

Public SECTOR

Official publication of The Civil Service Employees Association

Vol. 2, No. 28

(ISSN 0164 9949) Wednesday, April 23, 1980

Call your legislators

To let your state legislators know that further cuts in the State Purposes Fund of the 1980-'81 budget would reduce services to a dangerous and unacceptable level, call them and tell them so, at the numbers listed below.

For senators: (518) 455-2800.

For assemblypersons: (518) 455-4100.

First phase of 3-step union plan

Failure of Senate to override a step to averting layoffs

ALBANY — Democrats in the New York State Senate — led by Senate Minority Leader Manfred Ohrenstein (D-27th S.D.) — held firm last week to uphold Gov. Hugh Carey's "line item vetoes" of \$214 million in legislative appropriations in the first step of what CSEA is suggesting is a way to avert the threatened layoffs of 5,000 state workers.

Senate Democrats held firm on Thursday to kill an attempted override of the Carey vetoes led by Senate Republicans. CSEA took a position against the override citing the catastrophic consequences for the state in the coming fiscal year and the continuing threat of mass layoffs in state agencies as the result of legislative cuts in the budget's State Purposes Fund.

The union is now turning its lobbying efforts to the Senate seeking passage of revenue legislation already passed by the Assembly that would provide more than \$130 million in new revenue for the state in the current fiscal year.

The third and final element of the CSEA program to avert the layoffs is legislative appropriation of most of the new revenues to the devastated State Purposes Fund. These points, the union is telling lawmakers, will avert the layoffs threatened by Gov. Carey two weeks ago after the Legislature adopted a budget with appropriations exceeding revenues and more

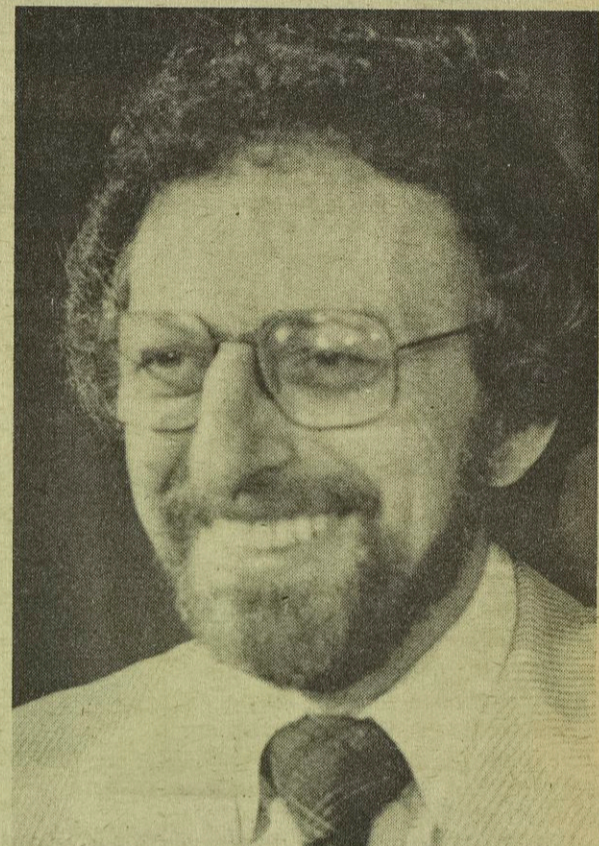
than \$200 million in cuts from the budget appropriation for state agencies proposed by the Governor.

The failure of the Senate to override Carey's veto of the Legislature's excess appropriations is a major boost to the CSEA plan to avert the layoffs.

CSEA President William L. McGowan praised the political courage of Senator Ohrenstein to stand up to the pressure to override the Governor's vetoes.

"Senator Ohrenstein is the only Legislative leader who had the courage to ignore the politically popular route and instead do what was in the best interest of the people of this state. If anybody ever wondered what happened to the courageous political leaders that this state has been blessed with in the past, they should take a look at Senator Ohrenstein. When everyone else was closing their eyes to the danger and running for cover, this man had the integrity to take the risks and do what was right. He has proven himself as an exemplary leader and a true friend of labor," McGowan said.

Now CSEA officials are at work in the Capitol urging action by the Republicans in the State Senate to pass the new revenue bill adopted by the Assembly and to move for new appropriations to the State Purposes Fund to avert the layoffs.



SENATE MINORITY LEADER Manfred Ohrenstein, who helped lead fight to uphold governor's line item vetoes.

Union leaders are urging CSEA members to contact their legislators and demand finalization of the new revenue measures and rescue of the gutted State Purposes Fund.

NOTICE ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention were mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not received a ballot

by April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:
Region 1 516/691-1170 Region 4 518/489-5424
Region 2 212/962-3090 Region 5 315/451-6330
Region 3 914/896-8180 Region 6 716/634-3540

Coalition opposes federal budget

WASHINGTON — AFSCME has joined with other labor, community, religious, public interest, consumer, and senior citizen organizations in a national coalition to oppose President Carter's proposed cutbacks in the federal budget that he had introduced earlier this year for Fiscal 1981.

The new federal budget cutbacks could cost state and local governments in New York from \$500 million to \$1 billion, according to estimates by AFSCME economists.

In a press conference conducted by the Budget Coalition on April 3, AFL-CIO President Lane Kirkland declared that the budget cutbacks "represent a misguided approach to fighting inflation that runs counter to the general welfare of the American people, especially the weak, the poor, the handicapped, minorities and the young and elderly."

In addition to AFSCME and the entire AFL-CIO, the Budget Coalition includes religious, public interest, and community organizations, among them the League of Women Voters, the NAACP, U.S. Catholic Conference, and the YWCA.

Delegate election deadline is May 1

ALBANY — Voting continues in the CSEA election of Delegates to the 24th Annual AFSCME International Convention to be held June 9 through 13 at Anaheim, California.

CSEA Executive Director Joseph J. Dolan, Jr., in charge of the Delegate election process, said ballots were mailed from the CSEA's Albany Headquarters on April 10 and must be received by no later than the morning of May 1 to be counted.

Counting will begin on May 2 at the Convention Center of the Gov. Nelson Rockefeller Empire State Mall under the supervision of a special committee appointed to monitor the AFSCME Delegate Election. Candidates for the 223 delegate slots or their observers have been invited to observe the count.

Returned ballots will be validated to determine the eligibility of the voters on May 1 and will be guarded until the counting begins on May 2 at 8 a.m. CSEA will use law students from the area to do the ballot counting.

Results of the election will be announced immediately following certification of the count by the appropriate officials and the winning candidates will be notified by mail. Results will appear in a future edition of the Public Sector.

Any members in good standing as of March 1, 1980, who have not yet received their ballot in the mail should call their CSEA Regional Office to receive a replacement ballot.

Employees awarded increases

TROY — A Public Employment Relations Board arbitrator has awarded a settlement more than \$18,000 to 17 Hudson Valley Community College employees who were denied salary increases called for in a position reclassification survey instituted by the State Civil Service Commission in 1977.

The HVCC Unit of the Civil Service Employees Assn. filed a

grievance against the college when the survey was concluded in April of 1979 and the administration refused to add nineteen positions to its final list of reclassified items.

Charging that the college was violating the equal application clause of the employees contract, Unit President Richard Evans pointed out that if an employee has been reclassified to a position which carries a higher starting

salary than the former position, the employee should receive an increase equal to the difference between the minimums for the two positions.

According to Evans, the amounts of the individual awards still have to be worked out, but range from \$981 to \$2,511.

The arbitrator upheld the union in 17 of the 19 grievant cases.

Westchester has medical plan

WHITE PLAINS — A medical equipment plan is now being offered members of the Westchester County Unit of CSEA Local 860.

The plan would cover all sorts of medical equipment, including hospital bed, wheel chair, walker, cane, crutches and respiratory equipment.

The cost of the plan would be 25 cents a pay period — \$6.50 a year. The plan will pay the 20 percent of the equipment cost not paid for by health insurance.

Back pay for Schenectady school worker

SCHENECTADY — A Schenectady School District employee who was forced to take a three month leave of absence without pay when district officials denied him extended sick leave, was awarded \$2,400 in back pay in a grievance filed by the Civil Service Employees Assn.

