

A frank discussion
by CSEA
President
Bill McGowan

(see page 5)



CHIEF NEGOTIATORS of tentative 3-year contract discuss details of new agreement at a press conference. From left are CSEA Counsel and chief negotiator James Roemer; CSEA President William L. McGowan; and Meyer S. Frucher, director of the Governor's Office of Employee Relations.

STATE AGREEMENT

Provides 32% salary hike over 3 years; McGowan hails new agreement 'best ever'

ALBANY — After three months of hard bargaining ending in a 48-hour marathon negotiating session, CSEA and the State of New York have tentatively agreed on a new three-year contract that would increase the current salary schedule by about 32 percent over three years, end the controversial Performance Evaluation system, restore regular increments and longevity payments, and maintain current health benefits and leave accruals.

In a February 27th press conference, CSEA President William L. McGowan termed the agreement, "the best contract ever negotiated with the State of New York" and "the first real

gain on the cost of living for state workers in a long time."

CSEA Chief Counsel James W. Roemer, Jr., chief negotiator for the talks, and Meyer S. Frucher, Director of the Governor's Office of Employee Relations, joined McGowan in praising the agreement.

"It took a lot of hard work and tough bargaining, but we have won the kind of contract that our

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**Tentative agreement
HIGHLIGHTS - Pg. 14**

Furloughs? NEVER!

ALBANY — By the overwhelming majority of 98 percent, state employees represented by CSEA have backed their union's vehement opposition to a legislative proposal to "furlough" state employees.

As of February 25th, more than 34,000 state workers had responded to a CSEA survey on the issue and the actual results showed 33,486 employees opposed to the furlough scheme. About 330 employees favored the furlough idea, often citing their lack of seniority and the likelihood of their layoff in the event of a reduction in force, and

an additional 334 members said they had no opinion on the issue but would back CSEA's position.

"This is the most overwhelming response that we have ever received to a survey," said CSEA President William L. McGowan, whose strong opposition to the furlough proposal was affirmed by the rank and file survey. "This proposal would open a Pandora's box that would haunt us forever."

President McGowan ordered union lobbyists to inform legislative leaders of the membership's opposition to the issue and asked that

arrangements be made to dump the tens of thousands of survey cards on the desks of legislators to let them know that the members of

(Continued on Page 16)

Delegation will be largest at convention

ALBANY — As Local 1000 of the American Federation of State, County and Municipal Employees, AFL-CIO, CSEA will be sending 223 delegates to the biennial AFSCME convention set for June 21 through June 25 in Atlantic City, N.J.

CSEA's delegation, the largest single delegation to attend the AFSCME Convention, will be elected by the union's rank-and-file membership during the month of April. Nominations for candidates for that election will be taking place on March 6 at regional nominating meetings being held in each of the union's six regions. Details of the location and procedures for nominations appeared on page 20 of the Feb. 12 edition of the Sector and on page 20 of this edition.

After candidates have been nominated, procedures are followed and ballots are prepared, CSEA members in good standing as of March 6, 1982

will be mailed ballots for the election of AFSCME delegates on April 1, 1982. Members will then be able to mark their ballots and mail them back for counting.

Ballots will be picked up for counting from the post office on April 23 (ballots received after that date will not be counted) and actual canvassing of ballots will take place on April 26 following verification of the ballots.

Winners will be notified by mail and results will be printed in the May 7, 1982 edition of the Public Sector.

The elected delegates will travel to the convention site on June 20 and will attend five days of lengthy AFSCME delegate meetings where amendments to the AFSCME Constitution and various resolutions on AFSCME policy will be considered.

Union charges Watertown attempted to impose terms and conditions beyond contract limit

WATERTOWN — Charging the Watertown City Council imposed conditions, terms and hours of employment beyond terms of the contract, CSEA has filed an Improper Practice on behalf of 250 city employees represented by the City of Watertown Unit of Jefferson County Local 823.

According to Tom Cupee, CSEA field representative for the unit, the charge stems from the Nov. 16, 1981, city council imposition which followed an impasse in negotiations for a 1981-82 contract which would have carried through June 30, 1982.

"We contend that although the city had the right to impose a contract, the law clearly states that it shall be imposed for one contract year which covers July 1, 1981, through June 30, 1982," Dupee stated.

"In its resolution of imposition the Watertown Council has declared that Article 11, Sections 1 and 2 of the contract dealing with early closing hours at city hall during summer months, and the payment of compensatory time for all not affected by the early closing hours, shall only be effective through Dec. 31, 1981. It is our interpretation the city has imposed terms in excess of one year," Dupee said.

It is expected that both sides will be asked to resolve the issues at an informal PERB hearing in the near future. If no agreement is reached, a formal hearing will be arranged and a final decision rendered later by the hearing officer.

Clarence town employees have new contract

CLARENCE — The Town of Clarence Unit of Erie County Local 815 has reached agreement on a one-year contract.

The town employees will receive a 9 percent wage increase as well as an increase in mileage allowance to 22 cents per mile.

Full payment for unused vacation pay will be granted upon retirement, death or other separation from service, and a four-hour minimum call-in guarantee, at the applicable straight or overtime rate was established.

Contract language improvements allow for class action grievance filing by the union and bulletin boards for posting of union notices.



NORTH TONAWANDA CONTRACT SIGNING — As members of the City Employees CSEA Unit look on, North Tonawanda Mayor Betty Hoffman signs new contract. Standing from left are Edgy Skovenski, Paul Szczepzniec, Russ Horvath, Brian Hess, Unit President David Maziarz and Ben Dziadzio.

North Tonawanda contract includes dental plan

NORTH TONAWANDA — The North Tonawanda City Employees Unit of Niagara County CSEA Local 832 has reached agreement on a two-year contract that provides the 150-member unit with the CSEA Dental Plan.

Unit President David Maziarz said the unit's negotiating team "burned the candle low many evenings" to convince the city's negotiators of the benefits of the dental plan.

Other benefits of the pact, which was ratified by an 80 percent margin, include a 6 percent salary increase each year, plus restoration of a step

increment. The increment addition represents another 4 percent increase for about 60 percent of the bargaining unit's members.

The agreement also provides increased vacation days, based on seniority, and an additional holiday. A revised Blue Cross-Blue Shield plan is provided for retirees, based on sick leave accumulation.

The negotiating team included CSEA Field Representative Thomas B. Christy, Jeri Mazur, Brian Hess, Russ Horvath, Edgy Skovenski, Jim Kissel, Paul Szczepzniec, Ben Dziadzio, and Unit President Maziarz.

Caring and sharing keys to raising kids, says CSEA couple with 'outstanding' daughter

ALBANY — Cleaner Ernestine Gailliard and her husband Joseph, a janitor, have some definite ideas about parenting.

"You have to definitely set some time aside for your children, regardless of how hard it is," says Gailliard. "When you get involved and concerned with what your children are doing, and you show them love and caring and concern, it wears off on them."

These days, the Gailliards, long-standing CSEA members, are feeling especially sure and proud of their parenting abilities. And with good reason. Their 26-year-old-daughter, Dorothy Theresa, was recently selected one of the Outstanding Young Women of America for 1981. The awards program recognizes young women "who give their time, talents and unselfish service to enrich the quality of American life."

A business teacher at Voorhees College in South Carolina, Dorothy worked her way up from a business school certification program in secretarial administration to a master's degree in business administration from the State University at Albany. While at the university, she started a ministry gospel group and coordinated religious services on campus. She has also worked with economically-disadvantaged students and with troubled teen-age girls.

Her mother recalls being "shocked" when the award letter arrived at the Gailliards' Albany home.



PROUD PARENTS — State workers Joseph and Ernestine Gailliard of CSEA Local 660 proudly display a graduation photo of their daughter Dorothy, who was recently chosen one of the Outstanding Young Women of America for 1981.

"I wasn't expecting anything like this," she said. "Not that I figured she couldn't do it. She's a good teacher and her students are crazy about her. I'm very, very proud."

A grade 4 night cleaner for the Office of General Services, Mrs. Gailliard beamed as she displayed the

letter and award certificate. She remembered how she started her daughter on the typewriter "when she was 7 years old," and said she and her husband had to "save a lot" to help send her to college.

Joseph Gailliard waxed philosophical when contemplating the

honor. A soft-spoken, mild-mannered gentleman, he mused, "I feel proud I had a hand in helping her to achieve an honor like this, mostly by raising her with love and through guiding her on the right path."

A grade 9 supervising janitor and 25 years a state worker, Gailliard works a 7 a.m.-to-3 p.m. shift at OGS. He has been a shop steward for Local 660 for the past three years, and previously served as the local's operational services representative for a number of years. He comes from a large and closely-knit old Albany family that was known for its church- and community-mindedness, as well as for being informed of the important issues of the day.

