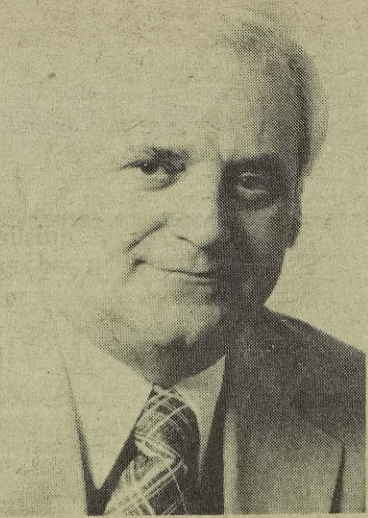


the Public the SECTOR

Official Publication of The Civil Service Employees Association
Vol. 1, No. 47 25¢ (ISSN 0164 9949)
Wednesday, September 12, 1979

McGowan re-elected president



William L. McGowan

Election winners listed on page 12



ON STRIKE IN SARATOGA — School bus drivers and mechanics of the Saratoga Springs City School District, represented by CSEA, went on strike against the school district coincidental with the opening of school on September 5. The same group struck the district in September, 1977, and the current dispute dates to that situation two years ago. Here, CSEA unit President Henry Ebert, left front, encourages his members on a picket line at the district's bus garage area. For more details, see page 5.

CSEA files to reopen PS&T case

ALBANY — The Civil Service Employees Assn. is awaiting a reply from the Public Employment Relations Board after filing formal papers with PERB requesting a reopening of hearings into the results of an April, 1978 representation election between CSEA and the Public Employees Federation (PEF) to represent 45,000 state employees in the PS&T bargaining unit.

At the conclusion of lengthy hearings in 1978 into appeals filed then by CSEA, PERB ruled PEF won rights to represent PS&T employees. CSEA on August 28 filed a request to reopen those original hearings, saying that a recent State Investigation Commission (SIC) report confirmed CSEA's original charge that the State conspired with PEF to decertify CSEA in the 1978 election by protecting PEF President John

Kraemer's status as a "no-show" employee while he worked for PEF in that election.

CSEA also asked to reopen the hearing because PEF committed fraud by promising PS&T members a democratic organization, whereas PEF has not yet created any Locals; and that PEF committed fraud by raising its dues without consulting its membership.

As of press time, PERB had not responded.

Local in trusteeship

NEW YORK CITY — CSEA New York City Local 010 has been placed in trusteeship by union president William L. McGowan in response to allegations that the Local violated provisions of the CSEA's Constitution and By-Laws.

Acting under authority of Article IV, Section 4 of the Constitution, President McGowan placed the Local in trusteeship late in August and appointed a board of trustees to administer the Local and maintain services to the membership until the allegations are resolved.

CSEA Executive Vice President Thomas McDonough, Region 2 Vice President Dorothy King and Region 2 Field Representative Bart Brier were appointed as trustees.

At an August 28 meeting of the union's Board of Directors Committee, a seven-member panel of the Board was elected to hear the charges against the Local and to make a recommendation to the full Board for further action.

Under the Constitution and By-Laws, a Local may be placed in trusteeship when it deviates from the Constitution and By-Laws. The provisions mandate that the allegations be heard and ruled upon by the Board of Directors of the union and that a hearing be held with all parties to the dispute allowed to present their side of the story. The Board may then take whatever steps are necessary to assure compliance with the mandates of the Constitution and By-Laws.

The specifications of the violations were not made public by CSEA pending the transmittal of the specifications to the officers of the Local.

A hearing on the charges is expected to be held within the near future.



MEMBERS OF Suffolk County Educational Employees CSEA Local 870, fearing their jobs may be in jeopardy after the Connetquot School District hired a consultant for cafeteria operations, parade in protest of the action during a recent meeting of the Connetquot Board of Education. See Page 8 for further details on a situation that CSEA says could set a precedent for abolishing civil service positions in favor of contracting out for services.

Some OCA job classifications to be appealed

NEW YORK — Even as the Office of Court Administration was sending out retroactive checks totaling \$8,497,000 to some 3,450 full-time nonjudicial employees of the unified state court system recently, large numbers of the overall 9,700 nonjudicial employees affected by a new job classification and salary grade structure were continuing to file notice of intent to appeal what they consider to be improper job classifications.

The retroactive checks to the 3,450 employees of the Office of Court Administration says should receive them under the new job classification structure were given out the last week in August. The structure went into effect on May 28, 1979, but was retroactive to April 1, 1977. Employees dissatisfied with their new classification have 60 days from receiving notice of their new classification to file a notice of intent to appeal the change with OCA.

The Civil Service Employees Assn. represents several thousand of the 9,700 employees affected, and recently conducted an orientation for CSEA leaders on the correct procedure for filing protests. A spokesperson for the union said many employees have not yet even received official notice of their new classification, many others are filing appeals, and that the whole process could take years to resolve.

Under the Unified Court Budget Act of 1976, the state assumed responsibility for all local court costs; a single state budget for the entire Judiciary replaced 120 different state, county, and city court budgets; and 8,600 local court employees were transferred to the state payroll.



LISTENING TO ORIENTATION PRESENTATION are, from left, Carol Dubovick, President of Judiciary Local 332; Judiciary Local 333 President Kenneth Hoffman; Richard J. Catanise, Seneca County court clerk and Commissioner of Jurors; and Pat Nealon, secretary-treasurer of Local 332.

The Unified Court Budget Act mandated the Office of Court Administration to conduct a classification study of the jobs of all nonjudicial court employees formerly on local payrolls. The study was extended to cover the 1,100 state employees of the courts in the interest of uniformity. The goal of the study was to establish the first uniform statewide job titles, specifications, qualifications, and salary grades for all 9,700 nonjudicial employees of the unified state court system, including all county-level and city courts.

The study revealed that many nonjudicial court employees were being paid salaries that differed by more than 200 percent in many of some 1,560 job titles for doing essentially similar work in courts with the same jurisdiction in different parts of the state. The disparities were a carryover from the time when most court employees were paid by county and city governments according to local fiscal circumstances.

On May 28, 1979, Judge Evans announced the establishment of a statewide job classification structure that provides for 250 job titles and for a schedule of uniform salary grades for all nonjudicial employees of the unified court system.

Some employees are not earning more than the maximum salary of their new grade; their salaries cannot, under the Unified Court Budget Act, be reduced. Those employees whose salary falls within the salary range of the new grade to which they have been assigned are unaffected by the new classification.



PROPER PROCEDURE to appeal a classification is given by CSEA's Joseph Watkins, second from left, to representatives of CSEA's judiciary Locals recently in Albany. At left is Judiciary Local 334 President Nancy J. Roark, who is also a member of the union's Board of Directors. CSEA staffer Terri Lavender is second from right, and CSEA Collective Bargaining Specialist Manny Vitale is at right.

Women's Committee plans resolutions for fall convention

ALBANY — "Be it resolved that CSEA strive to eliminate unnecessary college degree practices, or inappropriate educational requirements for Civil Service examinations, and substitute years of experience."

That's the resolution the CSEA statewide Women's Committee would like to see the union's delegates pass at this fall's convention.

"It affects men and women both," said committee co-chair Joanna Williams. "CSEA members of both sexes have had the frustrating experience of knowing we can do a job well, or even doing it well for many months or years, only to have that job given permanently to someone with less ability, but a college degree."

To end this inequity, Ms. Williams and committee co-chair Janice Schaff of Yonkers have issued a call to all CSEA members to document examples of specific jobs they know of, for which experience would be a more logical requirement than a college degree. All requests for anonymity will be honored. Ms. Williams' address is P.O. Box 23071, Rochester, N.Y. 14692, and Ms. Schaff's is 207 Jessamine Ave., Yonkers, 10701.

"A poll of CSEA women conducted in the union newspaper showed that our greatest career problem is the lack of promotional opportunities," Ms. Williams noted. "And the biggest obstacle is the degree requirement. We have learned of one case where an employee actually had to train a newcomer in the office to do the professional's job, but was never even considered for the job itself because she didn't meet the requirement of having a college degree."

