



Bill McGowan reelected . . .

TOM McDONOUGH, Exec. V.P.
IRENE CARR, Secretary
BARBARA FAUSER, Treasurer

(Election story, profiles on page 9)

The Public SECTOR

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

Vol. 4, No. 18
Friday, June 18, 1982



(ISSN 0164 9949)

Pay bill is signed

See story, page 2

TIER III: Speak up or pay price forever

ALBANY — If you are one of the 300,000 New York public employees participating in Tier III of the New York State Employees' Retirement system, it's time to speak now or forever pay the consequences.

With less than twelve days remaining prior to the expiration of the Tier III retirement program at 11:59 p.m. on June 30, the state's Senate and Assembly are running out of time to decide the future of what has been called, "... the worst

public sector retirement system in the United States." CSEA is urging all affected workers to join its lobbying effort to reform the Tier III system.

Why should you bother? There are two reasons, according to CSEA.

Reason number one is a concerted effort by a coalition of public employers and business leaders to make the inequitable Tier III system permanent. Up to now it has existed on a temporary basis, requiring periodic legislative extension or it, and its members, revert to the much more reasonable Tier II retirement system. If the business and management lobby gets its way, the inequities of Tier III would exist forever.

The second reason compelling member interest is that it will be the members of the system themselves who will be forced to live with the final outcome of the present debate. If the business lobby gets its way, Tier III's future retirees will be living with inadequate pensions even after life-long contributions of three

(Continued on Page 20)

YOUR CALL IS THE DIFFERENCE

Let's Retire Tier III



*"The worst public
employee pension
in the country."*

If you are a New York State public employee hired after July 1, 1976, you could become the victim of an inequitable pension plan called Tier III, an issue the state legislature is currently debating.

CSEA urges you, voting age members of your family, and other relatives or friends to call your state Assemblyman and Senator and the Governor's Office to support CSEA's efforts to improve the Tier III pension. Your legislator can be called by asking for their office at the appropriate switchboard.

New York State Senate Switchboard
(518) 455-2800

New York State Assembly Switchboard
(518) 455-4100

New York State Governor's Office
(518) 474-8390

PAY BILL SIGNED

ALBANY — Hugh L. Carey signed the CSEA "pay bill" into law June 15, clearing the way for State employees represented by CSEA to begin collecting bigger paychecks.

The legislation implements the Administrative, Institutional and Operational Services contracts, covering 107,000 state workers.

Approval had been stalled earlier when legislators questioned non-salary provisions of the bill. Objecting to the precedent of what would have been legislative renegotiation of the contract, CSEA insisted on approval of the full pay bill.

"We held fast and refused to barter away our contract in bits and pieces," CSEA President William L. McGowan said.

Approval of the pay bill clears the way for payment of 9 percent salary increases retroactive to April 1, as well as payment of cost of living adjustments (COLAs.)

Pay increases of 9 percent were effective April 1 under the new contracts. Audit and Control anticipates payment of the retroactive salary increase within four to six weeks, with the 9 percent raise being added to employees' regular paychecks about that same time.

By the end of this month, eligible State employees

are expected to receive their COLA payments. This payment will include the cost of living adjustment provided for in the final year of the 1979-82 contracts, plus the one-time 0.6 percent COLA payment authorized under the new pacts.

For eligible workers who were employed throughout the State's 1981-82 fiscal year, the COLA payment would equal 5.25 percent of their total year's salary.

At press time the Department of Audit and Control announced that cost of living adjustment checks will be shipped by the department for eligible employees on the administrative payroll on Monday, June 21 and to eligible employees on the institutional payroll on Monday, June 28.

Retroactive salary checks will be paid to eligible employees on the institutional payroll effective Thursday, July 22, and to eligible employees on the administrative payroll effective Wednesday, July 28, it was also announced.

Several major union issues still pending as legislative season draws to a close

ALBANY — This year's legislative calendar is rapidly drawing to an end as lawmakers, anxious to begin their re-election campaigns, are heading for adjournment at the State Capitol, but several major issues of importance to New York's public employees still require action.

Top priority seems to be centered on meaningful reform of the controversial Tier III retirement system which deducts 3 percent from the gross earnings of public employees hired after July 1, 1976, and then — as the result of coordination of benefits with Social Security — gives those employees about half the pension benefits paid to pre-1976 public workers who make no direct payments to their pension plan.

So important is this issue, CSEA President William L. McGowan says, that in addition to the union's usual political action push, each CSEA member is being asked to personally contact his or her legislators and support CSEA's efforts to reform Tier III. (See related stories, pages 1 and 20.)

But pensions aren't the only legislative matters demanding CSEA's attention.

Legislative attempts to restore appropriations to local government financial aid, aid to education and increased support for the state university system are still expected. During this year's budget battle, the Legislature approved expenditures of several hundred million dollars more in these areas than Gov. Hugh Carey said was available in the state's financial plan.

As the result of impending state borrowing which gave the governor authority to hold the Legislature's spending in check, the Legislature has not yet attempted to override Carey's vetoes of their appropriations for which, they claim, sufficient money is available.

But all of that is now changing. The borrowing is done, the governor's short stint in the political driver's seat on state spending is over, and the Senate and Assembly, primed for re-election campaigning, are ready to again take charge by enacting their original spending proposals for education, local government aid, and SUNY. After an expected gubernatorial veto, a legislative override would be attempted.

Citing the serious financial problems threatening CSEA members in schools, local government and the state university system, CSEA is supporting these legislative initiatives.

The union has also been unusually delayed this year in gaining legislative enactment of the provisions of its recently negotiated contract settlement with the State of New York, normally a virtual formality.

This year the process was greatly delayed by persistent roadblocks put up by the state Senate's finance committee staff that raised endless



TIER III DEBATE — CSEA Political Action Director Bernard J. Ryan, right, and New York Chamber of Commerce Vice President Morton Getman, engage in a fiery debate over the future of the contributory Tier III retirement system scheduled to expire June 30. While both officials agree Tier III is an administrative nightmare, the two part company over the merits of the

system. Getman, chairman of a high-powered business coalition whose sole purpose is to make Tier III permanent, claims the system is "generous to retired state workers." Ryan refuted these claims with facts and figures from legislative commissions and the New York State Comptroller's office. The debate was aired on an Albany television station earlier this month.

questions about the CSEA pay bill, but not until three months after it was negotiated, thus gumming up legislative review of the contract. Finally, a direct discussion between CSEA President William L. McGowan and Senate Majority Leader Warren M. Anderson was needed to break the deadlock by an agreement to allow legislative observers to be continually updated on activities of labor-management committees and other non-salary provisions of the CSEA-state agreement.

The delays produced considerable anger among CSEA's state employee membership. The 9 percent salary increase due on April 1 has been delayed as a result of the legislative inaction.

But the state employees aren't the only CSEA members whose lives have been affected by the bottleneck in the state legislature in this election year.

Numerous other bills which CSEA has sponsored this year also remain undecided while the

Legislature continues to be occupied with controversial matters like the debate over the bottle bill to require deposits on disposable beverage containers, the death penalty proposals, legislative redistricting of state election districts and the continuing state budget saga.

With mid-June sliding past the Legislature and the pressure growing for summer adjournment to allow the legislative candidates to hit the re-election trail, political observers were expected another legislative "end of session crunch," a traditional practice involving final resolution of important legislative issues during the final hours of the session before lawmakers leave for their home districts.

Despite the crush and the many controversial issues attracting lawmakers' attention, CSEA lobbyists are continuing efforts to see to it that when the smoke finally clears in Albany, public employees won't have been victims of the state's political process.

Lecture on 'burnout' draws big audience

WINGDALE — "Burnout" — when your brain says go but your body says no — afflicts an estimated 15 to 20 percent of human services workers. So there was an understandably large turnout on June 2 when Dr. Herbert Freudenberger, the noted psychologist who first applied the word "burnout" to the workplace, spoke at Harlem Valley Psychiatric Center.

Wendy Acrish, director of the psychiatric center, introduced him to approximately 300 people present, and revealed that while a recent study there found the problem at "low to moderate levels," she stressed its prevention is "a collaborative effort where union representation is important." Meanwhile, the reaction of three therapy aides from Middletown Psychiatric Center who were present is enlightening.

"Vince Panetta, second vice president of CSEA Local 415, and co-workers Darcilla Weaver and Shirley Wick, all agreed the lecture was meaningful. They were impressed by what they learned because it can be applied to their daily lives.

Ms. Weaver felt it "heightened my awareness and made me more conscious of what's going on," while Ms. Wick said, "previously burnout was only a word." Meanwhile, Mr. Panetta added hereafter he will be looking for signs of burnout especially among managers, "because their attitude filters down to us."



THERE WAS A FULL HOUSE to hear noted psychologist Herbert Freudenberger discuss his theories on burnout. Later he autographed, right, copies of his book, "Burn Out: How to Beat the High Cost of Success," for therapy aides Darcilla Weaver and Vince Panetta.

AFL-CIO calls tight money 'ruinous,' urges Reagan to use credit controls

WASHINGTON — The AFL-CIO has called on President Reagan to use his authority under the Credit Control Act to reverse the tight money, high interest rate policies which it called "ruinous" to the economy.

"It is time to turn the economy around, to reverse the Regan recession and to put people back to work," declared the AFL-CIO Executive Council at its spring meeting here.

AFL-CIO President Lane Kirkland said that, in addition to lowered interest rates, labor also wants the President and the Congress "to develop with all possible speed a realistic, workable economic program to bring America back to full employment, to balanced economic growth and to fairness in taxation with concern for those who have least."

The council said the tight-money policy endorsed by Reagan and imposed by the Federal Reserve Board "has brought havoc to the housing, auto and farm sectors and dozens of supplier industries, as well as thousands of small businesses and thrift institutions."

Under the Credit Control Act of 1969, the council said, the President can authorize the Federal Reserve to channel credit away from speculation and corporate takeovers towards such constructive investments as housing, farming and industrial production.

The brief use of credit controls in 1980 helped move the economy out of recession, the council recalled, noting:

"After credit controls took effect in 1980, interest rates on new mortgages declined from a peak of 16 percent to about 12.5 percent in July. The annual housing starts rose from the May low of 938,000 to about 1,550,000 toward the end of 1980.

"The prime rate charged by banks declined from 19.5 percent in April to 11 percent in July when the decline in industrial production was reversed and the economy began to pick up.

The council also warned that the Credit Control Act expires June 30. It urged passage of bills to continue the authority, H.R. 6124 sponsored by House Banking Chairman Fernand St. Germain (R.I.) and S. 2526 sponsored by Senate Minority Whip Alan Cranston (Calif.).

Summing up the council's economic statement, Kirkland told a press conference that the recession is

"the direct product of the Administration's policies."

He said those policies were "the combination of tight money, high interest rates and irresponsible tax program that in effect borrows money in order to cut taxes for the rich, coupled with drastic attacks on those social and economic programs which shelter those who are the weakest. . . ."

The council statement on "the Reagan recession" assailed the President's "supply-side" economics as "a disaster for America and American workers."

Now is the time, it said, for Congress to enact a realistic budget which includes anti-recession, job-creating programs, and stimulation of the private sector. It also is time for tax reform, the council said.

The council endorsed this legislative program:

- A tax reform bill, H.R. 6257 sponsored by Rep. Thomas Downey (D-N.Y.), which would raise \$150 billion over a three-year period and remove tax inequities.

- A job creation bill, H.R. 6250 sponsored by Rep. Augustus Hawkins (D-Calif.), which would provide for a five-year program of grants to employ the long-term jobless on public works projects.

- Mortgage interest aid as embodied in the House-passed H.R. 6294 sponsored by Rep. St. Germain, which would help moderate-income homebuyers; also H.R. 6296 by Rep. Henry Gonzalez (D-Tex.) to provide rental aid and mortgage relief for the unemployed.

- A new Reconstruction Finance Corp. to rebuild the nation's industrial base, as called for by H.R. 6000 sponsored by Rep. Frank Guarini (D-N.J.).

- A domestic content bill, H.R. 5133 by Rep. Richard Ottinger (D-N.Y.) and S. 2300 by Senator Wendell Ford (D-Ky.), to restore jobs in auto and auto-related industries.

In other areas, the council urged Congress to extend the current 39-week maximum jobless benefit program to at least 65 weeks for those who have exhausted their extended benefits. The Ways and Means Committee recently approved an extension to 52 weeks. The council also wants the national trigger restored and other restrictions adopted in the past year rescinded.

The job training legislation now pending "falls far short" of the needs of millions of workers and also calls for business domination of the program, the council said.

State workers honored for blood donation

ALBANY — Sixteen state employees were singled out for special recognition during the annual Red Cross awards luncheon here earlier this month.

But, noted Civil Service Commission President Joseph A. F. Valenti, presentation ceremonies will be staged later for 662 state employees in 67 different State agencies who reached the milestone of contributing a gallon or more of blood during the past year.

Valenti was main speaker at the luncheon and shared a congratulatory message he had just received from the White House in which it was noted that the Northeastern New York American Red Cross Blood Services Chapter has nominated New York State employees for the 1982 President's Volunteer Action Award for their long-time successful participating in the blood donor program.

Special donor recognition awards were made to Albert Robbins and Steven Pardee, both of the Department of Transportation; Marjorie Levesque of Tax and Finance, Keith Rayner of Civil Service, Ida Alwaise of Motor Vehicles. Also, Joseph Richardson of the Department of Labor, William Goodwin of the Thruway Authority, Wayne Lake of Parks & Recreation, Mark Palmer of the Education Department, and Roy Couture of the Higher Education Services Corporation.

Six people also received plaques recognizing their special efforts on behalf of the Blood Donor Program. They are Diane Pelky, who started with the Blood Program at the Syracuse office of the State Insurance Fund and has remained very active in the program in the four years she's been in Albany; Helen Butrym from Tax and Finance; Candy Fuoco from SUNYA; Chuck Schampier from OGS; Grace T. Wade from the Insurance Department; and Lenore Heisman from Transportation.

Sylvia Weinstock, Local 418 member, dies following lengthy illness

WEST BRENTWOOD — Sylvia Weinstock, a long-time CSEA activist from Pilgrim Psychiatric Center Local 418, died May 27 after a long illness.