Mrs. Gailliard, a native of Mobile, Ala., also hails from a large family, where, she says, "we always did things together and went places together. And my mother always had time to listen to us. That's important." With 18 years of state service to her credit, Mrs. Gailliard currently works a 5 p.m.-to-1 a.m. shift.

When do husband and wife see each other? "That's a good question," says Mrs. Gailliard with a laugh, adding, "on weekends." Quips her spouse: "Oh, I don't sleep much."

In addition to Dorothy, the Gailliards have a 31-year-old daughter, Donna, who works for the state. The two stress they have never compromised their parenting beliefs.

"Love and sharing and understanding — these I've always believed in," said Gailliard.

Suffolk County local opens the way for establishing countywide seniority procedure

HOLTSVILLE — Two Suffolk County employees who were in serious danger of being laid off due to budget tightening have found new positions thanks to dogged work by CSEA Local 852.

Along with 200 other county workers, Wallace Vogel and Mal Shapiro were handed layoff notices the day before Thanksgiving. While most of the layoffs were made unnecessary by the county's high attrition rate and many employees exercised "bump" and "retreat" procedures, Vogel and Shapiro faced special problems which made their positions more precarious.

Vogel, then a senior illustrator with the traffic control unit of the Department of Public Works, had a "unique title" — his was the only job of its type in the department. As for Shapiro, he had recently transferred into a job as an accountant in the parks department. Since accountant was an entry level position, he lacked the seniority to bump other accountants.

What made matters worse for the two CSEA members was that the county insisted that bump and retreat procedures could only be exercised within departments, which precluded them from retreating to positions they had held in other county departments.

The county's effort to eliminate them from the payroll was counteracted by Local 852's insistence that the county obey civil service rules and regulations. In fighting for and winning new jobs

for Vogel and Shapiro and other members in similar situations, Local 852 may have taken the first steps in establishing countywide rather than departmentwide seniority.

"Most of the layoffs we were able to handle by attrition and bump and retreat, but there were unique titles — medical photographer, computer analysts, illustrators — that were difficult to place," said Charles Novo, Local 852 president. "We had to force the county to go to the state Department of Civil Service, who agreed with us that civil service employees could bump provisionals in other departments."

Local 852 set up a team to help reduce the number of employees that would be laid off. Its members included Grievance Representative and Recording Secretary Sue Smith; Executive Vice President Shirley Germain; First Vice President Kevin Mastridge; and Sergeant-at-Arms Sam Tadicicco. The team argued that the employees should be able to bump and retreat countywide. At the same time, it began an item-by-item search for jobs held by provisional employees to be established by the county.

"Our contention was that civil servants on preferred lists could take any position in the county occupied by a provisional employee, whether it be a promotional or an open competitive position," said Smith.

After insistent arguing by Local 852, the Suffolk

County Civil Service Department decided to seek an opinion from the state Civil Service Department, which upheld Local 852's position.

Vogel located a provisional employee working as an illustrator in the health service department.

"We told the health department they were faced with a choice: if they did not hire Mr. Vogel, which is their right, they had to vacate the position because a list had been established," Smith said.

"I bumped a woman," Vogel said. "She was a good worker. Unfortunately, she didn't take the civil service test. If she had, I would have been out of a job, not her."

Mal Shapiro found an empty position in the Department of Public Works.

Explained Smith: "They had a vacant position. If the department didn't fill it, they would most likely lose it next year because of the tightening budget. We pushed for them to fill it."

Through their efforts, Local 852 has whittled down the originally planned layoff of 600 employees to 25 actual job losses. The local also has been instrumental in having three resolutions drafted, now before the Suffolk Legislature, which would restore the jobs of the 25 employees as well as those of all victims of bumping.

CSEA is also examining layoffs on a case-by-case basis to see if it can bring a lawsuit to force the county to establish countywide seniority as county policy, Novo said.

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Union urges lifting of sexual preference bias

ALBANY — No state worker should be discriminated against for any reason, including that of sexual preference, according to a memo sent to state offices as a result of a CSEA demand.

Union representatives asked for an expanded anti-discrimination clause during ongoing negotiations for a contract to replace state contracts expiring on March 31.

After some reluctance, Meyer S. Frucher, director of the Governor's

Office of Employee Relations, sent a letter to all state departments and agencies saying "an individual's sexual preference should not be a criterion to deny state employment or promotion."

The memo is advisory in nature, without the strength of legal enforcement behind it, until the Legislature passes a law forbidding such discrimination.

While the state Human Rights Law does ban discrimination based on gender, race or national origin, it does not prohibit job discrimination based on sexual preference, thus the state's reluctance at actual contract language on the subject.

Efforts to provide such protection for New York City municipal employees have failed several times before that city's council.

Gov. Hugh Carey has said he will not issue an executive order or submit legislation prohibiting job discrimination against state employees based on their sexual preference.

Union representatives have said they will look for compliance with the state's be judged nonetheless. "Our feeling has always been that an employee should be judged solely on the quality of the work he or she does," said William L. McGowan, CSEA president.

Goetz congratulated



A HEARTY WELCOME comes from both sides for Dorothy Goetz following her installation as president of the Town of Huntington CSEA Unit. At left is Suffolk County Local President Charles Novo, and at right is Long Island Region I CSEA President Danny Donohue.

State treasurer to tour upstate union offices March 15-30

ALBANY — CSEA statewide Treasurer Jack Gallagher is continuing his series of visits to region and satellite offices to meet with members, answer questions and hear complaints.

Visits are scheduled as follows:

- Region IV office in Albany, 9 a.m. - 5 p.m., March 15
- Region V Office in Syracuse, 9 a.m. - 5 p.m., March 16
- Utica satellite office, 9 a.m. - 4:30 p.m., March 17
- Region VI office in Buffalo, 9 a.m. - 5 p.m., March 22
- Rochester satellite office, 9 a.m. - 5 p.m., March 23
- Binghamton satellite office, 9 a.m. - 1 p.m., March 24
- Canton satellite office, 10 a.m. - 2 p.m., March 29
- Plattsburgh satellite office, 9 a.m. - 5 p.m., March 30.

Plans are also being finalized for another series of seminars for local and unit treasurers. The first in this series is scheduled for March 6, as part of the Region V workshop in Utica.

Members mourn Jean McAvoy death

ROCHESTER — Fellow CSEA members and friends of Jean K. McAvoy of Monroe County Local 828 are mourning the death of the union activist, who died at her home Feb. 7 following a lengthy illness.

Mrs. McAvoy, a 17-year employee of Monroe Community College, had served as Local 828 first vice president, college section president and Monroe County employees unit first vice president.

She served on three contract negotiating committees and was "one of those rare individuals who gave freely of herself and her time for the betterment of CSEA without asking for or wanting the recognition due her," said Unit President Florence Tripi.

"Our union's loss is great and I have lost a friend and confidant," she said of the college employee who was honored with a Distinguished Service Award in 1981, and many other awards during her career.

Region VI President Robert L. Lattimer said Mrs. McAvoy "was a real activist and a dedicated member who contributed greatly to her fellow members. She will be sorely missed."

CSEA Field Representative Thomas Pomodoro said Mrs. McAvoy was "the backbone of Local 828 and will never be replaced."

Region II steward training seminar slated

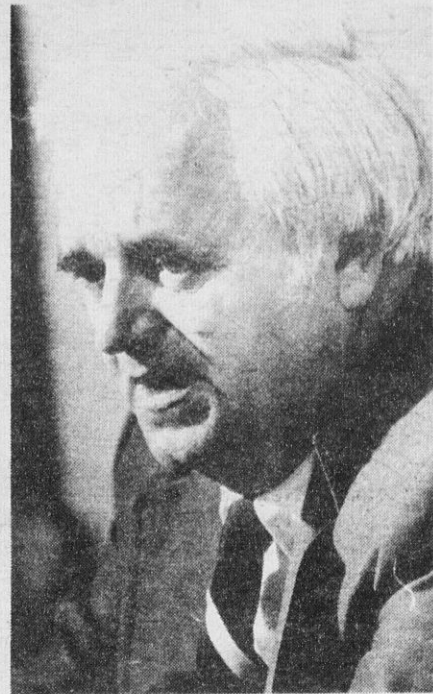
QUEENS — Metropolitan Region II is sponsoring a 2-day training seminar for shop stewards on Friday and Saturday, March 26-27, at the Adria Conference Center here.

The seminar will be the third in a series designed to better prepare shop stewards to meet their responsibilities. Stewards who did not attend a previous seminar sponsored by the region this year are eligible to attend.