"And there are some Civil Service exams which unfairly require a college degree before you can even take them."

The committee's resolution, an attempt to remove such obstacles to advancement, was first put forth by CSEA Statewide Secretary Irene Carr at a meeting of the committee in February.

Since then, the problem has been addressed by one major CSEA contract — the Administrative Services Unit pact, covering some 38,000 clerical and secretarial employees of New York State. The pioneering "CSEA" (Clerical and Secretarial Employees Advancement) Program, an appendix to that agreement, recognizes the need for "meaningful . . . advancement opportunities and . . . improved employee morale, mobility and productivity . . . for women, minorities and the disadvantaged within State service." It is a direct result of this contract, for example, that the Sept. 15 Civil Service exam for Public Administration Trainee will be open to all in state service who have three years in Grade 7 or higher. Previously, these trainee positions required higher formal education than Grade 7 clerical workers were likely to have, even though Grade 7's, in many cases, could do the job.

The Women's Committee, with its resolution, hopes to affirm CSEA's commitment to achieving a similar reduction in unfair degree requirements in all of its bargaining units — local and statewide.

"By getting in touch with Janice or me," Ms. Williams said, "CSEA members can help us gain knowledge of specific job titles in a variety of work locations where education requirements could easily be replaced by years of experience. We hope to hear, eventually, from every bargaining unit in CSEA. We know the problem exists throughout the state. But we need concrete examples, so we can begin a thorough investigation to see what needs to be done to get the job specs or the promotional or exam requirements changed, on a case-by-case basis."

Ms. Schaff, a delegate from the Yonkers School District CSEA unit, is likely to be the Women's Committee member who introduces the resolution at the CSEA convention this fall at the Concord Hotel in the Catskills, starting Oct. 22.

Capital area contracts approved with seven percent pay increases

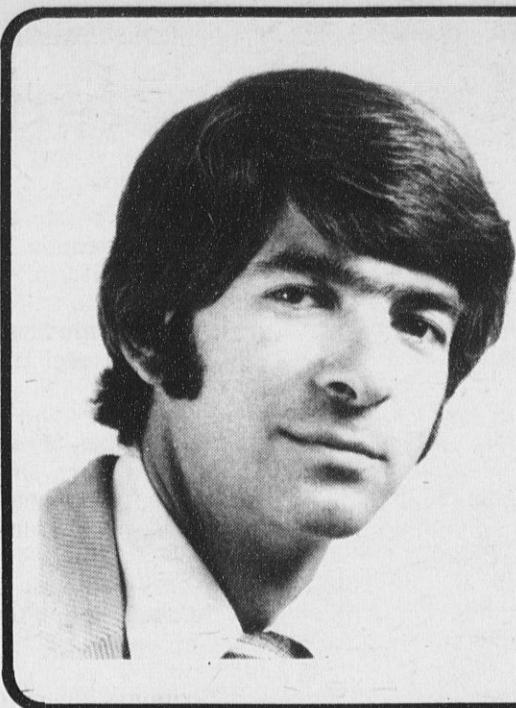
ALBANY — Two-year contracts were recently ratified by Civil Service Employees Assn. -represented employees in the North Colonie School District, South Colonie School District, the City of Schenectady, clerical department, and the City of Rensselaer, Department of Public Works, with each receiving raises of seven percent in each year.

In the North Colonie School District the fringe benefit package was extended to a large group of employees who did not previously receive them and the layoff procedure was revised in favor of employees.

Added benefits in the South Colonie School District include a revised layoff procedure, an improved uniform allowance plan and a new job posting procedure.

An improved layoff procedure was also agreed to in the City of Schenectady, in addition to an increase in the rate of pay for part time employees and additional leave time for union business.

In Rensselaer, the employees gained coverage under the New York State Disability Program, additional vacation and holiday leave and a revised job posting procedure.



Thomas Quimby appointed CSEA Education Director

ALBANY — Thomas B. Quimby has been appointed Director of Education for CSEA, replacing Dr. Edward Diamond, who retired earlier this summer.

Mr. Quimby began his career with the union in 1974, as a field service assistant in Region III. He held the position of field representative for Dutchess and Ulster Counties at the time of his promotion.

A 1971 graduate of Harvard University with a major in Economics, Mr. Quimby earned a Master's degree in 1974 from the N.Y.S. School of Industrial and Labor Relations, Cornell University, with a course emphasis on Labor Dispute Settlement and

Administration of Training Programs.

He sees his immediate priorities as assessing training needs of CSEA members, officers, stewards, and staff; determining performance objectives for them; and drawing up programs to achieve those objectives. Mr. Quimby will be working with the CSEA Statewide Education Committee. "The basic goal of this position is to help members and staff achieve their full potential — both for the union and for themselves," Mr. Quimby said.

Mr. Quimby, who was named Director of Education Aug. 6, will relocate from Region III to the Albany area.

Health Department corrects most plaza health problems

By Deborah Cassidy

ALBANY — After receiving several complaints from the Civil Service Employees Assn. Empire State Plaza safety committee concerning health and safety hazards, which have been plaguing New York State Health Department employees since they moved into the Plaza in April of 1975, the Health Department administration has corrected nearly all of the conditions.

Establishing an emergency evacuation plan, one of the unions major objectives, was the first task undertaken by the department, reports C. Allen Meade, President of the CSEA Health Department Local and a representative on the safety committee.

The fire safety unit of the Capital Police has conducted fire drills, marked floors and walls to indicate the route to follow in an emergency exit and has appointed fire marshalls to further assist those evacuating.

In addition, special provisions for handicapped employees were made.

Fire phones dotting most corridors, connect directly to the fire house, were hooked up. The phones, said Mr. Meade, had been installed previously, but not connected.

Mr. Meade often expressed concern that without a plan for evacuation employees could panic and use a

stairway which would lead them to entrapment.

Boxes which were piled in hallways, because of a lack of storage space, have all been removed. The union complained that the boxes would be an obstruction in a hurried exit, or could fall on employees or cause them to trip.

There are two conditions which are still being worked on by the administration, says Mr. Meade.

There is a shortage of electrical outlets in some offices and employees have found it necessary to plug several cords into a single outlet. The Capital police, however, have told the employees not to do this and has warned them of the hazards involved. The administration has promised the union that the situation will be rectified soon.

The department is still attempting to provide adequate ventilation in workrooms where a hot, dry air condition, combined with the use of harsh chemicals, is irritating to the employees. The rooms are airtight because they were constructed to be used for storage.

Overall, concluded Mr. Meade, "the situation has improved tremendously." "We are satisfied that the major violations have been corrected and our employees are no longer in danger," he said.



CSEA SCHOLARSHIP AWARD WINNER James Peters, second from left, accepts first annual award presented by the Vernon-Verona-Sherrill High School CSEA Unit. Presenting the award, left, is Carolyn Ingalls, a member of the CSEA Unit's scholarship committee. Delores Herrig, President of Oneida County Educational Local 869, and Ralph White, Unit President, were on hand for the presentation. The award will be made annually to a graduating senior whose parent belongs to CSEA. Peters will be attending the State University College at Delhi this fall.

Meeting held on turndown of Westchester classification

WHITE PLAINS — Stung by a preliminary rejection of their request for an upgrading of Correction Officers, CSEA Westchester County leaders and staff met with the officers recently to plan union strategy for an appeal of the decision by the County.

"Just reading the language of the denial will make you angry," remarked Regional Director Tom Luposello to an Aug. 22 meeting of union officials gathered to discuss the report denying the request.

The Westchester County Personnel office had issued the denial of the CSEA reallocation request on Aug. 20 and CSEA Local 860 President Pat Mascioli called the Aug. 22 meeting to plan the CSEA appeal and other strategies to win the upgrading for the Westchester County jail and penitentiary correction officers.