Ms. Weinstock was active in many capacities within the union, and most recently she was a member of the Region I social committee, and served as a coordinator for CSEA's participation in Solidarity Day in Washington last fall.

Public Sector

Official publication of
The Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday 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, 1 Columbia Place, Albany, New York 12207. Single copy price 25¢.

Gary G. Fryer—Publisher
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Published every other Friday by Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224 (518) 434-0191.



"They're here."



INFLATION, UNEMPLOYMENT, BANKRUPTCY...

POLITICIANS

They know what scares you.

BUT WHEN ARE THEY GOING TO DO SOMETHING ABOUT IT?

AFL-CIO 'shocked' by Reagan repeal

WASHINGTON — The Reagan Administration has repealed the Davis-Bacon Act through administrative action, AFL-CIO President Lane Kirkland charged here.

The AFL-CIO Executive Council, at its spring meeting, said the Administration informed the federation beforehand of the final regulations issued May 28. "Our worst fears have been exceeded," the council said after seeing the new Labor Dept. regulations.

The council noted that when the proposed changes in Davis-Bacon were announced last year, organiz-

ed labor was "shocked and angered." Labor was assured its views would be considered and submitted its position in detail, the council recalled.

The final regulations not only adopt the original proposals, the council said, "but also have added additional anti-worker proposals which will guarantee that any last vestige of protection workers enjoy under the statute will be destroyed."

Kirkland told a press conference that, despite President Reagan's pledge not to seek repeal of Davis-Bacon as some of his supporters

used, "he effectively repealed it" with these changes.

Kirkland said most of the changes were "rather horrendous," "guts the law" and makes it "a farce, and shell and shadow." "It is repeal of the law by administrative action," he added.

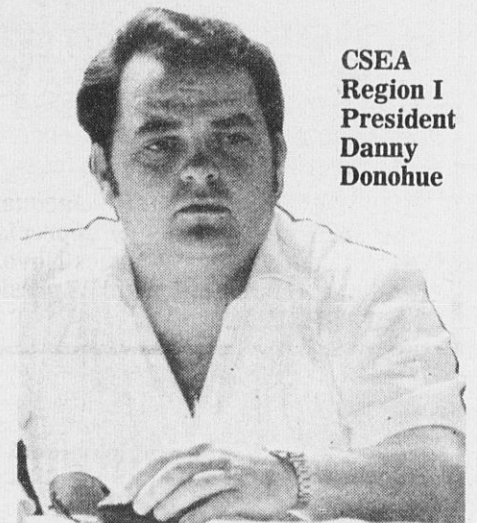
The U.S. Chamber of Commerce announced it was "pleasantly surprised" by the final Davis-Bacon regulations because they went beyond the proposals of last year.

Labor Secretary Raymond J. Donovan, in announcing the final regulations, said they will produce savings of about \$600 million a year.

The regulations drop the "30 percent rule" under which the prevailing wage was set at the wage paid to 30 percent of workers in a trade. The new rules define the prevailing wage as the rate paid a majority of workers in the area doing similar work.

Another key regulation permits contractors to use two helpers for every three journeymen. Other changes provide that urban wage data will not be mixed with rural data in developing wage levels. Another change permits contractors to submit a simple compliance statement instead of complete payroll records.

The AFL-CIO said these regulations will depress prevailing wage rates, lead to violations of the law, and undermine bona fide apprenticeship training programs.



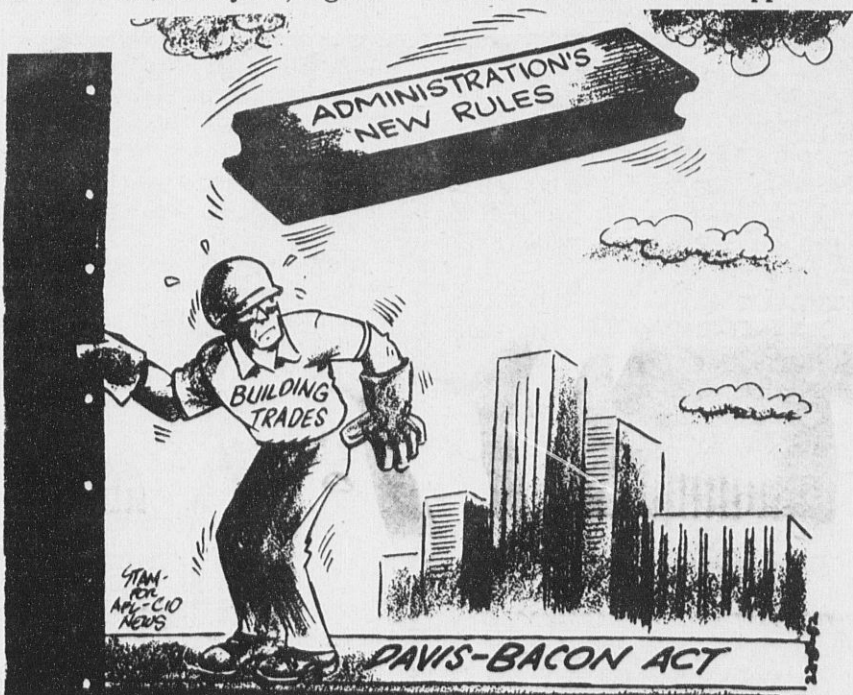
CSEA
Region I
President
Danny
Donohue

Donohue named to Federation Board

HAUPPAUGE — CSEA Region I President Danny Donohue has been elected a vice president of the Long Island Federation of Labor, succeeding Nick Abbatiello as the CSEA representative on the Federation's Board.

The Long Island Federation of Labor represents 150,000 unionized workers on Long Island. The organization was created 23 years ago through a merger of the Nassau-Suffolk councils of the AFL-CIO. Among the organization's objectives is to focus on politics representing labor's viewpoint to politicians and the news media.

CSEA Supports
Special Olympics



Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

JUNE

- 20-25—AFSCME Convention, Atlantic City, New Jersey.
- 27-29—County Executive Committee Workshop, The Granit Hotel, Kerhonkson.
- 26—Local 615 Upstate Medical Center 1st Annual Pig Roast, 1-6 P.M., Spinning Wheel Restaurant, Thompson Road, North Syracuse.
- 30—Combined Annual Picnic for Employees of Utica, Marcy, Central New York Psychiatric

Centers, 11 A.M., Crestwood Golf Club, Marcy Campus, Marcy, NY.

JULY

- 16—Local 505 NYSDOT Annual Picnic, 1-6 P.M., Roselawn Restaurant, New York Mills.
- 16—Syracuse City Local 013 Annual Clambake, 5-10 P.M., Hinerwadel's Grove, Fay Road, North Syracuse.
- 30—Syracuse City Local 013 Annual Golf Tournament, 8 A.M., Westvale Golf Club, Camillus.



PRESIDENT HONORED — Jacqueline Sutton-Mansir smiles after receiving a plaque of appreciation from Suffolk County CSEA Local President Charles Novo. The award was made in recognition of her six years as president of the East Hampton Town CSEA unit.

Member's seniority upheld in 'first-of-its-kind' decision

ALBANY — A recent court decision has confirmed a CSEA member's right to a salary based on her past employment with the state.

The member, Laura Craven, began to work for the state in 1969 and left 10 years later. When she was rehired a year and a half later as a grade 5 stenographer, Department of Environmental Conservation officials said she was not entitled to a higher salary based on her decade of state employment. They insisted that an employee who leaves state employment for more than a year loses any salary credits.

CSEA challenged EnCon's rule. "If the Legislature had meant that people had to return to state service within a year in order to maintain credits earned for their salaries, they would have said so in the (Civil Service) law," said William

Wallens, the CSEA attorney who argued the case.

"But the law says that employees who are reinstated at any time get to keep their salary based on seniority."

The Supreme Court justice agreed, saying that EnCon had interpreted the Civil Service Law "in an unreasonable and irrational manner."

Wallens said Craven will be paid the difference between her present salary and the salary she would have earned with her seniority. Although the state may appeal the case, Wallens said he is optimistic about the outcome.

"I'm very pleased," he added. "It's a clearcut case, and it opens the door for other people who return after more than a year away from the state. It's the first decision of its kind, and it's a very big issue."

Pre-retirement brochure to be reprinted

ALBANY — Because of the tremendous response to the recent invitation in the Public Sector for retirees to join CSEA, the pre-retirement brochure will be reprinted, said Thomas A. Gilmartin, director of the CSEA Retirees Department.

There will be some delay in responding to requests for information while the booklet is being updated and printed.

Anyone wanting additional information about retiree membership should contact Gilmartin at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224 or call (518) 434-0191.

County consultant can't hear disciplinary case, court rules

HOLBROOK — CSEA Suffolk County Local 852 has won a court order barring a hearing officer who holds a consultant's contract with Suffolk County from being appointed to a disciplinary case involving a county employee.

The implication that a conflict of interest might exist was enough for Justice George F. X. McInerney in Supreme Court at Riverhead to order the employer to find another person to act as hearing officer.

CSEA had protested earlier to the Town of Smithtown over the selection of Robert Jones to disciplinary charges against a CSEA shop steward in the Highway Department. Jones is under contract with the town to act as occupational safety and health officer. CSEA went to court when the town refused to withdraw the selection of Jones.

Justice McInerney ruled that "all elements with respect to a fair trial are applicable in an administrative proceeding." He also noted, "Not only must there be no prejudice, actual or implied, but even the appearance of prejudice must be avoided."

The case was handled by CSEA Regional Attorney Lester B. Lipkind.

Mario Cuomo



GEARING UP FOR THE DEMOCRATIC PRIMARY, Lt. Gov. Mario Cuomo recently opened up a headquarters in Scarsdale. On hand to give his gubernatorial campaign a boost were, from left to right, Marie Baci, member of the Town/Green-

burgh CSEA Unit executive committee, Region III Treasurer Eleanor McDonald, Cuomo, Greenburgh Councilwoman Lois Bronz, and Region III President Ray O'Connor.

Schedule set for CSEA County Workshop

Array of seminars has something for all

KERHONKSON — A full schedule of seminars, covering topics ranging from labor relations in the National Football League to the impact of public assistance work programs, plus an opportunity to meet AFSCME President Gerald McEntee and gubernatorial candidate Mario Cuomo, will highlight the CSEA County Workshop June 27-29 at the Granit Hotel here.

Delegates to the Irving Flaumenbaum Memorial Workshop will begin registering Sunday afternoon before attending seminars sponsored by the statewide committees on Probation, Non-Teaching School Employees, Social Services and Minorities.

These afternoon seminars will cover:

- Current Status of Probation Legislation, presented by Thomas Callanan, Division of Probation;
- Unions and Equal Employment, by Ronnie Steinberg, Center for Women in Government;
- Political Action in School Districts, by Ramona Gallagher, CSEA political action training specialist;
- Will Public Assistance Work Programs Take Away Your Jobs?, by Paul Burch, CSEA director of field services; and
- Affirmative Action and You, by Joseph Tortelli, director of affirmative action for Westchester County.

Two after-dinner seminars should provide something of interest to everyone. Doug Allen of the National Football League Players Association will discuss NFL bargaining, strikes and

1982 COUNTY EXECUTIVE
COMMITTEE WORKSHOP
IRVING FLAUMENBAUM
MEMORIAL WORKSHOP 1982
SUNDAY TO TUESDAY
JUNE 27 - 29, 1982

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Kerhonkson, New York 12446

public image. And the Women's Committee will conduct a workshop on the concept of comparable worth, featuring Cathy Collette of AFSCME, Ronnie Steinberg of the Center for Women in Government, CSEA Secretary Irene Carr, and Attorney Marjorie Karowe.

Six seminars are scheduled to be held Monday at 9:30 a.m., and repeated Monday afternoon. Topics include: the Employee Assistance Program; Negotiations in Political Subdivisions; Utilizing Staff Internal Communications for Services; an Overview of Civil Service Procedures; and Political Action — Grass Roots Involvement.

The three-day seminar concludes with a general business meeting beginning at 9 a.m., Tuesday. Scheduled to speak are AFSCME International President Gerald McEntee and Lt. Gov. Mario Cuomo, CSEA's endorsed candidate for governor.

Get ready to run in PEOPLETHON

KERHONKSON — On your mark. Get set. GO sign up for the "PEOPLETHON" scheduled to be run June 28 during the CSEA County Workshop at the Granit Hotel.

Race participants must obtain "entry fees" of at least \$20 in pledges to be contributed to PEOPLE — Public Employees Organized to Promote Legislative Equality — the political action arm of AFSCME. Monies are used to support candidates in federal elections.

According to Ramona Gallagher, race organizer and CSEA political action training specialist, awards will be given to the first three male and female finishers in the run-a-thon.

"We'll also give a special award to the entrant who collects the greatest amount of money in PEOPLE pledges," Gallagher explained. "Plus, we want this to be a fun event. Everyone who enters to run or walk the course will receive PEOPLE T-shirts, and refreshments will be served after the run."

Any delegate, family member or staff member attending the County Workshop may enter the PEOPLETHON. Locals and units are being encouraged to sponsor runners and collect pledges before the race.

Pledge sheets are available by contacting the CSEA Legislative Office in Albany. Pledge forms will also be available at the PEOPLE information table at the workshop beginning Sunday, June 27.

Ms. Gallagher said pledge checks should be made payable to "PEOPLE." In accordance with federal law, contributions to PEOPLE will be accepted from members of AFSCME and their families.

McGowan, McDermott to
lead full delegation from CSEA

AFSCME 25th International Convention begins

Lane Kirkland, Edward Kennedy, Walter Mondale among speakers

ATLANTIC CITY, NJ — CSEA President William L. McGowan and CSEA Capital Region President Joseph E. McDermott, both International Vice Presidents of AFSCME, will be leading CSEA's 223 AFSCME delegates when they arrive here June 20 for the start of AFSCME's 25th International Convention.

CSEA and AFSCME, the AFL-CIO's largest public employee union, were affiliated in 1978, but this will only be the second major AFSCME convention attended by a full delegation from CSEA, or Local 1000 as it is officially known within the ranks of AFSCME.