In addition to workshops, the seminar will include a banquet Friday night during which CSEA President William L. McGowan will be keynote speaker. CSEA Executive Director Joseph Dolan, Region II President George Caloumeno and Regional Director George Bispham are other listed speakers.

Shop stewards interested in attending should contact their local presidents.

State of union is one of readiness



President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN

Last month the President of the United States delivered his State of the Union address to Congress. At about the same time, the Governor of the State of New York was issuing his State of the State message to the Legislature. Neither speech provided much for public employees except bad news.

Simply stated, Ronald Reagan wants to continue to gut the federal budget at the expense of low and middle income Americans and, at the same time, dump some of the nation's most troublesome social programs into the laps of the states.

Governor Carey, meanwhile, was saying that the state can't handle what it has now and he was proposing more austerity, limited aid to local government, new taxes for schools, inadequate pay raises for state workers and the slashing of thousands of state jobs.

CSEA will, of course, fight like hell to defend public services. The people of this country fought and sacrificed to get decent services from their government and they deserve it. For millions of Americans, public services are the difference between making it and not making it in a society where bag ladies can freeze to death on the streets of New York because nobody cares.

Let's face it, in the current political climate, even maintaining the status quo in public services will really test us. But we have been tested before and as we proved earlier this month by saving 1,500 employment service jobs in this state from the Reagan axe; unity, determination and action can still bring victory.

The challenge facing us is tough, but the "state of our union" is better than it ever had been before. CSEA has become a real union instead of what it used to be and we now have the tools we need to do the job of protecting our members.

The strength of any union rests with the determination of its members and their belief in the union. CSEA members have more reason to believe in their union than ever before. From the enactment of public employee OSHA to creation of our first Employee Benefit Fund, this union is moving and the membership is responding to our progress. That makes us a stronger union and that, in turn, is good news for all of us.

Apathy is beginning to give way to activism. A recent survey of state employees on a legislative proposal for furloughs resulted in 40,000 responses within two weeks. Ninety-eight percent of the responses agreed with the position of the union!

When the working people of America decided to demonstrate against Reaganomics on Solidarity Day, CSEA asked its members to be a part of it and 9,000 union members and their families rode the buses to Washington. When the jobs of 1,500 Labor Department workers were on the line, we asked our members to speak out. Thousands of letters protesting the cuts landed in Congress. Just one week ago, our union sponsored a legislative briefing in Albany and 400 CSEA activists gave up their Saturday to attend.

Our union is moving and the membership is moving with us.

Let's be honest. For 65 years our union had a reputation, right or wrong, as a social club. I honestly believe that is changing. No one is completely satisfied with the new CSEA, including me, but we are a much better union than we were even five years ago and we're getting better every day.

CSEA is now part of the American labor movement. We have affiliated with our brothers and sisters in AFSCME, AFL-CIO.

We are politically potent: OSHA, agency shop, reduction in Taylor Law penalties, defeat of Civil Service "reform," are just a few examples of our growing political strength. For the first time we spoke out on Presidential politics in an effort to prevent Reaganomics from ever being born. A President of the United States came before our Delegates to seek your support. Perhaps even more importantly, scores of candidates for state and local office — your future bosses — are coming to our union seeking our political support.

We have a real education program in our union now for the first time to train your leaders to negotiate better contracts and improve their protection of your rights. Soon we will have a safety department to watchdog the tough new public employee occupational safety and health law that this union had enacted.

We're using sophisticated communication techniques to fight the attacks on our jobs and the erosion of the public's opinion of us that makes it so easy for opportunists to make us whipping boys for society's problems. We have a new, colorful Public Sector that is much better (and far less expensive) at telling you what your union is doing than the Civil Service Leader it replaced.

CSEA created an Employee Assistance Program and a statewide network of trained volunteers to identify members with personal problems that could lead to job problems. EAP is saving jobs and improving thousands of lives.

Our Employee Benefit Fund, born from state negotiations, brings prescription drug, dental and optical insurance to 107,000 state workers and it's spreading into local government contracts as quickly as we can negotiate it. Already 20,000 local government members are protected and that number is growing.

CSEA is now the "real union" that we all needed. And we're getting better and stronger every day.

I believe our improvements are being recognized by our members and they are responding with increased interest and activity. We are becoming a more active union and a strong union and that means better contracts and more protection for us all.

The challenges facing us are formidable. But so is our strength. CSEA isn't what it used to be. We are an active, progressive and damn fine labor union. We've still got a lot to do, but working together we've done a lot already.

Our nation and our state have their problems, but the state of our union is good.

Candidates announced for Statewide offices

ALBANY — CSEA's Statewide Nominating Committee has announced its nominations of candidates for the union's four statewide offices.

The following nominations were announced:

For Statewide President — Incumbent William L. McGowan, Robert L. Lattimer, James J. Moore.

For Statewide Executive Vice President — Incumbent Thomas McDonough, Joseph E. McDermott.

For Statewide Secretary — Incumbent Irene Carr.

For Statewide Treasurer — Incumbent F. John Gallagher, Walter John Francisco.

In the case of the nomination for Statewide

Secretary, the Nominating Committee is seeking additional applications for candidates for that office in accordance with the CSEA Constitution and By-Laws. Interested members have until April 15 to file an official Request to Be A Candidate form with the committee.

Forms are available from CSEA Local Presidents, any CSEA Regional Office, or the Office of the Executive Director, CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12207.

Persons not nominated by the committee but interested in seeking office may obtain placement on official ballots by following procedures for submission of official petitions. Details are available from the Office of the Executive Director.

LOCAL 814: One unit ratifies.

Sizeable raise, dental plan featured in Dutchess pact

POUGHKEEPSIE — A 14.5 percent raise plus increments, a dental plan, and a modified Agency Shop, are features of a two-year contract ratified by members of the Dutchess County Unit of Local 814.

The agreement was reached in the closing days of the old year, and ratified by the union on Feb. 8, and by the county on Feb. 11.

The raise will add 7 percent to the salary schedule this year, and 7.5 percent in 1983. Longevity payments will hereafter be awarded on an employee's anniversary date as will increments beginning in 1983.

The fully non-contributory dental plan is a first for nearly 1,400 employees, and will be administered by the CSEA Employee Benefit Fund.

The Agency Shop provision, which Unit President Scott Daniels calls "a major step for us as a

union," will affect new employees only.

Agreement has also been reached on such items as: initiating, on a trial basis, "annual performance appraisals"; allowing sick leave to be used for illness in immediate family; permitting sick leave to be used in units of one hour for visits to doctors and dentists; allowing county to change health insurance carrier, but guaranteeing that level of benefits be maintained; increasing mileage payments from 18 cents to 24 cents; setting aside \$20,000 each year for tuition payments; and requiring union consent before the county may contract out.

Negotiations were led by Unit President Daniels, Collective Bargaining Specialist John Naughter, and Charles Decker, William O'Brien, David Lawson, Maria Pesola, Charles Rexhouse, Mary Rich, William Lasko, Kenneth Stanton and Kay Mackey.



GETTING READY to release details of the Dutchess County pact are, from left, Unit President Scott Daniels, Collective Bargaining Specialist John Naughter, and negotiating team member Mary Rich.

In defense of Agency Shop: Local 814 president responds to Poughkeepsie editorial

POUGHKEEPSIE — Dutchess County Local 814 president Ellis Adams has come to the defense of Agency Shop in response to a Jan. 7 editorial.

The newspaper spoke in favor of a tentative two-year contract reached by the county executive and the CSEA, but strongly opposed initiation of an Agency Shop for employees hired after Dec. 31, 1981.

Adams' response follows:

"In the recent Gannett Newspaper series 'New York power: Who's got it?' the power of the press to 'set the agenda' was noted. Your Jan. 7 editorial 'Mandatory union dues?' was a prime example of 'setting the agenda.' Unfortunately, the editorial board either willfully or carelessly chose not to present both sides. In the interest of fairness, let me set the record straight.

"The Civil Service Employees Association is legally required to represent all members of the bargaining unit, whether or not they join the union.

"Each and every unit employee has received wage increases and improved fringe benefits because of CSEA and those workers who paid union dues. Each and every unit employee is entitled to the services of CSEA (representation in grievance hearings, legal services, etc.) even if they do not pay union dues.

"Having new county employees pay an Agency Shop fee, equivalent to union dues, does not deprive them of their right to join — or not to join — a union. It simply guarantees that every person pays his or her fair share.

"You do not give out free newspapers. Why do you expect us to give out free representation?"



POUGHKEEPSIE CITY WORKERS line up to express their apparent disfavor with the Common Council's imposed wage settlement.