The CSEA has the right to appeal the decision and Research Specialist

Joe Abbey from Albany was designated to help prepare the appeal. Discussing the report, Joseph Polewaski, Jr., CSEA Correction officer shop steward, said that the county had used unfair comparisons with remote states such as New Mexico and Texas as a basis for the County's findings that the Corrections Officers do not deserve a change in pay or job classification.

The officers and the CSEA agreed to coordinate efforts to appeal the reallocation request and launch a political action and publicity campaign if necessary.

Also attending the meeting were: Ray O'Connor, president Westchester County Unit; Donald Lockhart and Americo Filipe, Correction Officer shop stewards; Ron Mazzola, Region 3 field representative; Joe O'Connor, Region 3 field representative and Hugh O'Haire, Jr., communications specialist.



CSEA LOCAL 674, Department of Motor Vehicles, officers are installed by CSEA Executive Vice President Thomas McDonough, left. Seated in front row are, from left, Second Vice President Eileen Salisbury, First Vice President Dann Wood, President Jean Book, and Secretary Karen Pellegrino. Standing are Treasurer Al Cohen, and delegates Muriel Milstrey, Sue Waltz, Julia Braden, Anna DellaRocco, and Toni Hess. David Parkis was not present for photograph.

Region V moves office to Liverpool

SYRACUSE — The more than 35,000 members in Central Region V of the Civil Service Employees Association (CSEA) are now being served from new Regional Offices in Suite 308 at 290 Elwood Davis Road, Liverpool, New York 13088. The new telephone number is (315) 451-6330.

According to Regional Director Frank Martello, moving into the new headquarters went smoothly with staff personnel handling the transition while continuing all-important service to the membership.

"We are extremely pleased with the new set-up," Martello said. "Regional President Jim Moore and I considered other locations, but felt this office complex met all our requirements while offering the ideal combination of space and convenient access off Exit 37 of the New York State Thruway for membership and staff," Martello said.

New contract

BERNE-KNOX — The Civil Service Employees Assn., and the Berne-Knox School Board have come to an agreement on a one year contract for cafeteria, maintenance and transportation employees, which calls for a seven percent pay increase.

Added benefits include a uniform allowance for maintenance workers, seven increments instead of five, a raise in longevity payments, an added sick leave accumulation and an increase in pay for drivers taking field trips.

Johnson elected

BUFFALO — CSEA Judiciary Local 335 has elected its new officers for two-year terms. They are: William ("Bill") Johnson, President; Beverly (Nancy) Castaldo, Vice President; George Werner, Secretary, and A. Samuel Notaro, Treasurer.

Workshop set

EAST SYRACUSE — The Central Region V Fall Workshop will be at the Marriott Inn here Sept. 28-30.

In addition to the state and county workshop sessions, there will be sessions on local political action, the new stewards training program, regional and statewide committee nominations and convention reports and issues.

The newly elected regional officers will be sworn in on Sept. 30.



Lancaster unit wins pay raise, agency shop

LANCASTER — Village of Lancaster workers represented by Erie County Local 815 of the Civil Service Employees Association, (CSEA), will receive raises of \$1.23 per hour over the course of their three year contract effective June 1, 1979.

They are also now covered by an Agency Shop clause.

The first year's raise is 35 cents per hour. The second year the workers will get another 40 cents per hour and in the third year another 48 cents. Average pay prior to the settlement was \$6.50 per hour.

Additionally, heavy equipment operators will receive 10 cents more in the first year, 15¢ in the second and 25¢ more in the final year, while tree trimmers and laborers working in back of the paver will be upgraded.

All out-of-title work will be paid at the higher rate after one hour.

Overtime rates will prevail after 8 hours and will be calculated to include paid leave.

The workers are also guaranteed two hours pay on call-in.

There will be an additional sick leave day in each year of the pact, thus there will be 15 days sick leave in 1981. Personal leave is increased to four days.

The village will provide uniforms for the workers at a specified rate in

each year.

Numerous language changes include a new grievance procedure, a recall clause and definitions of titles.

CSEA Field Representative Robert

Young was chief negotiator. With unit president Al Roll on the negotiating committee were E. Lahnen, K. Weber, C. Kryman, R. Enser and G. Ambrose.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

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

MY NEW ADDRESS IS:

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

The Public Sector

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

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

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

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York.

Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢.

CITY SCHOOL DIST...
SARATOGA SPRINGS
BUS ON STRIKE
GARAGE



SARATOGA SPRINGS — The bus drivers and mechanics represented by Saratoga County Education CSEA Local 864 went on strike at 6 a.m., Sept. 5, 1979.

None of the almost 80 employees of the Saratoga Springs City School District reported for work, and picket lines were established at the bus garage facility, the senior/junior high school complex and at some elementary schools.

Many of these same employees were involved in a strike two years ago against a private bus contractor. That strike lasted nine days. The bus drivers and mechanics had been school employees until bus service was contracted out in 1977.

The Public Employment Relations Board (PERB) and the courts have ordered the employees reinstated as public employees in the landmark case which required contracting out to be a subject of mandatory negotiations.

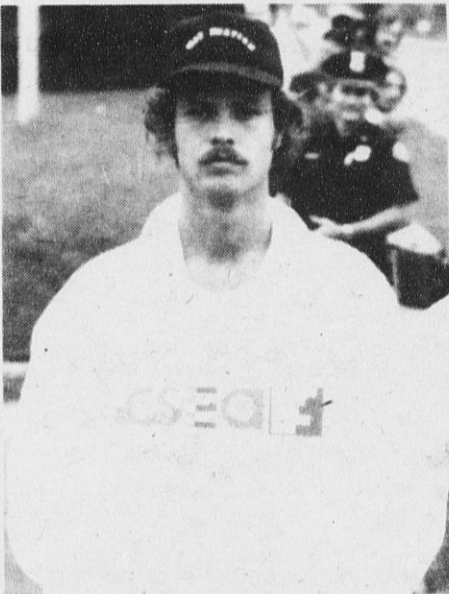
Henry Ebert, president of the striking unit, said the strike was called after the Board of Education's negotiator refused to meet any of the union's demands, which included:

- The hiring back of all laid off employees, including substitute drivers, in compliance with the PERB and court rulings.
- The paying back into the State Retirement System for the laid off employees, in compliance with those rulings.
- The continuing for 30 days of the former contract between the union and the private contractor while the union and the school board continue to negotiate a new contract.

Even the 30-day moratorium to continue negotiating was turned down by the school board negotiator.



STRIKING SCHOOL BUS DRIVERS, from left, Elizabeth Mehtens, Andrew Jewett, Don Cook and Doris King manned the picket line at the high school junior high school complex in Saratoga Springs.



A **DISCOURAGED** Glen Cline was among the members of CSEA Local 864 to strike the Saratoga Springs City School District on Sept. 5.



MEDIA COVERAGE OF THE STRIKE in Saratoga Springs has included extensive area television and radio coverage. During the picketing, one radio station provided live, on-the-spot coverage, including the interviewing of, from right, Henry Ebert, president of the striking unit; and John Corcoran, Capitol Region IV Director.



PROBLEMS OF COMPLIANCE WITH PERB and court rulings by the Saratoga Springs City School District didn't just start. The union went to PERB in late August to obtain an enforcement order. Marching outside PERB headquarters in Colonie that day were bus drivers Joseph and Margaret (Mrs. Joseph) Sasaki.



The State Campus office complex in Albany is a virtual city unto itself. Situated on 356 acres, the campus has 21 major buildings housing three million square feet of floor space. It is the work location of 11,000 state employees. The maintenance, utilities housekeeping and groundskeeping responsibilities are nothing short of enormous. In these articles by Staff Writer Deborah Cassidy and photographs by Associate Editor Dr. Gerald Alperstein, The Public Sector takes a look at how nearly 500 employees of the Office of General Services meet those responsibilities.

Keeping up State Campus quite a job

ALBANY — It's a bright and sunny day in mid-winter and snow which has been accumulating on the roofs of buildings at the New York State Campus begins to melt and somehow finds its way through the joints on the roof of one of the buildings. Small leaks develop in ceilings here and there, and, in no time, water is literally pouring in in some spots, threatening to create a dangerous environment for the workers and to damage furniture and supplies.