The employee, Chris Upshure, had used up the 18 days sick leave allotted to district employees each year, recuperating from an operation on his jaw, when he was advised by his doctor that he would need additional time off. The district, according to Ron Teller, president of the Schenectady School District CSEA Unit, refused to grant Upshure the extra time, despite a written request from his doctor.

Their argument was based on the fact that Upshure had taken extended leave during the previous year for another operation. Upshure had the necessary documents from his doctor in this case also, Teller noted.

An arbitrator for the Public Employment Relations Board ruled that the leave was justified in both cases.

NEED HELP?

Call E A P

1-800-342-3565

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

*the union
that works
for you*

Check your retirement system status

Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

To: The New York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

Name _____ Date of Birth _____
Address _____
City _____
State _____ Zip _____

New agreement

MECHANICVILLE — The City of Mechanicville Unit of the Civil Service Employees Assn., representing workers in the public works and water departments, recently ratified a two year contract calling for raises of six percent in the first year and seven percent in the second, retroactive to January 1, 1980.

The agreement also allows for increases in longevity payments and clothing allowances.

Pact ratified

The Hudson River-Black River Regional District Unit of the Civil Service Employees Assn. has ratified a two year contract containing employees salary increases of eight percent each year.

Benefits include dental and health insurance plans fully paid by the corporation. The agreement also calls for the corporation to pay 75 per cent of the cost of the plans for employees who retire.

Calendar of EVENTS

APRIL

- 23—Nassau County Local 830 Executive Committee meeting, 7 p.m., Salisbury Restaurant, Eisenhower Park, East Meadow.
- 23—Saratoga County Local 846, executive board meeting 7 p.m., general membership meeting 7:30 p.m., County Solar Building, High Street, Ballston Spa.
- 24—Taconic State Park Commission Local 108 installation, 7:30 p.m., James Baird Park.
- 26—Long Island Region I State employees steward training workshop, 9 a.m.-4:30 p.m., Holiday Inn, Hauppauge.
- 26—Long Island Region I school district employees steward training workshop, 9 a.m.-4:30 p.m., Holiday Inn, Hauppauge.
- 26—Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.
- 29—Westchester County benefit seminar, 9:30 a.m., County Center Little Theater, White Plains.

MAY

- 1-2—New York State Special Olympics, Staten Island Developmental Center.
- 1—Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 3—Long Island Region I political action workshop, 9 a.m.-4:30 p.m., Musicaros, Melville.
- 6—Westchester County Local 860 Executive Committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 9—Letchworth Village Developmental Center Local 412 dinner dance, Platzl Brau House.
- 17—Cortland County Local 812, retirement party, American Legion, Tompkins Street, Cortland.
- 19—Saratoga County Local 846, executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 21-23—State Division Workshop, Kutcher's Club, Monticello.
- 27—Pilgrim Psychiatric Center Local 418 open house, 11 a.m.-4 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 29—Armory Committee, conference meeting, New Scotland Avenue Armory, Albany.
- 30, 31, June 1—Central Region V conference, Pine Tree Point Club, Alexandria Bay.
- 30—Harrison Schools Unit Dinner Dance, Laddin's Terrace, Stamford, Conn.
- 30-June 1—Suffolk County Department of Social Services Unit 1, 2nd annual social weekend, Grossingers Hotel, Grossingers.

\$80,000 in back pay due three fired illegally eight years ago

NEW YORK CITY — An eight-year legal battle to reinstate three Kingsboro Psychiatric Center (KPC) employees reached successful conclusion in March.

CSEA Regional Attorney Theodore Ruthizer said victory came on March 3, 1980, when New York State withdrew its appeal of a lower court order, and KPC then reinstated Nick Nicotra.

Lillian Monathsberger, one of the illegally fired employees, died in February, 1980, less than one month before she would have been reinstated, Ruthizer said.

He said Nicotra, and Monathsberger's estate, are entitled to approximately \$80,000 each in back pay less what they earned since

they were illegally fired.

The third KPC employee illegally fired, Yvonne Vaughn, was reinstated in 1979 with approximately \$50,000 in back pay, less money earned since she was illegally terminated, the attorney said.

He gave the following background on the case:

The three employees were fired in 1972 without a hearing. KPC had claimed the three were on probation following a 1972 strike.

CSEA was eventually able to prove in court that the three employees had never been informed they were on probation, and were not given a hearing as required by the Taylor Law.

The hearing was held in 1978.

Vaughn was able to prove she had not taken part in the strike.

Nicotra and Monathsberger were vindicated when the court agreed with CSEA that because they were never notified they were on probation, they were not on probation.

The battle to have the three KPC employees reinstated spanned the KPC Local 402 leadership of William Cunningham, Robert Sage and Mary Bowman. Now retired CSEA Field Representative Sol Gordon was the original staff member on the case.

The many litigations involved in the case were handled by attorneys in the law firm of Mailman and Ruthizer, Regional attorneys for Metropolitan Region II.

PERB says stop employee search

TROY — A Public Employment Relations Board arbitrator has ruled that officials at the Van Rensselaer Manor must halt their practice of inspecting packages brought out of the building by employees.

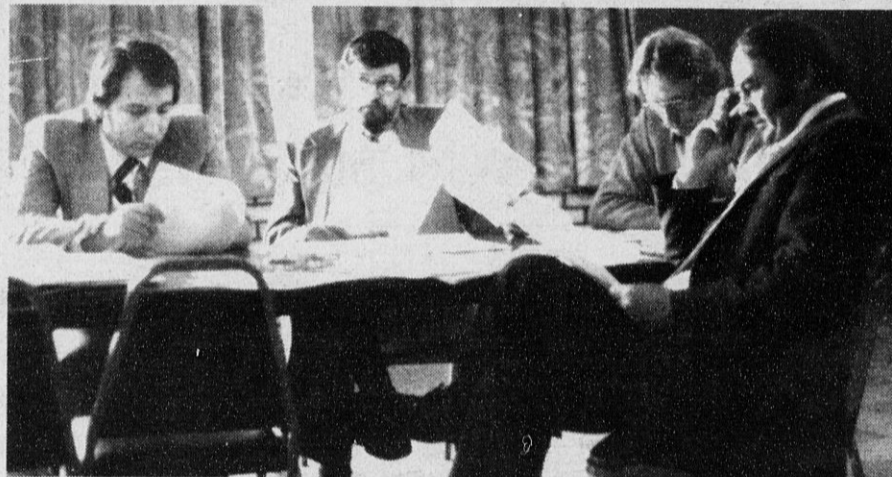
The Rensselaer County Unit of CSEA filed a grievance against the county in October when the manor administration notified employees that because of suspected pilfering, workers there must submit "all packages" for searching upon leaving the building at the end of work shifts.

Though only paperbags were being checked, CSEA Unit President Karen Messier said the memo implied that handbags and other personal items could be inspected if the administration felt it was warranted.

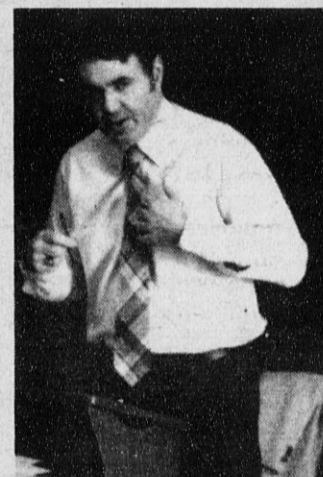
"Naturally the union does not approve of pilfering, but the county had no right to suspect all employees and to invade their privacy in this way," she commented.



A) CSEA DIRECTOR OF TRAINING AND EDUCATION Thomas Quimby, left, and CSEA Coordinator of School District Affairs Larry Scanlon take part in the Southern Region II staff training workshop. Quimby said similar workshops will be held in the other CSEA regions.



B) FIELD REPRESENTATIVES, from left, Larry Sperber, John Deyo, Bruce Wyngaard and Joseph O'Connor look over materials at the Southern Region III staff training workshop in Newburgh.



C) LEADING A DISCUSSION on leadership and communication at the Southern Region III staff training workshop is Bernard Flaherty of the New York State School of Industrial and Labor Relations — Cornell University.

Communication and leadership development seminar

By Brendan Coyne

NEWBURGH — A leadership development and communication skills workshop was conducted recently for CSEA Southern Region III field staff, the first of several similar sessions expected to be conducted for other staff personnel around the state.