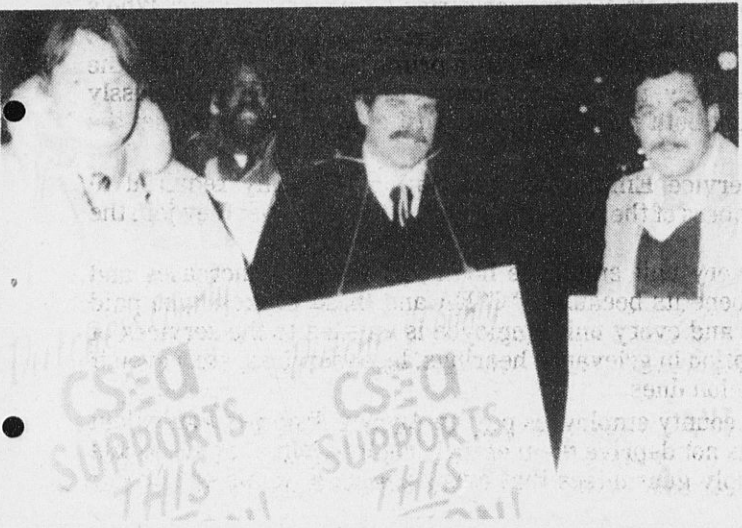


FIELD REPRESENTATIVE JOHN DEYO speaks to the press about the union's all-out attempt to reach a fair compromise with the Common Council. Next to Deyo is Local 426 President Harold Ryan, who also took part in the informational picket.

... another gets a forced contract



'WE WANT A CONTRACT!' — City of Poughkeepsie workers make themselves heard during an informational picket which followed a Common Council's announcement of the imposed settlement.



DUTCHESS COUNTY LOCAL 814 PRESIDENT ELLIS ADAMS and Unit President Scott Daniels join the ranks in protest of the Common Council's decision.



Council's action 'moral bankruptcy,' says unit pres.

POUGHKEEPSIE — The Common Council of the City of Poughkeepsie has deeply angered its some 160 CSEA-represented city workers by imposing a retroactive 1981 contract settlement calling for only a \$500 lump sum payment.

After taxes, the retroactive imposed wage settlement averages out to only \$341.50 and falls far below a retroactive 9 per cent raise recommended by an impartial factfinder. And, since the \$341.50-after-taxes payment is a one-time lump sum payment, it will not be added to the salary schedule either. Weekly paychecks will continue to be the same as they were in 1980.

"There is no justice here," Dutchess County CSEA Local 814 President Ellis Adams told members of the Common Council minutes before they took action to impose the settlement. That meeting on February 2 was preceded by a spirited period of information picketing by city employees chanting "We want a contract!" They have been without one since Dec. 31, 1980.

Workers were equally angry because the settlement, proposed by acting City Manager John St. Leger and supported by Mayor Tom Aposporos, seriously erodes both grievance and disciplinary rights of workers. In fact, approximately 40 employees have lost job protection as a result.

An outraged Unit President Don Murphy called the Council action "moral bankruptcy." Murphy lauded Second Ward Alderman Hooker Heaton and Fifth Ward Alderman Columbus Stanley for voting in opposition to the imposed settlement.

City workers, ironically, are still without a contract since the legislative action affected 1981 only. So, they expected to go back to the negotiating table, although their confidence in the collective bargaining system has been shaken.

Public worker unions see steady growth

WASHINGTON — Unions and employee associations of state and local government workers continued their steady growth, with their membership rising from 4.9 million in 1979 to 5.1 million in 1980, the Census Bureau reports.

Almost one-half — 48.8 percent — of the nation's 10.3 million full-time public workers at the state and local level were members of unions in 1980, the report said.

There were 34,751 labor-management agreements in effect between 14,302 state and local governments and their employee organizations in 1980.

The Census Bureau said teachers represent 40 percent of all full-time state and local government employees. In 1980, 65 percent were union members.

Copies of the report, "Labor-Management Relations in State and Local Governments: 1980," Special Studies No. 102, are available for \$2.30 each from the Supt. of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Utica site of winter conference

UTICA — Region V officers, delegates and other interested members can look forward to a full agenda of educational workshops, seminars, and informative speakers when they gather for the winter conference March 5-7 at the Utica Sheraton Inn.

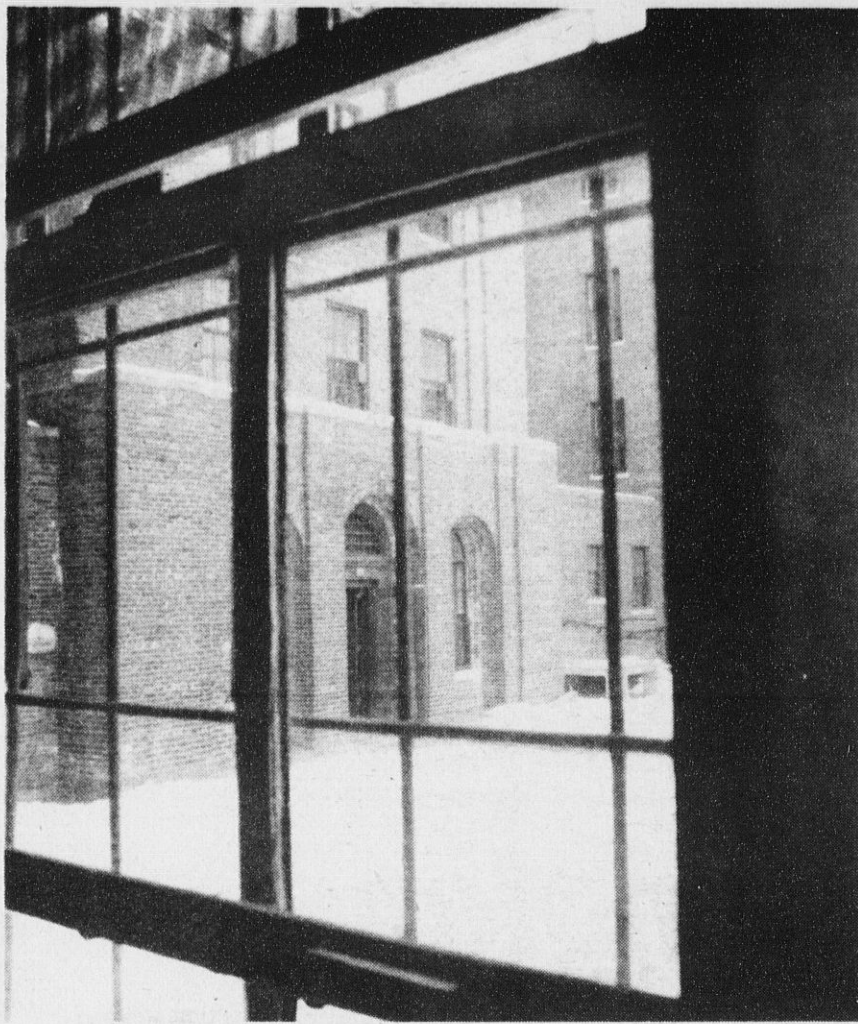
According to James J. Moore, president of the 20-county region which represents nearly 40,000 public employees, the three-day meeting is the first CSEA regional conference to be held in Utica. More than 300 delegates and guests, including a number of high-ranking state and international union officials, are expected to attend.

The weekend activities will begin Friday with registration from 3-8 p.m., followed by staff-conducted workshops covering available services for state, county and school employees from 8 until 10 p.m.

A full agenda is slated for Saturday, leading with a Political Action Committee meeting at 9 a.m. and a session for retirees at 10 a.m.

Two educational workshops are scheduled for 10 a.m. and 2 p.m. The morning session will deal with "Union Busting," "New Majority" and "Right to Work" issues. The afternoon segment, conducted by Mr. Chester Galle, will discuss "Professional and Personal Skills Development."

Karen Burstein, director of the New York State Consumer Protection Board, will be the guest speaker at a dinner in the main ballroom at 7 P.M. The conference will conclude following a regional business meeting Sunday morning.



A VIEW of the Harlem Valley Secure Center from the inside out.



DISCUSSING JOB OPPORTUNITIES are, from left to right, Secretary Joan Bryer, CSEA Field Representative Larry Natoli and Youth Division Aide Clay Harbby.