And while some people may look upon this resort city location as an exciting spot for a meeting, AFSCME's delegates are preparing for a week of long business meetings, workshops and committee discussions to steer



'Delegates will be wrestling with major topics, including the national economy, Reaganism, and the growing political encroachments in areas of labor interest.'

the course of the one-million member International for the next two years.

Having to travel to CSEA's delegation headquarters at the Sands Hotel on Father's Day is just the beginning

of some of the sacrifices that CSEA's elected AFSCME delegates, the largest single AFSCME delegation, will have to bear during the five day convention.

On several days, convention business begins at 7 a.m., with workshops on major subjects, continues through five straight hours of delegate meetings starting at 10 a.m., and ends with committee meetings which get under way late in the afternoon.

And if the hours aren't enough, delegates will be wrestling with major topics, including the national economy, Reaganism, and the growing political encroachments in areas of labor interest.

Speakers for the meeting will include AFL-CIO President Lane Kirkland, U.S. Senator Edward Kennedy, former Vice President Walter Mondale, and a host of other prominent labor and political figures.

This convention will be the first chaired by International President Gerald McEntee, elected by the AFSCME International Executive Board to fill out the four year term of AFSCME's late President Jerry Wurf.

In addition to the 223 CSEA Delegates at the Convention, CSEA is sponsoring a marathon race for convention participants to raise funds for PEOPLE, AFSCME's political fund raising operation.

CSEA, Motor Vehicles in head-on clash over sudden turnabout in safety issues

ALBANY — CSEA and the state Department of Motor Vehicles are at odds over recent changes the department has initiated which the union feels adversely affect motor vehicle license examiners represented by CSEA.

The controversy began with a unilateral order by DMV that the inspectors would no longer be given uniforms which they have traditionally worn when giving driving tests to license applicants. The state and the union are continuing negotiations over this issue in an effort to resolve the matter.

But the uniforms were only the beginning, according to Tom Byrne, a DMV license examiner who served on CSEA's statewide negotiating team in the Administrative Services Unit, the state bargaining unit to which the grade 12 examiners are assigned.

DVM issued directives, Byrne says, that prohibited inspectors from checking the license and registration of the licensed motorist accompanying the applicant taking the driving test and, until CSEA objected about the safety of its members, DVM even told inspectors to stop checking to see if the vehicles in which the tests were given were properly inspected.

"Examiners always used to check the license and registration of the motorist accompanying the applicant," Byrne said. "We felt it provided an extra check on compliance with the vehicle and traffic laws. It also helped us prevent a licensed motorist from posing as an applicant to take the test for the applicant. We just can't provide that check anymore."

While the union is still conferring with DMV on most of its recent changes,

on the issue of vehicle safety, CSEA drew the line. "We don't think it is fair or safe to ask an unprotected license examiner to get into a motor vehicle that may not be safe enough to be on the road," comments CSEA Collective Bargaining Specialist Robert Guild.

"As a result of our complaints on this issue, DMV reconsidered and is allowing examiners to make sure the vehicle in which they must ride to give a license examination is, in fact, in compliance with the safety requirements of the Vehicle and Traffic Law," Guild said.

What's behind the sudden, and unpopular changes? According to CSEA, it appears DMV is trying to speed up the examination process rather than provide sufficient examiners to make the traditional process faster.

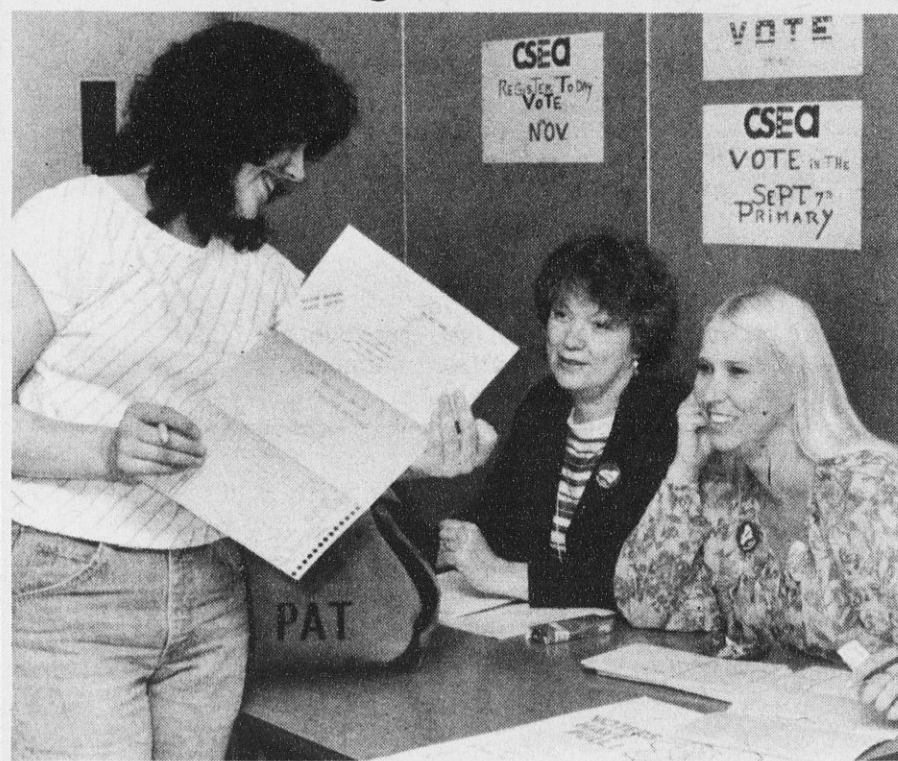
One recent indication of this motive comes in a pilot program DMV has underway at Riverhead, Long Island, where instead of the traditional notification to applicants by mail on the results of the examination, inspectors are now asked to tell applicants on the spot whether or not they have passed.

CSEA is seriously concerned that this practice could lead to confrontations between applicants and examiners, particularly since the traditional examiner's shield and uniform has now been eliminated.

"In some states examiners are uniformed peace officers and literally carry sidearms," CSEA's Guild says, "but in New York, the only protection our people have ever had was the psychological authority from a uniform and badge. Now they don't even have that and DMV is toying around with another change that we think will undoubtedly cause confrontations and might lead to arguments, even violence."

"License examiners always took pride in the work they did," according to Tom Byrne, "but we can't help getting the feeling that the state just doesn't care about that anymore. Even under the old system we could do an examination every 12 minutes and ensure that a qualified, competent driver was given a driver's license. Now, I'm afraid, we're not so sure."

Voter registration drive



CHECKING some voting materials at a recent voter registration drive conducted by CSEA Labor Local 670 is Patricia Hathaway, left. With her are Joan Markes, center, and Barbara Charles.



EXPLAINING a registration form to Margie Lemiex, right, is Doris Bourdon, left. Patrick Jennings and Joan Markes look on.

Needed: Names of stewards eligible for organizational leave

ALBANY — If you are one of the hundreds of CSEA grievance representatives in the state's Administrative, Institutional and Operational Bargaining Units, time may be running out on your use of organizational leave unless your local has informed CSEA of your status.

CSEA's new contract with the State of New York, like its predecessors, requires the union to formally notify the Governor's Office of Employee Relations of the union's representatives eligible to use organizational leave pursuant to the contract. In the case of grievance representatives, that time off is granted to allow grievance "reps" to investigate and process grievances.

"The state has told us quite clearly that unlike in the past, they will not authorize organizational leave for our people unless we notify them officially of the names of the eligible people in advance," said Jack Carey, CSEA's director of collective bargaining.

"With the start of each contract and then every three months thereafter, we are required to update GOER on the identities of people authorized by CSEA to use organizational leave for union business, but unfortunately some of our locals have been lax in the past in providing us with this information," Carey said.

"Unless we get that information immediately so we can pass it along to GOER," he said, "some grievance reps could be denied organizational leave. That hurts the rep, the local and most of all the members who need our help."

In an effort to avoid any loss of time off, all state division local presidents were sent a letter asking for the names of authorized grievance representatives from their local, but to date less than half have responded. CSEA suggests that grievance reps check with their local officers to ensure that CSEA's Office of Collective Bargaining has been notified of their status. If no notice has been given, the local officer should do so immediately to avoid loss of organizational leave for that local's representatives.

Vetoed aid to schools, upstate cities ripe for legislative confrontation

ALBANY — The stage is now set for a confrontation between the Executive and Legislative branches of state government over \$320 million in legislative appropriations vetoed by Gov. Hugh L. Carey.

The measures, including \$218 million in aid to school districts, \$80 million in aid to upstate cities and \$30 million for colleges and universities, were supported by CSEA and passed overwhelmingly in both the Senate and Assembly as they had been earlier in the year.

And again, like earlier in the year, Carey vetoed the measures claiming the state didn't have the money to pay for them and citing the refusal of the state Senate to agree to increased taxes and fees to pay for the programs.

Carey made his second veto late Tuesday, only hours before the measures would have become law had he failed to act.

Now, political observers expect, the legislature will mount a full-scale override effort and probably have sufficient votes to make their wishes stick. Should this occur, Carey has threatened, he may be forced to take austerity measures including job freezes or other action involving public employees.

Downtown Albany rally 'to prove labor's house is united' on issues

ALBANY — The Civil Service Employees Assn. is joining the state's 2-million member AFL-CIO labor federation in mobilizing for a June 29 noon-hour labor solidarity demonstration in downtown Albany.

"We want to pack the west end of Capitol Park to overflowing. We want to prove that labor's house is united on the issues which are threatening both the public and private sector unionized workforce," said CSEA President William L. McGowan in announcing CSEA's support of the demonstration. "CSEA wants the elimination of Tier III retirement provisions, while private sector unions want unemployment benefits increased. We all want labor treated fairly."

The rally, sponsored by the State AFL-CIO, is patterned after the tremendously successful Solidarity Day demonstration last fall in Washington. It will be the largest labor rally in the state since CSEA's giant protest rally staged in 1975, and is designed to serve notice on government officials that labor's voice is not to be ignored.

Dennis Battle, CSEA Director of Personnel, has been appointed CSEA coordinator for the demonstration rally. "We want to make sure the politicians in this state know our position against Tier III and for fair treatment of all unionized workers," he noted.

In the event of rain, the rally will be held in the Legislative Office Building (LOB) at the nearby Empire State plaza.

CSEA
Supports the
AFL-CIO

**GIANT
RALLY**

**STATE CAPITOL
JUNE 29, 1982
12:00 NOON**

McEntee: CSEA/AFSCME must fight to get right people in Washington

A complete report on the Region VI Spring Conference, including photographs, will be published in the next issue of The Public Sector.

BUFFALO — CSEA and AFSCME, facing "the most difficult times ever," will continue to be in the forefront of the fight for justice for working Americans and the downtrodden, as well as public sector workers.

That fight, according to AFSCME President Gerald W. McEntee, will be in the political as well as the collective bargaining arenas.

Speaking at the Region VI Spring Conference, here, McEntee called the collective bargaining process a time-honored tool for improving working conditions of union members. "But as your leaders have urged you in the past and will continue to do so in the future, we must find a political solution." McEntee praised the political action education process presently underway and growing in CSEA.

"We have got to fight and be effective in political solutions. New York has a gubernatorial race coming up and I thank you for making an endorsement so we can play a role and participate in selecting government representatives. We must work even harder to send the right people to Washington to support us," McEntee said.

CSEA is part of a "great trade union institution and tradition," McEntee said, in describing the affiliation of CSEA and AFSCME as a "natural coalition."

"You are the leaders that play a role and participate. CSEA has won many of its major battles, and you are always there in behalf of your great membership and AFSCME stands with you every step of the way."

"Public employees everywhere have the same

problems, the same concerns. They want the opportunity to have a job and make a reasonable living and have decency and dignity in that job as they perform a public service. They want a better future for their children and families. Also, the AFSCME tradition means using the social institution of the union to bring about equity and fair play not only for public workers, but for the poor, minorities and others in the country who do not have a mechanism to work for them. This union has always stood on that premise.

McEntee said probably half of the union's members voted for Ronald Reagan in the last election. But a recent poll taken by AFSCME in 19 major American cities showed that Reagan would be out of a job if an election were held today.

"Those who were fooled in the campaign are now aware of Reagan's unfulfilled campaign promises," said the AFSCME president. "If you remember the theme of his platform, he talked about getting government off the backs of the people. His main theme was jobs, jobs and more jobs."

But instead, McEntee said, more and more people are out of work and it's Reagan's brand of government that has put them there. As an example, he cited the more than 10 million Americans out of work, including 660,000 in New York State.

"In the public sector, things are now just as bad," said McEntee, in citing more than 850,000 unemployed public workers nationwide. "Some of

them used to work in New York."

"We are faced with an incumbent president that has two proposals: He favors the rich — individual and corporate — and they are better than you and I. And, the other is that government — federal, state and local — is bad," McEntee said.

After citing many millions of dollars in jobs, educational cutbacks, corporate tax breaks, cuts in Aid to Dependent Children, food stamps and child welfare that "will hurt thousands and thousands of people," McEntee renewed the call for a concerted battle against Reaganomics.

"Together we can do it. AFSCME has resources because of people like you," he said. "Those resources of staff, expertise, programs and money belong to you, not McEntee, McGowan or Lattimer. Whatever is needed in these times we face, this union stands ready, willing and able to provide it to you," he said on behalf of AFSCME's Executive Board and Secretary-Treasurer, William Lucy.

"In CSEA, you are just coming off an election process and debate. In this union, we can and should have election and debates, but when the election and debate is over, and the institution has rendered a decision and course of direction, we should unite to follow that direction and course. We should have a single purpose and single course."

"People like you can do it. This is the most difficult time we have ever had to face. The future of AFSCME is in the hands of people like you. The future of almost all public sector workers in the State of New York is in your hands. I think that future is in good hands," he concluded.

PCB-laden roads lead to request for health screenings

QUEENSBURY — Due to the discovery of high levels of polychlorinated biphenyls (PCBs) along various dirt roads in the Town of Queensbury, CSEA Field Representative Michael White has requested an immediate health screening of all town employees and recent retirees.

The roads may have been

contaminated by the spraying of waste oil by public employees on the dirt throughfares to keep the dust down. The free oil may have been provided by a manufacturer who used PCB's in the production of various products.