An emergency call to the Office of General Services results in a crew of maintenance workers — state employees — being sent in to clean up the areas where the leaking occurred, to temporarily stop the leaks and to repair the roof. They'll work all afternoon and into the evening if necessary.

The 21 office, service and educational buildings comprising the Campus total three million square feet in floor space and cover an area of 356 acres. The entire complex houses approximately 11,000 employees.

Because of the scope of the work involved in taking care of such a vast area, there is a tendency to think it is contracted out to private firms, rather than being handled by state employees. However, the maintenance, housekeeping utilities and groundskeeping tasks, which are essential to the smooth operation of the campus, as well as the health and safety of its employees and the visiting public, belong to a crew of nearly 500 OGS employees.

"The fact is our staff members are highly skilled and do a larger portion of work than they are given credit for," commented Earl Kilmartin, President of the OGS Local of the Civil Service Employees Assn. which represents the workers. "Most people would be surprised to learn the extent of the services they carry out."

Tasks not performed by the state crew include maintenance of fire alarm systems elevators, office equipment and time clocks, which is done by the companies which manufacture them, and such major duties as window washing and pest control which are contracted out to outside firms.

The workers are divided into three staffs, maintenance, housekeeping and utilities, groundskeeping, all of which come under the authority of Campus Manager John Murray.

Problems with electric or plumbing, the need for a new electric or telephone outlet, a broken door latch or window, inside or outside painting and roofing problems call for the expertise of the maintenance staff.

"They do almost everything," said Murray. "We've had guys replacing pavement scaling roofs and installing lifts for the handicapped. And there's a lot of routine work such as fixing windows and broken locks. But whatever it is, when a call or a work order comes in, there is someone who can handle it."

The jobs are done through work orders, explained Murray. An agency hears of a problem from a supervisor or an employee representative and submits a work order to OGS, where it is recorded in a log book and taken care of when the schedule permits. "Usually within a week," said Murray.

If there is an emergency, the agency calls directly to OGS and the proper assistance is sent out immediately from a standby emergency crew.

Often, said Murray, an alert maintenance person will spot a problem himself and rectify it on the spot or submit a work order.

The crew handles a total of about 3,000 to 4,000 work orders a year, said a maintenance division representative. "There is always something to do, no matter what time of year it is," he added.



THOMAS PATTI was one of five workers mowing the 356 acres of Campus land on this day. Mowing is done about every three weeks.



ANTHONY GUGLIUZZA paints exterior surfaces, a project done during the late summer and fall periods to afford protection against winter weather conditions.



TOP SOIL from a site behind the campus is loaded on a dump truck for use elsewhere. Ed Nye is operating the loader.



RICHARD LITTLE operates a small mower, which can fit into tighter places than the larger equipment.

The department as a whole views the work order system as a "tight and efficient way of operating." "In this way we know what we will do and when. It prevents work from going undone," said one employee.

The workers also perform a number of preventative maintenance chores, which include applying protective coatings to roofs, and pavements and painting exteriors.

Under the direction of Chief Engineer Lousi Fazzone, a staff of various levels of stationary engineers operate and maintain heating, ventilation and air conditioning systems. They are also responsible for the operation of the air conditioning and heating plant and the high voltage substation which serves all campus buildings.

The neat and clean atmosphere which pervades any building one visits at the campus goes to the credit of the housekeeping staff.

Any evening when operations have ceased for the day and the regular work force has gone home, this staff can be observed moving from one office to another vacuuming, dusting, emptying ashtrays and trash baskets, cleaning restrooms and cafeterias.

"These are what we call essential services, they must be performed daily," said Murray.

When September approaches the housekeepers attention turns to cleaning lighting fixtures, entrance ways, exterior glass and handrails.

They have now settled into what they refer to as their monthly cleaning chores. According to Murray, heavy jobs such as high dusting or that above normal handreach, inspection and maintenance of custodial equipment, cleaning of elevators and stairs, cleaning of storage and supply rooms and scrubbing of walls and corridors completed on a month by month basis.

This is a rather ambitious schedule, but a housekeeping supervisor commented that the staff is able to keep up with it most of the time. "We get behind some months due to staff shortages and then have to split the crew so that some of us are finishing up one month's chores while others are starting the next month's," he explained. "Then we may run behind for the next few weeks, but we eventually catch up."

"The staff is limited, so we have to allow some flexibility," said Murray. "Actually the custodial supervisor knows best what they are capable of, so we pretty much let them set their own schedule within the overall program requirements."

He added that formal inspections are conducted twice a year, to be sure things are "up to par." "We fill out a form and give each building a numerical rating, so if there are any problems we handle them at the time."

The well-placed and carefully maintained trees and shrubs which decorate the campus grounds, lending an air of peace and serenity to the area, are the result of the labor of the groundskeeping crew.

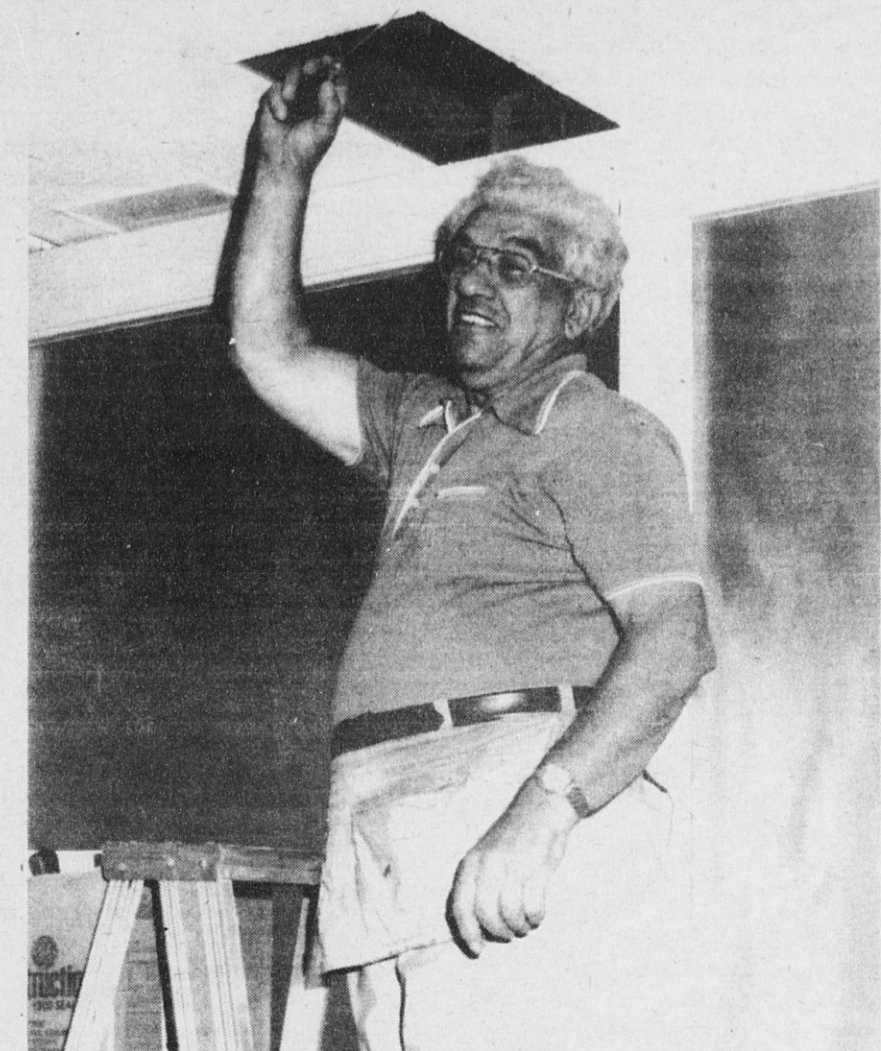
From May to late October, they work at trimming and pruning shrubs and trees, replacing damaged vegetation, controlling insects and weeds, mowing and fertilizing.

