fund-raiser for the 1979 festivals will be held at the Golden Fox Restaurant, 1400 Central Ave., Albany, on October 29 beginning at 6 p.m. Tickets may be purchased for \$25 each at the door, for a reception, dinner and chance to win prizes, including several trips for two to the Bahamas. All donations are fully tax-deductible.



UTICA — CSEA Department of Transportation Local 505 hosted a retirement party Sept. 29 at Hart's Hill Inn. Honored at the party were 25 retirees and sixteen 25-year employees.

Among those attending the party were (back row from left): Retirees Howard Sammons, Howard Griffin and Rocco Clemente; State Department of Transportation Region 2 Director Richard Simberg; retiree Dominick Angerosa; CSEA Central Region Director Frank Martello; and CSEA Executive

Vice President Thomas McDonough.

(Front row from left) Retirees Guilbert King and Walter Zapaniuk; Local First Vice President Michael Betrus, who was chairman of the party; Local President Nicholas Cimino; CSEA Statewide Treasurer F. John Gallagher; and 25-year employee Forrest Wheeler.

Cimino presented each retiree with a wallet, and Simberg presented each 25-year employee with a pin.

There have been 67 previous Annual Meetings of the official delegates of the Civil Service Employees Assn. And there have also been numerous Spring meetings over the years as well.

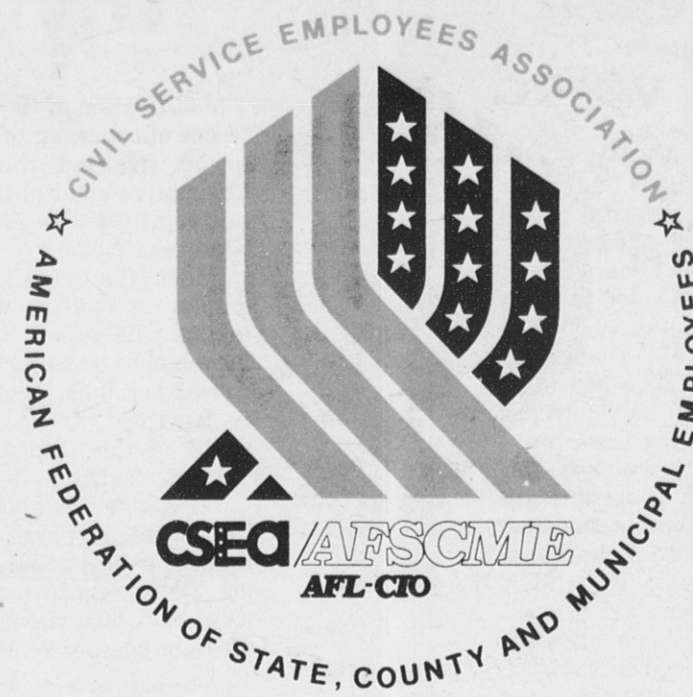
But this one is different. The 68th Annual Meeting is the first for CSEA as an affiliate of the AFL-CIO.

The emergence of CSEA as a member of the AFL-CIO will not be lost upon the 1,300 delegates plus scores of visitors to the 6-day convention at the Concord Hotel, Kiamesha Lake.

A huge sign proclaiming "CSEA Local 1000, AFSCME" hangs high over the stage of the main meeting room, dominating even against the expanses of the 3,000-seat Imperial Room. Six-foot high "unity symbols" indicating the CSEA-AFSCME affiliation are located in the main lobby area. Sunday evening, opening night of the convention, a panel discussion entitled "The Affiliation" is scheduled. It is expected to draw a large audience.

During convention week, many high ranking AFSCME officials, headed by AFSCME International President Jerry Wurf and including several International vice presidents, will be in attendance.

In spite of all the trappings, however, the main purpose of the meeting remains the same as for the previous 67 annual sessions — to establish by delegate action the policies and official positions of the labor union in a wide range of areas.



## Membership at all-time high

CSEA membership reached an all-time high this year, the Special Membership Committee will report at the CSEA 68th Annual Meeting this week at Kiamesha Lake.

The number of full members increased 17,967 from 202,721 in June 1977 to 220,697 in June 1978. Also during the same period, the number of retirees increased 455 from 17,514 to 17,969.

The committee attributes the increased membership most likely to the agency shop legislation, which went into effect in September 1977. Agency shop payors received several mailings, which expounded on the benefits of CSEA membership.

Also, with more than 45,000 state and county employees now paying agency shop fees, CSEA represents more than 265,000 workers. Among the approximately 45,429 agency shop payors, 36,508 are in the State Division and 8,921 are in the County Division.

CSEA membership in the State Division increased 16,106 to 129,807 from 113,703; and in the County Division increased 1,873 to 90,890 from 89,017.

The committee reported that the increase in full members to 220,697 reversed a declining-membership trend, which started after 1975, when the previous membership high of 215,964 declined to 207,437 in 1976 and 202,721 in 1977.

The increase in full members has occurred in all six CSEA regions. Capital Region had the greatest increase, 5,423 workers; followed by New York City Region, 4,692; Long Island Region, 3,764; Central Region, 1,940; Southern Region, 1,206; and Western Region, 1,100.

Long Island Region continues to have the most CSEA members with 49,525; followed by Capital Region, 38,530; Western Region, 36,688; Southern Region, 34,359; Western Region, 33,472; and New York City Region, 27,815.

The committee also will point out at the meeting that even though agency shop payors are represented by CSEA, they are not CSEA members. In order for agency shop payors to join CSEA, they must sign a PDA card and return it to CSEA.

## William L. McGowan CSEA President

Since this body last convened, CSEA has undergone some of the most momentous changes in its 68 years of service to the public employees of New York State. We stand today stronger and better than we have ever stood before. There is no delusion that we have all our problems solved; far from it. We have major hurdles yet to cross, but the past year has been one in which this union has come to grips with many of its greatest problems, and we have prevailed.

Last year I stood before this convention as the president of the nation's largest independent public employee union. Today I stand before you as the president of CSEA Local 1000 of the American Federation of State, County and Municipal Employees, AFL-CIO. We still have the kind of independence that we cherished in the past, but we also have the strength and resources we could never have alone. We are a stronger and better union today than we were one year ago.

This past year has witnessed one major development after another, from representation elections to agency shop and the elimination of mandatory probation for strikers, to endorsement of the first candidates for statewide office in our history, to the appointment of a new Executive Director and the establishment of a new union newspaper.

Just over one month ago, this body met and proved once again that we are a democratic union and we retain our independent thinking. We have matured as a labor union, and our commitment to political activity this year is proof of that maturity. CSEA's participation in the legislative and political process has at long last produced some change in the Taylor Law that has so oppressed us. There are more changes that must be made, but we have made real progress where we had only failures in the past.

Our brothers and sisters who care for the mentally handicapped across the state are more secure now than they have been in many years. We took on the monster called "dumping" and we won. Meaningful change in Mental Hygiene translates to better treatment for the needy in this state, and better jobs for our members. The shift from state responsibility for the care of the handicapped to private profiteers has at last

been stopped, and we are on the verge of reversing the policy that has threatened us for more than a decade.

Let's be honest. It hasn't all been a bed of roses this year. Proposition 13 and the cloud of reactionary legislation it has spawned, hang over our heads as one of the most dangerous potential issues we must face. I have confidence, however, that this union can rise to the challenge. We have seen defeat, but we have learned from our mistakes. Although we can't change the past, CSEA can mold a better future.

This year, we have shown that we are strong enough to weather the bad times, as well as the good. We have continued to build and strengthen ourselves through internal reorganization, concrete steps to improve our communications with our members and with the public, and our willingness to wade into the political waters to fight for our members. We still have much to do, but we have demonstrated courage and ability to do what must be done.



WILLIAM L. MCGOWAN

Today CSEA is greater than it ever was before. We have united with our fellow public employees from across the nation to build a better life for all of us. Let's continue in the months ahead to learn from our experience and to grow with the times. With your help, I am confident that we will convene again next year as a better and stronger union than we are today.