Instructors Bernard Flaherty and Josephine Musicus from the New York State School of Industrial and Labor Relations — Cornell University used films, discussion and exercises in explaining how the field representatives could motivate union leaders and improve the leaders' communication skills.

Thomas Quimby, CSEA Director of Training and Education, said the workshop was part of an effort to define the position of field representative. He said similar workshops would take place in the other CSEA regions.

The instructors addressed the representatives as facilitators whose task is to develop union leadership rather than provide leadership themselves, to provide the information and skills to leaders so they can be effective.

Flaherty talked about several types of leadership and compared them to facilitating. He said the person who leads by virtue of his reputation may have the advantage of having his advice readily accepted, but people will

defer to him and he will end up doing everything himself.

According to Flaherty, an authoritarian leader may have the advantage of a clear relationship with his followers but it precludes participation in leadership and stifles independent judgment.

The best way to handle a meeting Flaherty said, is to act as a facilitator, encouraging participation. He said it is wise for field represen-

tatives to allow leaders to pass along information, for the practice reinforces trust in leaders and helps develop self-esteem in leaders.

The instructors also talked about developing communication skills.

Flaherty listed some of the causes of breakdowns in communication, such as the idea being unclear in the mind of the communicator or his choosing the wrong word or his failing to enunciate.

On the other side of the communication, the listener may not be paying attention or may have a different understanding of the communicator's words.

Flaherty said paraphrasing and perception checks are effective ways of learning whether meaning is being conveyed. Paraphrasing is a means of testing if the message you received is the same as the one the communicator is sending.

Win back pay grievance at Potsdam

POTSDAM — It took nearly one year and the persistent efforts of a Local president, but Max Wilcox, a member of CSEA Local 613 at SUNY Potsdam, won his grievance and \$383.00 in back pay to go with it.

According to Mary Lauzon, President of Local 613, Step 3 of an out-of-title work grievance was filed on behalf of Wilcox in May, 1979. At that time, the union contended that Wilcox, classified as a Maintenance Assistant, Grade 8, was responsible for supervising nine employees and was performing duties and supervisory responsibilities greater than required by his work classification.

After complete evaluation of work duties in both Grade 8 and 9 classifications, David R. Rings, Assistant Director of OER, determin-

ed that Wilcox was, in fact, performing the work of Supervising Janitor, Grade 9, and should be compensated

for out of title work dating to June 29, 1979, and henceforth the position be classified at the Grade 9 level.

Mileage boost in Suffolk

HAUPPAUGE — Mileage reimbursement for members of Suffolk County Local 852 increased from 18 to 20 cents a mile on March 17, 1980.

Local 852 President Ben Boczkowski said the increase was granted by Suffolk County Executive Peter F. Cohalan with approval of the County Legislature.

Boczkowski said he had asked Cohalan for an increased mileage rate because of the tremendous increase in the price of gasoline.

"While this effort by the county is an improvement in the mileage

situation, we consider the new rate as an interim step. The matter will be dealt with in the upcoming negotiation between the local and the county," he said.

The present Local 852 contract expires the end of 1980.

Local 852 Executive Vice President Robert Kolterman said the increased mileage rate effects members of the local who use their automobiles for business purposes.

Boczkowski said the increased mileage rate also effects members of the Town of Huntington Unit which has a "me too" clause in its contract.



PUBLIC EMPLOYEES SAVING TIME

Hostage release backed by labor

WASHINGTON — The AFL-CIO has called on all Americans and America's allies to support President Carter's latest moves in the effort to win the release of the U.S. hostages held by Iran.

Carter announced on April 7 that the United States had broken diplomatic relations with the Ayatollah Khomeini's regime and planned new economic and political sanctions against Iran.

Federation President Lane Kirkland urged allies of the United States to follow that lead and immediately join in the sanctions "in a united effort to convince Khomeini and the terrorists holding the innocent diplomats that the free world will not permit the Iranian government to continue its flagrant violation of international law and its disdain for human dignity."

In a statement, Kirkland also called on the nation's citizens to support Carter "in such actions as he may find necessary to show that the security of representatives of the United States abroad cannot be violated without stern reprisal."

The AFL-CIO has consistently supported Carter's handling of the crisis with Iran. At its biennial convention last fall, the federation praised the President's initial actions following seizure of the hostages.

The convention resolution also condemned Khomeini's acts: "Terrorism has become the policy of his government; the tools of criminals are the instruments of his diplomacy," the resolution said. "Today, the United States is the object of the Ayatollah's hatred. No nation knows if it will be next."

Employee assistance opening announced by union

ALBANY — CSEA is now accepting applications for the positions of Employee Assistance Representatives for Region I and II (Long Island and New York City).

Duties include developing and maintaining the Occupational Alcoholism Leadership Development and Support ("Employee Assistance") Program, designed to help employees overcome alcohol-, drug- and family-related programs.

Minimum qualifications are a high school diploma or equivalency

diploma and three years of satisfactory union experience involving extensive contact with government and union personnel (labor relations experience is especially desirable); OR graduation from a certified four-year college or from a recognized school of labor relations; OR a satisfactory equivalent combination of such training and experience. Also, candidates must have a New York State driver's license and car. A physical exam will be required.

Employee Assistance Represen-

tatives will typically maintain contact with regional CSEA staff, members and officers; guide local union leaders in implementing

employee assistance programs; inform members, staff, officers, county departments of mental health, local councils on alcoholism, and others about the value and expected results of occupational alcohol programs in the public sector; call upon the Employee Assistance Program Trainee Specialist in Albany for assistance in training, communications, research or other skills

which can help local program efforts; maintain an up-to-date list of treatment resources available in the region and, where feasible, encourage these resources to engage in outreach activity related to occupational alcoholism programs; address union locals concerning the program; provide the Program Director with periodic reports on regional activities; and perform other duties as required.

Applications must be sent to Personnel Office, CSEA, Box 125, Capitol Station, Albany, N.Y. 12224, and must be received no later than May 1, 1980.

College scholarships are offered

ALBANY — Applications are now being accepted for CSEA College Scholarships for the 1980-81 school year.

The union's Board of Directors approved the awarding of 12 \$500 scholarships (two from each CSEA region) for deserving sons and daughters of CSEA-represented employees.

The deadline for submitting applications is April 30. The Special CSEA Scholarship Fund Committee, chaired by Dominic Spacone, Jr., will review all applications and make its decisions in May. Winners will be announced in June.

Applications are available from all CSEA regional offices, and from CSEA local presidents.

ALBANY — Lawful resident aliens are entitled to all the benefits of veteran preference points awarded to U.S. citizens similarly situated, according to a recent ruling by the U.S. District Court for the Southern District of New York.

To deny preference points to such aliens who were residents of New York State at the time they entered U.S. military service would violate their equal-protection rights, the court ruled.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York, 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Change of Address for 'The Public Sector'

My present label reads exactly as shown here

Name _____ Local Number _____

Street _____

City _____ State _____ Zip _____

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

The Public Sector

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

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.
Second Class Postage paid at Post Office, Albany, New York.
Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.
Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer
Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



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

Long shifts cope with transit strike

NEW YORK CITY — The New York City transit strike from April 1 to 11 caused considerable difficulty for many CSEA Metropolitan Region II members getting to and from work.

Most of the millions of working people in New York City, including CSEA members, rely on public transportation to go to work.

For CSEA members, nowhere were the problems caused by the strike more critical than in the State institutions where 24-hour care must be provided to the patients.

At Staten Island Developmental Center (SIDC), CSEA Local 429 President Felton King said only

about two-thirds of the employees live on Staten Island and many of the employees don't own cars. He said this made it impossible for a number of employees, especially those who live in the Bronx and Queens, to get to work.

The short staffing required many SIDC employees to work 12 and 16-hour shifts, King said.

Getting most of the more than 2,000 SIDC employees to and from work became the responsibility of the 40 SIDC motor vehicle operators driving the bus fleet at the institution.

Sal Gugino, Operation Unit representative on the Local 429 Executive Committee, said the drivers were working 12-hour shifts — 5 a.m. to 5 p.m. and 1 a.m. to 1 p.m. — taking employees of all three shifts to and from work.

The routes covered all of Staten Island and the Staten Island Ferry pier, Gugino noted.

Coordinating the efforts of the operational employees and the scheduling of personnel throughout the institution was a command post established in the SIDC administration building, King said.