Coming of age at Harlem Valley Secure Center

Detention center quietly marks first anniversary

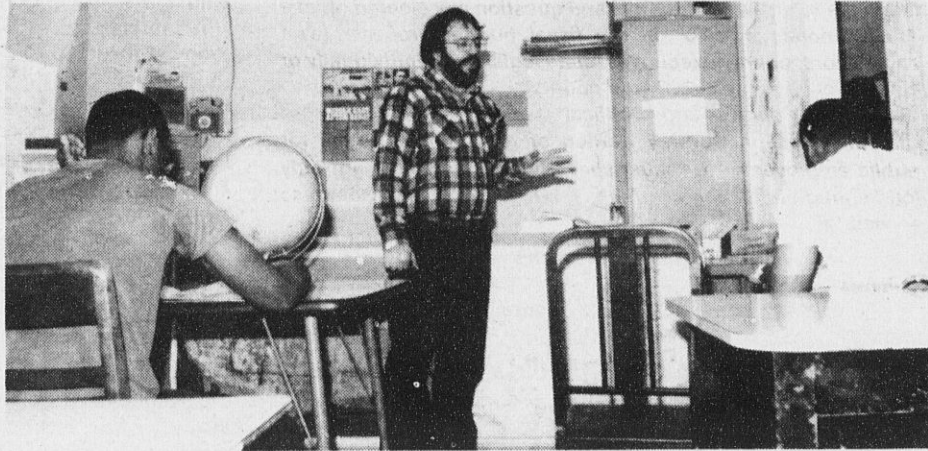
WINGDALE — Feb. 5 marked the first anniversary of the Harlem Valley Secure Center, and no one took much notice. There were no candles, no fanfare and no controversy. The state Division for Youth (DFY) facility had quietly come of age.

The detention center, which houses youths convicted under the state's Juvenile Offenders Law, was born in controversy, with opposition to it quite vocal. According to one employee at the center, "it came mainly from people who had second homes nearby, and who didn't work in the valley."

But for many who do work in the valley, the center quickly took its place as an important and vital employer. Situated on the grounds of the sprawling Harlem Valley Psychiatric Center, and one of several alternative uses being made of the Harlem Valley campus, it occupies a series of buildings which would otherwise be vacant — ghosts of deinstitutionalization.

The director of Harlem Valley Secure Center, John Lum, believes community acceptance of the facility was pragmatic, based on the hunger for jobs in this eastern corner of Dutchess County.

Many of the approximately 150



TEACHING SOCIAL STUDIES class is John Fell. A full academic program is offered at the detention center.

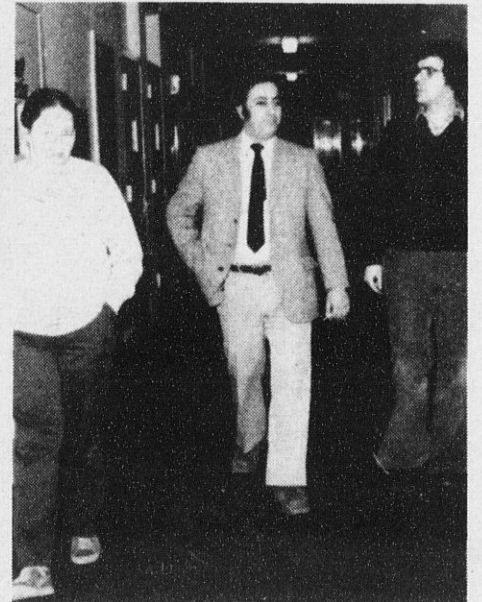
CSEA-represented DFY employees there previously worked in nearby state institutions, including the Wassaic and Westchester developmental centers and the Harlem Valley Psychiatric Center. They cite the challenges as well as the promotional opportunities available at the detention center, where a new CSEA local is currently being established. (Previously, the center's employees were part of another local in the region.)

While the CSEA members are

pleased about their new opportunities, Director Lum says he is happy to have employees with experience, people who care about "working with tough human beings."

Currently, the center is divided into four units, averaging 17 clients each. Lum noted the need for beds is so great, and the pressure on DFY to get serious offenders off the street so intense, that new clients arrive on the same day residents are paroled.

The state Legislature is currently looking into expanding the facility,



WALKING THROUGH the center are, from left to right, YDA Sandy Colon, Larry Natoli and Facility Director John Lum.

which would double both the number of residents and the number of employees. Says Lum: "We will be in dire straits if the Legislature doesn't give its OK."

In the meantime, life at the center proceeds, with various construction projects, such as new gymnasium, underway. A typical day starts at 7 a.m. and ends around 9:30 p.m. YDA Doug Long describes the role of a youth division aide as being everything from a "junior psychologist to a big brother."

YDA Sandy Colon notes that the felons, some as young as 13 years old, put in a full day of schooling, vocational training, recreation and "quiet time" too, all geared toward preparing them for the pressures of everyday life. A major emphasis is put on job survival.

CSEA scholarship applications to be available in March

While other sources of college financing are drying up, CSEA has something that may help take the bite out of inflation, if you have a high school senior who qualifies.

The union provides 18 scholarships, at \$500 each, every year to its members and their dependents. CSEA's Scholarship Committee, which makes the decisions about the scholarship finalists, awards three scholarships for each region.

The selection is made on the basis of several factors, most important of which are financial need, academic performance, class rank, test scores and outside activities.

Scholarships are awarded to graduating high school seniors only and are given for only one year. "That way we feel that we can give out the

scholarships to the greatest number of people," said Dominic Spacone, chairman of the Scholarship Committee.

Applications for the awards will be available beginning in March at regional offices, CSEA headquarters and from local presidents. If you have a child who will be graduating from high school this year, you can call your local president or regional office for an application.

Applications are also available by writing to: Scholarship Committee, 33 Elk Street, Albany, N.Y. 12224. There is no charge for submitting an application. The application deadline is April 30.

Successful candidates will be notified in early June.

"Last year, we had over 600 applications for 18 awards," said Spacone. "It's an enthusiastically-received program, and we expect even more applications this year."



MORE THAN 400 CSEA MEMBERS gathered from around the state for a day-long briefing on the union's legislative and political action program.

Tell it to Washington

CSEA Statewide President William L. McGowan unveiled a plan to open the doors of the union's regional and satellite offices so members may telephone the White House and register their protest of the new Federalism.

CSEA Chief Lobbyist James Featherstonhaugh urged members to personally contact and question any elected official even remotely involved in the fiscal budget process: town supervisors, county executives, state legislators. Individually or collectively, he said, your vote counts.

CSEA Legislative and Political Action Committee (PAC) Chairman Joseph Conway warned of tough times ahead for public employees. "We must speak out in one voice, not only loud enough to be heard in Albany, but in the Halls of Congress as well."

Photos and stories

by

Gwenn M. Bellcourt
Assistant Editor

ALBANY — The message was crystal clear for members who gathered here from around the state last week for CSEA's Fifth Annual Legislative Seminar: Tell it to Washington.

Members must band together to restore the millions of dollars lost in federal aid to New York, President McGowan said, adding that "our elected officials need us to stay in office."

McGowan said he hopes to open up regional offices soon for phone calls to Washington. The union leader said he was prompted to take such a measure because he was "sick and

tired of talking about the doom and gloom. Its time we pulled our forces together and did something about it."

Chief Lobbyist James Featherstonhaugh reiterated this point. "Talking to your Congressmen about the budget is a perfect example of the squeaky wheel getting the grease," he said.

In introducing CSEA's 1982 legislative package, the lobbyist directed the more than 400 members in attendance to study the bills and work hard, especially this year, for their passage in the state legislature.

Featherstonhaugh termed Comptroller Edward V. Regan's sole trusteeship of the state's \$17 billion retirement fund "an issue with the people" and stressed, "we deserve a say in the system."

While the comptroller has sponsored a bill which awards control of the fund to a board of trustees, Featherstonhaugh said the qualifications for a potential trustee board candidate are inflated and unrealistic.

"This board must be representative of labor," he said. After all, this is your money we're talking about."

The lobbyist assured members that the Tier III retirement system — which requires those employees who started on the state payroll after 1976 to contribute to their own pension — is definitely going to be changed this year. The question, he said, is just how much.

The position of all the public employee unions in New York State is to restore the non-contributory Tier II system. Featherstonhaugh said this was "an emotionally charged issue," and added, "if you want to roll it back, show your legislators you want it done."



STATE PAC CHAIRMAN JOSEPH CONWAY welcomes members, government representatives and union leaders to the Fifth Annual CSEA Legislative Seminar.

PEC breakfast highlights

ALBANY — The New York State Public Employee Conference (PEC), comprised of the state's 32 major public employee unions, held its fifth annual legislative breakfast at the Quality Inn here earlier this month and presented PEC's 1982 legislative program to the governor and the state's top elected officials, stressing PEC's growth in membership to over 900,000 public employees.

Topping the agenda were the elimination of Tier III and revision in the state's Taylor Law — namely the abolishment of the two-for-one penalty, the injunctive notice and the Triborough doctrine.