## Convention '78 schedule

Sunday—October 22, 1978	
1-6 P.M.	Registration and certification of delegates.
4:30 P.M.	Workshop: Legal services for CSEA members. Joseph Conway, chairman, CSEA Standing Legal Committee Anthony Campione, CSEA legal program administrator
7-8 P.M.	Dinner.
8:30-10 P.M.	"The Affiliation" William Hamilton, executive assistant to the president, AFSCME International James Featherstonhaugh, counsel, CSEA Joseph Dolan, executive director, CSEA-Moderator
Monday—October 23, 1978	
8-9 A.M.	Breakfast.
9 A.M.-5 P.M.	Registration and certification of delegates.
9:30 A.M.-12:30 P.M.	State Departmental Meetings: Mental Hygiene Transportation Health Labor Division for Youth State Police Education Corrections Services State University Environmental Conservation Tax & Finance Social Services Judiciary Executive Dept. & Armories Authorities
9:30 A.M.-12:30 P.M.	County Delegates Panel Discussions: • STATEWIDE PROBATION James Brady, chairman, CSEA probation committee Thomas Callan, state director of probation Joseph Reedy, staff coordinator • STATEWIDE SOCIAL SERVICES Grace Vallee, chairwoman, CSEA social service committee Philip Miller, staff coordinator • NON-TEACHING SCHOOL DISTRICT EMPLOYEES Edward Perratt, chairman, CSEA non-teach, school dist. emp. comm. Arne Wipfler, staff coordinator • STATEWIDE NURSING COMMITTEE Regina Nemcek, chairwoman, CSEA nursing committee Timothy Mullens, staff coordinator • THE PUBLIC SECTOR Roger A. Cole, executive editor, CSEA newspaper, "The Public Sector" Gary Fryer, CSEA public relations Joseph Lazarony, chairman, County Executive Committee—PRESIDING
1-2 P.M.	Luncheon.
2:30-5:30 P.M.	State Bargaining Unit Meetings. • Administrative • Institutional • Operational • Authorities
2:30-5:30 P.M.	County Division Delegates Meeting Norman Adler, director of political action & legislation, Council 37 AFSCME Bernard Ryan, political action coordinator, CSEA Joseph Lazarony, chairman, County Executive Committee—PRESIDING
7-8 P.M.	Dinner
8:30-10 P.M.	Education Programs: "TIPS & PROCEDURES FOR MORE EFFECTIVE CONVENTION PARTICIPATION" Barbara Wertheimer, Women's Institute, Cornell School of I.L.R. Ann Nelson, Women's Institute, Cornell School of I.L.R. Irene Carr, CSEA statewide secretary/chairwoman, CSEA statewide women's committee Celeste Rosenkranz, chairwoman, education committee—MODERATOR "NEW OPTIONS IN THE RETIREMENT LAW" Alvian Smirensky, director of information services, N.Y.S.E.R.S. Evan Wilson, information representative, N.Y.S.E.R.S. Dorothy Goetz, chairwoman, CSEA pension committee—PRESIDING
8:30 P.M.	Retiree Delegates Meeting Malba Binn, chairwoman, CSEA statewide retirees committee Thomas A. Gilmartin, staff coordinator
Tuesday—October 24, 1978	
8-9 A.M.	Breakfast.
8:30-9:30 A.M.	Seminar on Parliamentary Procedures Celeste Rosenkranz, chairwoman, CSEA education committee—PRESIDING
9 A.M.-5 P.M.	Registration & Certification of Delegates
9:30 A.M.-12:30 P.M.	State Division Delegates Meeting • Review Committee Reports William Deck, chairman, State Executive Committee—PRESIDING
9:30 A.M.-12:30 P.M.	County Division Delegates Meeting • Review Committee Reports • General Business Joseph Lazarony, chairman, County Executive Committee—PRESIDING
9:30 A.M.-12:30 P.M.	Retiree Delegates Meeting Malba Binn, chairwoman, CSEA statewide retirees committee Thomas A. Gilmartin, staff coordinator
1-2 P.M.	Luncheon.
2:30-5:30 P.M.	First General Business Meeting PRESIDING: William L. McGowan, CSEA president PLEDGE OF ALLEGIANCE WELCOME: David Kauffman, chairman, Sullivan Co. Board of Supervisors INVOCATION: Rev. John S. Metallides PARLIAMENTARIAN: Richard S. Kain, American Arbitration Association
6:30-7:30 P.M.	Speakeasy Cocktail Party Compliment of Ter Bush & Powell and the Travelers Insurance Co.
7:30 P.M.	Dinner.
Wednesday—October 25, 1978	
8-9 A.M.	Breakfast.
9 A.M.-5 P.M.	Registration and certification of delegates.
9:30 A.M.-12:30 P.M.	Business Meeting William L. McGowan, CSEA president—PRESIDING
1-2 P.M.	Luncheon.
2:30-5:30 P.M.	Business Meeting William L. McGowan, CSEA president—PRESIDING
7-8 P.M.	Dinner — Music — The Big Band Sound
Thursday—October 26, 1978	
8-9 A.M.	Breakfast.
9 A.M.-12:30 P.M.	Registration and certification of delegates.
9:30 A.M.-12:30 P.M.	Business Meeting William L. McGowan, CSEA president—PRESIDING
1-2 P.M.	Luncheon.
2:30-5:30 P.M.	Business Meeting Address—Jerry Wurf, AFSCME, International President William L. McGowan, CSEA president—PRESIDING
7-8 P.M.	Cocktail Party (Compliments of the Concord Hotel).
8 P.M.	Delegate Banquet INVOCATION: Rev. Anthony Curran, St. Paul the Apostle Church, Schenectady MASTER OF CEREMONIES: Richard Tarmey, chairman, convention committee TOASTMASTER: James Featherstonhaugh, CSEA counsel BENEDICTION: Rabbi Solomon Saphier, resident rabbi, Concord Hotel MUSIC: The Irish Revolution
Friday—October 27, 1978	
8-9 A.M.	Breakfast.
9:30 A.M.-12:30 P.M.	Business Meeting William L. McGowan, CSEA president—PRESIDING
12:30 P.M.-1:30 P.M.	Luncheon.
1:30 P.M.	Adjournment.

## Thomas McDonough Executive Vice President

One thing has become very apparent to me as I criss-cross the State in my primary role as liaison between the membership and the leadership of this great union. There is an air of change among the rank-and-file members, and I sense it everywhere I go. I have traveled throughout the State in previous administrations as your executive vice president and as acting president, and I recognize that the mood of the people is markedly different today than it was two, three or four years ago.

It is my observation that the membership has become much more militant. It is a mood that began growing in the recent past, within the past five years or so, and that has now reached a level that makes CSEA the most militant public employee labor union in this State. It is my personal belief that this level would have been reached with or without CSEA's affiliation with the AFL-CIO, but certainly the affiliation gave additional, and strong, impetus to its rate of growth.

As the membership has grown in militancy, so too has it grown in

sophistication. I sense that it collectively has recognized that militancy brings additional responsibility. The grassroots membership has shown a definite willingness to support strong, decisive action by the leadership, but it first wants to know all the information, all the options, and all the ramifications. The importance of open lines of communication, therefore, has never been greater.

The union has paid the price for past inattention to the voice of the membership. We have lost a bargaining unit here and there strictly on performance, or lack of them, of several years ago. I believe that the record of the past year and one half, on the other hand, has been most positive and responsive to the mood of the membership. I sincerely believe we have learned from mistakes of the past, and are proving that in the manner in which the union functions today.

The shift to an action oriented union has not escaped the notice of the politicians, the legislators, and management in general. Above all, it has gained for CSEA members a sense of respect from those people we deal with day in and day out in our role as a major, influential labor union. I hope we can see the fruits of this during our upcoming negotiations on behalf of state employees, and I believe we will. We saw evidence of this during the past State Legislature sessions, and will see it stronger in the next one.