He said the employees working in the command post, including a number of CSEA members, were responsible for planning the bus routes which enabled most of the SIDC employees to get to work.

SIDC also provided lodging to employees who chose to live at the institution during the strike. A number of Local 429 members used the lodging, including Local President King.



(Left) STATEN ISLAND DEVELOPMENTAL CENTER'S 40 motor vehicle operators, members of CSEA Local 429, worked 12-hour shifts during the New York City transit strike to bring most of the employees to and from work. Among the drivers are, from left, Austin Dixon, Sal Gugino, Ralph Maviglia, Kenneth Stropak, Ron Reda, Bill Schafer, Gary McBryer, Robert Lawrence and Eugene Bregullar.



(Below) MANNING THE COMMAND POST at Staten Island Developmental Center during the New York City transit strike are, from left, Whey Rhee, Gerry Hacker, Elsie Waldan, Louise James, Frank Caruso and Patricia Lamb. The command post coordinated the routes of the SIDC buses to transport employees for all three shifts.



(Left) SOME EMPLOYEES AT Staten Island Developmental Center, including CSEA Local 429 President Felton King, used lodging accommodations at the institution during the transit strike.

Minor changes for local

HOLTSVILLE — Suffolk County CSEA Local 852 is working on a small reorganization of some of its units, Local 852 Executive Vice President Robert Kolterman reports.

Kolterman said, "Some minor restructuring of units in the local is required to more accurately reflect the new administrative organization of the Suffolk County government. Any changes will, of course, be enacted under the local's constitution and by-laws."

On Jan. 1, 1980, the county merged the Department of Building and Grounds with the Department of Public Works, and some of the Building and Grounds employees were transferred to Central Services, Kolterman said.

Under its present structure, Local 852 has blue collar and white collar units in both departments and no unit for Central Services, he said.

The reorganization is needed because of the merger of the two departments and because the Central Services members, now numbering more than 200, want their own unit, Kolterman said.

Sheriff bargained in bad faith

TROY — A Public Employment relations Board Arbitrator has ruled that Rensselaer County Sheriff Eugene Eaton failed to negotiate in good faith with the Rensselaer County Sheriff's Unit of the Civil Service Employees Assn. after he verbally promised, during recent contract negotiations, to do all he could to insure that department employees would receive civil service status, and then did not keep that promise.

The arbitrator directed Sheriff Eaton to now take positive action in keeping with his word to the employees.

The union has been fighting to have the employees classified under civil service for nearly two years.

According to CSEA Unit President Gary Bryer, in his request for the sheriff's department

employees to ratify a contract effective January 1979 through December 1979, Sheriff Eaton told the union negotiating committee he was in favor of the classification and would do his best to promote it.

Bryer charged, however, that not only did Sheriff Eaton fail to do anything to help the employees cause, but he even attempted to discourage some of the Rensselaer County Legislators whose vote would determine whether or not the civil service system would be implemented.

The employees need civil service status, Bryer said, mainly for job protection. "Without the protection, the county can replace experienced trained workers with political appointees."

"The union feels more can be said and done on the part of Sheriff Eaton to help us out," he added.



ROBERT KOLTERMAN, Local 852 executive vice president, says some reorganization of the Local is being accomplished to meet changes within the county government.

Ski workers receive pay

ALBANY — A Public Employment Relations Board arbitrator has ruled that the State Department of Environmental Conservation violated the Taylor Law when it imposed a lag payroll system on seasonal employees at three ski centers without consulting the union.

The order also called for the DEC to pay each employee a week's pay, held back as a result of the lag system.

The Capital Region of the Civil Service Employees Assn. filed the charges against the DEC, when it announced the new system in October of 1979, claiming that such a change constituted a term and condition of employment which could only be altered through the negotiating process.

The DEC informed the returning seasonal employees in October that they would have to wait five, rather than four, weeks for their first paycheck and told all employees on the payroll at the time of the change they must wait an extra week for pay checks due them.

Jack Corcoran, director of field services for the Capital Region of CSEA, commented that the ruling was a "victory for seasonal employees. It's the recognition on the part of the state for the rights of seasonal employees and the terms and conditions of their employment.

"In addition, we feel that the DEC has finally recognized that they're better off discussing matters first rather than implementing new rules and making adverse decisions," he said.

The best information is free.

Accurate, up-to-date publications on social security and supplemental security income are available at any social security office.

Single copies free on request.

U.S. Department of Health, Education, and Welfare
Social Security Administration

Asbestos problem causing concern

New Rochelle workers say: "City Hall makes me sick"

NEW ROCHELLE — The failure of the management of the City of New Rochelle to take action to eliminate an asbestos hazard in City Hall led to a demonstration by public workers last month outside City Hall and an appeal to the City Council to eliminate the health hazard.

Asbestos is a related cause of stomach and lung cancer and of other respiratory diseases.

Leading the demonstration and the presentation to the City Council was New Rochelle Unit President Anthony Blasie and Southern Region III President James Lennon, a resident of New Rochelle.

Manning the picket line before the council meeting were members of the New Rochelle Unit as well as members of other units of Westchester County CSEA Local 860.

Blasie, in his speech to the council,

explained the history of the unit's unsuccessful efforts to have the City, under the administration of City Manager C. Samuel Kissinger, eliminate the asbestos hazard in the central storeroom.

"We have come here tonight to protest the City's total lack of concern for a potentially dangerous condition which exists in this very building. I am speaking of asbestos," Blasie said.

Lennon, in his speech to the council, explained how dangerous asbestos is to those in contact with it.

"The only exposure the medical community will call safe is no exposure," Lennon said.

Another speaker at the council meeting not connected with CSEA told the council: "There is no safe exposure to a carcinogen."

New Rochelle Mayor Leonard C. Paduano, before the meeting, spoke with the CSEA demonstrators and in-

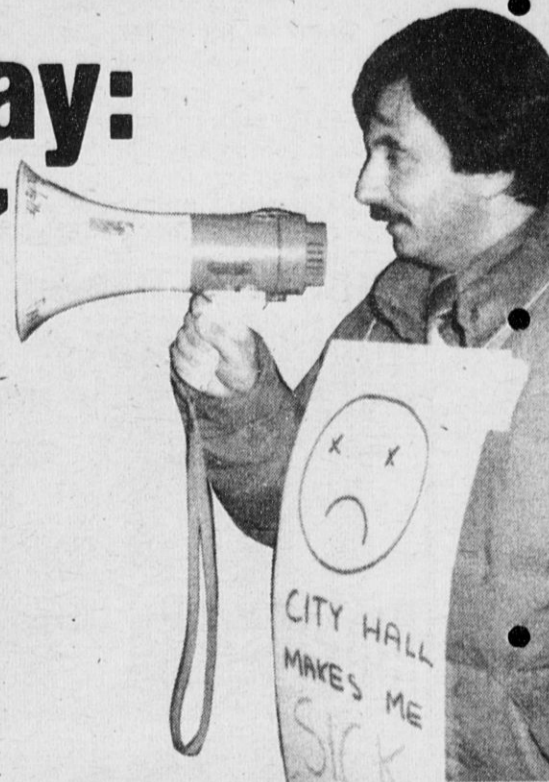
dicated support for eliminating the hazard.

At the meeting, New Rochelle PBA President John E. Meany spoke in support of the CSEA New Rochelle Unit.

He also explained that he usually goes to the central storeroom a few times a week and carries out supplies covered with "dust" from the flaking ceiling. He wonders, he said, whether he is a walking asbestos timebomb.

The Kissinger administration came under additional criticism when a former city employee told the council that in 1978 the city requested information from contractors on the cost of eliminating the asbestos hazard in the storeroom.

Among those taking part in the demonstration were Local 860 President Pat Mascioli, First Vice President Carmine LaMagna, Second Vice President Carmine DiBattista and Treasurer Eleanor McDonald.



Left, NEW ROCHELLE UNIT PRESIDENT Anthony Blasie leads a demonstration outside City Hall protesting the city management's lack of action to eliminate an asbestos hazard. After the demonstration, Blasie and the other CSEA demonstrators attended the City Council meeting where the council was asked to take appropriate action to eliminate the health hazard.



Editor's note: The following is the speech by Southern Region III President James Lennon to the New Rochelle City Council on March 18 about the hazards of asbestos exposure. Lennon is a resident of New Rochelle.