Some of the roads have hot spots which are 16 times higher than the

safe level of this supposed cancer causing chemical. Contaminated landfill areas have also been discovered.

"We are very concerned about the safety of our members and the town residents and we expect full cooperation from local officials in this matter," White said.

McGowan, McDonough, Carr, Fauser elected new statewide officers

'I see this . . . as a mandate to continue the changes . . . to complete CSEA's transition from the social club it once was, into the tough labor union that its members want it to become.'

—William L. McGowan

ALBANY — CSEA President William L. McGowan has won re-election to a third term as president of the state's largest public employee union in balloting for the union's four statewide offices.

By a margin of more than two-to-one, President McGowan defeated challengers James J. Moore, president of Central Region V, and Robert L. Lattimer, president of Western Region VI, according to Election Procedures Committee Chairman Gregory Sczurnicki, who announced the results Tuesday evening from the offices of the Independent Election Corporation of America, Lake Success, N.Y., which conducted the election under contract with the CSEA's Board of Directors.

The month long statewide balloting also ended in victory for incumbent CSEA Executive Vice President Thomas H. McDonough, who defeated challenger Joseph E. McDermott, president of Capital District Region IV, and for statewide Secretary Irene Carr who was unopposed for re-election.

In the election for statewide Treasurer, incumbent F. John Gallagher was defeated in a three way race by Region VI Treasurer Barbara M. Fauser. Also seeking office in that election was W. John Francisco, Region IV political action chairman and a CSEA local president.

Terms of office for each of the four statewide positions begin on July 1, 1982. Each is a full-time position.

Commenting on his victory, President McGowan said, "When I first ran for this office, I promised the members a change from CSEA's old ways of doing things. Since then we have affiliated with AFSCME and the AFL-CIO, grown into a formidable political force, and won many important battles for public employees.

"I see this re-election as a mandate to continue the changes that I have begun to complete CSEA's transition from the social club that it once was, into the tough labor union that its members want it to become," President McGowan said.

Mr. McDonough, recovering from an illness at St. Peter's Hospital in Albany, said of his victory, "I have always given CSEA everything I had to give because I believe in this union and in its members. Their continuing recognition and support is really appreciated."

Ms. Fauser will be the second woman holding statewide office in CSEA when she is sworn into office with Ms. Carr and the President and executive vice president. As treasurer of the Western Region and a former president of CSEA Health Research Local 315, Ms. Fauser said she knew what the treasurer's job was all about and she was eager to serve.

"Since I didn't have the same time for campaigning, I didn't know if that would have any effect. I'm overwhelmed by the response

that I received. I just feel that I must have gotten my message across," she said.

Ms. Fauser is the only candidate in the election who won a place on the ballot by petition. Other candidates were nominated by CSEA's Statewide Nominating Committee.

She said that upon assuming her new duties as statewide treasurer, she plans to resign as treasurer of the Western Region to devote all of her efforts to her new post.

CSEA statewide Secretary Irene Carr ran unopposed for re-election. Yet, Ms. Carr said that she was happy not only about her victory, but also about the unusually high rank and file participation in this year's election.

"My first reaction, of course, was that I was pleased about the vote," Ms. Carr said. "I had urged people to vote during the campaign. I was pleased with the turnout and pleased with the support shown for me. Now I am looking forward to working with the other statewide officers. I believe that by working as a team, we can accomplish a great deal."

Voter turnout in this election was the highest in recent memory, according to a check with CSEA officials. In the last elections for CSEA's statewide officers, in 1979, only about 39,000 participated in the election process. This year, more than 44,000 valid ballots were cast.

Under the election rules, results of the election will not be final until the expiration of a protest period within the next two weeks.

The results

These are the results in balloting for CSEA's four statewide offices as announced by the Independent Election Corporation of America.

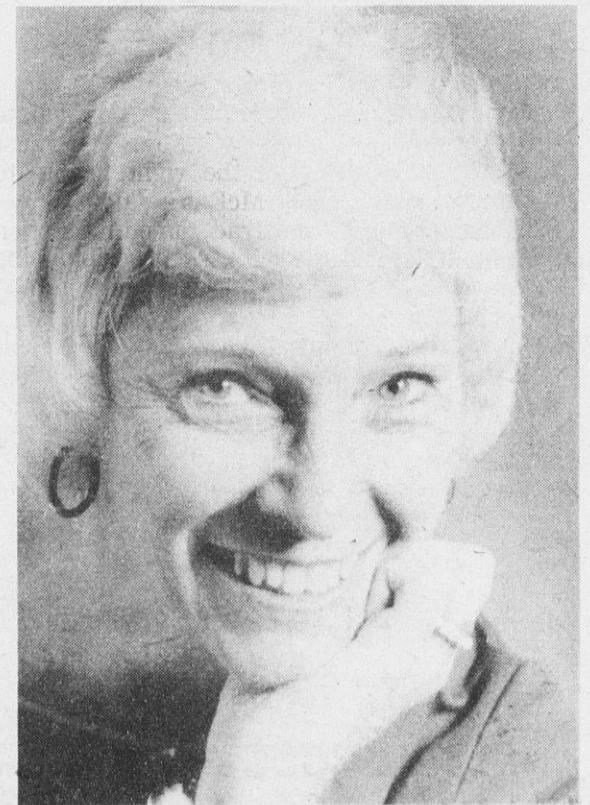
President	
William L. McGowan	25,799
Jim Moore	11,681
Robert L. Lattimer	6,841
Executive Vice President	
Thomas H. McDonough	22,944
Joe McDermott	20,039
Treasurer	
Barbara M. Fauser	22,184
Jack Gallagher	13,120
John Francisco	7,810
Secretary	
Irene Carr	41,400



THOMAS H. McDONOUGH



BARBARA M. FAUSER



IRENE CARR



A refreshing triumph over contracting out

By Hugh O'Haire
CSEA Communications Associate

FORT SALONGA — Advocates of the theory that private enterprise is more productive and can deliver services cheaper than the public sector should study how employees of the Long Island Region of the State Parks Commission built a new golf course sprinkler system for nine times less than the lowest bid by a private contractor. The public employees completed the job for \$50,000, compared to the private contractor's low bid of \$450,000!

The problem that faced the management of the Sunken Meadow State Park was how to replace an antiquated watering system for its two nine-hole golf courses located on 200 acres of rolling hills on the shore of the Long Island Sound. The old system was a manual one and the employees of the park spent much of their time dragging hoses and sprinklers around the course during the day.

When the region decided to seek bids for a modern, automated system, the lowest bid they received from private contractors was for \$450,000, well beyond the budget. However, the employees of the State Parks Region studied the bids and plans, did a little calculating, and came up with a plan to build a better system for one-ninth the cost, according to State Parks CSEA Local 102 President Arthur Loving.

The designer of the system, Ray Dobbins, supervisor of electricians for the State Parks Region, said it took "a while for us to convince the commissioner" to let the in-house staff try to come up with an alternative system to those bid by the subcontractors. The commissioner finally gave in, Dobbins said, allotting the employees a budget of only \$50,000.

Within three months, the employees had designed and installed a complete electrical irrigation system for the 200-acre facility.

Moreover, the employees were able to build a more elaborate system than the one the Region was offered for \$450,000, and were also able to purchase machinery and equipment that the Region will be able to use in other parks.

The new sprinkler system is fully automated by a centrally-located master control panel. The system also has satellite stations where the watering can be locally controlled.

The system was installed in only 10 weeks. A crew of plumbers including Charles Duggan, Ed Peters and Forman John Wasnic, set up more than 200 sprinkler connections, and George Walters and Peter Muscara laid more than 450,000 feet of electrical cable that controls the sprinkler heads.

In addition, the crew also built — within the \$50,000 budget — 16 satellite control stations, complete with concrete slabs and cyclone fence enclosures, which were not included in the \$450,000 bid.

"We went even more elaborate than the subcontractors," Dobbins said. "Using the purchasing power of New York State, we were able to buy equipment and building supplies cheaper than private subcontractors."

One piece of equipment, an \$8,000 machine which digs trenches and simultaneously lays electrical cable, will be used to install sprinkler systems in other state parks on Long Island, Dobbins said. Under the bids, the state would have paid for the use of the machine from a subcontractor who would have kept it when the job was finished, Dobbins added.

The sprinkler system is more complex and



SPRINKLER SYSTEM CONTROL CENTER is demonstrated by Ray Dobbins, left, for State Parks CSEA Local 102 President Arthur Loving.

• **Public workers do a better job. . .
and for nine times less money!**

Nassau lawsuit in last phase

MINEOLA — A long and complicated case that has been going on since 1978 when Nassau County illegally fired an employee will probably enter its latest phase when the tangled case is heard in the Appellate Division of Supreme Court in Brooklyn in September.

At one point, CSEA Nassau County CSEA Local 830 won a ruling that the employee had been terminated without a hearing on charges of non-residency in the county, and that the employee was due some 38 months' back pay.

Now the union is fighting the result of a later hearing that the employee was guilty of the charge. CSEA has filed an appeal from that latest finding, which will be heard in court in September. Union officials have pledged that the case will be pursued until the employee is eventually reinstated to her job with no loss of pay.

The employee had been fired without a hearing after she left her job as a Licensed Practical Nurse with the Nassau County Medical Center because a request for leave of absence had been denied. CSEA argued that overriding personal reasons justified the leave, and that it should not have been denied.

The county claimed the employee had become a resident of Florida during her temporary absence from the job.

CSEA later won a court ruling directing the county to grant a hearing on the non-residency charge. A hearing was held, and the charge was upheld.

But, the employee had not been reinstated pending the second termination.

In two legal actions, CSEA (1) demanded back pay up to the time of the second termination, and (2) appealed the determination that the employee had become a non-resident.

In the first action, CSEA recently won a ruling granting back pay. The court said, "The law is clear that when a determination imposing sanctions is annulled, the employee is entitled to be reinstated until such time as a new determination is made."

The second action is expected to be heard by the Appellate Division of Supreme Court in Brooklyn in September.

Although the case has taken a long time, CSEA officials said that the employee's defense would be pursued as long as necessary. They expressed confidence that justice would be achieved eventually.

The case has been handled throughout by Barry Peek of the law firm of CSEA Regional Attorney Richard M. Gaba.



DITCH WITCH machine proved invaluable in installing the electrical system for the automated sprinkler facility. Electricians Supervisor Ray Dobbins, left, studies plans with electricians Pete Muscara, center, and George Walters.

sophisticated for another reason. "We designed it ourselves for our own use and we wanted it to be easy to operate," Dobbins said.

"With this system the groundskeeper will be free to use the staff elsewhere rather than watering all day," said Loving. As he talked, sprinklers throughout the rolling courses threw out bright,

feathery plumes of water fifty feet in every direction.

"We are understaffed here and our budget has been cut. With this new system, employees will be free to perform more productive work elsewhere," Loving noted.

'We are understaffed here and our budget has been cut. With this new system, employees will be free to perform more productive work elsewhere.'



WELL DONE — With sprinkler forming a background, CSEA Local 102 President Arthur Loving, left, congratulates Ray Dobbins for the outstanding work done by parks employees in saving hundreds of thousands of dollars. "Right on," signal electricians Peter Muscara and George Walters.



THANKS FROM SENATOR — State Senator Michael Tully, left, thanks Local 830 President Jerry Donahue for the help the Local gave Tully in his recent successful campaign for the vacated Seventh Senate District seat.

Demonstrators at Pilgrim protest plans to convert the facility to a prison

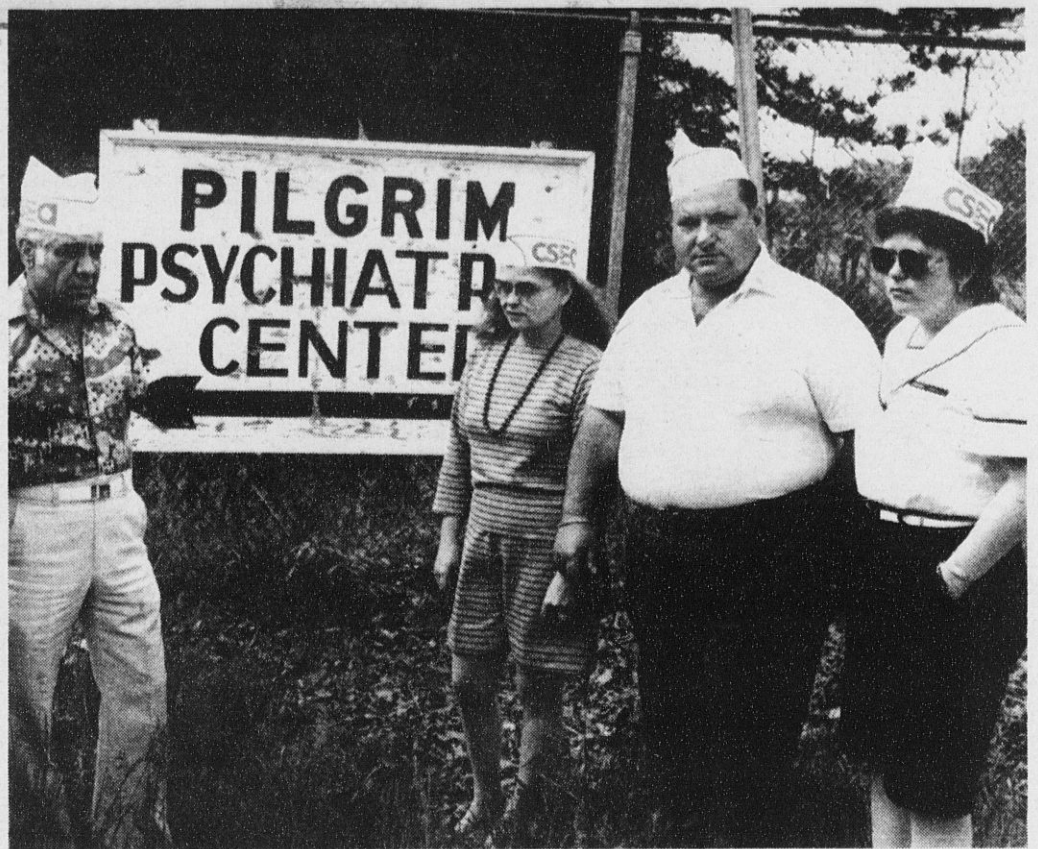
Within hours after Gov. Hugh Carey's recent surprise announcement that he planned to immediately convert parts of three state mental health facilities into medium security prisons, CSEA had launched a strong counterattack.

