

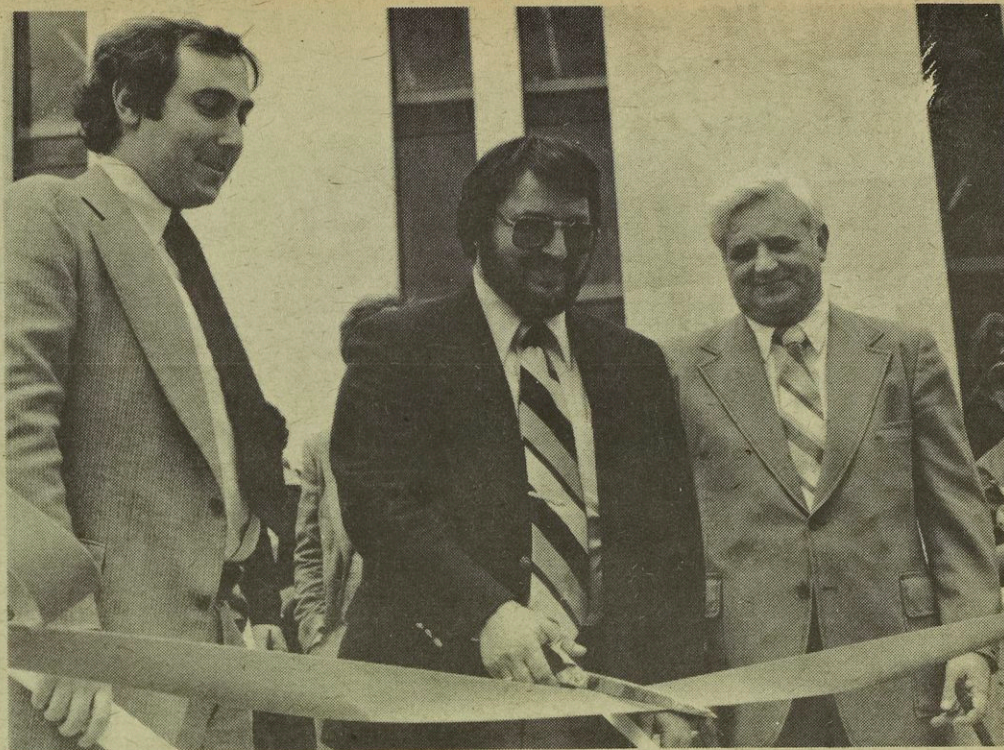
Day Care Center an innovation

ALBANY — The first day care center primarily for state workers was dedicated last week in Albany, the result of years of negotiating by CSEA with the State. The Plaza Day Care Center was dedicated in the Empire State Plaza, the huge state offices complex in downtown Albany.

CSEA President William L. McGowan, who participated in ceremonies marking the dedication, said he envisions a series of similar day care centers eventually near other large state work locations around the State. The Plaza Day Care Center is being opened as a pilot project on September 5 to service infants, toddlers and pre-school children of state workers. It will be run as a public benefit corporation, and Gov. Carey is expected to include public employee union representatives as well as state management personnel to the corporation.

Meyer "Sandy" Frucher, director of the governor's office of employee relations, who represented Governor Carey at the dedication, praised CSEA for leading the drive to achieve such a program through labor-management negotiations.

President McGowan said the union has pursued the concept for years in an effort to ease employment pressure, especially for single parent state worker families. "This is a great concept that should prove to be a great benefit to employees. I believe we will see the idea spread as this pilot project proves its worth," McGowan said.



DAY CARE CENTER DEDICATION — Rabbi Mordecai Kieffer cuts ribbon to dedicate the pilot project day care center at the Empire Plaza complex. Watching at left is Director of Employee Relations Meyer "Sandy" Frucher, and at right is CSEA President William L. McGowan.

— PHOTO BY BRIAN TRILLER



CSEA PRESIDENT WILLIAM L. MCGOWAN expresses his concern about the effect of inflation on his union's members to Senator Edward Kennedy, often mentioned as a potential candidate for the U.S. presidency. The discussion occurred during the recent AFSCME Leadership Conference in Boston.

Employee Assistance plan helps solve problems

ALBANY — An innovative program to help state workers solve drug, alcohol, marriage, or other personal problems which affect work performance began last week in the Division of Substance Abuse Services.

The Employee Assistance Program — the first of its kind in any Albany-area state agency — was designed by the state Division of Substance Abuse Services, the Division of Alcoholism and Alcohol Abuse, and the commission on Alcohol and Substance Abuse Prevention and Education. The Civil Service Employees Assn. also helped develop the program.

Employees who are troubled with problems will receive referral to appropriate services in the community as the major part of the program, which will become fully operational this fall. Designers of the new program feel that relieving the stress of personal problems will improve workers' job performances and increase productivity.

Under the program, employees recruited from the staff of the agencies will act as coordinators and will set aside time each week for voluntary consultation with workers. The coordinators will interview workers, identify and assess any problems, and refer the employees to an appropriate service agency, if needed.

Follow-up interviews with workers will also be conducted. All information will be kept confidential.

Coordinators will receive specialized training from the Division of Alcoholism and Alcohol Abuse to learn interviewing and assessment techniques and to help them identify public and private service agencies in the community.

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Wednesday, June 20, 1979

Dental insurance to start for state workers July 1

ALBANY — Dental insurance coverage under the new CSEA Employee Benefit Fund will be in effect when current GHI dental insurance ceases on July 1, for CSEA members in the three major state bargaining units, Fund Director Thomas P. Collins assured this week.

"Many members have indicated concern that there would be a lapse, but actually an improved dental insurance program as well as a new prescription drug insurance program will be in effect when GHI dental insurance coverage for the state workers phases out July 1," Collins said. CSEA negotiated the new CSEA Employee Benefit Fund to cover state employees in the Operational Services, Institutional Services and Administrative Services bargaining units.

Trustees were appointed to administer the Fund some time ago, and a number of insurance carriers bid to provide the expanded service to CSEA members under the new program. "All participating employees will receive information on the new program, detailing the expanded benefits we will offer," Collins said. Another in a series of detailed reports on the Fund will appear in next week's edition of The Public Sector.



DISCUSSING THE NEW EAP are, from left, Marilyn D'Amico, president of Mental Hygiene Central Office CSEA Local 673; Paul Jayne, Director of Agency Manpower Management; Patricia Miller, President of the Office of Alcohol and Substance Abuse CSEA Local 696; and Allen DeMarco of the Governor's Office of Employee Relations.

—PHOTO BY BRIAN TRILLER

President's Awards are presented to three

MIDDLETOWN — The Civil Service Employees Assn. has presented its President's Award to a staff employee, the president of a CSEA Local, and a newspaper reporter for their roles in discovering and publicizing the dumping of chemicals and cadaver parts on the grounds of the Middletown Psychiatric Center last April.