CSEA is in a stronger position today as a labor union than at any time in the past. And the rank-and-file membership can claim as much credit for that as the leadership, because it would not be possible without close cooperation between the two. During the coming months I anticipate stepping up my activities as a roving ambassador between the leadership and the membership, an assignment I see as one very big link in the line of communication that is necessary to keep our union forward.



THOMAS McDONOUGH

## A new union song, a bold ad campaign unveiled to delegates

The Civil Service Employees Assn. has selected its 68th Annual Meeting to introduce a new union "jingle" and present a potential year-round, statewide advertising campaign.

Both the "jingle," which in actuality is a professionally written and produced "song" nearly a minute long, and the advertising campaign have the same theme — "Public Employees, Where Would

You be Without Them?"

The new union "jingle" is designed to be used as background for future radio or television commercials and also to stand by itself as an opening to Local and unit meetings, etc. It is catchy, both in tune and lyrics, and should be readily accepted by the membership and recognized by the public as CSEA's "song".

The possible media campaign is being introduced in a big way at the convention. Montages standing a full 15-foot high show proposed newspaper ads that the union hopes to utilize as part of its planned statewide, year-round "institutional" advertising campaign. Although the ads are actually ready to be used, it still remains for final approval of funds for the bold campaign, designed to improve the image of public employees.



# Capital Region

Well into year two of the present term of office in CSEA, we all begin to wonder if those goals en-



JOSEPH McDERMOTT  
President

visioned or those "election promises" are still valid.

Have you, like others, wondered — Do our elected Union Officers tell the truth? Do they tell only part of the story? Are they hedging their bets?

In turn, your elected leaders wonder — Will the membership accept the truth? Do they want "sugar coated" solutions? Will they act responsible when confronted with the real problem?

Do the CSEA Union Leaders lead? Do the CSEA members want to be led?

The oft-times heard rhetoric "that CSEA is known far and wide as an honest democratic union" is NOT "so much bull"! CSEA is also known — except it seems to our members — as a gutsy Union. Our new found partner, AFSCME, was nearly bankrupted by CSEA once in a vicious representation election by this gutsy affiliate, CSEA.

What's this all leading to? Well, for the good or bad of it, our elec-

tive system gave our members the officers who are suppose to lead, who allegedly are suppose to decide for the members, who are suppose to work to make CSEA a more viable Union!

How many members have ever stopped to ask themselves, "How can we be a viable Union unless I support our Union goals?"

The question of who decides these goals and how to accomplish them is really what this week's delegate meeting is all about.

To propose, to dispose; somewhere in the process, it is rational to assume that the needs of the membership is taken into account by all. CSEA is the membership. But, 300,000 people can't lead one Union.

More importantly, they also can't sit on the sidelines and criticize unless it's done in a constructive manner. Whatever decisions are made this week should be supported.

Being honest about things is a two-way street!

## Plan to close hospital voted

SCHENECTADY — Despite objections from the Civil Service Employees Assn., the Hospital Board of Managers and a sympathetic public, the Schenectady County Board of Representatives has voted to close down Glenridge Hospital, a county-run acute care facility. Though no definite date for a change has been given, the hospital will be converted into a county-run nursing home.

The Board said it voted to close the hospital, which mainly treats patients with heart and lung diseases, because it had been running on a deficit budget for the past few years. The CSEA maintained that Glenridge offered more specialized and higher quality care than could be found in some of the area's larger hospitals and requested a year to aid the Board of Managers in its plans to alleviate the deficit.

John Ostrander, president of the CSEA unit, says that the union has not yet decided what approach it will take in the matter, but will have a more definite idea after a meeting with Jack Corcoran, Capital Region Director and Donald McCarthy, field representative. "We have many questions concerning layoffs, transfers and employee benefits," he said. "We want to explore all avenues open to us and hope to have some of the answers after this meeting."

It is expected that some of the 80 or 90 Glenridge employees will be transferred to similar positions with the nursing home of other areas of the county, he says.

A meeting has been set up with the County Board, according to Mr. Corcoran. "We want to determine from the Board what it views the new role of the facility to be and just where the employees fit in," he said.

In early September, CSEA began a major campaign to prevent the closing because it felt that the major reasons for the deficit were understaffing and underutilization. "We have the space and the equipment to give quality care," said Mr. Ostrander at the time. CSEA joined with the Hospital Board of Managers in asking the County Board that the facility be given at least a year to attract more doctors to open office space and serve more patients, with the expectation that such measures would bring in enough funds to offset the deficit. Through ads in local papers the unit appealed to the public for its support and found most county residents to be sympathetic to the plight of the hospital, based on mail received and letters to the editor.

As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Insurance Advisor". The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit your inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 33 Elk Street, Albany, New York 12224. We pledge to answer these questions as quickly as possible.

## insurance advisor

### All State employees eligible for insurance payroll deductions

#### AVAILABILITY OF PROGRAMS

Many of the inquiries received in the past two weeks concerned the availability of the CSEA sponsored Membership Insurance Programs. If you are an employee of the State of New York, you are automatically eligible to apply for each of the programs described. Moreover, you are assured of payroll deduction privileges regardless of the type of plan for which you are applying.

If you are a local government employee, the availability of the programs is limited to those jurisdictions which have agreed to the payroll deduction mechanism. If your local government entity does not at the time permit payroll deduction for CSEA sponsored insurance programs, and your members are interested in obtaining the coverages, please write to CSEA c/o the Insurance Advisor and/or notify your local CSEA Field Representative. We will see to it that you receive individual attention.

#### REMINDER FOR NOVEMBER 1

For those of you already participating in the membership insurance programs, other than Masterplan, this is a reminder that November 1st is an important date. As you know, that is the date each year when your premiums are adjusted to reflect your correct

coverage and correct age. These adjustments will be reflected by a change in your deductions and should occur on the first pay period following November 1st.

Adjustments in premium will occur for one of two reasons: 1) an increase in annual salary resulting in increased coverage and 2) an advancement in age placing you in a new age bracket. Only those participating in the Basic Group Life Plan will be adjusted due to the first reason. If you have any questions on your deductions, please write to CSEA Headquarters or the main office of Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, New York 12301.

#### PS&T — WHERE YOU STAND

State employees who are members of the Professional, Scientific and Technical bargaining unit have been calling and writing CSEA recently as the result of a September 28, 1978 mailing sent out by the Public Employee Federation. The mailing included vague references to proposed membership insurance programs sponsored by P.E.F., should they become the certified bargaining agent for PS&T.

Incredibly, P.E.F. asked the employees to return a payroll deduction authority card within five (5) days authorizing a deduction for dues and insurance. This type of tactic is a grave dis-



service to all PS&T members and is an insult to their intelligence.

First of all, the question of representation has not been resolved. Consequently, P.E.F. has no right to any dues deduction privilege. Secondly, for P.E.F. to ask you to authorize deductions for insurance programs which were not described in any detail whatsoever and which are not yet established or approved by the New York State Insurance Department, is a sham.

My advice to any PS&T member who sent in the payroll deduction authority card is that you immediately write P.E.F. by registered mail and rescind any payroll deduction authority you may have authorized. Until the questions concerning representation have been decided, you are still being represented by CSEA and you are still covered by our membership insurance programs.