Speaking on behalf of the PEC members, Chairman Barry Feinstein of the International Brotherhood of Teamsters offered the organization's support to the governor's proposal to fund improvements in the criminal justice, transportation and the state's infrastructure systems. CSEA Presi-

dent William L. McGowan, a co-chairman of PEC, was among top union officials present.

Governor Hugh Carey, admittedly pleased to address the conference again this year, cited his record for signing into law legislation aimed at bettering the lives of the public employee.

The examples the governor gave were agency shop, the occupational safety and health act (OSHA), the state toxic substances act and the retirees supplementation bill.

This year, Carey said he plans to submit legislation intended to improve unemployment benefits, disability insurance and workers' compensation benefits.

In other matters, Carey called for strong opposition to President Reagan's proposed 1983 budget. The governor said the President's program ignores the realities of the deepening recession, and consequently promotes the "long term structural weaknesses in our economy."



CSEA STATEWIDE PRESIDENT WILLIAM MCGOWAN, right, discusses the agenda with a member during the lunch break.



FIFTH ANNUAL



Local 1000
AFSCME
AFL-CIO

Legislative Seminar

New Federalism roundly assaulted by union, government leaders



U.S. REP. SAMUEL STRATTON, far right, denounces the Reagan's Administration's 1983 budget proposals during the morning session of the Fifth Annual CSEA Legislative Seminar. Other featured speakers include, from left, Cornelius Foley, N.Y.S. Assembly Ways and Means Committee budget director; Eugene Tyksinski; N.Y.S. Senate Finance Committee assistant secretary and Eric Kuntz, state deputy chief budget examiner.

BERNARD RYAN, CSEA's director of legislative and political action, stresses the importance of the membership's active support in the 1982 legislative program. From left to right are PAC Chairman Joseph Conway, CSEA Legal Counsel Stephen Wiley, Ryan and CSEA Chief Lobbyist James Featherstonhaugh.

Stratton: Reagan causing worst inflation, largest recession since Great Depression



CSEA EXECUTIVE DIRECTOR JOSEPH DOLAN, left, listens as U.S. Rep. Samuel Stratton chats with a member. To Stratton's left is his wife, Joan.

ALBANY — "Are we in a recovery 12 months later? Hell no, we're in the largest recession ever," claimed U.S. Rep. Samuel S. Stratton (28th Dist.) in criticizing President Reagan's economic recovery program.

The forum for Stratton's remarks was the Fifth Annual CSEA Legislative Seminar held Feb. 20 at the Albany Hilton Hotel. Some 400 CSEA political activists attended the day-long session.

Heading up a panel of government fiscal planners, Stratton revealed that Reagan's "new Federalism" is unpopular with the new session of Congress.

Members of both Houses now realize how damaging these proposals are to their constituents, Stratton said. "You don't win votes by impoverishing your own district."

Stratton reverted back to Reagan's campaign promises of balancing the federal budget, eliminating inflation and stimulating the economy with tax cuts.

"Reagan's vision back then was one of living in a land of milk and honey where the streets are paved with gold," the representative said with a laugh.

"But where has it gotten us? We have the worst case of inflation — and the largest recession — since the Great Depression," Stratton said, assuring members the new Federalism is "going nowhere" in the present Congress.

Dealing specifically with the impact of federal budget cuts on New York State was Eric Kuntz, state deputy chief budget examiner. Kuntz predicted the "real" new Federalism will begin in 1984 when New York will use up the \$28 million trust fund earmarked to ease the transfer of federally-funded programs to the state's jurisdiction.

A total of 40 programs will be rolled back Kuntz said, and New York does not have the resources to restore jobs and services inevitably lost in the transition.

The trust fund is really a large bloc grant, Kuntz explained. "Despite the new Federalism code words, we in state and local government are faced with irresponsible and irreversible budget cutting."

On the other hand, Eugene Tyksinski, assistant secretary to the New York State Senate Finance Committee, shrugged off the new Federalism issue as "too much gloom and doom."

Tyksinski criticized Gov. Hugh Carey's \$1 billion revenue proposal now before both Houses of the state legislature.

In these hard times, Tyksinski said, the Senate is highly skeptical of increasing sales, gasoline and liquor taxes as well as car registration fees. "We're here together to try and see it through," he said.

The last panelist to address federal cutbacks issue was Cornelius J. Foley, budget director for the Assembly Ways and Means Committee.

Foley explained the New York budget must be balanced before the State can absorb the expense of the federal programs proposed in the Reagan Administration trade-off. To accomplish this, Foley said, either taxes must be raised or existing programs will have to be cut.

Commenting on this year's proposed state budget, Foley concluded: "I only wish I had last year's to work with — as bad as that one was."



JOSIAH BEEMAN, AFSCME's director of political and legislative affairs, poses new strategies to counter Reagan's new Federalism.

'Reagan took an economy that was recovering from the 1980 recession and managed to convert it into the worst downturn since the Great Depression. In effect, the patient walked into Dr. Reagan's office to be treated for a cold and is now being wheeled out in an iron lung.'

— Josiah Beeman, AFSCME



LOCAL 012 MEMBER CLARA FOSTER asks a question of one of the speakers at the Fifth Annual CSEA Legislative Seminar.

"If you cut public services, you cripple the private sector"

ALBANY — As the Reagan Administration becomes increasingly more defensive of its "new Federalism" plan, union leaders at the Fifth Annual CSEA Legislative Seminar were clearly taking the offensive.

Speaker after speaker posed new strategies for turning the fiscal ball over and putting it back on the side of the public worker.

According to Josiah Beeman, director of political affairs for the American Federation of State, County and Municipal Employees (AFSCME), recent opinion polls indicate public confidence in Reagan is slipping.

The nation is beginning to realize Reagan has a "hang-up about the rich," Beeman said. "Those who aren't rich are worried about losing their jobs... high interest rates... how they're going to send their kids to college."

As a result, AFSCME, in cooperation with the U.S. Conference of Mayors has proposed a 10-point plan to rebuild America.

"Industry needs an educated work force to operate its factories and offices, a system of water and sewage lines to power and clean its plants and a well-maintained system of roads, bridges and mass transit to get its goods to market," Beeman said, outlining AFSCME's economic stimulus plan.

"All of these services are provided by the public sector," he added. "If you cut these public services, you will cripple the private sector and produce the horrendous economic problems we now confront."

AFSCME International Vice President Dominic Badolato addressed this issue, adding that the most effective way to get the message across is by uniting and speaking as one.

With approximately 400,000 public employees in New York State and an average of three votes per household, Badolato said the state's legislators have to listen. "Your vote is their lifeblood," he said.

AFSCME International Vice President Joseph Bonavita of Massachusetts agreed. He said the nation's budget projections are "made in a vacuum," and unless the people speak out, "we will find even more indifference in Congress."

Bonavita stresses that AFSCME and CSEA must commit themselves to the "faithful execution of our union's programs."

A question-and-answer session followed the speakers' addresses. Most of the members' questions dealt with state-by-state comparisons of CSEA's legislative proposals.



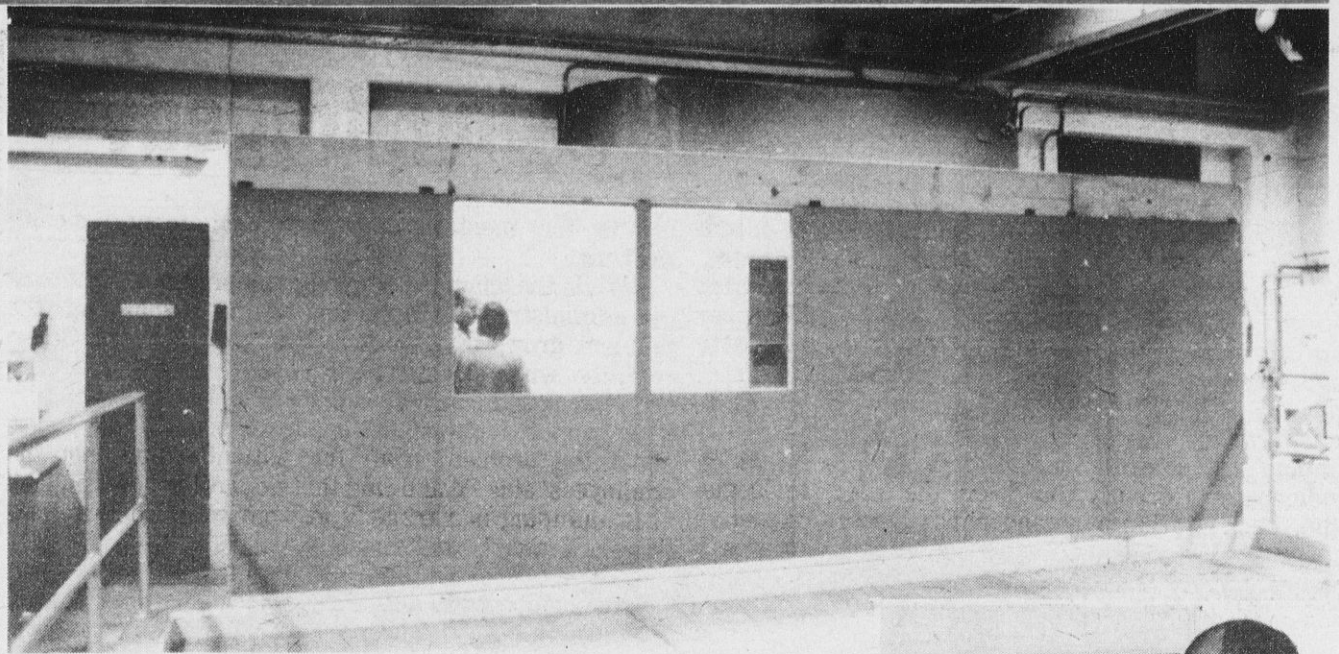
UNION LEADERS — From left, Dominic Badolato, AFSCME International Vice President, Connecticut; CSEA Statewide President William McGowan; and Joseph Bonavita, AFSCME International Vice President, Massachusetts exchange views before addressing the afternoon session of the seminar.