CSEA President William L. McGowan recently presented the President's Award to CSEA Field Representative Flip Amodia of Region III; Alex Hogg, President of Middletown Psychiatric Center CSEA Local 415; and Middletown Times-Herald Record reporter Robert J. Quinn. Amodio and Hogg both pursued an active investigation into the incident while Quinn was recognized for his series of front page articles surrounding the situation.

All three awards were "In recognition and appreciation of decisive action which contributed to increased employee safety and brought needed awareness to the taxpayers of the State of New York."



CSEA FIELD REP FLIP AMODIA, right, accepts his award from President McGowan.



ALEX HOGG, right, President of Middletown Psychiatric Center CSEA Local 415, accepts President's Award from CSEA President William L. McGowan, left. In center is CSEA Region III President James J. Lennon.



REPORTER ROBERT J. QUINN wrote a series of in-depth articles on the illegal dumping of chemicals at Middletown Psychiatric Center from his newspaper, the Middletown Times-Herald Record. As a result, he was presented a President's Award from CSEA President McGowan.

John Miller named president

SARATOGA SPRINGS — Saratoga County CSEA Local 846's election results were announced by Board Representative William McTygue. He said the winners were:

President — John Miller.
Vice President — Larry O'Bryan.

Recording Secretary — Donna Woodcock.

Corresponding Secretary — Cheryl Sheller.

Treasurer — Monica Jump.

Board Representative — William McTygue.

File IP over abolishing jobs

STONY POINT — The North Rockland School Unit of Rockland County CSEA Local 844, has filed an Improper Practice Charge against

the Haverstraw-Stony Point Central School District Board of Education for abolishing six staff positions during an impasse in negotiations over the abolition of the positions, it was announced by Unit President Charles L. Jones.

The union filed the charge with the State Public Employment Relations Board because the Board of Education unilaterally decided to abolish the positions during the pendency of the impasse. This constitutes a unilateral change in terms and conditions of employment and is evidence of bad-faith bargaining, CSEA charges.

The union asked PERB to assist the parties in an attempt to resolve the impasse. PERB may assign a mediator or a fact-finder to provide outside expertise in resolving the negotiations impasse.

The union said it would prove that the Board of Education entered into the negotiations with a pre-determined intent to abolish the positions and thus evidenced bad-faith bargaining.

Expressing his disappointment that the negotiations had reached an impasse, Unit President Jones said, "In approaching the bargaining table with a pre-determined intent, the Board of Education effectively sabotaged the negotiations. "The union made several proposals in an attempt to resolve the problem, but the district negotiating team made virtually no movement from their original position of abolition of the positions."

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

June 22—Deadline for Declination of Nomination

July 9—Final day for Nominations to Fill Declinations

July 9—Final day for Petitions to be Filed

July 13—Request to each candidate for spelling of name as it will appear on Ballot. To be sent by certified mail, return receipt requested. Deadline for changes is July 20, 1979

July 13—Drawing for Position on Ballot — 10:30 a.m., CSEA Headquarters Conference Room. Candidates (or proxies) may attend as observers

July 13—Mailing of printed copies of Rules and Regulations for the Election to all candidates and local presidents

July 25—Publication of Names of all candidates in the Official CSEA Newspaper

August 6—Ballots delivered to Post Office for Mailing

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered

August 30—Return of ballots — 6:00 p.m. Deadline

August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period

September 7—Return of Replacement Ballots — 6:00 p.m. Deadline

September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11

September 7—Official Results Announced

September 17—End of Protest Period (10 days after Official Results are announced)

NOTE: Those eligible to vote shall be dues paying members in good standing as of June 15, 1979



ROBERT KEELER, President of Downstate Medical Center CSEA Local 646, explains a job phase out problem to CSEA staffers in Albany recently as members of his Local look on.



CSEA STAFF MEMBERS listen to presentation on problem as Downstate Medical Center. Research Analyst Timothy Mullens, right, gestures in response while Collective Bargaining Specialists Nels Carlson, left, and Paul Burch, center, listen.

Downstate Medical job phaseout protested

ALBANY — CSEA staffers met last week with members of the union's Downstate Medical Center CSEA local, to try to resolve an ongoing problem of phasing out of certain types of jobs there.

Local President Bob Keeler and about 30 other active CSEA members from Downstate met in Albany with CSEA Executive Director Joseph Dolan; Collective Bargaining Specialists Paul T. Burch and Nels Carlson; and Research Analyst Timothy Mullens.

"Mr. Keeler asked us to meet with him and his people concerning a situation at Downstate that appears to be discriminatory," said Mullens. "For several months, they have been leaving all vacancies unfilled in the positions of attendants, nurses' aides, technicians and some others, and replacing every two of these jobs with one registered nurse."

Mullens pointed out that "the kinds of jobs that are being phased out at Downstate are almost all minority-and women-held jobs. And there appears also to be a contradiction in policy towards these people, because management often turns them down when they apply for time off to attend courses or training sessions. So on the one hand they're telling these employees, 'You're too important; we can't spare you,' and on the other hand, they're not replacing the ones who leave or retire."

The Downstate employees also informed CSEA at the meeting that the employees who remain in the above-mentioned jobs are no longer doing direct patient-care work, but are being told to do escort- and messenger-type duties.

As a result of the meeting, the union is requesting a meeting with the central administration of SUNY and management at Downstate, requesting an investigation demanding answers to the employees' complaints. The union is also bringing the situation to the attention of the joint State/CSEA Continuity-of-Employment Committee, through Burch, who is the CSEA staff liaison to that committee. The union for education and training for the affected employees, and increased tuition reimbursements to make such education and training possible. And finally, CSEA is asking these Downstate employees to send to the union's Research Dept., 33 Elk St., Albany, N.Y., 12207, information about their job descriptions and actual job duties, now and in the past, so that the union can proceed with a reclassification request from the Dept. of Civil Service.

"We're going to try to get these employees reclassified to more appropriate titles, at salaries that properly reflect the value of the work they do," Mullens said.

Memorial service is held for Alfred Jaroszewicz

VALHALLA — A memorial service for Alfred Jaroszewicz, who died while allegedly performing out-of-title work on June 5, was expected to have been held this week on the grounds of the Westchester County Medical Center here. At press time, the service was scheduled to be held June 19.

The service, organized by the Westchester County Unit of CSEA Local 860, was going to be held near

Niagara Unit contract

NIAGARA FALLS — White Collar Employees of the Niagara County CSEA Local 832 will be receiving a 6 per cent pay increase, plus increments due, under a one-year contract, effective June 1, 1979.

The agreement, which included an agency shop clause, also provided for adoption leave, available to either sex, and new provisions for maternity leave. An overall longevity increase from \$700 to \$1,000 was established and upgradings occurred for public health nurses, registered nurses and home health aides in the Health Department.