"Since 1945, asbestos has been recognized as one of the most hazardous air contaminants in the work place. Some of the common uses of asbestos are tiles for flooring, heat shields for welders, fire proof suits for fire fighters, insulation for buildings and brake linings in cars and trucks.

"Office workers face asbestos exposure from fibers and dust that flake from insulation, from forced air ventilation systems that were lined with asbestos during installation.

"Families of workers can be exposed to asbestos fibers brought home on workers clothing and hair. Clearly, exposure to asbestos has no definite boundaries.

"Short term exposure to asbestos is risky. As little as two months exposure to asbestos has been shown to cause health problems.

"The Occupational Safety and Health Administration (OSHA) standards for asbestos limits the concentration of fibers longer than five micrometers to two fibers per cubic centimeter.

"However, the only exposure that the medical community is willing to call safe is no exposure. The U.S. Surgeon General recently sent a Special Alert to 400,000 doctors advising them of problems relating to asbestos.

"In addition, an educational program for doctors and the public is being developed by the U.S. Department of Health, Education and Welfare with help from unions, the American Lung Association and the American Cancer Society.

"Mr. Mayor and members of the council, our union is very much concerned with the long term effects of this insidious fiber and its effect on our members and the public who use this building.

"We urge you to cover and seal the areas of City Hall where we have the problem and to offer medical surveillance of your employees as the key to successful treatment of asbestos-related disease is early detection.

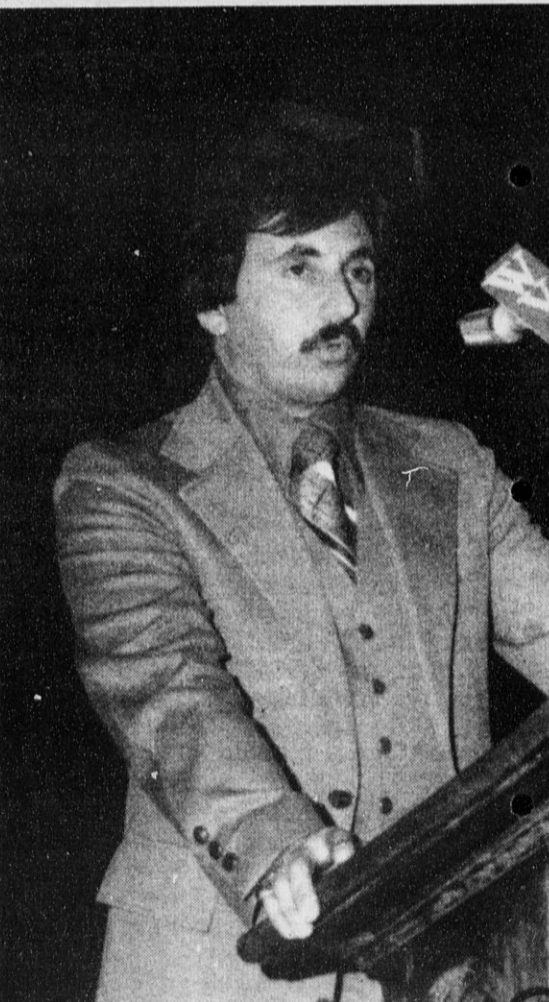
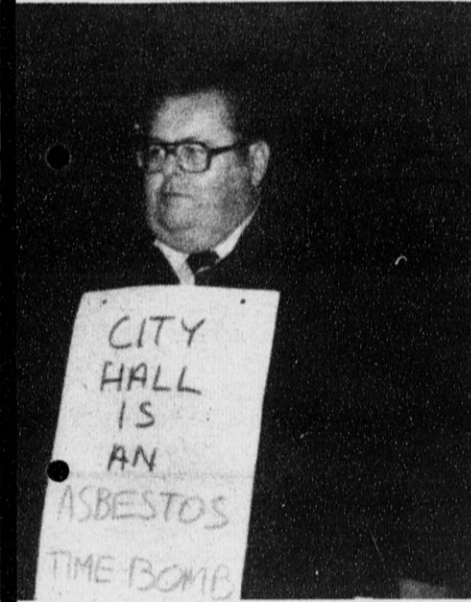
"Remember that the disease usually appears 10 to 30 years after exposure. Because of the 10 to 30 year lapse from time of exposure to the development of asbestos-related disease, the health effects on people exposed during the '40s and '50s are just beginning to surface.

"We ask your help to eliminate this very serious problem to the employees and citizens of New Rochelle, as we have found that the office of the City Manager has shown a lack of action."



Above, HAZARDS OF EXPOSURE TO ASBESTOS are explained to the New Rochelle City Council by Southern Region III President James Lennon.

Left, SOUTHERN REGION III PRESIDENT James Lennon, right, a resident of New Rochelle, discusses the asbestos situation during the demonstration with New Rochelle Mayor Leonard C. Paduano. The "DO NOT ENTER" sign in the background has a special meaning in relation to the sign Lennon is wearing: "City Hall is an asbestos time bomb."



LACK OF ACTION BY THE NEW ROCHELLE management is explained to the City Council by New Rochelle Unit President Anthony Blasie.



Above, MEMBERS OF THE NEW ROCHELLE UNIT and of other units of Westchester County Local 860 demonstrate outside City Hall, including, from right, Eleanor McDonald, Local 860 treasurer and Town of Greenburgh Unit president; and Raymond Cassidy, New Rochelle Unit member and past president of Local 860. Fourth from right is Local 860 First Vice President Carmine LaMagna.



Right, CSEA NEW ROCHELLE UNIT members stop to listen to Mayor Leonard C. Paduano during the March 18 demonstration outside City Hall. The mayor voiced support for eliminating the asbestos hazard.

'This union is fed up with empty promises'

Editor's note: The following is the speech by City of New Rochelle Unit President Anthony Blasie to the City Council on March 18 about the city management's lack of action on an asbestos hazard.

"We have come here tonight to protest the City's total lack of concern for a potentially dangerous condition which exists in this very building. I am speaking about asbestos.

Asbestos has been proven time and time again to be a health hazard, yet it is allowed to remain in our City Hall, and in particular, the central stockroom where the asbestos ceiling is not even covered over.

"This is not a new issue. CSEA brought this to the City's attention over a year ago. At that time it took the City three months to answer our repeated letters. And they answered with a statement which was totally untrue.

"They claimed to have had the County Health Department investigate, and no hazard was found.

I checked with County Health, and no investigation was ever made. In fact, County Health never even saw the room in question. They merely answered one question over the

phone! This is typical of the City's attitude.

"When it came to the union's attention that one of our members who worked in the stockroom where the asbestos ceiling exists, contracted a respiratory condition, I wrote the City Manager requesting that the City Physician give physicals to all employees who worked in this area. This letter was never answered. Again, typical of the City's attitude in this matter.

"It should be pointed out that the employee in question has refused, on his doctor's written advice, to work in the stockroom. This refusal has been met with constant harassment and even threats of being fired.

"Consider that, if you will, threatened with being fired for being concerned about your health. This again, is typical of the City's attitude.

"Finally, after a year, the City contracted Industrial Hygienics to do an air test of City Hall. When the report came back, its findings were not released to the employees, only its misleading conclusion.

The report states that on an overall basis, the asbestos content of the air in City Hall is not on a danger level. However, the report also points out that the asbestos level in the

stockroom is considerably higher than anywhere else in the building.

"The City also makes the claim that this room is only used for 10 percent of the day. This claim is totally untrue! Ten percent of the day is approximately 40 minutes. A look at the City's stockroom schedule shows that it is open for at least one and one half hours each day. Also, the Xerox machine is in this room and is in constant use, all day long.

"In addition, the report shows that all areas tested show the presence of asbestos. Ladies and Gentlemen, although their levels are not yet at a danger level, asbestos does not fade away. It increases!

"The City's claim is that since the levels are not in the danger zone, nothing must be done. Who is to say when the asbestos levels in areas, especially the stockroom, will reach the danger zone? We are indeed sitting on a time bomb. This is a clear and present danger which, if unchanged, can and will only get worse.

"The City's attitude is like lighting a two foot fuse on a keg of dynamite and saying: 'No need to run. It won't explode yet.'

"I presented these arguments to the City in a letter last month, and to

date, have not received the courtesy of a reply. Again, typical of the City's attitude. The employees of the City of New Rochelle are tired of being ignored.