#### NEW YORK STATE ELIGIBLE LISTS

Assoc. Insurance Policy Examiner  
(Exam No. 39266)

Test Held September 21, 1978

1. Morse, Francis F., Saratoga Springs ..... 87.9
2. D'Amico, Raymond A., E. Greenbush ..... 82.5

Chief of Accident and Health Insurance

Rating Section

(Exam No. 27-804)

Test Held September, 1978

1. Nuding, Robert C., Albany ..... 80.0

Motor Equipment Storekeeper

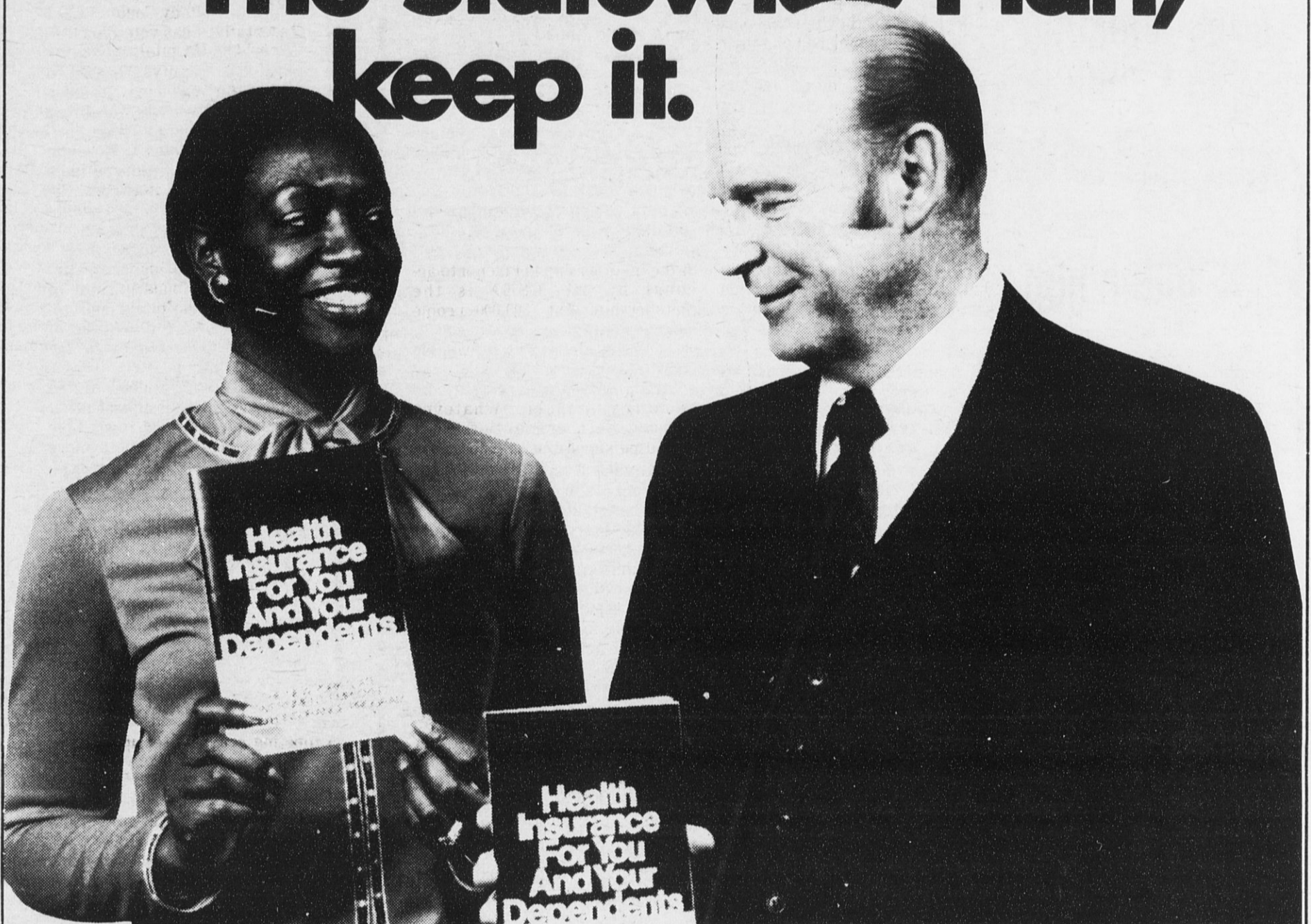
(Exam No. 36329)

Test Held August 12, 1978

1. Schroeder, F., Averill Park ..... 94.5
2. Watson, Raymond, Windsor ..... 89.6
3. Gilleran, Thomas, Hornell ..... 87.2
4. McFee, Marilyn L., Rochester ..... 85.9
5. Desieno, Anthony, Mechanicville ..... 82.2
6. Wood, Frederick, Central Square ..... 80.8
7. Hughes, Robert J., Lafargeville ..... 78.9
8. Mason, Rosamond, Weedsport ..... 76.7
9. Lamb, William C., Troy ..... 76.1
10. Cummings, C. D., Canandaigua ..... 72.9

New York State Employees, and employees of New York State Political Sub Divisions.

# If you have The Statewide Plan, keep it.



## If you don't have it, Join it.

**WHY KEEP IT?** Based on experience, the Statewide Plan delivers more payments more effectively and more efficiently than any other available plan. The coverage is comprehensive and takes care of those catastrophic bills that can wipe out a lifetime of savings if not properly covered.

**WHO IS PROTECTED BY THE STATEWIDE PLAN?** 612,000 New York State employees and their dependents. 715,000 employees of Political Subdivisions in the State and their dependents — 1,327,000 people have made their decision. And, they know it is the right decision.

**WHY JOIN IT?** There's not a better plan available. Take a look at your booklet. You'll notice that all optional plans begin with BLUE CROSS. And, when you add BLUE SHIELD and METROPOLITAN'S MAJOR MEDICAL, you've got it all — the kind of coverage that counts most when the chips are down.

**WHEN CAN I JOIN?** Now, during the month of October 1978. See your personnel officer during this special ONE MONTH ONLY transfer period. As we said, if you have THE STATEWIDE PLAN, keep it. If you don't have it, join it. Now.

### THE STATEWIDE PLAN BLUE CROSS/BLUE SHIELD

Albany • Buffalo • New York • Rochester • Syracuse • Utica • Watertown  
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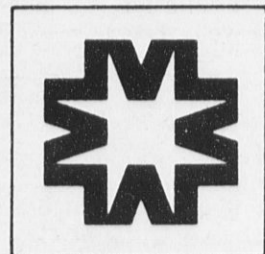
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Major-Medical

\*Registered Trade Mark Blue Cross Association    \*Registered Trade Mark Blue Shield Association

STATE SUPREME COURT JUSTICE Joseph Hawkins, left, shares a lighter moment with CSEA Southern Region President James Lennon, center, and Regional Atty. Tom Mahar during the recent regional meeting prior to the union's annual meeting. Justice Hawkins has the regional endorsement of CSEA in his bid for re-election.



## Region III Discusses Union Issues

FISHKILL — The Civil Service Employees Association's 68th Annual Meeting was the main topic of discussion during a recent meeting of CSEA Southern Region officers, Local presidents and delegates to the annual meeting.

Major amendments and policy matters to be considered by the delegates occupied much of the regional meeting, with those in attendance taking a position that the union's proposed new percentage of income dues structure be reconsidered in favor of a 50-cent biweekly across-the-board increase.

Discussion also centered around the possibility that another effort might be made during the annual meeting to grant the union's official endorsement to a candidate for the office of governor, but no formal position was taken during the regional meeting.

## CSEA winner of arbitration

FISHKILL — The Civil Service Employees Assn. has won an arbitration victory establishing that the title "Cafeteria Typist" properly belongs in the CSEA bargaining unit in the Rondout Valley Central School District — and not in the New York State United Teachers bargaining unit, as the teachers there had claimed.

The CSEA represents the cafeteria employees in the district, while the New York State United Teachers represents the clerical personnel. When the district created the title "Cafeteria Typist," both unions claimed the title belonged in their own bargaining unit. Meanwhile, the school district filed an "improper labor practice" charge against both unions, maintaining that their dispute was depriving the new employee of union representation of any kind.

At a hearing in Albany last summer, all three parties agreed to binding arbitration as the means of settling the problem.

Attorney Pauline Rogers and field representative Tom Quimby represented the Ulster County Local of CSEA at the arbitration.

# Southern Region

A campaign is underway designed to undermine the general public's confidence in both labor unions and the leaders of the unions. This anti-labor drive is based on hearsay — lies — innuendos and underhanded smear tactics.