While CSEA President William L. McGowan was publicly denouncing the plan as "an overly ambitious program that could have serious security implications for state mental patients, union members and unsuspecting communities," attorneys for the union were initiating efforts to file suit in State Supreme Court at the earliest possible date to enjoin the state from attempting to implement the proposal.

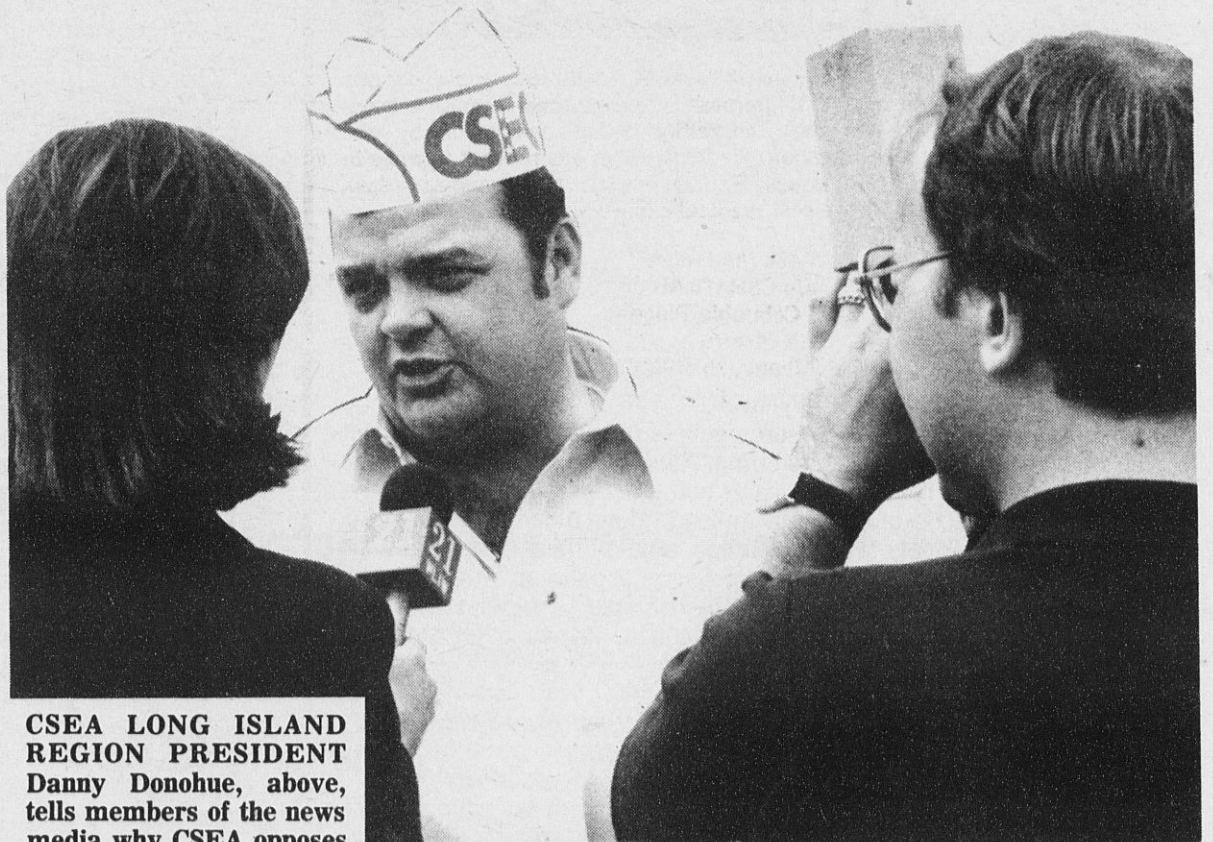
And at Pilgrim Psychiatric Center, named along with Gowanda and Utica Psychiatric Centers as facilities planned for partial conversion into medium security prisons, CSEA officials and members from several nearby locations conducted a protest demonstration to show displeasure over the proposal.

Additionally, union representatives immediately began contacting lawmakers from the areas directly affected by the proposal, and representatives of patient advocacy groups, to seek support for turning back the governor's proposal.

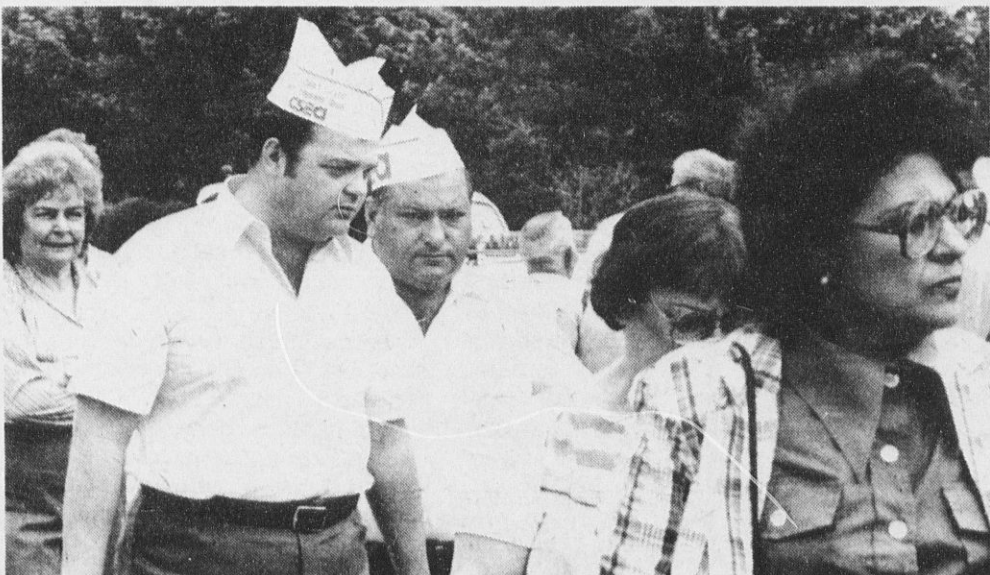
CSEA President McGowan said, "CSEA members in each of these institutions have accepted the sacrifices and the risks of working with the mentally handicapped and the mentally ill, but mandating an overnight program to place criminals into these already understaffed facilities may be courting disaster."

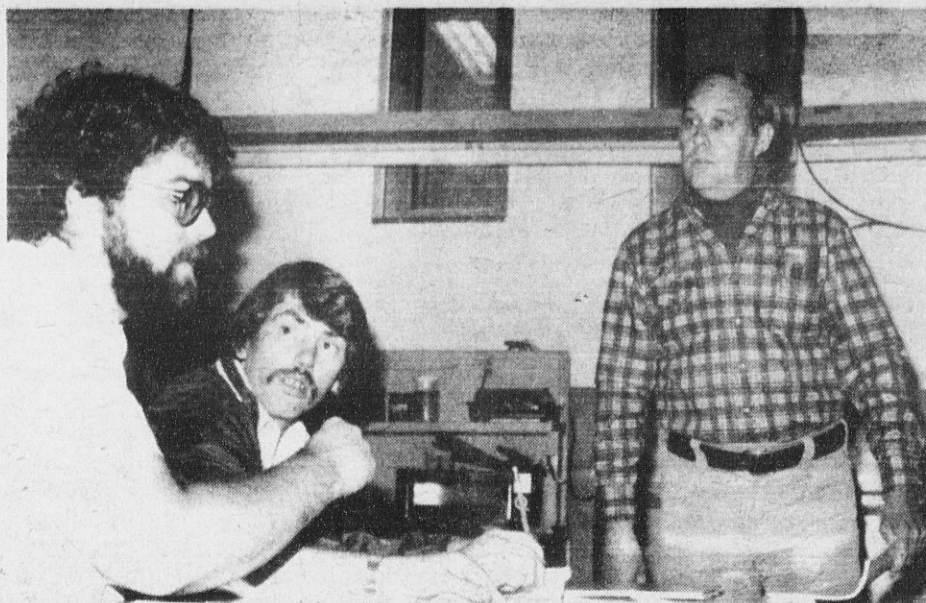


AMONG UNION PROTEST LEADERS at Pilgrim Psychiatric Center were, from left, Joe Lavalle, president of Suffolk Developmental Center CSEA Local; Vivian Landstrom, treasurer of the Suffolk Developmental Center Local; CSEA Field Representative Nat Zummo, and member Donna Landstrom.



CSEA LONG ISLAND REGION PRESIDENT Danny Donohue, above, tells members of the news media why CSEA opposes plans to convert parts of Pilgrim Psychiatric Center and other similar facilities into medium security prisons.





MID-HUDSON BRIDGE AUTHORITY CONTRACT — From left to right, Field Representative Ross Hanna, Local 050 President Herb Pelton and Shop Steward John Brooks discuss a new three-year agreement negotiated by Collective Bargaining Specialist Manny Vitale. The contract grants annual wage hikes of 8 percent along with increments and longevity; provides full payment of hospitalization; continues participation in the CSEA Employee Benefit Fund's dental and vision programs; and stipulates that overtime caused by absences must first be offered to permanent toll collectors or permanent maintenance people before part-time help can be utilized. The local's negotiating committee consisted of Pelton, Brooks, Leonard Flynn, Roland Kelly, Jack Priesel, Rossie Smith and Mike Viviano.

"ASK THE DOCTOR"

CSEA and the New York State Department of Health are sponsoring this new column in The Public Sector. Its purpose is to compliment health prevention programs around the state currently being conducted by the CSEA/Employee Assistance Program. We invite all of our readers to write in any questions relating to health issues. We'll do our best to get your questions answered in plain English by the best medical experts in the state.

Send your questions to:

"Ask the Doctor"
c/o CSEA/EAP
1 Columbia Place
6th Floor
Albany, N.Y. 12207

Q: Can aspirin be used by everyone?

A: No. Aspirin, when used by some people in large doses, can upset the stomach and irritate its lining. Also, some people are allergic to aspirin and react with hives or asthma. And, more commonly, the prolonged use of aspirin may lead to low blood sugar in some people. Individuals who encounter any of these complications while using aspirin should stop using aspirin in any form or combination and contact their physician. A pregnant woman should take no drug, including aspirin, without her doctor's approval.

Q: What causes the common cold?

A: The common cold is caused by a group of viruses and is spread by sneezing and coughing. The increased number of colds during winter is due to people spending more time indoors where they are exposed to other people with colds — and not due to low temperatures.

Q: What is the best way to treat a sore throat?

A: Take aspirin for general discomfort, gargle with a solution of warm water and salt, and go easy with over-the-counter drugs. Antiseptic gargles or medicated lozenges usually provide temporary relief of the pain. If the sore throat is accompanied by a fever and lasts more than a day or two, check with your doctor.

Q: Is it true that denture wearers should still have regular dental examinations?

A: Yes, regular dental examinations are still essential. Your dentist will check on how the dentures fit and also examine your mouth for oral cancer.

Q: I know I shouldn't take an over-the-counter drug or drink alcohol to help me sleep, but what else can be done?

A: To help you fall asleep or sleep better, avoid napping in the daytime or after dinner. Don't take medications or beverages containing caffeine for several hours before bedtime. Exercise frequently. Get on a regular schedule for retiring and waking. Learn to relax before retiring — try taking a hot bath. If you can't fall asleep, drink a warm glass of milk, turn on the TV or read. If you still have trouble sleeping, consult your physician before taking other measures.

Q: If a woman has had a hysterectomy, does she still need a Pap test?

A: A Pap test to detect cancer of the vagina or other problems is still required, even if the uterus has been removed. If the hysterectomy was due to a malignancy, it is even more important to have a yearly Pap test to detect a recurrence as early as possible.

Washington Window

The unemployed and the need for work

Unemployment is going to be a grim, almost common experience in America this year.

Labor Statistics Commissioner Janet Norwood recently urged fellow economists to look behind the jobless figures for a fuller understanding of what they mean.

Typically, she pointed out, those experiencing unemployment sometime during the year is 2½ to 3½ time larger than the jobless total in a given month. That means that, with 10.5 million unemployed in May, more than 30 million people will suffer some unemployment this year.

While the family serves as an important support system for the unemployed, the loss of income weighs heavily on those in poverty. About 17 percent of the unemployed were in families below the poverty line. Of those out of work six months or longer, 30 percent were in families below the poverty line.

Most married-couple families have two or more earners, but an unemployed husband causes family income to drop by one-third and a jobless wife brings an income loss of one-fourth.

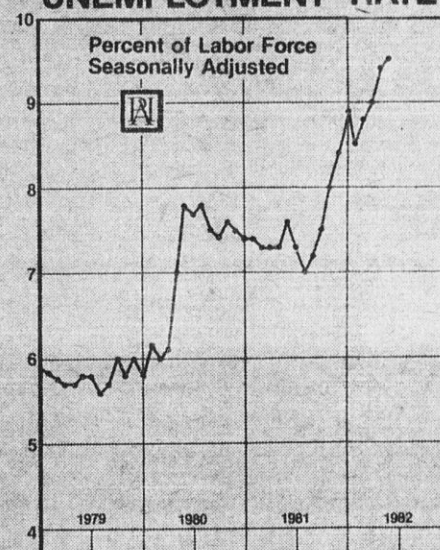
A disturbing phenomenon, according to Norwood, is that unemployment tends to "run in families." Because the education and general skills of people in the same family tend to be at comparable levels, when one parent has trouble in the labor market, so does the other. In 1981, the jobless rate for women whose husbands also were unemployed was 17.6 percent, triple the rate of jobless wives with employed husbands. There are an estimated 200,000 families where both husband and wife are jobless.

Norwood said the most serious financial distress caused by unemployment is in families maintained by women with no husband present. A much greater proportion of such families suffers unemployment — 15 percent in 1981 compared with 9 percent of married-couple families.

She said one of every six families is maintained by a woman, and 18 percent of all children live in such a family. The number of female-headed families has soared from less than 5 million in 1960 to nearly 10 million today. More than half of these families are below the poverty line.