"This is the part of the job that most guys like," said Leo Druziak (groundskeeping supervisor). "It's creative and satisfying work. It's a great feeling to look over the grounds when they are flourishing in the height of the summer and know that you are partly responsible for it."

Come fall the crew takes measures to protect the vegetation from winter's onslaught and keeps the grounds clear of leaves and other debris. And they are kept busy during winter months clearing away snow and ice from sidewalks and roadways, repairing equipment and mending snow fences.



EDWARD SKIBA takes pride in neatly trimming hedges as part of his groundskeeping duties.



ANGELO LASSI, a carpenter, works on redoing a room into office space.

Safety drawing high priority

ALBANY — Because the nature of the work done by maintenance, housekeeping and groundskeeping crews requires that they be extremely safety conscious, the Civil Service Employees Assn., and the state have formed a special safety committee for Office of General Services Employees.

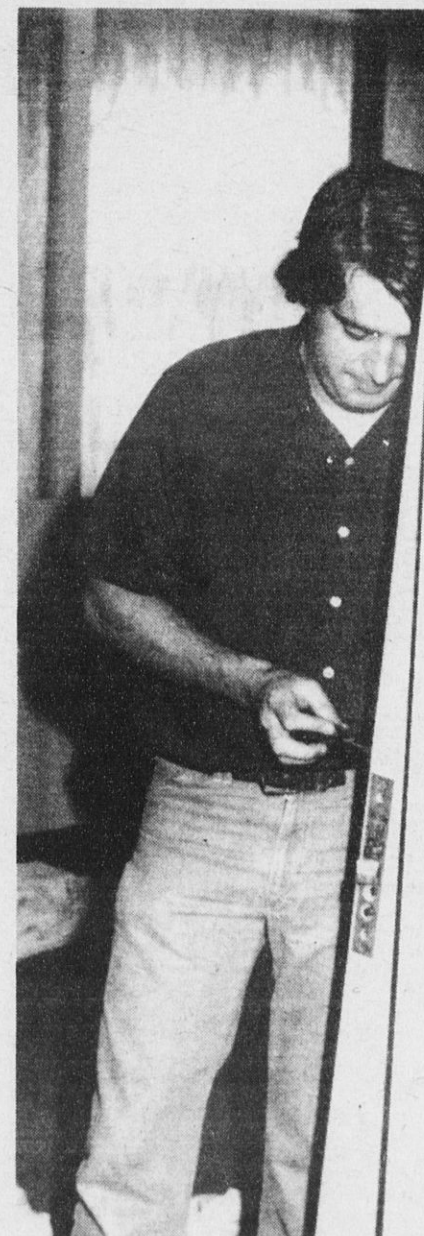
The committee is chaired by John McClean, supervisor of buildings and members are section heads, CSEA representatives, Chuck Champire and Matt Clare, campus manager John Murray and an employee health services representative.

"When you're talking about OGS," said Earl Kilmartin, President of that Local of the CSEA, "everyone is concerned about safety." The committee, he said, meets once a month to discuss matters and tour all the service buildings. "They see the problems first hand and take care of them."

The committee sponsors a yearly health program for OGS employees, which includes a screening and blood pressure clinic, and an urinalysis test. Visual aids and slides are used to conduct periodic training programs in driver safety and working with chemicals.

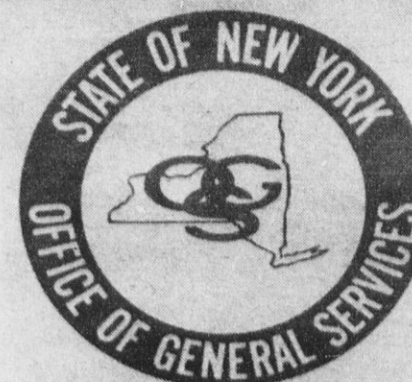
To "keep the idea of safety in front of people" says Mr. Murray, posters are hung up monthly offering safety tips, and safety manuals are distributed at regular intervals.

We, as much as the CSEA, are committed to the idea of safety," said Murray of OGS management. "We want to eliminate hazards as much as possible."



CARPENTER THOMAS KELLY installs a new door lock.

OPERATIONS & MAINTENANCE



Legal action pending on contracting out

CONNETQUOT — Attorneys for the Long Island Region of the Civil Service Employees Assn. are looking into possible legal action against the Connetquot School Board after it hired an outside food service company as a consulting firm to run cafeteria services in the school district, only hours after a demonstration by members of the Suffolk County Educational Employees CSEA Local 870.

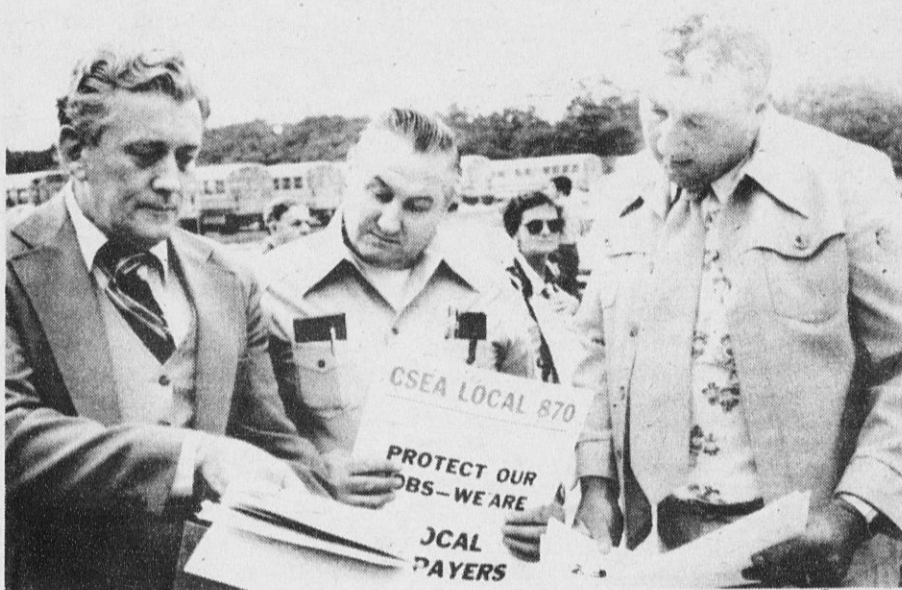
According to James Walters, a field representative for the Long Island Region, a Mr. Volpe, who left his position as food service director for the school district in July of this year to become general manager for the EFM Food Service, proposed that the board hire the firm as a consultant and abolish the position of food service director, but retain the CSEA workers who run the cafeteria.

Walters noted that, although the food service director's position is

management confidential, it is a civil service position, and if the school board can circumvent the civil service laws by abolishing the position, it will be setting a precedent for abolishing civil service positions held by CSEA represented employees.

The CSEA also fears the hiring will provide an opportunity for the firm to be contracted to run the entire cafeteria operation in a year or so. Over the past few months, says Walters, the board has cut the hours of several employees, some down to less than 20 hours per week, making them ineligible for fringe benefits. He sees this as a "dangerous and continuing trend."

The CSEA expects to bring an improper practice suit or a show cause order against the school board within the next few weeks, charging that it did not consult with the union before passing the resolution affecting members.



CONSULTING ON THE SITUATION as CSEA members demonstrate outside a board meeting are, from left, CSEA Field Rep James Walters, Edward Pembroke, of the Connetquot School District CSEA Unit; and Walter Weeks, President of the Suffolk County Educational Employees CSEA Local 870.



WHILE UNION MEMBERS were marching in protest outside, Connetquot School Board members were voting to hire a food service consultant. Here, CSEA Local 870 President Walter Weeks instructs members of the school district CSEA Unit as the demonstration is organized.

Understaffing, low pay problems at Orange Co. Infirmary

GOSHEN — Critical understaffing at the Orange County Home and Infirmary has resulted in the County's bringing in the temporary help of the Upjohn Company, as a stopgap measure for the next two to three months.