The negotiating team for the pact included CSEA Collective Bargaining Specialist Danny Jinks, President James Gibbon, Gordon Kenyon, Maurice Vaughan, Michael Brady, Katherine Kershaw, Elizabeth Bateman, Carolyn Hann and Rose Sieracki.

where the body of Jaroszewicz was found, Unit President Raymond J. O'Connor said.

O'Connor said the preliminary report by the Westchester County Coroner's office state death was accidental due to electrocution.

Contracting out charges in Nassau

MINEOLA — Alleged contracting out by Nassau County has led CSEA Local 830 to file four Improper Practice (IP) charges with the Public Employment Relations Board (PERB), Local President Nicholas Abbatiello has reported.

He said CSEA Regional Attorney Richard Gaba filed IPs in June against the county for contracting out for security and custodial services at Nassau County Community College in Garden City.

Gaba filed IPs in May against the county for contracting out maintenance services in Westbury and security services in Lawrence.

The IPs are based on PERB's April 1978 ruling that the contracting out of work previously performed by the recognized bargaining unit is a subject of mandatory negotiations. Such contracting out violates the Taylor Law.

The Appellate Division of New York State Supreme Court, in a unanimous decision in May, upheld the PERB ruling. The PERB and court decisions

He said Jaroszewicz, 57, was a Maintenance Mechanic Grade 2 (Heating) and worked in the heating operation of the medical center.

According to various union sources, Jaroszewicz was ordered to trouble shoot an electrical problem outside

the heating plant on the afternoon of June 5 and was killed by a 400-volt line. His body was found in a manhole, where he allegedly was working, sources said.

"The job description of a Maintenance Mechanic Grade 2 (Heating) does not include work on high-voltage electric lines," O'Connor said.

The Westchester County Unit has sent two letters to County Executive Alfred DelBello demanding:

- An investigation be conducted into the death of Jaroszewicz.
- An investigation be conducted of the Maintenance Department of the medical center regarding the alleged assigning of out of title work.

Union sources confirmed that it is the established policy of the county for employees to carry out all orders from superiors and complain later.

Regarding out of title work, O'Connor said: "This is a practice that has to be stopped. The dangers are obvious when unskilled and untrained men are assigned dangerous work."

Penn Yan gets raises

PENN YAN — Workers of the Penn Yan Department of Public Works and Municipal Board employees represented by Yates County CSEA Local 862, will receive raises of 7% in each year of a three year contract, as of June 1st.

Abbatiello wins

MINEOLA — Nassau County CSEA Local 830's election results have been announced by President Nicholas Abbatiello. He said the winners were:

- President — Nicholas Abbatiello.
- First Vice President — Jerome Donohue.
- Second Vice President — Pat D'Alessio.
- Third Vice President — Rita Wallace.
- Fourth Vice President — Edward Ochenkoski.
- Fifth Vice President — Ruth Braverman.
- Recording Secretary — Mary Calfapietra.
- Treasurer — Sam Piscitelli.
- Corresponding Secretary — Alice Heaphy.
- Financial Secretary — Louis Corte.
- Sergeant at Arms — Dudley Kinsley.
- Board Representatives — Nicholas Abbatiello, Irving Flaumenbaum.

Glenville talks

GLENVILLE — The recently organized Glenville Town Hall unit of the Schenectady County Local of the Civil Service Employees Assn. will begin formal contract negotiations by the end of June.

The employees who had no representation, requested to join the CSEA earlier this year, and were aided by former Capital Region organizer Gregory Davis.

According to newly elected unit president Jean Paparella, the town hall employees were the only group in Glenville which did not have union representation and did not have benefits and job protection as other Glenville employees. "Joining the CSEA was the most logical thing to do," she commented. "It would have been infeasible for us to attempt to negotiate a contract by ourselves. We would have been at the mercy of the administration."

Capital Region field organizer John Cummings will lead the new negotiating team.

GAS SQUEEZE



Nine employees get suggestion awards

Nine State employees received a total of \$425 in cash awards in May for money-saving ideas submitted to the New York State Employee Suggestion Program. Estimated first-year savings from these suggestions total more than \$3,400.

Award Recipients were:
 \$100 — Michael Paluba, Rensselaer, Senior Audit Clerk, Department of Audit and Control, and Calvin Rosenbaum, Rochester, Senior Estate Tax Examiner, Department of Taxation and Finance.

\$50 — Edith Kugler, New York City, Workers' Compensation Bd.; Robert

Swenson, Amsterdam, Audit and Control, and a joint award to William Schwartz, Brooklyn, and Cleo Nealious, Brooklyn, both of the Workers' Compensation Bd.

\$25 — Sarah J. Dudley, Brooklyn, Workers' Compensation Bd.; and David L. Drotar, Albany, and Doris Ross, R.D. No. 1, Hornell, Steuben

County, both of the Department of Health.

Cash award recipients also receive Certificates of Merit. Certificates of Merit were also awarded to Francis G. Camele, Saranac Lake, Franklin County, Office of Mental Health, and Dora M. Zerling, Hopatcong, N.J., Workers' Compensation Bd.

Calendar of EVENTS

JUNE

- 21 — Statewide Board of Directors, Thruway House, Albany.
- 23 — Saratoga County Local 846 installation dinner, 6:30 p.m., Elks Club, Saratoga Springs.
- 22 — Oneida County Local 833 installation dinner, Twin Ponds, New York Mills, 7:30 p.m.
- 22-23 — Western Region No. 6 Conference, hosted by Chautauqua County Local 805, Holiday Inn, Jamestown.
- 26 — SUNY Oneonta Local 635 installation dinner, Moose club, Oneonta, 7:30 p.m.

JULY

- 14 — Region V AFSCME Leadership Training Workshop, Hotel Syracuse, Syracuse.
- 20-22 — Region IV Summer Workshop, Sagamore Hotel, Lake George.

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

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

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

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The Public SECTOR

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Lennon Day in New Rochelle



CSEA REGION III PRESIDENT JAMES J. LENNON, right, shows official proclamation declaring May 24 as James J. Lennon Day in New Rochelle. Admiring the award are, from left, Pat Mascioli, President of Westchester County CSEA Local 860; Ray O'Connor, President of the Westchester County Unit of Local 860; and Eleanor McDonald of Local 860.

BY JACK MURPHY

NEW ROCHELLE — May 24 was James J. Lennon Day in New Rochelle by declaration of Mayor Vincent R. Rippa.

Lennon, President of CSEA Region 3, was honored for a lifetime of civic and social activities in his native city including the chairmanship of the New Rochelle Parks and Recreation Advisory Committee and membership on the Senior Citizens Advisory Committee.