A Labor Department report on

UNEMPLOYMENT RATE



worker earnings in the first quarter of 1982 showed 7.6 million families with an unemployed member, up 16 percent over the year. Of this total, 2.3 million families lacked current earnings of any kind.

The May unemployment report showed the long-term unemployed — those jobless 15 weeks or longer — soaring to 3,286,000.

To her credit, economist Norwood reminded her audience that no statistics can adequately portray the emotional and psychological impact of unemployment.

Yet researchers at Johns Hopkins University have done enough work to show a relationship between periods of high unemployment and certain social problems. As common sense and personal experience can tell us, there are increases in family breakdowns, mental health, crime and delinquency, alcohol and drug abuse and other social ills.

The working poor have suffered the most harm from federal budget cuts, according to a new study at Princeton which corroborated earlier research. The middle class also has not been immune to a Reagan recession, which has brought the nation record bankruptcies as well as mass unemployment.

There is much work to be done in America. There are constructive programs pending in Congress which would help revive the economy and put people back to work. It is a time for action because society will pay — one way or another.

Fulton health care to stay public

JOHNSTOWN — Home health care provided by public employees will remain part of the Fulton County Public Health Nursing Service program after all.

The Public Health Committee of the Fulton County Board of Supervisors has killed a controversial proposal to turn the county's home health care program over to Nathan Littauer Hospital after Fulton County CSEA Local 818 objected to the concept. The proposal was killed in committee and never reached the full board.

Originally, the Public Health Committee sought to have 34 CSEA-represented employees terminated and transitioned to a private health

care corporation which was to be formed by the private sector hospital.

CSEA Local 818 charged that this proposal was nothing more than a variation of contracting out and immediately mounted an information campaign to inform the county residents and elected officials of the consequences of such an action.

"We showed the public that home health care provided by public employees through the existing agency is the best way to serve the growing home health care needs of the county," William Sohl, CSEA Fulton County Local president, said.

"When a reporter told me of the committee's

action and asked my reaction I asked if the paper could print a three-foot high 'Whoopee' on its front page," Nancy Denley, an involved member, said.

"When this concept first came up it took us all by surprise. We thought we were going to lose everything — our jobs, our pension rights, our union. I am so happy that CSEA showed us how to overcome this proposal. Our union really came through for us."

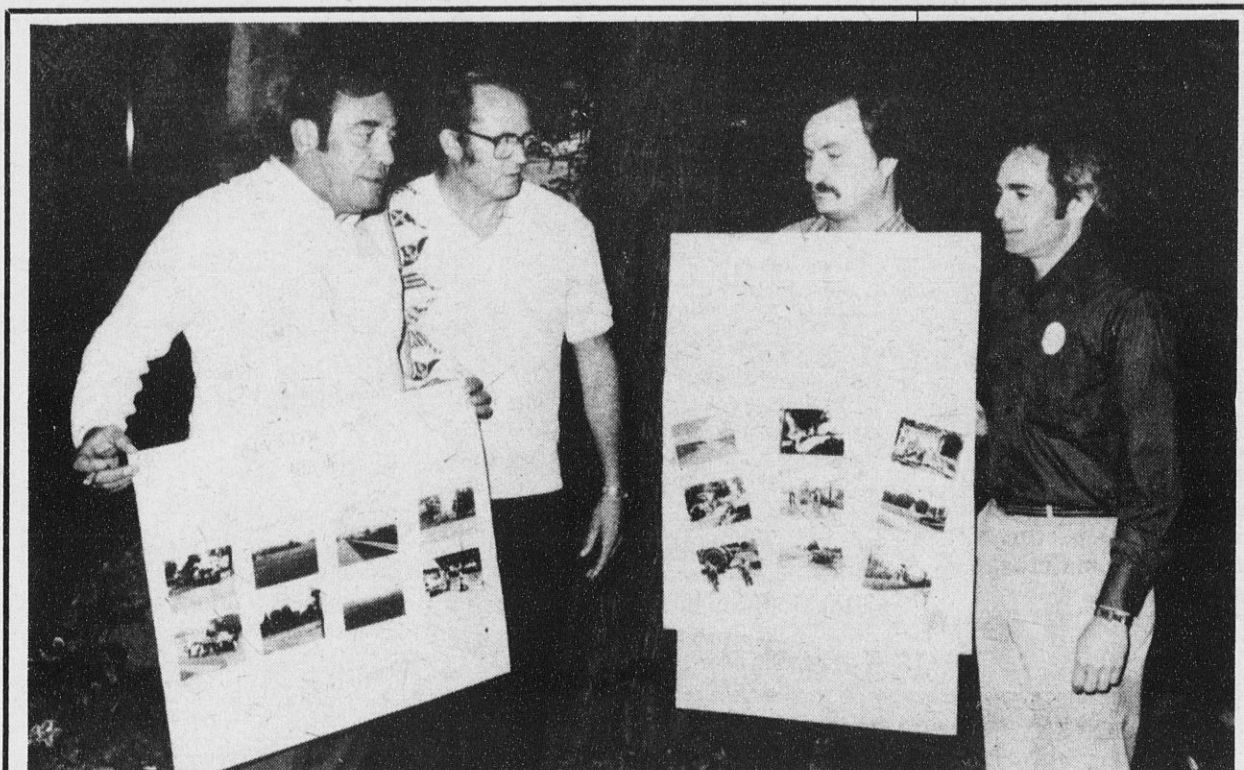
The CSEA Capital Region office coordinated the numerous activities involved in the successful campaign. CSEA Field Representative Joseph Bakerian filed a contract grievance with the Fulton County Board and lodged improper practice charges against the public health committee's actions with the state's Public Employment Relations Board, alleging that the employer had not involved the union in any discussion on this change in the terms and conditions of employment.

Communications Associate Dan Campbell directed an educational media campaign and helped coordinate the local's grassroots information campaign efforts.

"The key to the success of this effort lies with the tremendous support of the local membership and their willingness to work together to help one small group within the large membership structure," John D. Corcoran Jr., CSEA Capital Region director, said.

"Nancy Denley, an account clerk involved in home health care billing, Helen Blakley, a public health nurse, and Katherine Whitehouse, a home health care aide, formed a speakers bureau and spent hours of their own time talking to senior citizens and interested parties. Their volunteer efforts helped control a very successful signature petition drive. They really helped resolve this problem in a positive manner."

Noting that CSEA stands ready to take action against any sudden loss of home health care referrals from Nathan Littauer Hospital to the county's program, Corcoran warned, "Senior citizens seeking home health care have a right to be told that such a public service exists. Failure to do so could cause CSEA to seek the revocation of their license."



MEMBERS OF NEW REGION V DPW COMMITTEE stand with posters covering issues of concern to committee during recent regional conference. From left are Region V Third Vice President Bruce Nolan, committee advisor; Committee Chairman Robert Densmore, and committee members Kevin Wilder and Mike Piscioti.

Region V Public Works Committee created

'A common background and the drive to get the job done'

ALEXANDRIA BAY — Members of a new Region V Department of Public Works Committee, appointed to study the issues affecting fellow DPW employees, took advantage of a recent regional conference to discuss committee progress and future plans.

The committee — the first of its kind in the CSEA structure — was appointed by Region V President James J. Moore with the hope that it will eventually become part of a statewide DPW committee involving other regions with similar problems and recommendations for improving working conditions.

The Region V Committee has met several times and has already submitted recommendations for DPW job classifications, as well as a list of such problem areas as contracting out, poor working conditions, lack of adequate job training, old equipment and other safety-related factors.

The committee also recently submitted three resolutions to the assembled regional conference

delegates which were unanimously approved.

The resolutions involved the recently vetoed CHIPS program by Governor Carey; a bill in the U.S. Senate dealing with contracting out; and a third resolution covering the inspection of municipal DPW equipment.

Two of the resolutions were turned over to CSEA regional and statewide political action committees for further action.

At the conclusion of the resolution voting, Moore praised the initial efforts of the committee by remarking, "I am very pleased by the early accomplishments of our new DPW Committee. Their recommendations are outstanding examples of what can be done by a committee with a common work background and the drive to get the job done."

In addition to Chairman Densmore of Broome County, other committee members include: Richard Greenwood, vice chairman, Oneida County; John Mikalauskas, Oneida County;

Bill Egloff, Onondaga County; and Frank Zammiello, newly appointed from NYSDOT Barge Canal Local 502. Bruce Nolan, Region V third vice

president, serves as an advisor.

According to Densmore, future meetings are planned for July and September.

CSEA Staff Openings

ALBANY — CSEA is cranking up its new Safety and Health Division, which is expected to be in full operation by late summer with the appointment of occupational safety and health specialists in each region.

According to Director of Field Services Paul Burch, the staff members will investigate unsafe work conditions in accordance with the state's public sector OSHA law and the Hazardous Substance Act.

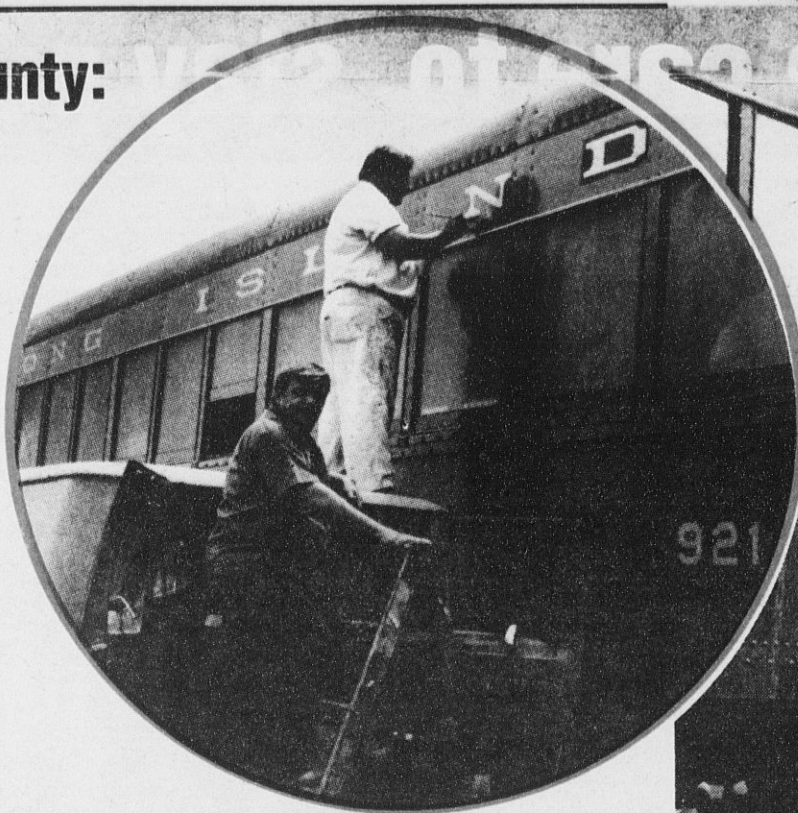
"The division staff will also be responsible for handling the complaint process, and they'll get very involved in health and safety training," he said.

Qualifications for the positions include three years experience in an investigatory position, preferably in the field of health and safety. A bachelor's degree or a combination of education and appropriate work experience may be substituted. A valid driver's license and car for business use are also required.

Resumes and preference of work location (CSEA region) should be submitted to the CSEA Personnel Director, 33 Elk Street, Albany, NY 12224. Deadline for applications is July 2.

In Suffolk County:

They've been working on the railroad car



1913 parlor car turns tourism center

DIX HILLS — When an antique parlor car was delivered to the Long Island Expressway rest area in Dix Hills between exits 51 and 52 last month, it brought traffic to a standstill and caused several delays in the days following, according to the Suffolk County Police Department.

"Rubberneckers" still slow up to gawk, occasionally causing traffic backups, and drivers still pull over to question the Suffolk County employees working to turn the 1913 Long Island Railroad car into an information office for tourists. But commuters are getting used to seeing a railroad car parked alongside the LIE.

The car, located at the "gateway to Suffolk," will replace a Long Island Tourism and Convention Commission Information trailer that was located farther east on the island in Yaphank.

While the car has proven to be an attention-getter, few commuters realize the county was able to save considerable money by using its own employees instead of outside contractors to refurbish the parlor car, says Charles Novo, Local 852 president.

On the day Novo visited the site, carpenters, painters and welders from the division of buildings, Department of Public Works, were busy hammering, sawing and painting as sparks flew from the rear platform of the car, where a welder was fastening brackets for a stair.

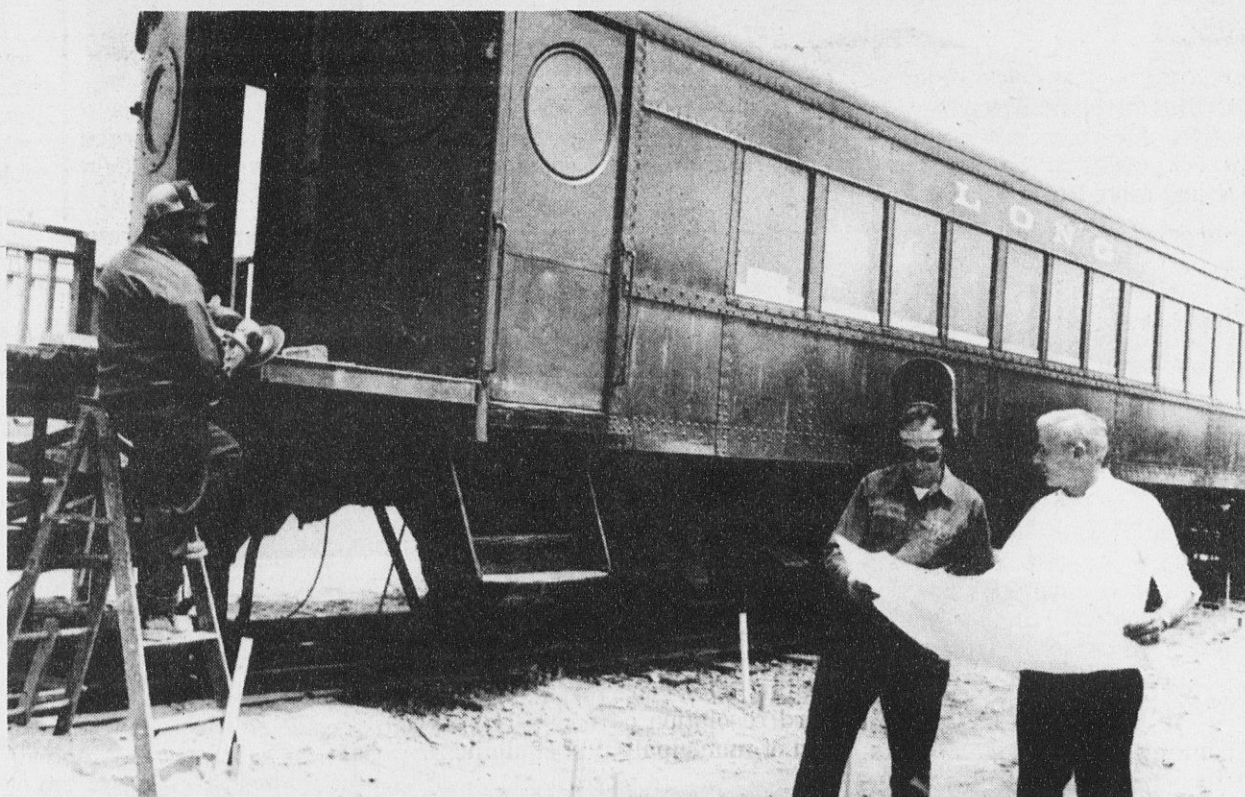
"Our department is made up of experienced handymen and we can do a better job than outside contractors," said Chuck DeMartino, division unit president.