CSEA, which represents the overburdened registered and licensed practical nurses and aides at the Home, has agreed to the plan as a means of allowing the restoration of the workers' vacations and personal leave, which had been denied during the staffing crisis of the past eight months. But the union, in a meeting Aug. 30 with county officials, made it clear that the only real solution will be the addition of at least 20 permanent staffers, combined with a substantial pay hike that will attract and keep good people.

"We have two basic problems, which are related to each other," said

CSEA Orange County Unit President Kay Cayton. "One is that the employees are underpaid, and the other is that the Home is understaffed. People quit because of the pay, and that makes the job even tougher and less desirable for those that are left."

CSEA field representative Bruce Wyngaard agrees.

"Nineteen people quit last month alone," he said. "They've been running ads but getting no response, because the pay is so much better in the private sector." Starting pay for licensed practical nurses at the facility, at \$3.39 per hour, barely tops the federal minimum wage.

Ms. Cayton pointed out that employees have had to work double shifts in recent months, and that there have been many instances where one employee has had to cover two wings of the facility alone. That's one staffer for about 50 patients.

"There's no way you can properly take care of these very sick, elderly people when you're working those hours and with that number of employees," Ms. Cayton said. "That's the sad thing. It's the patients who suffer."

Wyngaard added, "Even when they were at so-called 'full staff,' they had a hard time covering all the wings adequately. But with this severe attrition, the situation has become critical."

To allow employees to begin receiving vacation and personal-leave time again, the County hired several Upjohn Company nurses on a per diem basis beginning Aug. 30. When County Social Services Commissioner John Wingate met with Wyngaard, Ms. Cayton and CSEA Home and Infirmary Shop Steward Dawn Gambino on that day, he promised that the Upjohn people would be used strictly as a stopgap, until he has time to hold the required meetings with the County Social Services and Personnel committees and the County Legislature before getting the funding

for new, permanent positions at the Home and Infirmary.

"We agreed to the Upjohn plan only because our people desperately needed to get some time off," Wyngaard said.

Ms. Cayton noted that, in addition to denying personal and vacation time requests for the past eight months, the County had also been occasionally asking for a doctor's note for people who took one-day sick leaves. (She pointed out that the current CSEA contract permits the County to request such a note, but not to require it.)

"As long as it's understood that the Upjohn people are in no way replacing CSEA members, the plan is all right as a stopgap measure," Ms. Cayton said. "But we'll be watching to see that something is done about the pay and the permanent staffing, which are the heart of the matter."

At the Aug. 30 meeting, the Social Services commissioner agreed to meet again with the union leaders on Sept. 11, to address a list of specific employee problems.

Steuben-Allegany BOCES contract

BATH — CSEA-represented workers of the Steuben-Allegany BOCES have a 7% raise and new retirement benefits effective retroactively to July 1, and cost of living clauses for the second and third years of the three-year pact recently ratified by them.

The second year's COL clause calls for a minimum 5% raise and a maximum 9% increase, with 1.5% set aside for funding retirement benefits.

In the third year the raises could range between 5% and 8%, depending on the rise in the cost of living.

CSEA Field Representative Ray Ducharme was chief negotiator and United President Vicki Biener chaired the negotiating team.

Calendar of EVENTS

SEPTEMBER

- 12 — Hudson Valley Community College unit meeting, HVCC Student Union, 7:30 p.m.
- 18 — SUC BROCKPORT LOCAL No. 601 Spaghetti dinner, American Legion, Brockport, 6 p.m. sharp. General Membership Mtg. to follow at 7:30 p.m.
- 20 — Genesee Valley Army Employees Local 251 meeting, State Armory, Hornell.
- 20-21 — SUNY/CSEA Workshop, Flagship Hotel, Rochester, N.Y. Details available from CSEA local presidents.
- 27 — Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 28-30 — Central Region V Fall Workshop, Syracuse.

Snag develops with Watertown contract

WATERTOWN — The City of Watertown has failed to implement the contract it imposed recently on the CSEA-represented city unit of Jefferson County Local 823, so Local President Richard Grieco, a member of the city unit, said a general membership meeting of the unit will be held shortly to discuss the situation and plan strategy.

Attending the meeting will be Regional Attorney Richard Hunt, Collective Bargaining Specialist Roger Kane, Region V Director Frank Martello and Field Representative Thomas Dupey, he said.

He said among the options open to the unit are seeking court action, seeking PERB (Public Employment Relations Board) action or both.

Grieco said the Watertown City Council voted 3-2 on Aug. 6, 1979, to impose a contract which included:

- A seven percent pay increase on base yearly salaries for the approximately 200 members of the unit, retroactive to July 1, 1979.
- An increase of 2.5 hours per week of work for more than 30 City Hall employees without additional compensation.



WATERTOWN UNIT PRESIDENT Ronald Spinner, left, and Jefferson County CSEA Local 823 President Richard Grieco make plans for a unit membership meeting which will be used to set strategy to deal with the contract problem between the unit and the city.



REGIONAL ATTORNEY Richard Hunt, left, and Jefferson County CSEA Local 823 President Richard Grieco discuss the legal options open to the City of Watertown Unit in forcing the city to implement an imposed contract.

The combination of the additional hours and the seven percent results in virtually no change in those employees' hourly wage.

Grieco said the city refuses to implement the contract without a signature from the union. Unit President Ronald Spinner has refused to sign the imposed contract.

The city claims it did not impose a contract with its resolution of Aug. 6, and there has been a threat to impose a contract without a pay increase if there is no signature, Grieco said.

"There is no question in our minds that a contract was imposed," Grieco said.

The city's corporation counsel, Donald Taylor, was reported in a newspaper to have said "it was the intent of the council to make a decision 'and offer an agreement in accord with that resolution.'"

Grieco pointed out that such a step is not part of the rules established by PERB and by the Taylor Law.

He did point out that the resolution which the union claims is the imposed contract and which the city claims is not an imposed contract, states in part:

"Decision of City Council on Impasse Between City of Watertown and the Civil Service Employees Association for Contract for 1979-80.

"Whereas in the matter of the impasse on contract negotiations . . . the City Council has held a public hearing . . . and

"Whereas the City Council deems it to be in the public interest and in the interest of the public employees to conclude the matter,

"Now therefore be it resolved by the City Council that it hereby declares its decision that the contract for 1979-80 shall be. . . ."

CSEA, AFSCME back TV, newspaper, radio campaign

ALBANY — Taxpayers from the edge of Long Island to the outskirts of Buffalo are hearing a common message this month, that public employees do play a vital role in their lives and deserve the support and respect of all New Yorkers.

The message is being sent out via radio, television and newspaper commercials through a joint institutional advertising campaign sponsored by CSEA and AFSCME. "Public Employees . . . Where Would You Be Without Them", is the theme of the multi-media effort.

Earlier this year, the campaign began with an eleven-week run of radio commercials featuring the CSEA theme. A series of seven newspaper ads then appeared in major newspapers across the state introducing individual public employees and explaining the important functions they provide to the public. Early in the summer months, television commercials were aired in the five major media markets of the state to drive home the message that public employees provide many vital services that the public seldom thinks about and that public employees are proud of the role they play in making this state one of the leaders in the nation.

"We have finally taken some long overdue steps in making our members and the public employee in our society," CSEA President William L. McGowan commented while announcing the continuation of

the campaign. "With the arrival of Proposition 13, it became clear that public employees must take the offensive and let the people know what we, and our jobs, are all about.

"Taxpayers are mad about the constant reports of mismanagement and waste in government and they have lashed out with their only weapon, their votes, but this doesn't address the root cause of their frustration. It only cuts vital services, not mismanagement and waste, and it makes the frustrations worse. We can't afford to allow the myths about public employees to continue anymore. They are starting to take their toll in the ballot boxes and in the minds of voters and politicians and we, the public employees, will again pay for the failures of management unless we address this problem."

Gary Fryer, Director of Communication for CSEA, explained that while the antigovernment attitude of the public is formidable, the public's demands for the services that can only be provided through government is also very strong. "It's stylish now to point a waving finger at government and demand a cut in taxes but as soon as the axe falls and a program is cut, the screaming takes a different direction. A myth has developed that you can slash a budget to shreds and still keep services intact and that myth poses an enormous threat to our people. It encourages the anti-government extremists and, perhaps more importantly, its plain fiscal nonsense."