REGION V PRESIDENT JOSEPH MCDERMOTT, right, makes a point during a conversation with members at the Fifth Annual CSEA Legislative Seminar.

Photos and stories
by
Gwen M. Bellcourt
Assistant Editor

Expose prompts changes at North Tarrytown Pump Station



A QUIET PLACE — This soundproof room, under construction, will give employees a quiet spot away from the din of machinery at the North Tarrytown Pump Station.

TARRYTOWN — The North Tarrytown Pump Station is a perfect example of an old adage at work: "Where there's a will, there's a way."

So says union representative Susan Wein, referring to improvements currently underway at the plant, which pumps three million gallons of raw sewage daily to Westchester's Water Pollution Control Plant in north Yonkers.

It was CSEA who apparently gave Westchester County the will to find the way to make the much-needed improvements.

Ms. Wein, who chairs the county CSEA unit's health and safety committee, exposed unsafe working conditions there in the Dec. 4, 1981 issue of "The Public Sector."

Pictures in a full-page layout pointed to access roads laden with potholes and crevices; a phone with a long cord set outside so employees could escape high noise levels when they had to make a call; barrels that had to be hoisted from 50 feet to be emptied of rags and other matter.

At the time, Ms. Wein was quoted as saying: "If things don't go smoothly at the pump station, there's always the specter of disaster. Major

problems mean that raw sewage is dumped, after being chlorinated, directly into the Hudson River. So it's important that the 10 employees regularly assigned there have the best working conditions possible, and that is the message which CSEA has been trying to send to Westchester County."

Chief Plant Operator Pete Hilliard reports the county finally got the message. He credits newly-appointed Superintendent of Maintenance Tony Landi and Assistant Engineer Toni Olenik with turning things around and making the facility "a showcase."

Says Hilliard: "We can talk to them and they listen."

Solutions to making the plant a better and safer place to work were basically simple, yet ingenious. For example:

- Noise levels, which were measured last fall as being "hazardous," have been significantly reduced. Employees can hear each other talk now. The solution? Some plywood, some insulation and the building of a "closet" to encase noisy seal water pumps.

- A soundproof room is now under construction so employees can escape

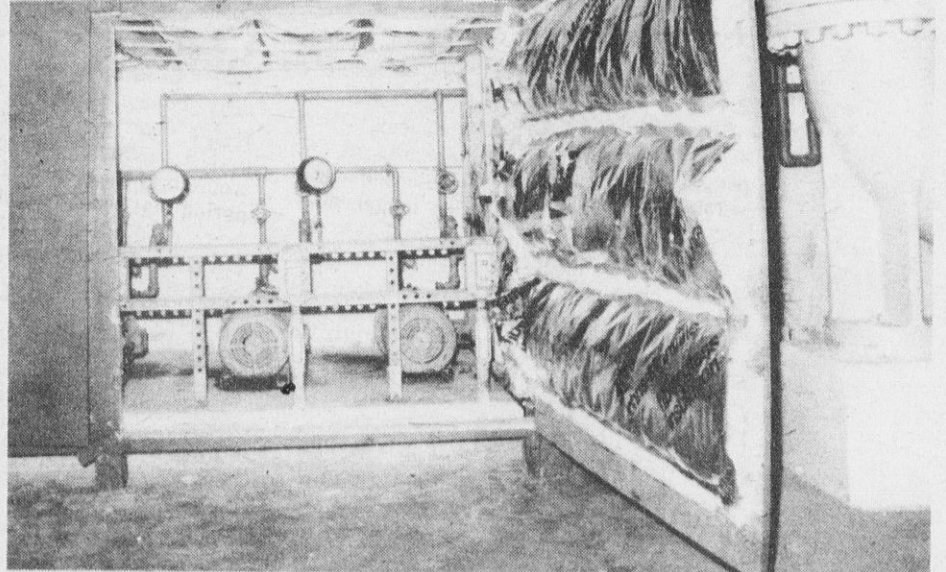
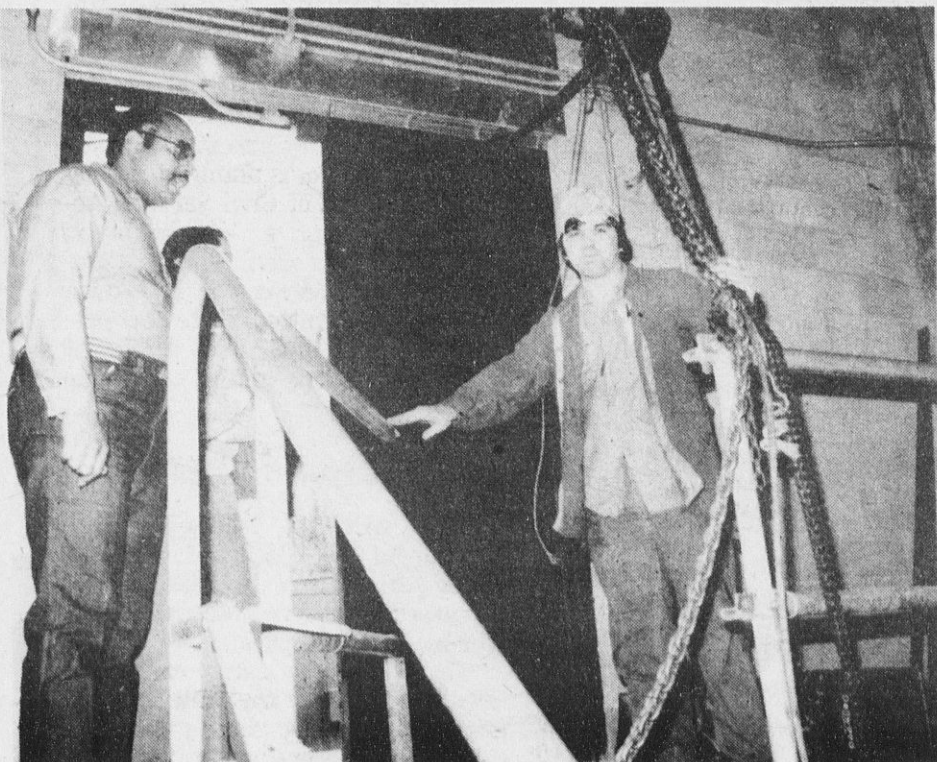
remaining noise and have a quiet place to do paperwork, eat lunch, take a break or use the telephone. Previously, employees were going outside to eat or take a break; during cold weather, they sat in their cars with the motor running to keep warm.

- Improved access to the plant has been secured by regaining the right-of-way through an adjacent private road. Previously, access to the plant was via a dirt road which looked like the surface of the moon, and which once prompted Ms. Wein to ask at a labor/management meeting, "How can you build a plant you can't get to?" Nick Spano says "the old road was terrible." Morale was hurt, accordingly, but no more since employees no longer have to worry about car damage.

- The men no longer have to remove a protective railing to hoist barrels from the bottom of the plant, 50 feet below. The barrels are filled with rags and other matter collected when the influent is screened as it enters the plant. Instead, Maintenance Mechanic Ray Wasiczko cut an opening in the railing so it swings open. His tools were simple — "a spring, some pins, and a wheel I found."