DeMartino and Novo said that county employees have both the equipment and the skills to perform — cheaper and quicker — virtually any building service the county could contract from outside vendors.

Said Novo: "The county should be proud of their employees and the skills they possess."

A FACELIFT — Painter Al Matteo puts the "Island" in Long Island, one of the many touches involved in refurbishing the railroad car. With him is Chuck DeMartino, Department of Public Works maintenance unit president.

VISITING SITE — Chuck DeMartino points out a few things to Suffolk Local President Charles Novo, who visited the Dix Hills site of the parlor car-turned-tourism office recently.



ANTIQUATE ATTRACTION — Looking over plans for the 70-year-old car are welder Ray Steffan, center, and trade shop manager Charles Edhar, right. Seated on ladder is mechanic Marco Laterza.

In Westchester County:

Village workers ratify pact

PORT CHESTER — A two-year contract was recently ratified here by village employees who belong to Westchester County CSEA Local 860.

Negotiations were led by Unit President Virginia Telesca, Charles Bombace, head of the supervisory unit, and Field Representative Larry Sparber.

The pact, dated on April 1, awards an 8 percent pay hike this year and 7.5 percent next year. In addition, longevity payments will now be added to the salary schedule. A new longevity step, with a \$700 payment, will also be made after 23 years service. Moreover, both parties agreed to upgrade seven positions and add two new titles to the bargaining unit.

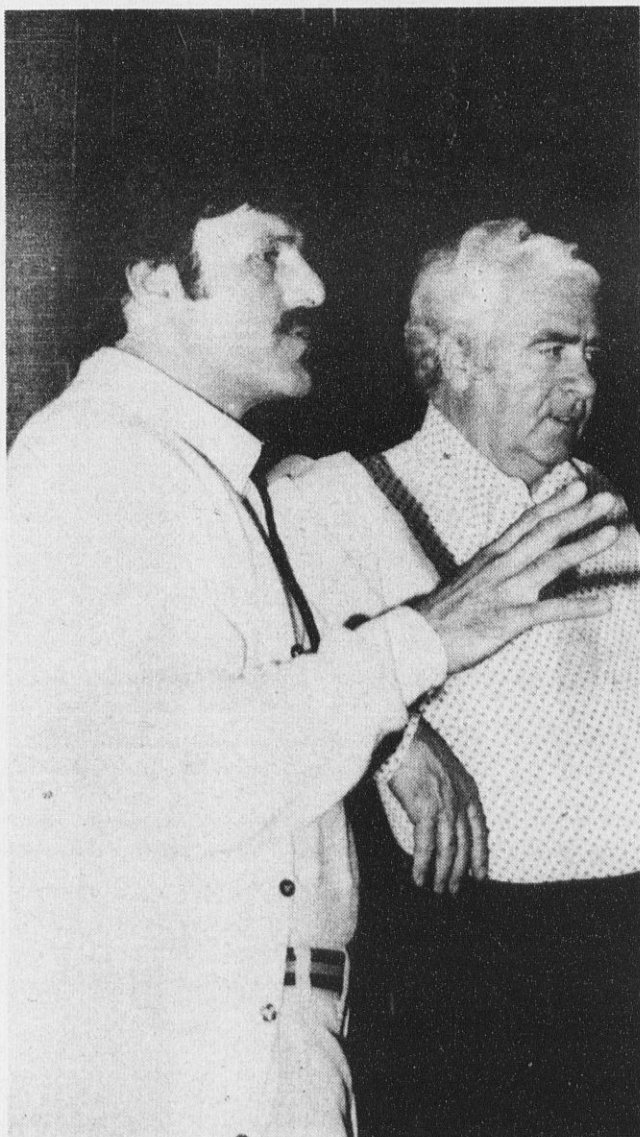
Other contact highlights:

- vision care benefits through the CSEA Employee Benefit Fund effective April 1, 1983;
- maintaining seniority as a factor in promotional opportunities;
- use of compensatory time to require consent of both parties so employer can no longer unilaterally dictate when time must be taken;
- supervisory employees to be paid 50 percent of unused sick leave, maximum 120 days, upon termination; and
- clerical employees guaranteed out-of-title pay, retroactive to first day of assignment, after five or more consecutive days working at higher grade.

EDUCATIONAL SESSION — Region V President Jim Moore speaks at a session on "How to Get the Vote Out." Commenting on the interest in political action topics, Moore said, "Political action has come a long way in a few short years."



TAKING NOTE — Merwin "Stubby" Stevens of Syracuse Local 013 jots down a few notes at the state workshop.



COUNTY PARTICIPANTS — Richard Grieco, foreground, is pictured with unidentified companion at the county workshop.

REGION V SUMMER CONFERENCE

Political action highlights event

ALEXANDRIA BAY — Three days of rain failed to dampen the political action spirit of nearly 300 CSEA delegates to the Region V Summer Conference held recently in the picturesque setting of the St. Lawrence River.

A record number of state, county, school and retiree members from the 20-county region turned out for the weekend sessions, keyed to all aspects of legislative and political action.

Current legislation headed the Friday evening slate of topics with CSEA Counsel Steve Wiley explaining the Tier III pension plan and answering questions from concerned members.

Following a Saturday morning meeting of the regional political action committee, delegates heard Ramona Gallagher, statewide political action trainer, suggest techniques for organizing and training political action committees. The effects of the Reagan budget came under fire in a hard-

hitting talk by Region VI President Bob Lattimer, who served as a PAC spokesperson for the second educational session.

Saturday afternoon the delegates, including scores of one-day visitors from the North Country, attended a session on how to get out the vote.

Commenting on the excellent turnout of delegates, and the high interest shown in all political action topics, Jim Moore, Region V president, said, "CSEA political action has come a long way in a few short years. Our PAC groups are better organized, more team-oriented, more intense in the fight to elect candidates who are sympathetic to the problems and needs of public employees."

"We can see many improvements in our Region V PAC force," Moore said. "We are flexing our muscles, and with productive conferences and workshops like this one, we will surely improve."



POLITICAL POSTCARDS — Kicking off a postcard drive to state and federal legislators are, from left to right, Tom Haley, assistant director, CSEA Legislative and Political Action office; Steve Wiley, CSEA attorney; Kathy Collins, Region V PAC chairwoman; Ramona Gallagher, PAC training specialist; and Robert Lattimer, Region VI president and PAC spokesman.



OFFICER SPEAKS — Joan Brower, president of the Broome County Local, is caught in an animated moment, above, during the county workshop.

LEGISLATION TOPIC — Linda Bailey, left, and Rose Ditch are a study in concentration during a workshop for state employees on current legislation.



INTENT LISTENER — Frank Zammiello of Barge Canal West, District 2, Local 502 in Utica is shown at the state workshop.



OFFICERS GATHER — Pictured from left to right during the conference are Region V Executive Vice President Pat Crandall, Statewide Treasurer Jack Gallagher, Statewide Secretary Irene Carr and Region V President Jim Moore.

Suffolk talks on schedule

HOLTSVILLE — After getting off to a late start because of a dispute with the county over the 1981 contract, negotiations for a new contract for Suffolk County employees are on schedule, Charles Novo, Suffolk Local 852 president said last week.

Negotiations were delayed until March when a dispute over the percentage amount of promotional raises was sent to arbitration. The Local 852 negotiating team was picked and ready to go by last November, Novo said.

"Now we're on schedule but that schedule has been delayed by the county," Novo said.

The Suffolk CSEA leader warned Local members not to listen to rumors which he said have been spread deliberately.

"Most of the rumors are being spread by management who would like to stampede us into a contract," Novo said. "In the past, we have had contracts that were less than adequate because people were impatient."

Novo said that the negotiating committee is meeting with the county on a regular basis but refused to predict when the negotiations will be completed. He said that the membership will be kept informed of the progress of negotiations and will be consulted before any package is approved.

"The membership will make the final decision," Novo said. "But I ask that all members be patient in the meantime."

Michigan suffers indefinite layoffs

LANSING, MICH. — While New York State's workers have been threatened by furloughs of one day every other week, employees in Michigan are facing indefinite layoffs.

Michigan Gov. William G. Milliken has ordered the layoffs for about 16,000 civil service employees. The executive order came after the governor denounced the 29,400-member Michigan State Employees Association as "totally intractable" on concessions at the bargaining table.

Milliken said he wants to save \$5 million in payroll costs in order to help reduce Michigan's state budget deficit.

Under the recent Michigan order, 1,600 workers will be laid off indefinitely; 642 employees will be out for 11 days; and 13,758 workers will lose three days' pay.



TER BUSH & POWELL Representative Alan Christianson explains CSEA's insurance programs to members attending the Region I, II and III workshop recently.



AFSCME Staffer Kathy Collette leads a session on comparable worth.

McEntee calls Reagan incompetent; notes importance of political action

DOWNINGTON, PA — Charging that President Ronald Reagan is "an incompetent ideologue who cannot be classified as a Republican," AFSCME President Gerald McEntee launched a blistering attack on Reagan in a speech before CSEA members attending a recent Regions I, II, and II workshop here.

"In 18 months," McEntee said, "Reagan has taken the economy and turned it into the worst state of affairs since the depression."

McEntee noted that Reagan's campaign for the presidency was based on "jobs, jobs, jobs" and a promise to reindustrialize America. He cited Reagan campaign appearances in Ohio, a state with 230,000 unemployed, where Reagan promised, "Elect me president and I will create jobs."

"Today," McEntee said, "there are 440,000 unemployed people in Ohio and 350,000 in Iowa. In addition there are now 850,000 public employees out of work nationwide. As a result, services to the public are being cut in city after city, state after state."

McEntee described Reagan's philosophy of government as being based on the principle that "the rich are better than you and me."

Referring to the Reagan-sponsored Tax Reform Act which permits corporations to buy and sell tax credits, McEntee reported that some of the nation's largest corporations, including Occidental and the Chase Manhattan Bank, paid no income tax last year.

"Buying and selling tax credits is big business,"

McEntee said. "The General Electric Corporation made a profit of \$2.7 billion last year and then turned around and bought tax credits which got them a \$100 million tax refund."

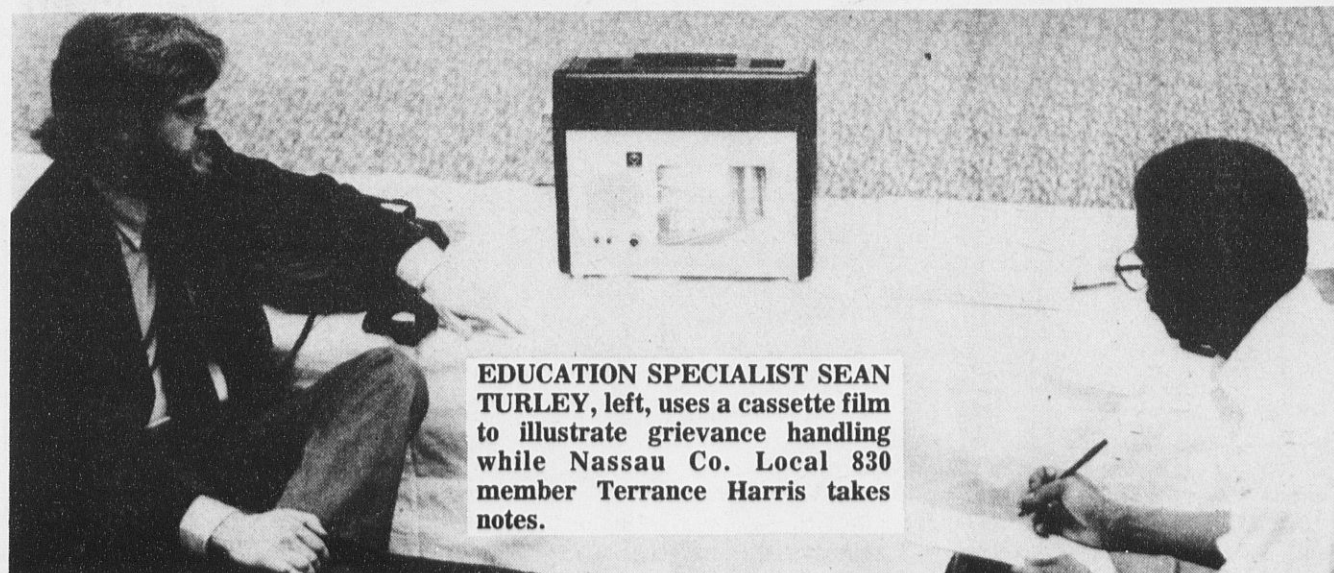
McEntee charged that while the wealthy are thriving, state and local governments and, therefore, the general public are suffering. "State and local governments lost \$11.1 billion in federal funds in 1982," he said. "And they stand to lose another \$16.5 billion in 1983 under the proposed Senate compromise budget. New York State lost \$1.3 billion in revenue in 1982 and may lose \$1.8 billion more in 1983."