"The simple truth is that this state, this nation and our whole society could not function without public employees doing the kinds of jobs that only governments can do," Mr. Fryer said. "We must educate the public about the role of the public employee and this campaign is designed to begin that process."

During the Labor Day weekend, CSEA/AFSCME radio advertising began in Albany, Buffalo, Long Island, Rochester, Syracuse, Utica, Poughkeepsie/Kingston, Glens Falls, Plattsburgh, Watertown, Binghamton, and Westchester. Presently, newspaper ads are running weekly in Long Island, Albany, Syracuse, Rochester and Buffalo. Starting in October, television advertising will resume in New York City, Albany, Syracuse, Rochester and Buffalo.

The radio commercials can be heard on the following stations: Albany — WGY, WROW (AM&FM), WSHS, WQBK (AM&FM), WFLY, WPTR, WGNA and WTRY; Buffalo 8 WKBW, WBEN (AM&FM), WJYE, WADV, WWOL, WWOR, WBLK; Long Island — WALK (AM&FM), WRCN (AM&FM), WBLI, WGBB, WHLI, WGSM, WIOK, WCTO; Rochester — WHAM, WEZO, WMJQ, WVOR, WPXN, WNYR; Syracuse — WSYR, WHEN, WNTQ, WEZG, WNDR, WOLF, WSEN (AM&FM), WKFM, WFBL; Utica—WBIX, WIBQ, WOUR, WRUN, WKGW, WTLB; Poughkeepsie/Kingston — WHPN, WHVS, WGHQ, WBPM, WKNY,

WEOK, WPDH, WKIP; Glens Falls — WWSC, WYLR, PBZA; Plattsburgh — WIRY, WKDR; Watertown — WWNY, WOTT, WNCQ; Binghamton — WKOP, WNBF, WAAL, WQYT; Westchester — WLNA, WVIP (AM&FM); WFAS, WVOX, WRNW, WHUD, WWYD, WRTN, WGRC, WRKL.

Newspaper advertising will appear in the following publications: Long Island — Newsday; Albany — Times Union, Knickerbocker News; Buffalo — Evening News; Rochester — Democrat & Chronicle, Times Union; and Syracuse — Herald Journal, Post Standard.

The schedule for the October television campaign has not yet been finalized.

Local 051 elects Zoffer president

CSEA Local 051, which represents more than 350 employees of the East Hudson Parkway Authority, has announced the names of newly elected officers to serve until November 1, 1979, the date the Authority is scheduled to become part of the New York State Department of Transportation.

Those elected to a second term of office include: Charles Zoffer, President; Ray Celentano, 1st Vice-President; Chuck Allen, Treasurer. Serving his first term as 2nd Vice-President will be Charlie Eichler.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$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 (NYC only)	\$6,650	20-890
Typist (NYC only)	\$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.

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS SEPTEMBER 17, 1979

Remediation Assistant	\$10,624	80-033
Park Naturalist	\$11,450	25-052
Security Hospital Treatment Assistant	\$13,461	25-053
Damages Evaluator	\$13,125	25-054
Senior Damages Evaluator	\$13,304	25-055
Engineering Aide	\$ 6,773	25-056
Engineering Technician	\$ 7,997	25-057
Senior Engineering Technician	\$ 9,481	25-058
Real Estate Appraiser		
(Mass Appraisal Systems)	\$14,075	25-059
Sr. Real Estate Appraiser		
(Mass Appraisal Systems)	\$18,301	25-060
Real Property Info. System Specialist, Senior	\$14,075	25-061
Real Property Info. System Specialist, Associate	\$18,301	25-062
Medicaid Claims Examiner I	\$ 8,825	25-064
Community Nursing Services Consultant		
(Family Planning)	\$17,365	27-939
Senior Insurance Examiner	\$18,501	24-678
State Veteran Counselor	\$13,304	24-768
Parks and Recreation Field Representative	\$14,075	25-043
Director of Department of State Publications	\$25,000	25-045
Electric Inspector	\$11,695	25-047
Gas and Meter Tester	\$ 9,865	25-048
Gas Inspector	\$11,695	25-049

FILING ENDS SEPTEMBER 24, 1979

Assistant Director of Utilization Review	\$20,366	27-944
--	----------	--------

You can also contact your local Manpower Services Office for examination information.

LETTERS to the Editor

Editor,

Have read with interest pages 6 & 7 of The Public Sector, dated Wednesday, August 29, 1979 "Unrest Lingers on in Wake of Recent Prison Strike."

I empathize with them. However, what about all the civilians who had legitimate and authorized absences and are told they won't be paid at all. In fact, they are being penalized for "not being at your station."

Many employees were away, vacations (even out of the country), jury duty, or whatever else which was approved by a supervisor. And why should we be docked for Saturdays and Sundays, which is normally our RDO (regular day off?) Since we are the innocent pawns in such action, we get "zapped; two-for-one." Is that just?

The article also stated "certain conditions were unbearable." Actually, in some facilities, regular employees work in such conditions every day. Dirty, dingy rooms, many fans blowing hot, humid air around, no canteens nearby, no lunchrooms and the acoustics leave much to be desired.

Yes, it is too bad that many employees are dedicated and will not be reimbursed for their services. There are also others who must bear this injustice too.

Thanks for letting me add my "two cents worth."

Name withheld by request
Coxsackie Correctional Facility



OFFICERS INSTALLED — New officers of Syracuse Developmental Center CSEA Local 424 were installed recently by Region V President James Moore, left. Being installed, from left, are First Vice president Joseph Iwanicki, President Santo DeVito, Second Vice President Terry Schrock, Treasurer Rose James, and Secretary Cindy Dillabaugh. Also installed were Executive Council members David Barry, Tim Eves, Rita Curtis, Pat Tormey, Beth Sessler and Vincent Brady, along with delegates Erik Lausten, John Sparks and Jan Barry.

New Local 834 officers seek wider participation

SYRACUSE — Onondaga County CSEA Local 834, approximately 3,000-members strong, is dominated by the 2,000 members of the county unit, Local President Thomas Murphy said. So, Murphy said, he and the other new local officers are going to make a major effort to bring the outlying school districts and highway departments into a more active role within the local.

The new officers, who took office in August, are Murphy; Robert Penders, first vice president; Connie Bissi, second vice president; Dale King, third vice president; Pat Callahan, treasurer; and Emelia Albrigo, recording secretary.

All but Ms. Albrigo are members of the county unit. She is a member of the Syracuse City School District Unit. King is county unit president.

Murphy said local meetings usually are attended by members of the county, the city school district and the City of Syracuse units.

"We can serve the people who come to the meetings. But we don't know what the problems are of the people who don't come to the meetings," he said.

Murphy and the other new officers are planning a number of moves to help bring the outlying units to a more active role, including:

An installation dinner for the new officers is being planned. The presidents of the 15 outlying units will be invited, Murphy said. He wants to use the dinner as a way of drawing together the leadership from throughout the local.

An intensive steward training program for 100-150 members of the local is expected to be conducted in the fall, the officers reported. The hope is to have at least one steward in every department.

With a large group of stewards functioning throughout the county, the new officers will have a structure for communications to and from the membership in all the units of the local.

The Local newsletter, which has been dormant, will be revived. The next issue of the six-times-a-year publication will be out about Oct. 1.

The new leadership will be making appointments to the various committees of the local, including Grievance, Membership, Audit, Budget, Political Action, Social, Education and Constitution and Bylaws.

In other news from the county, Murphy said the county unit will be entering into negotiations this month with the assistance of CSEA Collective Bargaining Specialist Roger Kane.

Also Murphy said he plans to revitalize the local's Political Action Committee.



NEW OFFICERS OF ONONDAGA COUNTY CSEA Local 834 include, from left, Emelia Albrigo, secretary; Robert Penders, first vice president; Thomas Murphy, president; Dale King, third vice president; and Pat Callahan, treasurer.