"Another argument the City presented was that it would cost too much to cover the stockroom ceiling. I ask you: How much is human life and safety worth, especially when the City is going to spend \$5,000 on a glass enclosure in the lobby? \$5,000 for an enclosure. Nothing for human safety. Again, typical of the City's concern for its employees.

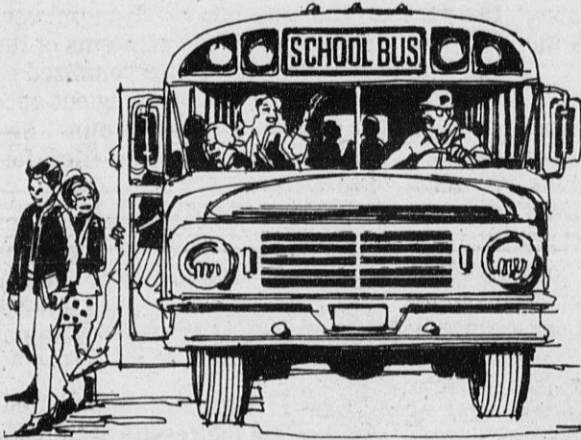
"This union has received promises from each member of Council that the situation would be remedied. Yet management's will still prevails. This issue was to come before the Committee of the Whole last week, but was passed over. We were promised that it would be on tonight's agenda, but it is not.

"This union is fed up with empty promises. We would like to know who runs the City of New Rochelle, the elected officials or one appointed administrator? If it is indeed the elected officials, and I certainly hope it is, then live up to your promises, show some concern for the employees of this City, and have this ceiling taken care of now!"

Settlement gets buses rolling again

SHRUB OAK — School bus drivers in the sprawling Lakeland School District will either continue parking at the district's transportation center or receive compensation for time involved in parking away from the site according to an agreement worked out by CSEA and the school administrators.

The accord came after a confusing two days that saw some 100 bus drivers angered by a district ultimatum to relinquish their usual personal auto parking spaces. The dispute was also responsible for a two-hour delay in classes on one of those days when school administrators refused to allow the drivers, who were ready to work, to leave the bus storage area on time.



The dispute began when contractors arrived at the site — adjacent to one of the two middle schools in the district — to begin work on a new transportation storage facility. Included in the work is the conversion of a courtyard parking area for 55 cars to a grassy space. At the beginning of the week the administration had ordered the bus drivers to park in the parking field of a shopping center across busy Route 6. From there the drivers were to be shuttled to the bus storage area.

By Thursday tow trucks and state police officers were standing by to enforce the order. But by then the management of the shopping center had withdrawn permission for the drivers to park on their property.

CSEA Local president Robert Hitchcock said "It was touch and go" when a meeting was held with school administrators in the driveway of the middle school. "People got upset when they saw the tow trucks," said Hitchcock.

A temporary solution — starting with the removal of the tow trucks — was worked out for that one day because, according to Hitchcock, "Our drivers are not here to cause a disruption. Their primary concern is the children."

The one day solution called for the drivers to park at a fairly distant high school and be shuttled to and from the bus storage area. Then CSEA leaders sat down with the administration to work out a longer term arrangement.

That agreement, outlined by Arthur Grae, regional attorney for CSEA Region III, allows for 59 cars of bus drivers to be parked at the site with the remainder parking at the shopping center. The 59 spaces, said Grae, would be allotted by seniority and those drivers required to park in the shopping center would receive overtime pay.

Westchester County Local 860 President Pat Mascioli explained that full-time drivers would get 30 minutes overtime each day and part-time drivers would receive one hour of overtime each day. The extra pay is based on an estimated 15 minutes of one-way travel between the shopping center and the transportation center. Part-timers make the trip twice a day.

Also in the agreement is the provision that when construction at the site is completed, parking will be made available to all drivers on the school grounds. In the meantime, if a bus is ever moved to another school, CSEA must be given reasonable advance notice of the change.

Cars parked at the shopping center will be covered by extra insurance and civil service personnel will be hired as guards to protect them.

A final part of the agreement states that no action will be taken against any driver as a consequence of the dispute.

Grae stated "In my view this is an excellent settlement and I would highly recommend it to you." The membership obviously agreed as they gave unanimous consent to the settlement.



CONTRACT SIGNING — A new contract covering employees of the Town of Brookhaven highway department is signed by representatives of the town and of CSEA. Seated, from left, are CSEA Unit President Charles Novo, Brookhaven Town Supervisor Joel Lefkowitz, and Highway Superintendent Harold Malkmes. Standing, from left, are CSEA Unit Second Vice President Steve LeVigne, First Vice President John Bivona, Suffolk County CSEA Local Executive Vice President Bob Kilterman, and Assistant Town Atty. Sherri Levy.

PEOPLE raffle

The PEOPLE raffle at the 1980 CSEA Special Delegate's meeting in March was a major success with over \$900 dollars raised for political action at the federal level. These funds will be used in 1980 to support candidates who have supported public employees when it counted. The winner of the raffle was Joan Everett of Potsdam, a member of Local 613.

Winning PEOPLE caps and PEOPLE t-shirts for second prize were John Reed of Local 667, Mary Randall of Local 405, Bob Jonigan and Annette Harding of Local 600, and Lonnie Brown Jr. of Local 402. Winners of AFSCME PEOPLE t-shirts were Gloria Rutkey of Local 811, Moira Greiner of Local 1000, Marie Koebfleisch of Local 834, Anna Brown of Local 259 and Jim Forsyth of Local 404.

Union gains ruling for City of Kingston employees

KINGSTON — CSEA has won a ruling that City of Kingston employees whose jobs are funded through the federal Comprehensive Employment and Training Act are covered by the union contract.

The decision was originally made over a year ago by arbitrator Louis Yagoda, giving the union the right to collect agency fees from some 30 CETA-funded employees. The city was ordered to pay the union the fees retroactive to Jan. 1, 1978, when the CSEA-City of Kingston contract including the Agency Fee clause, took effect.

However, the city refused to pay until CSEA Kingston Unit President Anthony Fattarino brought a judgment against the city in Ulster County Supreme Court. Fattarino's 200-member unit won the decision just a few weeks ago, when Justice Roger J. Miner, confirmed that the city owed the union a total of about \$2,500, including interest from March 8, 1979, and ordered its immediate payment.

The original decision, which is believed to have application statewide, held that Kingston's CETA-funded employees "are plainly listed in the recognition clause and in the job titles" of the CSEA contract; that they are full-time employees, and not listed in the exclusions in the contract; and that "they are treated the same in supervisory control, duties and in payroll procedures as other employees doing the same kind of work."

PERB upholds decision on Clinton unit composition

ALBANY — A Public Employment Relations Board decision has been upheld, rejecting an attempt to fragment the 500-member Clinton County CSEA bargaining unit.

The PERB director of employment practices and representation had earlier found that all unit employees, represented by CSEA for the past 12 years, shared a community of interest. He therefore dismissed the petition of the Clinton County Highway Dept. Employees Organization, which sought to decertify CSEA as the bargaining agent for the 80 employees of the county's Highway Department and Landfill Division.

Now the full PERB board, including Chairman Harold R. Newman and members Ida Klaus and David C. Randles, has affirmed the earlier decision. The board wrote that minor dissatisfactions, caused by "poor communications," are "not a basis for fragmenting the negotiating unit in which the employees have been located for 12 years."

CSEA Field Representative Charlie Scott, who serves the unit, attributed the union's victory to the hard work of CSEA Local 810 President Jeanne Kelso and CSEA attorney William M. Wallens, who argued the case for CSEA.

Kings Park inquiry follows union claim

KINGS PARK — Complaints from the Civil Service Employees Assn. have prompted Long Island State Senator Jim Lack to demand that the State office of Mental Hygiene require the Kings Park Psychiatric Center to comply with regulations governing provisions for the handicapped.

According to Kings Park CSEA Local 411 President Gregory Szurnicki, the union approached Lack because it felt it was getting nowhere with the safety committee, where three union representatives are outnumbered by nine from the hospital administration. In more than a dozen cases, Szurnicki said, the union has had to file grievances because its complaints were "getting bogged down in the committee."