The official declaration reads: "Whereas James J. Lennon was born and raised in New Rochelle and attended New Rochelle Public Schools, Westchester Community College, the United States Armed Forces Institution at University of Maryland, New York School of Industrial and Labor Relations, Cornell University with a major in Labor Relations; and

"Whereas James J. Lennon served as staff sergeant in Africa and Italy from 1942 to 1945; received five battle stars, a Presidential Unit Citation and was a Master Sergeant in the Korean Conflict from 1951 to 1952; and

"Whereas James J. Lennon was chairman of the New Rochelle Parks and Recreation Advisory Committee and is a member of the Senior Citizens Advisory Committee, and is active in the Boy Scouts as Committeeman and Commissioner, is a former member of the Board of Directors for the American Red Cross, Boys Club of America, American Legion, Disabled Veterans, Scout's Dad's Association, Civic League, Holy Name Society, Irish Benevolent Society and is coordinator of the Arthritis Foundation Annual Telethon; and

"Whereas James J. Lennon is married to the former Elinor Ryder, and is father of five children, and

"Whereas James J. Lennon has received numerous awards and honors for his service to the youth of the Community.

"Now, therefore, I, Vincent R. Rippa, Mayor of the City of New Rochelle, New York do hereby proclaim May 24, 1979 as James J. Lennon Day in the City of New Rochelle, New York in recognition of his many services to the community."

\$60,000 back pay closer

BROOKLYN — Two CSEA members took a step closer to \$60,000 awards in back pay last month when a Brooklyn Supreme Court ruled they had been unfairly terminated eight years ago.

Pamela Nicotra and Lillian Monathsberger were employees of the Kingsboro Psychiatric Center until a year after the 1972 CSEA strike there. The two Mental Hygiene Therapy Aides were penalized for striking and with a third CSEA member Yvonne Vaughn, were placed on a year's probation. But they were never notified they were on probation and later all three were fired.

The CSEA litigated the case and the ruling on May 25, which may be the last step in a long series of CSEA wins in court, was another victory for the union.

"It just shows that the CSEA will not let the state get away with an infraction of the rules no matter how long it takes," commented Sol Bendet, President of CSEA Region 2.

Supreme Court Justice Irving Rader, Kings County, agreed with the CSEA law firm of Mailman & Fuller's contention that Ms. Nicotra and Monathsberger were fired during their probationary period without being charged and given a hearing. He ruled that the employee could be fired without formal charges and a hearing only at the end of the probationary period.

Moreover, the state, in an earlier litigation last year, was unable to produce probation notices allegedly sent by certified mail to the three women. The Brooklyn Supreme Court ruled last May that the three were entitled to the Taylor Law Strike determination hearings which they were denied in 1972.

Ms. Vaughn last January established that she was not on strike during the incident at Kingsboro and was reinstated with \$50,000 in back pay and interest. The two other employees failed to establish that they were not on strike but then pursued the legal

action which resulted in last month's ruling.

"The reason for the firings was given as unsatisfactory performance. But, like permanent employees, employees on probation had to be brought up on charges and given a hearing. They couldn't just be summarily fired," said Ted Ruthizer, an attorney from Mailman & Fuller. Atty. Ruthizer explained that the Taylor Law has since been amended to allow such a procedure but it was illegal in 1972.

Mr. Ruthizer said that the two employees should get about \$60,000 each in back pay and he believes they will receive interest on the money, "but the court order doesn't specifically spell it out."

The state has 30 days to file for appeal of the decision but according to Mr. Ruthizer, "these are very difficult grounds to launch an appeal from and we have not received any word at this moment that they will," he said.

Arbitration won in Putnam Co.

FISHKILL — Putnam County Highway Department workers have been paid in excess of \$1,500 as a result of a successful arbitration by CSEA Putnam County Local 840.

The 58 workers were each awarded four hours compensatory pay by arbitrator Dr. Joel Douglas after the union's case was heard earlier this year. The award turned up in the workers' paychecks recently, according to CSEA Putnam County Local President Millicent De Rosa.

At issue was four hours of compensatory pay that was withheld from the employees after a 1978 blizzard. The union filed a grievance which wound up as an arbitration before Dr. Douglas.

"We were optimistic all along," Ms. De Rosa said. "It was a justifiable grievance."



VESTAL SCHOOL UNIT of CSEA Local 866 officers are sworn in after being recently elected. Garlo Guardi, left, President of Broome County CSEA Educational Local, swears in, from left, Mary Murphy, Recording

Secretary; Gloria Scott, a proxy for Rosemary Wickman, treasurer; Vice President Reta Kriska; President Angie Ford; and Secretary Sue Andrews.

—Photo by Tony Rossi Jr.

Union probing air quality

ALBANY — The Air Quality Committee of the Capital Region of the Civil Service Employees Assn. is seeking input from Locals throughout the Region about heating and ventilation problems, smoking and asbestos contamination and other conditions which adversely affect air quality.

The committee, which has recently been focusing its attention on the possibility of asbestos contamination in some buildings of the Empire State Plaza and the State Campus, will start following up reports of this and other problems in all areas.

According to John Corcoran, Capital Region field director who is serving as an advisor to the committee, they have received complaints about a condition of smoke-filled, stale air, created when partitions are installed to divide work space. "Some buildings were not meant to be divided into cubicles," he said. "They were designed to have a continuous air flow from one end of the room to the other from ventilation points along the walls. Floor to ceiling

partitions interfere with the air flow. Of course the employees are complaining because the air can be very irritating to breathe."

Under its chairman, Capital Region president Joseph McDermott, the committee has been meeting with the State for the past several months on the asbestos contamination matter. "We have been insistent that the State hire an outside consultant to test for the presence of asbestos, that the committee be allowed to approve of the one who is hired and that we review the results of the tests," he said. Currently the committee is waiting for the test reports. Mr. McDermott feels that the problems will be readily corrected because "the State is concerned about the matter."

Asbestos contamination, he reports, may not be limited to the State buildings, but may exist in schools and other public buildings, as well. "The State problems have started the ball rolling, said Mr. McDermott. "We are now checking into reports of contamination in other areas."

Rank-and-file lobby power intensified as legislative session winds down

They came to Albany by the several hundreds over the past several weeks, culminating in a self-proclaimed "Lobby Day" rally earlier this month. They discussed, they urged, they pleaded and they pressured their cause with members of the State Legislature.

"They" are the officers and the rank-and-file members of CSEA Locals from across the state, the "backbone" of the labor movement that historically has risen up and responded to a call for action.

As this year's legislative session dragged along, it became apparent that action on many of CSEA's key program bills might be delayed. As so, starting a few weeks ago, the union issued a call for unified lobbying by members to put pressure on legislators to consider and act upon union-supported legislation.

Region by region, they came to Albany to lobby with their own legislators. And, as the session headed for a mid-June recess, the Lobby Day rally was organized to renew emphasis from the union membership to the legislators about their concern for the future of the union bills.

The photos on these pages depict some of the lobby activity of the hundreds of rank-and-file members who came to Albany earlier this month to lobby under guidance of CSEA professional lobbyists. At press time, legislative action on the bills was inconclusive. A complete status report is shown on page 9 of this issue.



CSEA PRESIDENT William I. McGowan, left, chats with Carmine DiBattista of Westchester County CSEA Local 860, a member of the statewide Legislative and Political Action Committee, during last week's lobby day rally on the steps of the capitol.