Thomas Murphy
Local 834 President

Otsego Local supports camp for needy children with donation

COOPERSTOWN — For the seventh consecutive year, CSEA Local 839, which represents more than 480 public employees in Otsego County, has made a substantial contribution to enable needy children to attend summer camp. The announcement of the contribution followed a motion passed at a recent meeting of newly-installed officers.

According to Mabel Wannamaker, President of Local 839, a check for \$450 was presented to the Otsego County Advisory Committee, which

administers the summer camp program. The 1979 donation by Local 839 continues participation that started with the term of Mrs. Ida McFee.

"As concerned public employees of Otsego County, we are pleased to again take an active part in this very worthwhile community activity," Mrs. Wannamaker said.

The amount donated by Local 839 enabled 10 or more children to attend the summer camp, which is also available to children of CSEA members who qualify.

Two years, 14% contract won at Corning Community College

CORNING — Buildings and grounds workers at Corning Community College, represented by Steuben County CSEA Local 851, have ratified a new two-year pact, under which they receive 7% in the first year and another 7% or 35 cents per hour, whichever is greater, in the second.

They will also benefit from a \$100

uniform allowance and the County's agreement to absorb any Blue Cross-Blue Shield premium increases.

Night shift workers will get an additional 10 cents per hour.

CSEA Field Representative Ray Ducharme was chief negotiator and Unit President Sandy Gallagher was chairman of the committee.

Caloumeno elected Local 350 president

NEW YORK CITY — Results of the Department of Labor CSEA Local 350 election were announced by newly elected President George Caloumeno. He said the other winners were:

Betty Mathews, first vice president; Steve Tanzer, second vice president; Dennis Tobin, third vice president; Tina Packer, secretary; and Florence Ritter, treasurer.



Unofficial CSEA election results

★ denotes unofficial winners in CSEA statewide, State Executive Committee and regional elections. The names of the winners were supplied by CSEA headquarters late Friday evening, Sept. 7, 1979, just before The Public Sector went to press.

Complete vote tallies will be published in the Sept. 19, 1979, edition of The Public Sector. Candidates have until Sept. 17 to protest results, if they wish, under the union's election procedures.

Statewide officers

- | | | | |
|---|--|--|---|
| President
Kenneth Cadieux
★ William L. McGowan | Executive Vice President
★ Thomas H. McDonough
Felton King
James L. Corbin | Secretary
Ann Worthy
★ Irene Carr | Treasurer
Barbara M. Fauser
★ Jack Gallagher |
|---|--|--|---|

State Executive Committee

- | | | | | |
|--|--|--|---|---|
| Ag & Markets
★ John Weidman
Augit & Control
★ Michael Paluba
★ Beatrice McCoy
Authorities
Frank McDermott
★ John W. Francisco
Civil Service
★ Dolores Farrell
Commerce
★ Ruth Lovegrove
Conservation
★ Josephine Luizzi
Correction
William R. Priest
★ Austin T. Donovan
Susan L. Crawford | Education
Timothy E. Drew
Claire McGrath
★ June Robak

Executive
Leroy Holmes
Arthur Loving
★ Earl Kilmartin
Francisco DeLemo
William H. Rowe
James E. Stevens
★ Cindy Egan

Health
Jose Samson
Robert Stelley
★ Genevieve Clark | Insurance
Virginia Hewitt
★ Betty C. Collins

Judicial
★ Thomas F. Jefferson
Nancy J. Roark

Law
Rosemary Maddalone
★ Elisa Bursor

Labor
★ Shirley Brown
Elaine Todd
★ George Caloumeno
J. Wayne Dessingue
Robert P. Foley | Motor Vehicle
Thomas H. McDonough
★ Barbara A. Stack

Public Corporation
Leroy P. Stevens
★ JoAnn Lowe

Public Service
★ Phyllis C. Zadigian

Social Services
★ Alan Siegel

State Department
★ June Scott

Tax Department
★ John Gully
Adele Borakove | Transportation
Nicholas J. Cimino
James S. Hull
Lyle E. Wollson
★ John J. Cassidy
★ Joan M. Tobin
Louis J. Mannellino

University
★ Marie M. Romanelli
Robert Keeler
Sara Sievert
★ June W. Boyle
Edward Dudek
Albert Varacchi
George Webster
★ Patricia Crandall |
|--|--|--|---|---|

Mental Hygiene

- | | | | | | |
|--|--|--|---|---|---|
| Region I
★ Ben Kosiorowski
Sylvia L. Weinstock
Joseph Lavallo
★ Danny Donohue
★ Julia Duffy
Joseph Noya | Region II
★ Felton King
William D. Bear
George Boncoraglio
Dorothy King
Jimmy Gripper
Helen Cugno
★ Ronnie Smith | Region III
★ Eva Katz
★ Robert Thompson
★ Richard Snyder | Region IV
(Tie) Francis Wilusz
Patricia Miller
Wanda Lubinski | Region V
★ Sue Bucrzinski
George McCarthy
William Krivyanik
Joseph Consentino
★ James Moore | Region VI
David C. Polisoto
★ Elaine Mootry
James Bourkney
Ronald M. Stanton
★ Paul Christopher |
|--|--|--|---|---|---|

Regional officers

- | | | | | | |
|--|---|--|---|---|---|
| Region I
President
Julia (Betty) Duffy
★ Irving Flaumenbaum
1st Vice President
★ Danny Donohue
James Corbin
2nd Vice President
Arthur Loving
★ Nicholas Abbatiello
3rd Vice President
★ Ruth A. Braverman
William Lewis
4th Vice President
Thomas Gargiulo
★ Robert Conlon
Secretary
★ Dorothy Goetz
Sylvia Weinstock
Treasurer
★ Sam Piscatelli | Region II
President
★ Jimmy Gripper
Dorothy King
George Caloumeno
1st Vice President
Robert Keeler
★ Felton King
2nd Vice President
★ Frances DuBose
Anne Wadas
3rd Vice President
★ Willie Raye
Adele Borakove
Secretary
★ Helen Cugno
Treasurer
Glennie Chamble
★ Clinton Thomas | Region III
President
★ James J. Lennon
Marie Romanelli
1st Vice President
Lawrence Natoli
★ Raymond O'Connor
2nd Vice President
Rose Marcinkowski
★ Madeline Mackey
3rd Vice President
Eva Katz
★ Carolyn Zappe
Secretary
Estelle Schmidt
★ Grace Woods
Treasurer
★ Eleanor McDonald
Thomas Schmidt | Region IV
President
★ Joseph E. McDermott
Sam Ciraulo
1st Vice President
J. Wayne Dessingue
★ C. Al Meade
2nd Vice President
Anthony Muscatiello
★ Gerald Purcell
John Vallee
3rd Vice President
Eileen Salisbury
Barbara Skelly
★ Joan Tobin
Secretary
★ Julie Braden
Ronald Premo
Timothy Drew
Treasurer
★ Gerald Toomey
Joseph Cassidy | Region V
President
Richard Grieco
★ James Moore
Executive Vice President
★ Patricia Crandall
Dale Dusharm
1st Vice President
★ Ralph Young
Angelo Vallone
2nd Vice President
Nancy Roark
★ Maureen Malone
3rd Vice President
★ Carlo Guardi
Claude Colleyacme
Secretary
★ Marjorie Coggeshall
Helen Hanlon
Treasurer
★ Margaret Campoli
Anna Mae Darby | Region VI
President
★ Robert L. Lattimer
Victor E. Marr
Robert W. Stelley Jr.
1st Vice President
★ Genevieve Clark
Dominic Spacone Jr.
2nd Vice President
★ Robert C. Smith
Sara Sievert
John P. Eiss
3rd Vice President
Ronald M. Stanton
Salvatore A. Castro
★ Annette M. Harding
Norman V. Lemke
Secretary
★ Judy Burgess
Treasurer
★ Barbara M. Fauser |
|--|---|--|---|---|---|