We see this at every level — politicians, banks, industry, taxpayer groups, P.T.A.'s, and the media. One of the most insidious ways found by government to corrupt and kill the merit system and civil service is the C.E.T.A. program.

Our support of candidates who respect what we stand for and will give us a fair shake is the name of the game. A continuing voter registration drive statewide, to have our members, family and friends eligible to vote is a must.

The bottom line is retaining our

jobs and benefits — we want and need more CSEA participation on local, state boards, commissions and study groups which deal with our livelihood.

Region 3 is still where the action is — we have had our share of representation elections, strikes and labor problems during the past six months, and I do not foresee any let-up in the months ahead. We have weathered these troubles well and our opposition has either been sunk or drifted away in their leaky ships after dealing with a knowledgeable professional staff and dedicated local officers and members. I feel we must provide more field staff and support services to our local and unit officers.

Again, I say that the State Division Locals must follow the lead of the County Division and have sections in their locals for better communications and negotiations.

Region 3 has led the way in occupational programming in mental hygiene facilities. This worthwhile endeavor promises to be another milestone in CSEA's constant search to provide our members with increased services. The Alcoholic and Drug Abuse Program has had over 1,000 self referrals.

The time is long overdue for legislators and state administrators to listen to our mental health and retardation leaders and employees, about the care and vital services which should be provided to the patients under state care. It should be remembered that no one is immune to mental illness and birth defects; therefore by demanding quality care we could

very well be demanding care for ourselves or loved ones. No state services should be phased out or terminated until adequate and decent alternative services, staffed by professionals are guaranteed to patients. The state has to develop systems which will stop layoffs, job freezes and worry and insecurity of loss of jobs.

Region 3 has developed during the last few years, the "unity theme" which along with a tighter organization has proved the concept of "in unity there is strength." The job action in the Yonkers non-teaching unit strike, that has been acknowledged by all as the best run public employee strike in the state, if not the nation. The coordination of region, local, unit and staff made for effective operation — no legal action was instituted against CSEA or its officers because of unity and planning.

Overwhelming ratification of the Orange County's new three year contract which includes a first for CSEA in the 2nd year — the county will pay the employees' share of the F.I.C.A. tax (social security).

The unprecedented settlement of the City of White Plains unit contract, two hours before the legislative hearing.

In these three different parallels of labor negotiations, the membership prevailed because of solid unity.

Southern Region will continue to move forward in the future. We've got the people, the leadership and the incentives, and I believe that we will continue to win. My hat is off to the officers, members and staff of the region, locals and units for a job well done!



JAMES L. LENNON  
President

## LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

### Editor, The Public Sector:

Let all State employees remember that during the first two years of Carey's administration he barred pay hikes for State workers allowing a one-shot \$250 "bonus" which could only be considered as an arrogant gesture of appeasement and an indication of his lack of concern for the welfare of State employees.

Apparently the "days of wine and roses" are not over for Carey. He increased his staff from 242 to 263 and increased the salaries of eight staff members from \$268,250 to \$320,292. One of his "Special Assistants" has, in the last 3 years received increases amounting to over \$11,000.

State Budget Director announced on October 11 that raises for state workers should be the "first priority". Carey announced, "My first priority is for increased local aid to reduce the cost of government. . . ."

Can CSEA overlook Carey's lack of concern for State employees and consider a formal endorsement based on his promises?

NYSUT claims Carey signed 62 of their bills dealing with tenure, retirement, etc.

What has he done for CSEA? Let the members decide.

Jeanne S. Nadell, Albany

### Editor, The Public Sector:

I am just inquiring whether the CSEA or its official publication is planning to inform its membership and those non-union employees who pay the Agency Shop Fee that they are entitled to a refund of that part of the fees which is used for political purposes by the CSEA.

I believe that I am probably the only Nassau County employee who knows of this and that's because I tracked down Irving Flaumenbaum last year. He didn't know about the refund process but he had the CSEA's Comptroller with him who did.

James P. Drohan, East Meadow

Editor's Note: CSEA has published the refund procedure many times. By authority of the union's delegates, \$2.60 per year is set aside from dues or agency shop fees per person for a political action fund. Any member or agency shop fee payer who objects to the political or ideological purposes the funds are used for may file a written notice by registered or certified mail to the CSEA statewide treasurer, c/o CSEA headquarters in Albany, during the month of October each year and that proportionate amount will be rebated.

# Western Region

The most important thing happening in Region VI at the moment is Political Action. What transpires on November 7, 1978 is going to have an effect on every public employee; state, county, municipal, school district, etc. This is naturally so in every election, but it is amplified many times over this year.

Howard Jarvis and his proposition 13 rhetoric runs rampant and is quickly embraced by much of the public. It sounds good to them, cut taxes, don't worry about adverse conse-



**ROBERT LATTIMER**  
President

quences, just get rid of the public employee. After all, they are a "special interest group". Besides that, they are more vulnerable than other "special interest groups", the AMA, bank lobbyists, big companies who milk plants for every possible cent, put nothing back into the plants and then cry poor mouth, business leaders who make a fortune in a community and then move their headquarters to the Sun Belt, but return every few months to bad-mouth the area in which they made their fortune. Jarvis and his proponents are correct, the public employee is more vulnerable, the media constantly attacks them. It is much easier to beat upon the public employee than it is to challenge the big money people.

As a public employee and a tax paying citizen, do you have a chance? Yes, you do! Region VI has a Political Action Committee of which I am and you should be quite proud. All volunteers from all parts of the Region, have spent many hours researching voting records; speeches, etc.; interviewing candidates, reviewing materials and documents received from our very able lobbyists in Albany. I have observed them debating issues, sometimes heatedly, but always listening to all

viewpoints. I have watched them cast aside personal, provincial thoughts and reach decisions geared toward the best interests of all CSEA members.

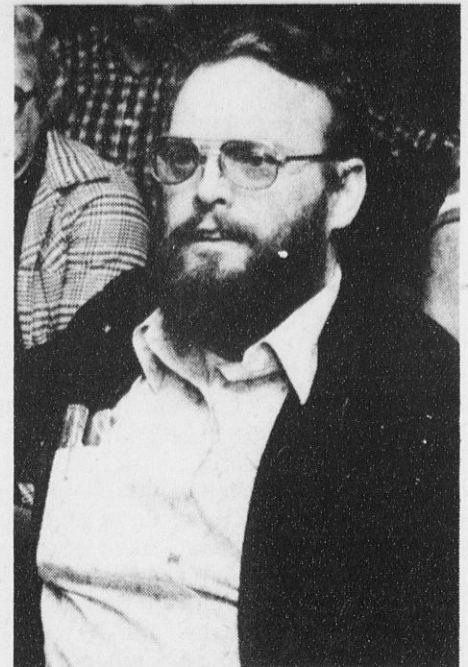
They have played key roles in preventing contracting out in school districts, retaining Meyer Hospital as a public facility and contributing to reversing the deinstitutionalization policies of the Department of Mental Hygiene.

One thing I have never seen them do and that is get hung up on whether an individual is a Liberal, Conservative, Republican or Democrat. Only on how he or she relates to CSEA members.

Your region Political Action Committee co-chaired by Marty Koenig and Ramona Gallagher, after a long and laborious process, have made recommendations to you.

Now you have the chance to participate in the process and contribute positively toward you and your families future. When a member of the Political Action Committee asks for volunteers to work a few hours for a candidate, help yourself, volunteer.

Remember, your whole future, your career as a public employee, the well-being and welfare of your family is entwined in the political process.



**DALE BURRELL**, from CSEA Local 601, SUNY Brockport.



**ATTENTIVE** Joanne Busse from West Seneca Developmental Center, Local 427.

## Batavia hosts workshops

BATAVIA — Civil Service Employee Assn. members from throughout the Western Region turned out in large numbers for a 2-day workshop last week in Batavia co-sponsored by the CSEA Locals from Craig Developmental Center and State University at Geneseo.