As bleak a picture as he painted, McEntee noted that through political action, "we can save jobs and preserve our quality of life. We have to elect people to congress who will represent our interests, who will regain control of a Republican senate that has tried to decimate and destroy whatever organized labor has won in the past 25 years."

To a thundering ovation, McEntee concluded by saying, "CSEA and AFSCME are partners in this struggle. Whatever resources CSEA needs and AFSCME can provide are yours."

McEntee's speech kicked-off the workshop attended by nearly 500 CSEA members from Region I, II, and III.

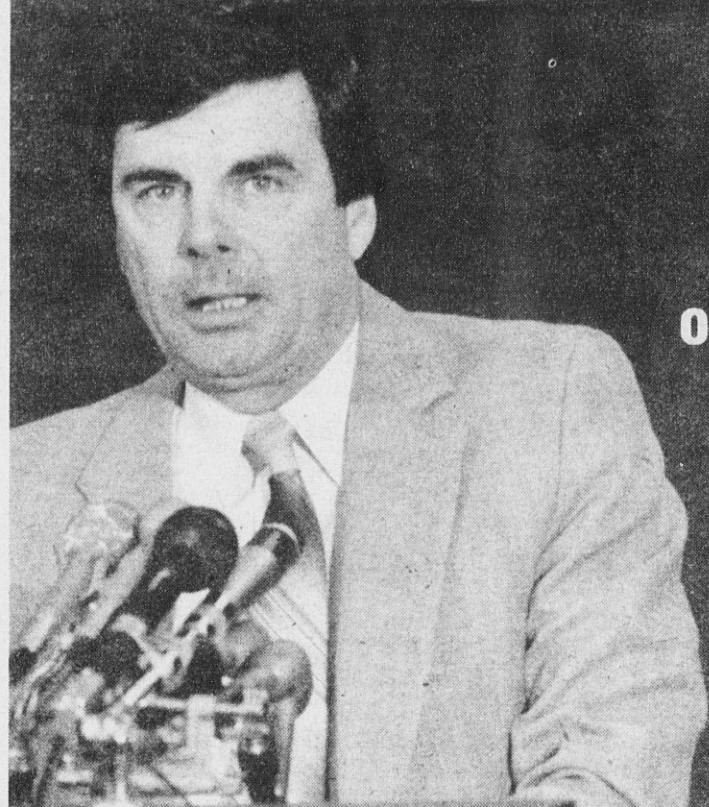
The workshop featured small group seminars, addressing a variety of topics including, Comparable Worth; Grievance Handling; Workers' Compensation; Civil Service Law; the Employee Assistance Program, and CSEA Insurance Programs.



EDUCATION SPECIALIST SEAN TURLEY, left, uses a cassette film to illustrate grievance handling while Nassau Co. Local 830 member Terrance Harris takes notes.

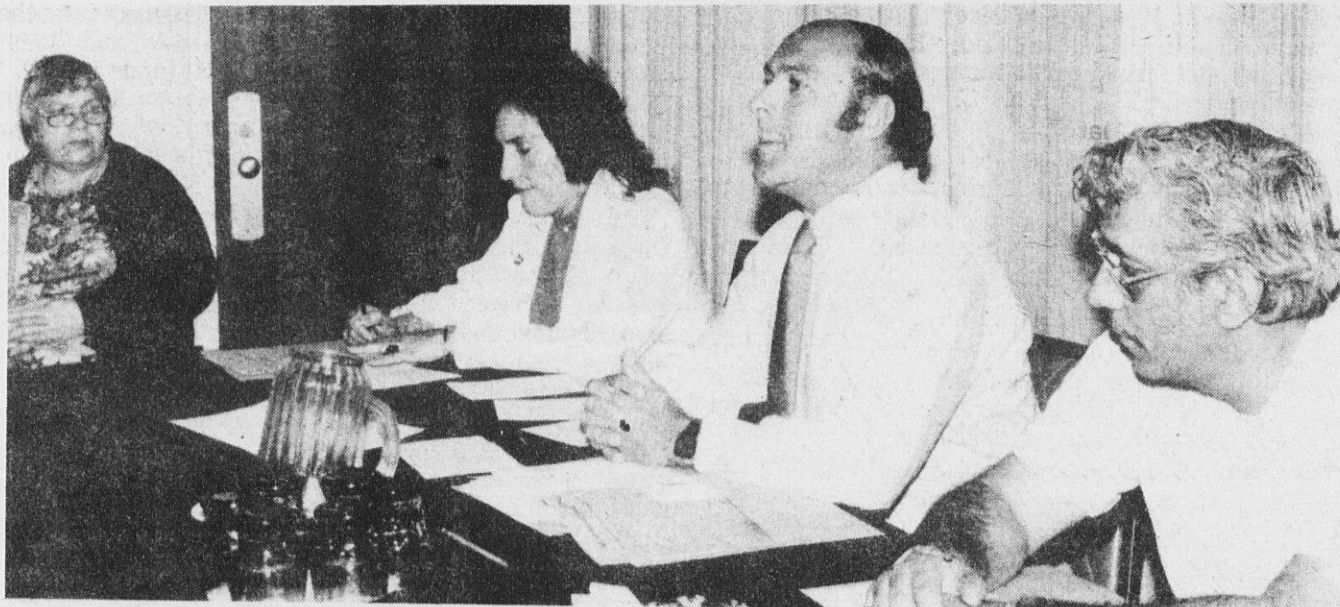
AFL-CIO

in the public service



'We have to elect people to Congress who will represent our interests, who will regain control of a Republican Senate that has tried to decimate and destroy whatever organized Labor has won in the past 25 years.'

—AFSCME President
Gerald McEntee



ATTORNEY ELLIOT OLIN makes a point about Worker's Compensation at a group seminar.



REGION III FIELD REPRESENTATIVE Don Patrick leads a session on handling grievances at the combined regional workshop in Downingtown, Pa.

AFL-CIO warns OSHA standards in jeopardy

WASHINGTON — Organized labor has expressed fear for worker safety and health after the Occupational Safety and Health Administration proposed killing 194 general industry standards that it claims are unenforceable.

The standards use the word "should," which is considered advisory, instead of "shall," which is mandatory, contended OSHA officials.

In announcing the proposal, Thorne G. Auchter, assistant secretary of labor for Occupational Safety and Health, said violations of these standards could be pursued under the "general duty clause" until separate regulations are drawn up for some of the standards. The general duty clause allows OSHA to cite employers for hazards not covered by specific standards.

George H. R. Taylor, director of the AFL-CIO Department of Occupational Safety and Health, said that the proposal threatens "important and necessary standards on safety and health."

OSHA's decision to revoke these standards without simultaneously proposing replacements is of special concern, he said, because the Administration already has weakened the general duty clause.

Taylor said he feared this OSHA proposal is another instance of the agency "weakening worker standards for the benefit of management."

The standards cover such areas as explosives, flammable materials, gases, hazardous materials, ladders and scaffolds, radiation protection, respirator use, noise control, machinery and tools.

Most of them were adopted in 1971 in the interest of expediting worker protection when OSHA was established. Congress instructed the agency to adopt verbatim already-existing industry consensus standards. OSHA used standards from such groups as the American National Standards Institute and the National Fire Protection Association. Since these standards were voluntary, they used the word "should."

According to OSHA, the Occupational Safety and Health Review Commission and appellate courts have repeatedly sided with industry appeals on enforcement cases concerning these "should" standards.

OSHA gave the example of a 1978 ruling by the Third Circuit Court of Appeals that said "should" standards were merely advisory and not mandatory.

The deadline for submitting written data, reviews, arguments, objections or requests for a hearing on the proposal is July 27.

Why the controversy surrounding Tier III? Inequity!

ALBANY — What's all the fuss about the Tier III retirement system?

Basically the controversy centers around an attempt by state lawmakers several years ago to "reform" the state's pension system.

On the one side are public employees unions and their members, arguing the "reform" went too far and has created an inequitable pension system that literally can take more from an employee through payroll deductions than it ever will return in pension benefits. In some cases, CSEA says, a retiree might receive nothing from Tier III!

Opposing public employees on this issue is a coalition of business and public employers. They point to the costs of the state's former pension plans, now known as Tier I and Tier II, and then claim that Tier III cut costs tremendously and is, therefore, justified despite its inequities.

In the middle, for the moment, sits the New York State Legislature. It created Tier III in the midst of the mid-70's fiscal calamity. Under that legislation, however, Tier III was "renewable" and periodically it must be reviewed for needed reform. CSEA says that reform is badly needed now. The business lobby says that Tier III should be made permanent or renewed in its present form.

Adding to the stakes in this contest is the New York State Constitution which forbids pension benefits to be reduced for any incumbent employee. If public employees are successful in improving Tier III this year, the improvements would be permanent for the affected employees.

Up to now the legislature has simply renewed the legislation when its "expiration" approached and created study commissions to examine it. Despite several subsequent recommendations for improvements, the legislature has opted to extend the existing legislation. This year, however, there are two compelling reasons to make a final decision, one way or the other.

First, as time goes by and more and more public employees join the Tier III system (some 300,000 public employees hired after July 1, 1976 are now part of that system) any improvements to be made in benefits become more urgent. Like all pension plans, contributions to fund benefits should be made on a continuing basis. The longer the delay in correcting the inequities, the more the correction will cost.

The other major factor in this year's push for real reform of Tier III is the impending legislative elections in November.

While the Tier III issues is wrought with complex facts, the issues can be simplified to understandable terms.

Unlike Tiers I and II, Tier III participants must pay into their pension plan at the rate of three percent of their before tax income. Tier I and Tier II require no contribution at all because CSEA had led negotiating strategies in past years that resulted in employers picking up employee contributions in lieu of additional salary increases. CSEA and other unions advocating change in Tier III, point to this discrepancy in contribution.

Making matters even worse, CSEA contends, is the vastly inferior pension benefits for Tier III retirees. Tier II requires an employer contribution on behalf of Tier II employees of 13.8 percent of that employee's earnings. Tier III, however, only requires an 8.8 percent contribution by the employer, plus a three percent payment by the employee. Even combined, the Tier III total payment is substantially lower than Tier II.

Then there is the matter of CO-ESC. Tier III benefits, unlike benefits in Tiers I and II, are "offset" by a factor related to the retirees Social Security benefits. This "coordination", plus provisions for very modest "escalation" of Tier III benefits created the "Coordinated Escalator" or "CO-ESC" tag that is the basis of calculating Tier III benefits.

The problem with this, CSEA and other public employee unions argue, is that effectively Tier III penalizes employees for receiving Social Security benefits which they also paid for through payroll deductions. After very complex calculations that even the state Employee Retirement System's actuaries say are unworkable, a Tier III retiree's pension benefits will be "offset" by half of their Social Security benefits.

In the case of a 65-year-old employee who retires with a final salary of \$12,000 after 20 years of service, for example, the difference in pension benefits between Tier II and Tier III is incredible. Under this example, a Tier II benefit would be \$4,639 per year according to the Employee's Retirement System, hardly an exorbitant amount in today's economy. But under Tier III, that same employee would receive only \$1,862 in Tier III pension benefits, less than half of the Tier II benefit!

If that same employee had worked 30 years, the Retirement System calculates, the Tier II retiree would receive an annual pension of \$6,958, but the Tier II retiree would receive only \$3,988!

CSEA and other public employee unions are pressuring state lawmakers to take a stand this year and improve the benefits for Tier III members. Specifically, CSEA is advocating an end to the three percent contribution and the elimination of the CO-ESC offset, effectively returning Tier III members to the much better Tier II retirement system.

With Tier III requiring reform or renewal prior to June 30, 1982, the stage is set for a major battle over the issue.

Members must speak out or pay the price . . . forever

(Continued from Page 1)

percent of their gross earnings into the Tier III system.

Just how bad is the Tier III benefit? According to New York State Retirement System actuaries, if you have a final salary of \$15,000 after 20 years of service and retire at age 65 under Tier II of the pension system, you would receive a retirement benefit of \$5,798. Under Tier III, however, that benefit would be only \$2,554, less than half the Tier II benefit.

Making matters even worse, in order to receive less than one-half the benefit of a similar Tier II worker, the Tier III worker used in our example would have been contributing three percent of his or her gross earnings into the Tier III system while the Tier II worker contributed nothing!

If that sounds like an inequity, then consider that two people doing the exact same jobs at the exact same rate of pay can work side by side with one worker qualifying for Tier II benefits and the other worker qualifying for Tier III benefits based solely upon the date that they began their employment. While they could have

the same gross earnings, the Tier III employee will receive a far lower pension benefit, plus lose three percent of his or her gross earnings to get it.

"Tier III is an injustice of epic proportions," says CSEA President William L. McGowan, "but like so many other injustices in this world, the fact that it is wrong won't be enough to force the legislature to make it right. What is needed is political push and while your union is pushing as hard as it can for improvement, it's in every member's interest to personally invest a few long distance phone calls to their legislators to protect their futures."

In addition to CSEA's own intense lobbying effort, President McGowan is urging union members to call their state Senator and Assemblyman and urge action to convert Tier III pension members to participation in Tier II. Legislation to accomplish this change, supported by CSEA, is currently pending in the legislature.

But the legislature so far has been reluctant to take a stand in view of the heavy lobbying by big business and public employers. At Public Sector

press time, it was beginning to look like the Tier III issue would be resolved in the final, hectic hours of this year's legislative session before lawmakers head home to face the voters.

"I know that many public employees have so many demands on their time that they often don't take the time to write their lawmakers, but in this particular case, the people who don't invest a few phone calls to Albany to help us improve Tier III, may literally find themselves paying for that decision for the rest of their lives," McGowan said.

"It's really as simple as using the phone numbers we've provided in this story, asking for your legislator by name and telling them that you're a CSEA member, you know about the Tier III controversy and you want them to know personally that you support CSEA's efforts to reform your inadequate pension plan. It may take a few minutes of your time, but with unions prevented by law from negotiating public employee pension benefits any more, those few minutes could pay you benefits for the rest of your life," he said.