The union's gripes include a lack of accessibility to the personnel office for handicapped looking for jobs, unsafe working conditions within the buildings, inadequate facilities for handicapped patients and failure on the part of hospital administration to recruit handicapped individuals for employment.

"These are blatant violations. It's about time something is done about

them," commented Tony Bentivegna, CSEA Local 411 vice-president and a member of the Safety Committee.

Co-chairmen of the safety committee for CSEA are C.J. Smith, II and Frederick Carpenter. Like Szurnicki, they feel the committee is ineffective. "We bring up our concerns at the meetings; tell management what we think should be done and wait. Then nothing happens," the union representatives claim.

As examples of some of the problems facing the handicapped at King's Park the union cited the following situations:

The center's librarian, who is deaf and unable to hear the fire alarm ring, could become trapped in the building because the doors in it automatically shut after the alarm goes off. The union, says Szurnicki, has repeatedly asked the hospital to install a blinker light system, but such a system has not yet been considered by the administration.

There are no stalls equipped for the handicapped in bathrooms in the geriatrics building, making it necessary for the staff to lift patients onto the toilets. Since some of them also have no doors, the patients lack privacy,

one staff member said. Despite the staff's claims many patients have to be helped in this manner, the hospital says there are not enough to warrant the special stalls.

Parking for the handicapped and an entrance/exit ramp are located in the rear of the building, not visible from the main street. This the CSEA feels, discourages the handicapped from seeking employment.

Even if a handicapped person was aware of the parking, and got into the building, Szurnicki pointed out, he or she would have a problem getting to the personnel office on the second floor because of the lack of an elevator or a ramp. Though the personnel office has told the CSEA it would send someone down to the first floor to meet with the handicapped person, the union maintains most handicapped people don't know this and probably would not think to make such a request on their own.

Signs reserving the handicapped parking in the rear, were not installed until the union was prompted to put up its own when a handicapped employee not able to get a special parking spot, fell and hurt herself on the ice. Some time after that the administration removed the union's signs and put up new ones.

Staff shortages exist due to a job freeze and the union would like to see

the hospital hire handicapped employees through the CETA program (which is federally funded and exempt from the freeze) to fill inventory and clerical positions not reserved for civil service status employees. Such work would then not have to be assigned to regular employees trying to fulfill other responsibilities. Claiming the CSEA has blocked past attempts on the part of the hospital to do this, the administration has not made any progress in this area. Szurnicki stressed again that the union only objects to using CETA workers in civil service positions.

Not only does the administration fail to act on the problems of the handicapped, but it has penalized certain employees for speaking out about the deplorable conditions. Several grievances have been filed for this, Szurnicki said.

Lack has told CSEA that the hospital must meet certain handicapped requirements because it receives federal funding and said his office will investigate some of the complaints.

CSEA, Szurnicki commented, will wait to see the results of the senator's action and meanwhile will file grievances when the situation demands it.

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a "first come-first served" basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day
Binghamton	State Office Bldg.	First and Third Wednesday
Buffalo	Gen. Wm. Donovan Office Bldg. (125 Main Street)	First, Second, Third, Fourth, Wed. and Fri.
Canton	County Courthouse	First Thurs.
Goshen	County Center	Third Thurs.
Hauppauge	State Office Bldg.	First and Fourth Wed.
Horseheads	Village Hall	Second and Fourth Tues.
Little Valley	County Office Bldg.	Second and Fourth Mon.
Lockport	Municipal Bldg.	Third Mon.
Mayville	Chautauqua County Health and Social Service Bldg.	First Mon.
Mineola	222 Willis Ave.	First and Fourth Mon.
Plattsburgh	County Center	Third Thurs.
Pomona	County Health Complex - Bldg. A	First and Third Fri.
Poughkeepsie	County Office Bldg.	First Thurs.
Riverhead	County Center	Third Wed.
Rochester	155 W. Main Street (Rm. 513)	Second and Fourth Thurs.
Syracuse	County Courthouse	Second and Fourth Fri.
Utica	State Office Bldg.	First and Third Tues.
Watertown	State Office Bldg.	First Fri.
White Plains	Westchester County Center	Second and Third Mon. (except July)
New York City	State Office Bldg. 270 Broadway (23rd Floor)	First and Third Tues.
	II World Trade Ctr. (44th Floor)	Second and Fourth Tues.

Credit union hours will expand

NEW YORK CITY — Roy Hargrove Sr. of Staten Island Developmental Center (SIDC) CSEA Local 429 was elected president of the Willowbrook Federal Credit Union on April 1, 1980.

Also elected from Local 429 were Terry Rouse as second vice president and Clarence Marsh as treasurer. Michael Hicks, also of Local 429, was appointed to the credit committee.

Hargrove said he plans to expand the credit union hours from 8:30 a.m. to 3 p.m. to 7:30 a.m. to 4 p.m. He said the change would permit SIDC employees, regardless of the shift they work, to have access to the credit union office.

The credit union has almost 1,900 members with assets of more than \$1.4 million.



WILLOWBROOK FEDERAL CREDIT UNION Treasurer Clarence Marsh, left, and President Roy Hargrove Sr. look over some papers at the credit union office at Staten Island Developmental Center. Both are members of CSEA Local 429.

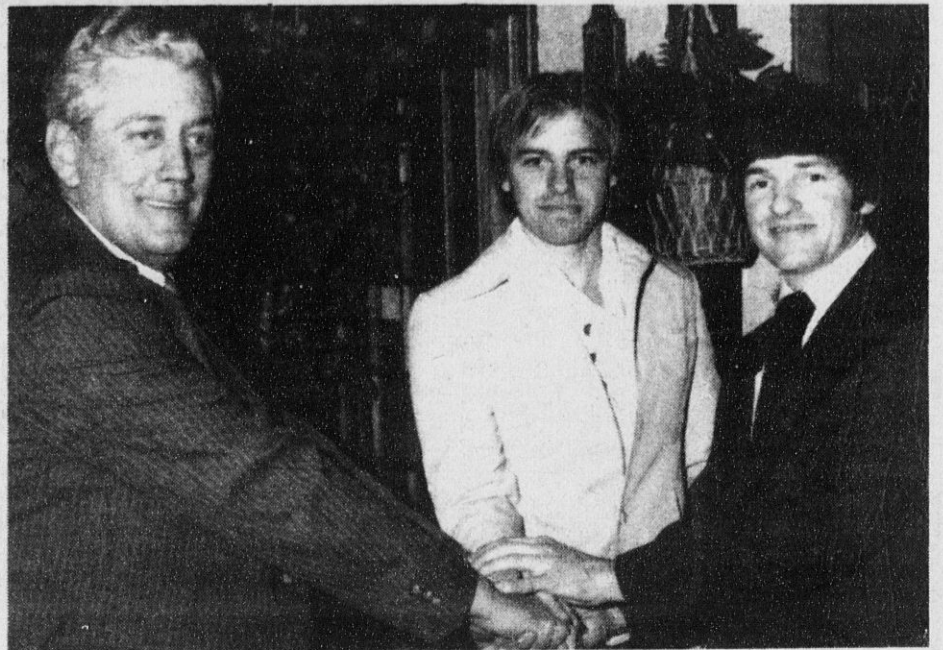
PUBLIC EMPLOYEES... Where Would You Be Without Them?

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Code
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor	\$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	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
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.

(Below) THE MOUNT SINAI SCHOOL DISTRICT UNIT is the latest unit to join CSEA Suffolk County Education Local 870. The latest addition brings the Local 870 membership to approximately 4,000 and helps it retain its ranking as the fifth largest of the more than 300 CSEA locals statewide. Here CSEA Region I Field Rep James Walters, left, who is assigned to the Local, welcomes Mount Sinai School District Unit representatives Fred Dacker, center, and Thomas Nulty to a recent Local 870 executive board meeting.



Local raises funds

BUFFALO — The first PEOPLE raffle to be held by a CSEA local has raised both money and hopes for a successful political action campaign in 1980.

Requesting "just one dollar and one hour's time" from each person attending the Buffalo City Local 003 meeting recently, Ed Draves of the CSEA Legislative and Political Action department netted \$100 for the political action fund and many promises for support of this year's campaign.

Other guest speakers at the meeting included CSEA Chief Lobbyist Jim Featherstonhaugh, Region 6 President Robert Lattimer, and co-chairman of the region political action committee Dominic Savarino.