REGIONY PRESIDENT JOSEPH McDERMOTT talks with retiree My Gale before both enter the capitol to lobby with legislators for passage of CSEA-supported bills.



SENATOR LINDA WINIKOW, center standing, discussed legislation with, from left, front, Edna Knightly of Rockland Psychiatric Center Local 421 and Fay Veitch and Addie Ellerbee, both of Rockland and Westchester Retirees Local 918; and back row, Mary Ann Luccicetti, left, of Local 421, and Lucille Kirkland, right, of Local 918.



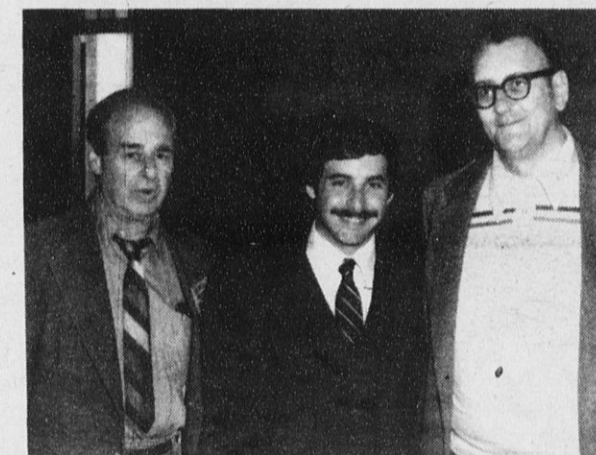
SARATOGA COUNTY LOCAL 846 representatives Susan Briggs, Cheryl Shiller, and John Miller wait outside a legislator's office before entering to lobby for CSEA supported bills.



THESE CSEA MEMBERS from State Insurance Department Local 666 were photographed in the outer office of their assemblyman just prior to discussing legislation with the lawmaker. From left are Doris Jones, Virginia Hewitt and Ginny Kiddle.



ASSEMBLYMAN PAUL HARRENBERG, second from left, meets with CSEA members Ed Zurl, left, Al Varacchi and Betty Tackas, all from SUNY Stony Brook Local 614.



LABOR DEPARTMENT LOCAL 350 members Morris Eisenbert, left, and George Caloumeno, right, met with Senator Jeremy Weinstein, center, to talk about the status of union-supported legislation.



WESTCHESTER COUNTY LOCAL 860 lobby representatives included Roger Williams and Mary Williams.



RETIREES were a strong force in the big lobby day effort earlier this month. Here, John Chesslin, a retiree member of the statewide Legislative and Political Action committee, speaks at a rally on the capitol steps.



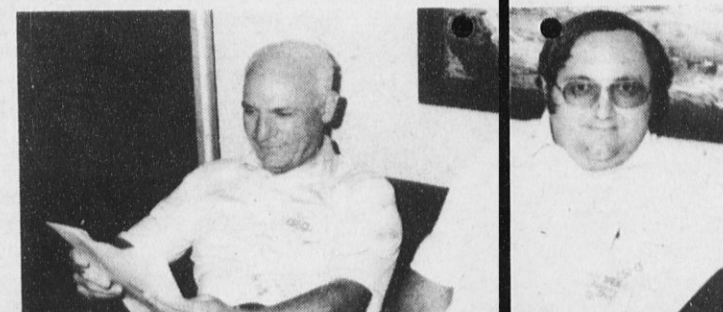
CSEA'S DIRECTOR of Legislative and Political Action, Bernie Ryan, and Barbara Pickell of Broome County, a member of the statewide committee, helped organize the lobby day and rally held earlier this month in Albany.



SARATOGA Educational Local 864 members Lester Cole Jr. and Florence Lenz study legislative material while waiting to see a legislator.



SUFFOLK COUNTY CSEA LOCAL 852 members Barbara Rotunno and Ed Babcan are shown with Assemblyman John Behan, center.



BROOME COUNTY LOCAL 804 members John Tangi and Brad Wahl in Assemblyman James McCabe's office.



MARTIN LANGER, right, is chairman of CSEA's statewide Legislative and Political Action Committee. He addresses union members at a lobby day rally. At left is committee member Nicholas Abbatiello of Nassau County.



Charge merger would extend sheriff's term

By Jack Murphy

Attorneys for three Westchester County Deputy Sheriffs have told the State Court of Appeals in Albany that a merger of the Sheriff's Department with the court's Parkway Police would illegally extend the sheriff's term of office and be inequitable to the deputy sheriffs.

At press time, the Court of Appeals issued a ruling that the planned merger may go into effect on July 1 as scheduled.

The arguments before the state's top court came on an appeal by Westchester County for a decision earlier this year by Supreme Court Justice George Beisheim Jr. that declared the proposed merger unconstitutional.

The merger, approved by the county's voters last November, was scheduled to go into effect July 1. It would involve the 160-member sheriff's department and the 172-member Parkway Police. CSEA represents the sheriff's deputies.

Attorneys for the three deputies who challenged the merger, Thomas Spasiano, Robert Cantrell and Frank Prete, said that the appointment of the present sheriff, Thomas Delaney, as Public Safety Commissioner in

charge of the combined force would be unconstitutional because it would, in effect, extend his term.

The provision in the merger providing for Delaney's appointment was part of a compromise between the sheriff and County Executive Alfred DelBello to win Delaney's support for the proposal.

The Westchester County Unit of CSEA is also opposing the county's appeal. CSEA Attorney James Rose pointed out that the automatic appointment of Delaney to the Public Safety Commissioner post would be "a de facto election with but one candidate."

He also said that the merger law would curtail employee rights in disciplinary proceedings.

From the beginning CSEA has steadfastly maintained that its opposition to the merger was not a blind opposition to a combined police force, but an unwillingness to accept what Carmine DiBattista, the Local's chief shop steward, referred to as a "bad law."

This past week Ray O'Connor, president of the Westchester County unit of CSEA, commenting on the Court of Appeals action, said "We are interested in a true merger that will protect the rights of both the workers and the taxpayers. This law does neither.



CSEA REGIONAL ATTY. JAMES ROSE, left, discusses the latest union court victory to prevent the planned merger of the Westchester County Sheriff's Department with the county's Parkway Police with Westchester County CSEA Unit Business Agent Carmine DiBattista.

"We are very hopeful that the court decision will go in our favor. We want them all to go back and put together a merger proposal that is constitutional and fair."

O'Connor pointed out that the reason for the merger plan is "to save money."

"This plan is an expensive plan, so in addition to its other drawbacks it will save little if any money. We hope," he continued, "the people will get a chance to vote on a true merger plan that will be good for everybody."

The county is basing its appeal on the argument that "home rule" provisions of state law allow the county to effect the merger now.

County Executive DelBello,

however, has suggested that rather than invalidate the merger, the court should instead stay its effect until Jan. 1, 1980 when Delaney's term as sheriff runs out.