Workshops for county and state division employees were held, and a large portion of the general business meetings were devoted to discussions of issues to be considered at the union's 68th Annual Meeting at Kiamesha Lake this week. Among the numerous topics discussed was the possibility that CSEA delegates may yet endorse a candidate for governor. At the conclusion of heated debate, Western Region members voted overwhelmingly to support the adoption of CSEA's statewide Political Committee report. That



report, rejected in September at a special delegates meeting in Albany, recommended the endorsement of Governor Hugh L. Carey for re-election.

**REGION 6 REGIONAL DIRECTOR LEE FRANK**, right, discusses plans for the International Summer Special Olympics to be held next August at State University College, Brockport. At left are George Oprean and Judy Richter, field reps for National Films, which is working on behalf of the Special Olympics. They showed CSEA members films about the events and are seeking CSEA support for next year's international event.



**ROCHESTER PSYCHIATRIC CENTER CSEA LOCAL 420** members Lula Jean Smith and Willie Rutherford.



**MONROE COUNTY CSEA LOCAL 828's** Larry Burns engages in a discussion during a county division workshop while Florence Tripi, also of Local 828, listens.

## Jarvis pushes for tax revolt

By Hugh O'Haire

COMMACK — Howard Jarvis, the high priest of Proposition 13, brought his nationwide holy war against taxes to Long Island this month to a former hockey rink where 2,000 of his faithful gathered to receive his blessing on their uprising in Nassau and Suffolk Counties.

Jarvis, who engineered California's tax revolt, spoke at an Oct. 6 rally at the Long Island Arena in Commack sponsored by the Long Island Board of Realtors on how Long Island today and New York tomorrow could duplicate his California victory.

Jarvis' message was simple — cut taxes, cut politicians, cut employees and return government to the people. How? Get Initiative and Referendum as a first step on the local level. Then get it on the state level and then force a Proposition 13-type referendum.

The timing of the event was exquisite. Only a week before, the Suffolk County Legislature had voted to put Initiative and Referendum on the Nov. 7 ballot. The message was not lost on the politicians of both parties who pushed and shoved to have their photos taken standing next to Jarvis.

The key convert to the religion that night was Hempstead Presiding Supervisor Alfonse D'Amato who only two weeks before had voted down an Initiative and Referendum resolution in the Nassau County Board of Supervisors after a strong showing of resistance to the bill by Nassau CSEA local 830.

D'Amato, who was booed when he began to talk, stunned the audience when he announced that he would sponsor a resolution for Initiative and Referendum in Nassau before the end of the year.

From the moment that Jarvis, a portly man of 75-years who appears to be in remarkable physical condition, strode to the podium to the strains of "California Here I Come," it was clear that the tax revolt was indeed a reality on Long

Island as a roar went up from the crowd.

The audience was made up of large groups of tax reform advocates and senior citizens and middle aged homeowners — respectable, well-dressed and a bit uncomfortable to be part of an event that was somewhere between a political rally and an evangelical meeting. Music, popcorn, peanuts and hot dogs were sold and ushers with plastic straw hats stood by and joined the cheers for warm-up speakers from local tax reform groups.

The welcome for Jarvis lasted for several minutes. Stanley Christian, a tax reform advocate finally waved the crowd quiet. "We have with us tonight the Messiah and his message," said Mr. Christian.

Standing in front of an enormous American Flag, Jarvis accepted the applause of the crowd. The audience stood on the playing area of the floor of the former home of the defunct Long Island Ducks hockey team yelling slogans and waving signs reading, "Stop Stalling", "Tax Revolt: Save our Homes Now", "Vote Nov. 7 Initiative and Referendum". Some of the women in the audience wore T-Shirts that read, "Proposition Me, I'm a New York Taxpayer."

"We have started a taxpayer fire across this country that is not going to stop. We are going to return the government of the United States and New York to the people of this country and we're going to put a stop to the idea that the bureaucratic tail wags the public dog," Jarvis said.

Jarvis, who was frequently interrupted by applause, stated, "We're going to prove to the elected officials in the country that the people are not subjects and that they are born to be something else than taxpayers."

Jarvis said that California labor leaders had forecast erroneously that massive layoffs would result if Proposition 13 was passed.

"Every labor leader including (George) Meany opposed us, but

WITH THE AMERICAN FLAG FRAMING HIM, Howard Jarvis gestures dramatically, giving him the appearance of a combination of General Patton and a revival meeting preacher as he delivers his pitch on tax cuts to a Long Island audience recently.

Photos by Joan C. Beder



we got 65 per cent of the labor vote and 30 per cent of the public employees voted for it," he said.

"We had 880,000 public employees when we passed it and as of last week we had 875,000 which is far too many. No policemen have been fired, no schools closed and no teachers fired. But they still haven't implemented it properly," Jarvis said.

"We're going to try to force them to implement it properly and cut some fat out at the top. Politicians like to lay off elevators operators and they hope that it will impress the public."

Responding to a question on how Proposition 13 would work in New York, Jarvis replied, "We have two basic American rights. One is to vote and the other is to petition the government. New York has not seen fit to give people that second right. The only way you're going to get it is to force the legislature to act."

Remarking that Suffolk and New York residents pay higher taxes than in California, he urged the crowd to take political action. "You have a job here in New York

to make the Governor or whoever is running to put Initiative and Referendum on the ballot."

He added, "If you had the right to petition you wouldn't have a bankrupt New York. The people would have stepped in and taken it away from the politicians who bankrupted the city."

Jarvis finished talking to thunderous applause. A follow-up panel of local politicians began to tire the crowd. They booed and yelled out at speakers, especially D'Amato, until his conversion. After that, audience anger quickly dissipated.

The crowd seemed satisfied as they filed out of the auditorium, assured that they had witnessed the establishment of their creed on Long Island. And yet, for all the noise and hoopla, Jarvis' followers had only half filled the arena.

Jarvis, who was paid \$2,500 for his appearance, stepped into his chauffeur-driven Cadillac limousine and sped away into the night. But he promised to return.

"I'll be back," he said, "as long as I am still walking and God let's me come."

## McGowan to speak at anti J. P. Stevens rally

ALBANY — Civil Service Employees Assn. President Bill McGowan will be among the speakers at a massive rally here November 30 protesting the labor policies of the J. P. Stevens Company.

JPS, the nation's second largest textile manufacturing firm, is a blatant violator of the country's labor laws, with more than 1,200 violations of the National Labor Relations Act on its record. Most of these stem from firing or attempting to fire union activists; and from its practice of racial and sexual discrimination.

"This rally is being sponsored by every major labor union in the Albany area, and I urge all government employees to attend and learn why it is important to boycott the products of this firm," Mr. McGowan said.

The rally has been set tentatively for noon to 1 p.m. November 30 in

Meeting Room 6 on the concourse of the Nelson A. Rockefeller Plaza in Albany.

Among the co-sponsors of the rally with CSEA are: the Amalgamated Clothing and Textile Workers; the United Auto Workers; the United Steelworkers of America; and the Service Employees International Union. Major religious organizations in the Capital District are also among the co-sponsors of the event.

"The Stevens Company's policy of avoiding unionization at all costs has had a direct or indirect bearing upon all workers and all citizens in this country, whether in the public or private sectors," Mr. McGowan said. "Their tactics are not only illegal but also immoral, and as a part of the U.S. labor movement, CSEA cannot and will not sit by and say this doesn't concern us."

He noted that, in an effort to avoid unionization, Stevens pulled its plants out of the cities of Rome, Utica, and Amsterdam, N.Y., leaving thousands jobless.

"Stevens has abandoned the northeast, putting many people out of work and whole cities in a state of economic depression, so that the firm can force slave wages on the unorganized workers of the south," Mr. McGowan charged. "One way or the other, New York State government and taxpayers have had to pay the price of Stevens' actions."

In Stevens' dismal labor history are convictions for the following discriminatory employment practices, among others:

- Hiring on the basis of race.
- Reserving certain jobs for white employees exclusively.

— Assignment of newly-hired blacks and women to lower-paying jobs.