Following a film on political action, Featherstonhaugh and Draves awarded the prizes, including an instant color film camera.



REGION VI PRESIDENT Robert Lattimer urged Local 003 members to show support for regional political action efforts.



CSEA CHIEF LOBBIEST James Featherstonhaugh spoke about how effective grassroots political action can influence the outcome of important legislation.

CSEA Safety Hotline

800-342-4824

Advocate of school bus safety seeking safe seat legislation

By Dawn LePore

WEST SENECA — After fifteen years of negotiating traffic jams, mediating disputes and lobbying for peace and quiet on a big yellow school bus, it figures that June Ferner would be a natural at political action.

And that the issue closest to her heart would be the safety of those children riding that bus.

For the past year, June, a member of Erie Educational Local No. 868, has been fighting to change a New York State law that requires the back of bus seats to measure 28 inches — a height she and many others believe dangerous.

"New York is the only state in the nation not

adhering to federal standards of 25 inches," she said. "Not only is it a potential safety hazard, but since the seats have to be custom-made, they're also more expensive."

Although the difference between the two seat heights is only three inches, higher seats make it much more difficult for bus drivers to be aware of what's happening on the bus.

"You just can't see the kids, even the big ones," she said. "If someone's crying or if there's a problem, it takes longer to pinpoint where it's coming from. Some kids smoke and then slouch back in the seats. It's hard to keep an eye on them and drive, too."

"And the longer you have to be looking in the mirror, the greater your chance of being in an accident."

Higher seats also magnify the driver's blind spot to the left, cutting down on visibility. Why then was the higher seat standard created?

"It was thought that the high seats would protect the children against whiplash," June said. "I don't know about that. But I did hear about an accident in the northern part of the state where several children had broken their noses on the seats during an emergency stop."

Since the current law, put into effect four years ago, applies only to new buses, only about half of the West Seneca fleet June drives for are equipped with the higher seats. June drives an older model, with seat backs 24 inches high. But she knows it can't last forever.

"I've been lucky enough to keep my bus so far," she said. "But it already has 54,000 miles on it. I know I'm going to have to give it up someday. So you see, I have a vested interest in changing this law. I don't want to get one of those new buses."

Sitting in the driver's seat in "one of those new buses", the problem is readily visible. A glance into the overhead mirror reveals only a few heads and hands, although the bus is filled with grade schoolers.

"You know, I've had adults tell me they feel claustrophobic sitting in those seats. How do you think the kids feel," she asked. "It's bound to make them all pent up. Naturally, they're going to take it out on each other and on the bus."

A walk to the rear of the bus illustrates her point. Seat backs shredded by young riders are bandaged in yard after yard of wide, silver-colored tape.

"The driver can't be blamed for the condition of this bus," she said. "They're ashamed of this kind of stuff, but what can they do? This particular driver keeps a roll of that tape right on the bus with her, that's how bad it is."

"As they (Maintenance) get a chance, they do repair the seats, but there's no way they can keep up with it. One of the guys in the shop said



JUNE FERNER has been driving a school bus for the past 15 years. The union-activist is pushing for legislation to bring New York State bus seat requirements into conformity with federal standards.



DIFFERENCE IS CLEARLY EVIDENT between higher backed seats and lower backed seats in these two photos taken from a school bus driver's seat and through the driver's rear view mirror. In the newer, 28-inch high seats, left, these high school students are barely visible in the



HIGHER BACK SEATS have a greater incident rate of vandalism, Ms. Ferner says, because sitting in higher seats creates hostility in the students. "How do you think the kids feel? It's bound to make them all pent up," she says.

they repair at least five seats a day but they keep getting farther and farther behind. And it's expensive. A roll of that tape alone goes for \$20."

June, who serves as her local's delegate and sits on the Region 6 and statewide political action committee, as well as the statewide non-teaching committee, has written a stack of letters to state legislators on the issue.

Efforts by her, the CSEA legislative and political action office and the school boards association have resulted in a bill — sponsored by Assemblyman Vince Graber — calling for the state to lower the seat height to federal standards.

Does she think the bill will pass this year?

"I don't know. I hope so. It would be a heck of a sense of satisfaction to know that all that time has been well spent, that I'd accomplished something."



mirror as the driver would see them. In the photo at right, June Ferner's students ride in lower backed seats and are much more visible to the driver.

IS A SAFE PLACE TO WORK TOO MUCH TO ASK?

More than a quarter of a million copies of the literature reproduced below were mailed to CSEA-represented public workers this week by CSEA. The literature is slightly larger than reproduced here, and the question posed at left is a reduced reproduction of the back of the folded piece. The large mailing is designed to create a heavy mailing of the coupons printed at the bottom to Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink urging adoption of occupational safety and health protection for public workers in New York State. The actual coupons are self-addressed on the reverse side for easy mailing.

WARNING: PUBLIC EMPLOYMENT COULD BE INJURIOUS TO YOUR HEALTH!

As a public employee, you stand a 30% greater chance of being killed, maimed or injured doing your job than does any worker in the private sector doing the same job. It may be hard to believe, but it's a fact. Each year literally thousands of public employees just like you are involved in occupational accidents that could have been avoided.

Why? Because private sector workers are protected by a federal law called the Occupational Safety and Health Act, better known as OSHA. THIS LAW LITERALLY EXCLUDES PUBLIC EMPLOYEES FROM ITS PROTECTION. As a result, while the number of occupational accidents in the private sector declined during one recent period by more than 15%, the number of accidents in the public sector in that same period went up by more than 71%!

It is estimated that each year the total cost of occupational injuries to public employees in New York State exceeds \$250 million. Other states have enacted OSHA for their public employees and had dramatic reductions in injuries and costs, but in New York, OSHA still remains a goal instead of a right.

Every day, the failure of the Legislature to act takes its toll in human suffering as safety remains unenforceable.

IS A SAFE PLACE TO WORK TOO MUCH TO ASK?



EIGHT WHO WERE NEARLY GASSED

In Albany, eight employees suffered nausea and had to leave work because proper warning devices were not installed to detect shutdown of exhaust fans. They were suffering from high levels of hydrogen sulfide gas caused by improper ventilation of chemicals. The results could have been fatal. The warning device could have been installed for less than \$50.



THE PRICE OF BEING RESPONSIBLE

In one town, a heavy equipment operator was almost killed when brakes failed on a road grader on a hill. A mechanic who later spoke out about improper maintenance was demoted. OSHA protects the right of public employees to operate safe equipment and their right to speak out about safety hazards.



A \$35 SAFETY DEVICE COULD HAVE SAVED A FINGER

A manufacturer of a printing machine warned a state facility to buy a \$35 safety guard for the machine. The state declined. One year later a woman's hand was pulled into the machine and crushed. She lost a finger. The guard would have prevented the injury and the resulting \$8,000 compensation claim. The cost of the claim alone would have bought guards for every similar machine in the state.

GET MAD DO SOMETHING ABOUT IT!

Unless you act, you could become a part of this sad story, too. CSEA is lobbying hard to get the Senate and Assembly to act on legislation to grant you and all public employees in this state the same protection that workers in the private sector enjoy. We need your support to let the legislature know that we mean business.

There are two pre-addressed postcards attached to this letter. For your own safety and the sake of your family, please tear these cards off, place a stamp on the card and mail it today. Your support will help your union win OSHA so that you can avoid becoming a sad statistic.



Civil Service Employees Association, Inc.
33 Elk Street, Albany, NY 12224
AFSCME LOCAL 1000
AFL-CIO

Dear Senator Anderson,

As a citizen, taxpayer and public employee in New York State, I am urging you and your colleagues to support legislation this year to extend meaningful occupational safety and health protection to the 900,000 men and women who work for government in New York but who are unprotected.

I urge you to support protections similar to the Occupational Safety and Health Administration regulations so that we can save lives, reduce injuries and save this state millions of dollars in avoidable losses from injuries.

Signed: _____

Address: _____

Dear Assemblyman Fink,

As a citizen, taxpayer and public employee in New York State, I am urging you and your colleagues to support legislation this year to extend meaningful occupational safety and health protection to the 900,000 men and women who work for government in New York but who are unprotected.

I urge you to support protections similar to the Occupational Safety and Health Administration regulations so that we can save lives, reduce injuries and save this state millions of dollars in avoidable losses from injuries.

Signed: _____

Address: _____