The deputies contend that the merger law should either be approved or denied as a whole because it was "a product of extraordinary political arrangement and compromise."

The murky status of the merger plan has had its effect on the county's political parties which are undecided on whether or not to designate candidates for sheriff in the upcoming general election in November.

A decision by the court of appeals is expected in mid-June.



CONSULTING WITH THE CONSULTANTS —

The director and trustees of the new CSEA Employee Benefit Fund met recently with consultants to consider dental and prescription drug insurance coverage to be offered under the Fund program. Listening intently to a presentation are, from left, CSEA President William L. McGowan, who is a trustee; Fund Director Thomas P. Collins; and trustees Elaine Moorty and Louis Mannellino.

Contribute directly

CSEA's more than 300 Locals across New York State have been asked to make direct contributions to the Special Olympics to help defray costs of the 1979 International Special Olympics games in August at SUNY Brockport.

In a letter to all CSEA Local presidents earlier this month, CSEA President William L. McGowan noted CSEA had made a commitment to help raise funds to support the games, and that a film sale project backed by CSEA has not resulted in the level of support envisioned. Therefore, he said, with the games so close now, direct contributions from CSEA Locals would raise the support level of the biggest public employees union in New York State.

Portions of President McGowan's letter follow:

"Some time ago, CSEA made a commitment to help raise funds to support the 1979 International Special

Olympics to be held this year at the State University College at Brockport, N.Y. With the start of the Games drawing near, our fund raising efforts have been very disappointing, and I am making a personal appeal to your Local for direct assistance.

"As you are probably aware, Special Olympics is an organization that is dedicated to sponsoring athletic competitions where mentally retarded children can participate in an atmosphere of fellowship and goodwill.

"Now, in an effort to use the small amount of time remaining before the Games to best advantage, I am asking every CSEA Local across the State to make a direct contribution to Special Olympics. Contributions from your Local should be directed to the President's Office at Headquarters and clearly identified as a Special Olympics Contribution. We will forward the contributions directly to the International Special Olympics."

ALBANY — The Civil Service Employees Assn. has recently settled contracts for two bargaining units in Columbia County, both going into effect July 1, 1979.

In the City of Hudson both sides agreed to a two-year contract giving employees a 5.9 per cent salary increase in the first year and a 6.9 per cent in the second year. Employees who have ten years of service, or more, can now be paid for unused sick leave up to a maximum of 60 days per year, at set rates. In addition a sick leave bank has been established and the number of years an employee must work in order to qualify for vacation has been reduced.

A three-year contract with increases of six per cent in the first year, and seven per cent in each of the next two years has been ratified in the Town of New Lebanon.

Olean unit gets multi-year pact

OLEAN — A three-year agreement for the workers of the City of Olean Unit of the Cattaraugus County CSEA Local 805 will include a 40-cents per hour raise the first year.

The contract, effective June 1, 1979, also includes a cost-of-living increase the two following years. Determined by the Consumer Price Index, the increases will be a minimum of seven per cent and a maximum of nine per cent.

An agency shop clause and a \$250,000 major medical plan, with other riders have also been added. In addition, all mechanics received a \$100 tool allowance and all supervisors covered have been given a five per cent differential for overtime. The title of senior water treatment operator was created, along with other upgradings.

CSEA Collective Bargaining Specialist Danny Jinks was assisted on the negotiating team by Unit President Ted Welch, Edward Hoover, Jerry Kyeytt, Helen Callahan, Charles Deibler, Michael Kosciol, Joseph Schieler, Dennis Diebler, Robert Thayer and Joseph McCaffrey.



AMONG SUNY OSWEGO employees who retired during the last fiscal year was group above, who were honored by Civil Service Employees Association Local 611 at retirement buffet. Seated from left are Lura Pepper, Evelyn Foster, Mary Maiurano, and Thelma Losurdo. Standing from left are

Charles Yule, John Tonkin, Clarence Rudd, Harry Coy, Walter Robillard, Henry Maiurano, Carl Dickinson, Harry Lennon, John Connolly, and George Galletta. Dale Dusharm, Local president, presented them with gifts and service certificates.

CSEA program bills

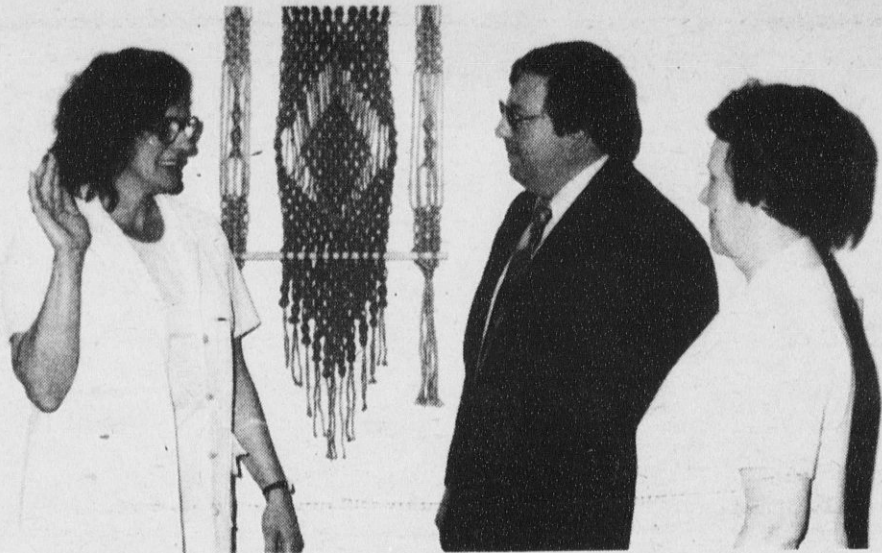
All bills on this status report are supported by CSEA