— Illegal discrimination in layoffs and recalls.

"If you had to single out the single worst tactic of J. P. Stevens, it would probably have to be their wholesale firing of union sympathizers since the Amalgamated Clothing Workers began organizing them several years ago," Mr. McGowan declared.

He pointed out that J. P. Stevens manages to continue in business despite convictions through a policy of stalling, filing appeal after appeal, stalling again, and when a plant is finally organized and negotiations begin, stalling, failing to bargain in good faith, and going through the lengthy appeals process all over again. In this way, the firm has avoided signing union contracts.

# Currier elected to LAC

UTICA — Jim Currier, President of Fort Schuyler CSEA Local 014, has been elected to the Executive Board of the Labor Action Coalition, a Statewide body of public and private sector unions interested in problems concerning energy needs and costs in New York State.

The Labor Action Coalition (LAC) was organized in 1975 by nineteen international unions to promote the goals of public power, full employment, and safe energy. It promoted these goals by working to stimulate the involvement of local unions, their membership, and retirees providing research, education, and political leadership to local unions and by conducting educational seminars on the subjects at hand.

Program points of the LAC include geographic elections of the Public Service Commission to make it more responsive to the consumer votes; a push toward municipal take-over of electric utility delivery systems, which would reduce user rates by up

to an estimated 50 percent; and amendment of the Taylor Law to provide full protection of public employees to exercise all rights now held by private sector union members.

Mr. Currier, who is the only CSEA member on the LAC Executive Board, states it is his feeling that CSEA should become actively involved in the LAC Program since some of the goals, such as low cost municipal power, would provide a direct monetary benefit to a large segment of our membership. "For instance, the cost of 500 KWH of electricity from Niagara Mohawk is about \$19.16, from Con Ed it is about \$41.02; but in Plattsburgh, which has a municipally operated system, the same 500 KWH is only \$5.35 and in other municipal systems it runs up to \$9.78," according to Currier.

Further information on the LAC program can be obtained from its information director, Ms. Jinx Dowd, LAC Information Bureau, Box 732, Ithaca, NY 14850.

## STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

### FILING ENDS NOV. 6

Canal Structure Operator .....	\$ 7,997	No. 24-833
Canal Maintenance Shop Supervisor 11 .....	\$12,583	No. 24-831
Canal Maintenance Shop Supervisor 1 .....	\$11,250	No. 24-830

### FILING ENDS NOV. 20

Business Service Ombudsman .....	\$22,623	No. 27-708
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You can also contact your local Manpower Services Office for examination information.

## COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

### FILING ENDS OCT. 30

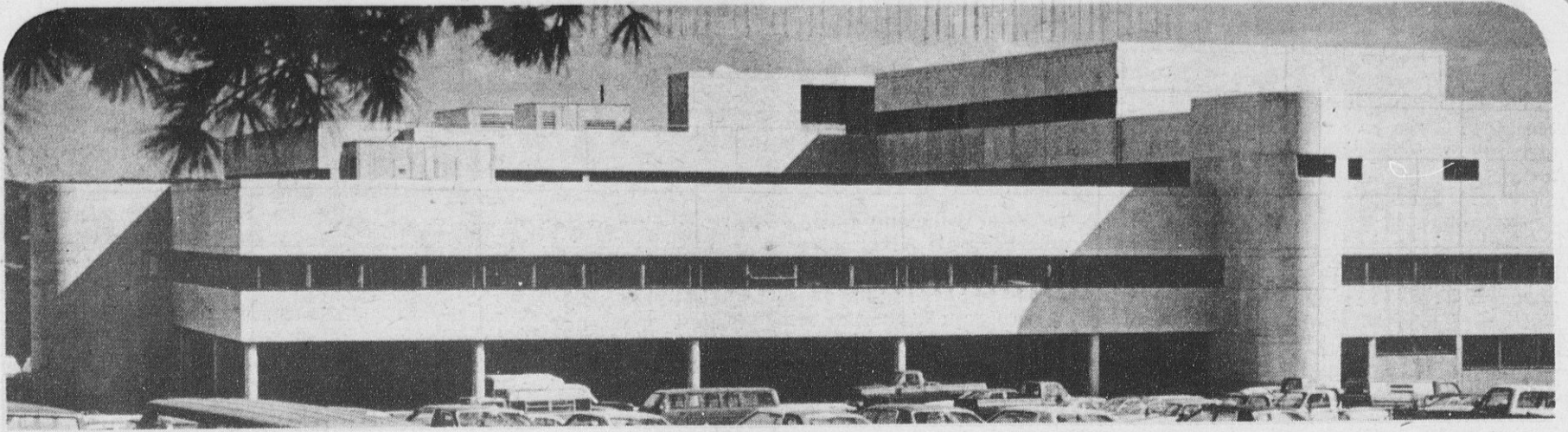
Associate Training Technician G-23 .....		No. 36-361
Associate Training Representative G-23 .....		No. 36-361
Senior Hydraulic Engineer G-23 .....		No. 39-289
Assistant Hydraulic Engineer G-19 .....		No. 39-288
Psychiatric Social Work Supervisor 1 G-22 .....		No. 36-457
Psychiatric Social Work Supervisor 111 G-25 .....		No. 36-458
Assistant Heating and Ventilating Engineer G-19 .....		No. 36-519
Assistant Plumbing Engineer G-19 .....		No. 36-521
Assistant Mechanical Construction Engineer G-19 .....		No. 36-520
Assistant Architect G-19 .....		No. 36-526
Assistant Civil Engineer G-19 .....		No. 36-528
Associate Civil Engineer G-27 .....		No. 36-529
Chief Lock Operator G-12 .....		No. 36-538
Canal Electrical Supervisor G-14 .....		No. 36-539
Canal Maintenance Supervisor 11 G-17 .....		No. 36-540
Senior Health Care Fiscal Analyst G-18 .....		No. 36-544
Associate Health Care Fiscal Analyst G-18 .....		No. 36-544
Associate Health Care Fiscal Analyst G-23 .....		No. 36-545
Supervisor of Tax Compliance Field Operations G-25 .....		No. 36-569
Principal Tax Compliance Agent G-23 .....		No. 36-568
Supervising Tax Compliance Agent G-21 .....		No. 36-567
Associate Tax Compliance Agent G-18 .....		No. 36-566
Senior Tax Compliance Agent G-14 .....		No. 36-565
Highway Maintenance Supervisor 11 G-14 .....		No. 36-571
Social Work Supervisor 1 G-22 .....		No. 36-575
Social Work Supervisor 111 G-25 .....		No. 36-576
Resident Engineer A G-27 .....		No. 36-533
Resident Engineer B G-27 .....		No. 36-532
Regional Highway Maintenance Engineer C G-27 .....		No. 36-534
Parkway Maintenance Supervisor 11 .....	\$11,250	No. 36-572
Electronic Computer Operator Trainee .....	\$ 7,997	No. 36-525
Section Maintenance Supervisor 11 .....	\$15,314	No. 36-570
Division Maintenance Supervisor 11 .....	\$14,479	No. 36-570