Week of June 11, 1979

CSEA Program Bill Number Summary of Provisions	Bill Number, Sponsors	Status	CSEA Program Bill Number, Summary of Provisions	Bill Number, Sponsors	Status
P-79-1, Agency Shop—Agency shop would become permanent and mandatory.	A-6748 Barbaro S-4458 Rules	Vote expected Civil Service Comm.	P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law.	A-6194 Connor S-4142 Rolison	Ways & Means Comm. Rules Civil Service Comm.
P-79-2, OSHA—Minimum health and safety standards for public employees would be established.	A-6619 Weprin, DelToro, Marchiselli, et al S-Pending	Ways & Means Comm.	P-79-17, Employee Indemnification—Additional instance in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties.	A-5963 Greco S-2766 Schermerhorn	Governmental Employees Comm. Judiciary
P-79-3, Two-for-One—The fine for striking would be reduced from two day's pay for each day struck to one day's pay for each day struck.	A-4169 Connor, Greco, Barbaro S-4457 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-18, Sheriff's Reopener—Approximately eight employees of the Sullivan County Sheriff's Department would be allowed to choose the provisions of the Retirement and Social Security Law (optional 20-year retirement).	A-Pending S-Pending	
P-79-4, Injunctive Notice—Unions and employees would be required to receive notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike.	A-4167 Barbaro, Greco, Johnson, et al S-4452 Rules	Passed Civil Service Comm.	P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor.	A-3836 M. Miller S-3754 Cook	Governmental Employees Comm. Civil Service Comm.
P-79-5, Presumption of Arbitrability—The presumption of arbitrability for contract grievances would be restored.	A-4168 Connor, Johnson, Marchiselli, et al S-4451 Rules	Vote expected Civil Service Comm.	P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University.	A-7559 Rules S-4928 Volker	Ways & Means Comm. Rules
P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare.	A-6423 Barbaro S-7588	Governmental Employees Comm.	P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement.	A-Pending S-Pending	
P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented.	A-Pending S-Pending		P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement.	A-Pending S-Pending	
P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached.	A-4165 Greco, et al S-4454 Rules	Vote expected Civil Service Comm.	P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education.	A-Pending S-Pending	
P-79-9, Redefine Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay.	A-4171 Connor, Finneran, Nine S-4456 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented.	A-4204 Hochbrueckner S-3079 Johnson, Lack, Trunzo	Ways & Means Comm. Passed
P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures.	A-4166 DelToro, Greco, Finneran, Barbaro, et al S-4453 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation.	A-Pending S-Pending	
P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a \$2,000 death benefit.	A-4416 Greco S-3221 Flynn	Ways & Means Comm. Civil Service Comm.	P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan.	A-Pending S-Pending	
P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year.	A-6618 Rules S-4158 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed.	A-Pending S-Pending	
P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living.	A-4509 Barbaro S-3361 Flynn	Ways & Means Comm. Vote expected	P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System be implemented.	A-1773 McCabe, et al S-1304 Barclay, et al	Passed Passed (Ch. 4, Laws of 1979)
P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated.	A-4877 Orazio S-3441 Donovan, et al	Ways & Means Comm. Passed	P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice.	A-4170 Greco, Barbaro, Lentol, et al S-4455 Rules	Ways & Means Comm. Civil Service Comm.
P-79-15, Division of Youth Transfer—Division of Youth employees transferred to a non-profit corporation would not lose benefits of State service.	A-2519 Budget S-1719 Budget	Ways & Means Comm. Finance Comm.			

A-Assembly

S-Senate



HUTCHINGS PSYCHIATRIC CENTER CSEA Local 435's new president, Betty Knickerbocker (left), is sworn into office by Region V President James Moore. On hand at the swearing in was the outgoing president, Audry Snyder, a PS&T member who resigned "for the good of the local."

Local 435 transfers leadership smoothly

SYRACUSE — In an effort to smooth the transition of leadership of Hutchings Psychiatric Center CSEA Local 435, the local president, a member of the PS&T bargaining unit no longer represented by CSEA, has resigned.

Audrey Snyder, who led Local 435 for 12 years, resigned effective May 16, turning the presidency over to Betty Knickerbocker, a member of the Institutional Bargaining Unit. Ms. Knickerbocker had been first vice president.

Ms. Snyder has continued to serve the CSEA local in an advisory capacity. "She has been very helpful," Ms. Knickerbocker said.

Since becoming president, Ms. Knickerbocker was able to settle two

disciplinary matters prior to the first step.

Her duties as president include handling disciplinary grievances, representing the union in labor-management meetings, attending many other meetings and spending hours on the telephone, Ms. Knickerbocker said.

Ms. Snyder said: "I resigned for the good of the local."

Region V President James Moore explained that the new president, not being in PS&T, has more credibility with management.

"We can avoid the ill effects of the sudden loss of local leadership doing it this way," he said.

Central Region Director Frank Martello said it was better that the reins of power are not let go abruptly.

OK Lackawanna pact

LACKAWANNA — Workers in the Lackawanna unit of the Erie County Educational Local 868 recently signed a one-year pact, retroactive to July 1, 1978, which provides for a 5.2 percent pay increase. Charwomen and food service helpers received an additional salary differential of \$300.

New layoff, bumping and recall procedures will allow the use of title and district-wide seniority and

provisions have been made for payment of accrued sick leave at retirement, up to \$2,000. In addition, longevity increases will provide \$25 at the 21st, 26th and 31st years.

On the negotiating team with CSEA Collective Bargaining Specialist Danny Jinks, were President Robert Tasso, Delores Toncheff and Theodore Pietrucik.



NORTH HEMPSTEAD Town Supervisor Michael J. Tully, Jr., left, presents John McQueen of Great Neck with a 25-year retirement service pin, thanking him for his tireless efforts as a laborer at the Town's incinerator.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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



Ironing out the bugs



CSEA PRESIDENT WILLIAM L. MCGOWAN, left, jots down a point during CETA meeting as Donohue of CSEA's Central Islip Psychiatric Center Local observes.



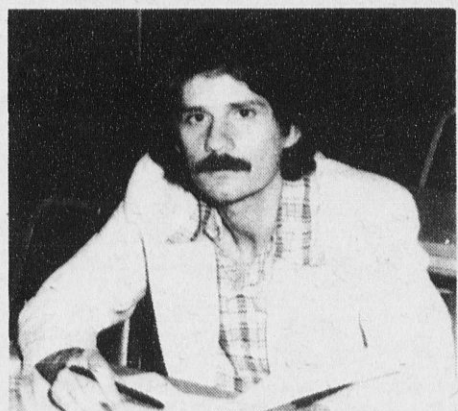
AFSCME NYS Legislative Coordinator Ed Daves was in attendance.



PAUL BURCH, CSEA Collective Bargaining Specialist, was coordinator for the meeting on CETA.



ROBERT LATTIMER, President of CSEA's Region VI, attended the unique session on various aspects of CETA.



CSEA'S JOE ABBEY, a research analyst, is assigned to CSEA's CETA Committee.



AL GALLO of the City of Poughkeepsie Unit of Dutchess County CSEA Local 814 listens during discussion on CETA problems.

ALBANY — The wages of Comprehensive Employment and Training Act (CETA) employees, as regulated by the new CETA Law are causing problems for both unions and the local government prime sponsors of the program.

Common interest in the problem led both union and management representatives to get together at a CSEA-sponsored meeting in Albany on June 11.

The problem is that even though a CETA employee can be paid up to \$10,000 a year, the average CETA wage must be that of the average wages in the area, which usually are in the vicinity of \$7,200 a year according to a CETA formula.

Adhering to this facet of the CETA Law, which went into effect April 1, forces the creation of sub-entry-level positions (labor trainee) where the actual work done by the CETA employee would be identical to the higher-paid entry-level position (laborer).

Both union and management representatives at the meeting were in agreement that the use of sub-entry-level positions would create second-class citizens of CETA employees, and would place a stigma on such workers and create bad feelings.

CSEA President William L. McGowan, who attended the meeting, said: "You hurt them before they ever start work. . . It's an awful thing for the dignity of working people."

The meeting was coordinated by CSEA Collective Bargaining Specialist Paul Burch and was attended by CSEA staff and attorneys, CSEA Region VI President Robert Lattimer, and by representatives of AFSCME International, AFSCME New York State, New York City municipal unions, CSEA locals, State Department of Labor, New York State United Teachers, State Association of Counties, county governments and the city of Albany.

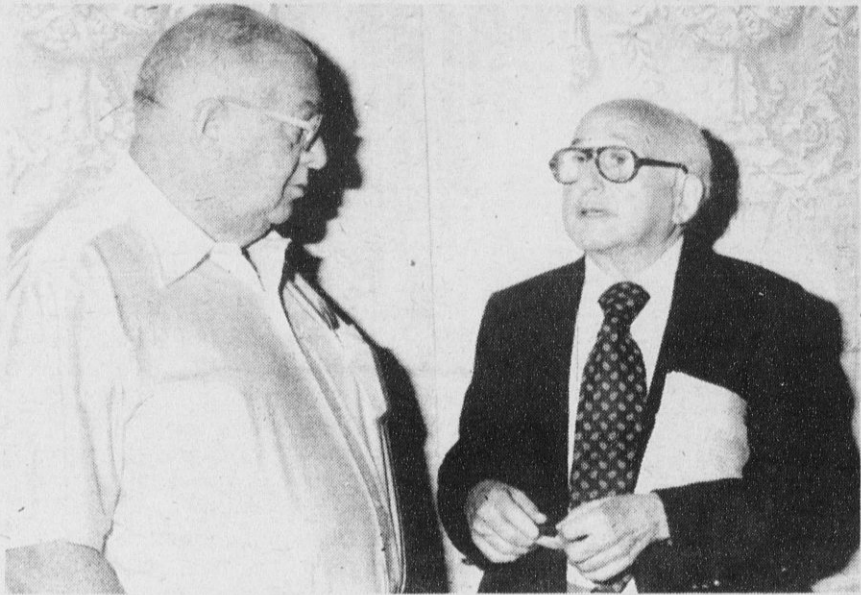


AFSCME INTERNATIONAL representatives included Marilyn DePoy and Tom Kramer.



ATTY. MARGE KAROWE is counsel to CSEA's CETA Committee. At left is Atty David Blatt, a Washington representative for the New York City municipal unions.

Local 010 workshop covers many topics



SOLOMON BENDET, right, President of CSEA Local 010 and also President of CSEA Metropolitan Region II, greets guest **Irving Flaumenbaum**, President of CSEA Long Island Reion I and an International Vice President of AFSCME.

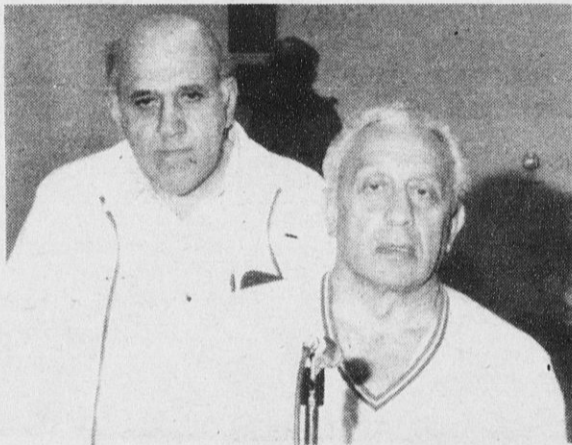
NEW YORK CITY — New York City CSEA Local 010 held its annual workshop and convention with an excellent turnout May 28-30 at the Concord Hotel, Kiamesha Lake.

The 3-day program, traditionally held during the Memorial Day period, featured workshop sessions on insurance, health plans, retirement, employee benefit fund, and political and legislative action, among other topics.

The adjacent photos depict some of the activities during the workshop and convention.



CSEA ATTORNEY Stephen Wiley discusses the union's political action activities during one of the workshop programs. At right is moderator **Martha Owens**, who also helped plan the annual workshop and convention.



SPEAKERS — As **Irving Goldberg**, front, makes a point during one of several programs conducted, **Gennaro Fischetti** awaits his turn to speak. Fischetti was a member of the workshop planning committee.



CSEA REGIONAL DIRECTOR GEORGE BISPHAM, right, chats with **AFSCME's Nat Lindenthal**, a guest observer during the workshop.



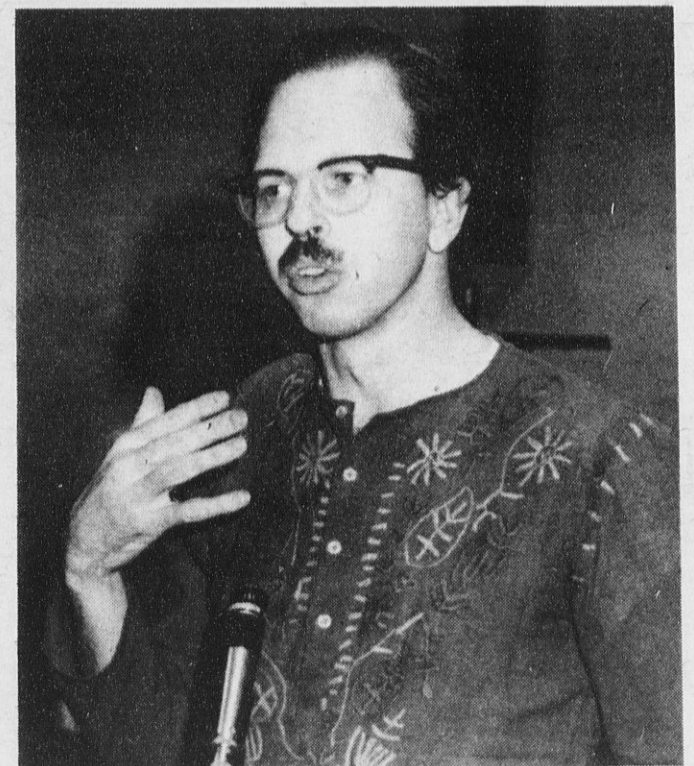
ROSALINE EDWARDS of the Manhattan Center gestures emphatically during a floor discussion.



CSEA EXECUTIVE DIRECTOR JOSEPH DOLAN JR., left, chats with **Region II and Local 010 President Solomon Bendet**.



STATEWIDE CSEA OFFICERS Executive Vice President **Thomas McDonough**, second from left; Secretary **Irene Carr** and Treasurer **Jack Gallagher**, right, discuss union affairs with **Local 010 members Joe Johnson**, left, and **Willie Raye**, second from right.



MEMBER PARTICIPATION was strongly encouraged throughout workshop, and **John Singleterry** joins in by voicing his opinion on one of many topics discussed thoroughly.