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

## OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location) .....	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer .....	\$14,142	20-122
Senior Sanitary Engineer .....	\$17,429	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 .....	\$11,904	20-109
(Bachelor's Degree)		
Junior Engineer .....	\$12,890	20-109
(Master's Degree)		
Dental Hygienist .....	\$8,950	20-107
Licensed Practical Nurse .....	\$8,051	20-106
Nutrition Services Consultant .....	\$13,404	20-139
Stationary Engineer .....	\$10,042	20-100
Senior Stationary Engineer .....	\$11,250	20-101
Occupational Therapy Assistant I .....	\$9,029	20-174
Occupational Therapy Assistant I .....	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor .....	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee .....	\$11,983	20-140
Medical Record Technician .....	\$9,481	20-143
Histology Technician .....	\$8,051	20-170
Professional Positions in Auditing and Accounting .....	\$11,250	20-200
Computer Programmer .....	\$11,250	20-220
Computer Programmer (Scientific) .....	\$11,250	20-222
Senior Programmer .....	\$14,075	20-221
Senior Computer Programmer (Scientific) .....	\$14,075	20-223
Mobility Instructor .....	\$11,904	20-224
Instructor of the Blind .....	\$11,250	20-225
Health Services Nurse .....	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer .....	\$18,301	20-227
Senior Sanitary Engineer (Design) .....	\$18,301	20-228
Senior Building Electrical Engineer .....	\$18,301	20-229
Senior Building Structural Engineer .....	\$18,301	20-230
Senior Mechanical Construction Engineer .....	\$18,301	20-231
Senior Plumbing Engineer .....	\$18,301	20-232
Assistant Stationary Engineer .....	\$7,616	20-303
Radiologic Technologist .....	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator .....	\$11,904	20-348
Food Service Worker .....	\$6,148	20-352
Mental Hygiene Therapy Aide Trainee .....	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee .....	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty) .....	\$18,369	20-416
Principal Actuary (Casualty) .....	\$22,364	20-417
Supervising Actuary (Casualty) .....	\$26,516	20-418
Assistant Actuary .....	\$10,714	20-556
Nurse I .....	\$10,624	20-584
Nurse II .....	\$11,904	20-585
Nurse II (Psychiatric) .....	\$11,904	20-586
Nurse II (Rehabilitation) .....	\$11,904	20-587
Medical Specialist II .....	\$33,705	20-840
Medical Specialist I .....	\$27,942	20-841
Psychiatrist I .....	\$27,942	20-842
Psychiatrist II .....	\$33,705	20-843
Social Services Management Trainee .....	\$10,824	20-875
Social Services Management Specialist .....	\$11,450	20-875
Social Services Management Trainee .....	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist .....	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor .....	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist .....	\$11,337	20-880
Physical Therapist (Spanish Speaking) .....	\$11,337	20-880
Senior Physical Therapist .....	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking) .....	\$12,670	20-881
Speech Pathologist .....	\$12,670	20-883
Audiologist .....	\$12,670	20-882
Assistant Speech Pathologist .....	\$11,337	20-884
Assistant Audiologist .....	\$11,337	20-885
Dietician Trainee .....	\$10,118	20-888
Dietician .....	\$10,714	20-887
Supervising Dietician .....	\$12,670	20-886
Stenographer .....	\$6,650	20-890
Typist .....	\$6,071	20-891
Senior Occupational Therapist .....	\$12,670	20-894
Senior Occupational Therapist .....	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist .....	\$11,337	20-895
Occupational Therapist (Spanish Speaking) .....	\$11,337	20-895

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



## Tompkins County unit leads fight for hospital

By Jim Hennerty  
Special to "The Public Sector"

ITHACA — "It's your hospital — save it!" That's the message the Tompkins Unit of CSEA Local 855 is trying to get across to the residents of their county. On November 7, voters here will decide whether the Tompkins County Hospital will remain a public hospital or be turned over to a private corporation. "This is a decision which will affect health care in the area for years to come," according to CSEA Unit President Lou Nayman.

In 1976, the County Board of Representatives, recognizing the need for a more modern facility, floated a \$23 million bond issue for construction of a new hospital. The new building will be ready for occupancy this December. In the meantime, however, the Board also climaxed a long series of reports and complaints from hospital administrators by passing local laws 2 and 3 in May of this year. The laws authorized the transfer of the county hospital to a private corporation to take place as soon as possible. The hospital's Board of Managers and the County Board had made their private arrangements with a minimum of fuss — until CSEA upset their plans.

"We were very involved in making our feelings known before the laws were passed," County CSEA Unit President Nayman says. "We

showed that there were literally hundreds of unanswered questions about the transfer — questions concerning hospital employees, and the community's control over their own health care. But the Board tried to ignore us. It was only after the laws were passed that they found we could not be ignored."

Mr. Nayman and Local 855 Political Action Committee Chairman John Wyrrough quickly organized a petition drive to have a November referendum on the two laws. The union placed newspaper and radio ads alerting the public to what was happening: "They want to give away the hospital. Did anyone ask you?" The public made it quite clear they wanted to be asked: Union members, supported by brother unions, young volunteers, and friends and neighbors, managed to gather nearly 3,000 signatures for a referendum. "We put in a lot of hours on those petitions," according to Mr. Wyrrough. "We stood in the downtown streets, outside supermarkets and shopping centers, we went door to door gathering signatures, every spare moment we had, day after day. Helen Musto and her retirees local got everyone they knew to sign. The response was tremendous. Once people saw what was about to happen to their hospital, they became concerned.

"At first, CSEA didn't take a stand pro or con. Instead, we

THE TOMPKINS COUNTY HOSPITAL. Will it remain a public hospital, or be turned over to a private corporation? Thanks to an incredible effort by CSEA-represented employees, plus supporters of their position from various walks of life, the issue will be decided by the voters in a referendum November 7. Photos by Peter L. Carroll

CHECKING LAST MINUTE DETAILS on their referendum drive in hopes of success at the polls November 7 are, left to right, Lou Nayman, President of the Tompkins County CSEA Unit; Unit Secretary Roz Hunt, and John Wyrrough, Unit Vice President and member of the CSEA statewide Board of Directors.



challenged the Hospital and County Boards to answer those crucial questions: What about employee pensions, what about eliminating health services, what about taxpayers getting stuck with bills for the new hospital? We wanted the information needed to decide the issue on its merits. Instead, we got evasions, vague generalizations, and plain old bull."

In the meantime, an independent citizens committee on hospital governance has been set up. This group, according to its coordinator, Sander Kelman, a professor of health policy studies at Cornell University, has commissioned a consulting firm to make a study addressing the questions raised by the plan for hospital transfer.

Everyone in town is beginning to

notice the new CSEA bumper stickers: "It's your hospital — save it! Vote NO!" Hospital employees are encouraged by the results so far.

Union members from Local 855 are working hard to get out a big "No" vote on Nov. 7.

One of the hardest workers in the spring petition drive to get the issue of Tompkins County Hospital on the ballot was a nurse named Barb Newton.

Although seriously ill at the time, she went out door to door gathering signatures. She cared deeply about her fellow employees and neighbors, and the effect a hospital transfer would have on them.

One day after the petitions were turned in, Barb died. CSEA Local 855 has voted to memorialize Barb, possibly by placing a park bench with a plaque on the grounds of the hospital she cared so much about.

## CSEA asks hospital 'no' vote

On October 9, CSEA officially recommended a "No" vote on the two referendum propositions. The union's explanation underlines the key issues involved:

- The idea of a private hospital ignores history. If it gets into trouble, the taxpayers will have to bail it out again.
- Hospital employees have no guarantee of anything under a private hospital. Their terms and conditions of employment are "up for grabs" if a switch is made. Workers with fewer than ten years of service stand to lose their pension rights; already administrators are saying that sick time will be eliminated.
- Other hospitals, such as Binghamton General, remain under public control without problems. They use the same retirement and merit systems Tompkins County administrators complain about. Yet they operate efficiently and profitably.

- Local taxpayers remain liable for \$40 million in bond payments no matter who owns the hospital. Yet, under a private system, they would no longer control the way the hospital is run.

- The County is falling into the old trap of contracting out services to the private sector. By doing so, they threaten the jobs and salaries of hundreds of employees, and open the door to possible abuses in an administration not accountable to the public.

- The hospital Board is playing politics with employees' pensions. They claim they can give the same retirement benefits at half the cost of the State Retirement System. But they have avoided giving details for over a year. They say they will back up their claim in late October — a mere two weeks before the referendum. How, CSEA asks, can they expect voters to make a serious analysis of such a complex system in that short a time?



IT TOOK A LOT OF HARD WORK to gather the nearly 3,000 signatures on petitions which forced the referendum question. A large part of those signatures were obtained by, from left, Jean Brown, president of the referendum committee, and Esther Howe, vice president of the committee.