PROGRESS REPORT — Susan Wein, head of the county CSEA unit's health and safety committee, and Pete Hilliard, chief plant operator, talk about progress made since unsafe working conditions were exposed in "The Public Sector."



PLANT IMPROVEMENTS — A simple combination of plywood and insulation (above) has helped muffle deafening noises caused by "seal water pumps." Shown is the "closet" put together by county workers. At left, Pete Hilliard and Principal Maintenance Mechanic Ray Wasiczko show off the swinging rail they improvised to make the disposal of matter-filled barrels easier and safer.

'Dumping' — a growing tragedy

CSEA has long been an outspoken advocate of decent care for the mentally ill and the mentally retarded. Three years ago, the union spearheaded an intensive statewide advertising campaign blasting the Carey Administration's "dumping" of the mentally handicapped out of institutions and into the streets. From the union's efforts was born the "Morgado Memorandum," an administration blueprint to end dumping and provide decent care for the mentally handicapped. Recently, however, the state has begun sliding back into dumping, and in his proposed Executive Budget for 1982, Gov. Carey is again proposing mass

layoffs for mental retardation and mental health workers.

While the union is planning another public fight over the administration's apparent return to dumping, the problem grows. Syndicated Columnist Richard Cohen recently wrote a stirring account of the real life consequences of society's disregard for the mentally handicapped. We thought you should see it. It says a lot about the problem from the patient's side, not the employees' side. You'll find that no matter how you look at it, dumping is a tragedy in what we all believe is a compassionate humane society.



By RICHARD COHEN:

A street person died, and we all watched

WASHINGTON — Recently, a street woman by the name of Rebecca Smith, aged 61, died in New York. She froze to death inside the home she had constructed for herself out of a cardboard box. She preferred it, she said, to any other home. It was there that she lived and boiled her eggs in water from melted snow and it was there that she died. Policy killed her.

We have the word of her daughter that Mrs. Smith was once beautiful. At the end, that was hardly the case. She was dressed in layers of clothes and if she was like many street people, she smelled badly. The combination of the odor and the dirt must have made her ugly beyond belief. The words that came from her mouth made no sense. She said over and over again that she did not want to leave her home on the street.

In a sense, a neighborhood and a city watched Rebecca Smith die. Lots of people knew what was happening. Her neighbors knew. And the police. The Red Cross knew because it notified the city and the city dispatched a social worker and, later, a psychiatrist. He said Rebecca Smith was schizophrenic, but the poor woman died before the courts could order her into an institution. She must have been very, very cold.

But in a larger sense, the nation watched, too. It goes without saying (mostly because no one wants to say it) that among the things that happen when budgets are cut is that people die. They do not die because anyone wants them to; they simply die because a service that once existed no longer does. This is what happens when you cut fire services or police services. We all recognize that and so we ought to recognize, too, that this is what happens when you cut social services. People like Rebecca Smith die. You can count on it.

Sure, there are other factors. You can take the circumstances of Rebecca Smith's death and convene a seminar on public policy. You can debate once again and admonish the wisdom of de-institutionalization. Mrs. Smith, it turns out, was in and out of institutions most of her life. The last psychiatrist she saw was not the first she had seen nor was that doctor the first to diagnose her as schizophrenic.

And we can debate the conflict between the right that people have to be a bit crazy

and their right to be protected from themselves. It seems Rebecca Smith fell through some crack between the concern for her health and the concern for her civil liberties. You cannot, after all, just throw nets over people willy-nilly and take them away to institutions. People have a right to be crazy.

But really what happened to Mrs. Smith was predictable. It was bound to happen, virtually assured when the country decided that it would spend less money on social service programs and more money on other things — defense, for instance. What Mrs. Smith represented was something like a shrug of the shoulders, a national feeling that enough was not only more than enough, but too expensive as well.

No one could possibly believe that a person could freeze to death on the street by accident. It was not an accident. It was policy. The decision was made somewhere that it would take too much money to constantly canvass the city, any city, for street people, and decide which ones had to go to the hospital right away and which ones were in no danger. After all, the tragedy is not that no one knew about Mrs. Smith. The tragedy is that everyone knew. Rebecca Smith died one day, made the front page of the *New York Times* the next and has barely been mentioned since. As far as we know, no one is down at City Hall, pounding on the door, demanding to know how it is that a woman, a poor, crazy, pathetic woman, is allowed to freeze to death in a nation that sends rockets into space to take pictures of distant planets. Her death is accepted. We are told that these things happen.

And sometimes, I suppose, they do. But when they happen because of indifference or because of selfishness it is no accident — something out of our hands. Rebecca Smith, for instance, died after a weekend when she was not visited by a social worker. She was fine on Friday, but Saturday and Sunday were a different matter. The cause of death was hypothermia.

The reason was cold cash.

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Fuel-saving suggestion leads to cash award for state auto inspector

ALBANY — Eleven money-saving state employee suggestion award winners for the month of January have been announced.

Thomas Marshall, automotive maintenance inspector for State Police Troop D in Oneida, has been awarded \$200 for developing a procedure to salvage gasoline from patrol cars and other state police vehicles before they are sold as surplus.

Marshall suggested the purchase and use of a special device, a "gas caddy," with which gas is pumped from the tanks of the old cars and transferred to newer vehicles. According to a state police estimate, approximately 5,000 gallons of fuel a year are recovered through this procedure.

Other recipients of the January awards are:

\$100 — Barbara Stickler, case adjudicator, Department of Motor Vehicles, Albany, for developing a more effective and timely method of answering correspondence;

\$50 — Esther K. Cohn, senior clerk, Department of Transportation, Albany, who recommended a time-saving procedure for maintaining inventory records;

\$45 — Helen Grabowski, account clerk, Division for Youth, Albany, for suggesting a time-saving plan for keeping personnel records;

\$25 — Karen Herman, nurse, Office of Mental Health, Creedmoor, Queens Village; Arlene Armstrong, senior stenographer, Office of Mental Health, Albany; Elvira Somma and Sharon Johnson, typists, Workers' Compensation Board, New York City; Linda A. Molloy, typist, Department of Audit and Control, Albany; Frederick P. Johnson, investigator, Division of State Police, Ballston Spa; and Beatrice Wilcox, principal clerk, Office of General Services, Albany.

The Employee Suggestion Program, which gives cash awards for suggestions that help streamline routine procedures and improve service to the public, is administered by the Department of Civil Service. According to Joseph A. Valenti, president of the state Civil Service Commission, more than 42,000 suggestions have been submitted since the program began in 1947, with a total of \$400,000 given in award money to state employees.

A word of thanks

HAUPPAUGE — Danny Donohue, president of CSEA Region I, wishes to thank the many members who expressed their sympathy with him over his mother's passing.

"There were so many cards and calls from all over the State that it is impossible for my family to thank everyone personally. It was comforting to know that in a time of sorrow, we had so many friends."

CSEA/State tentative agreement highlights

General Salary Increase

First Year — Effective April 1, 1982, a 9% across-the-board salary increase added to base pay and the salary schedule.

In order to provide the 9% across-the-board salary increase and to lessen the impact of layoffs, the State has been given the authority to institute a "lag payroll" during the first year of the contract. The "lag payroll" means that the State could delay issuing paychecks by one day each payroll period during ten consecutive bi-weekly payroll periods. The one bi-weekly paycheck owed to employees under this procedure would be repaid at the time each employee separates from State service at the higher salary they would be earning at the time of separation.

Second Year — Effective April 1, 1983, a 5% across-the-board salary increase added to base pay and the salary schedule in effect on March 31, 1983.

Effective September 1, 1983, a 5% across-the-board salary increase added to base pay and the salary schedule in effect on March 31, 1983.

Third Year — Effective April 1, 1984, a 5% across-the-board salary increase added to base pay and the salary schedule in effect on March 31, 1984.

Effective September 1, 1984, a 5% across-the-board salary increase added to base pay and the salary schedule in effect on March 31, 1984.

Additional Compensation Provisions

1. A one-time, lump-sum payment to employees eligible for such payment pursuant to Section 7.13 of the current agreement equal to six-tenths of one percent of base salary to be paid prior to June 30, 1982. This payment recovers the loss resulting from the COLA provision in the third year of the 1979-82 contract. It is not added to base pay but is a one-time payment.

2. A one-time partial lag recovery payment in the amount of one percent payable in December of 1982. Employees separating from State service prior to the payment date by reason of retirement, death or an approved leave of absence will receive such payment on a prorata basis.

Increments

The performance evaluation system that exists in the 1979-82 collective bargaining agreement has been discontinued. A new four increment salary schedule will be effective April 1, 1982 and thereafter which will provide annual increments to employees on their anniversary date of employment contingent only upon "satisfactory performance."

Longevity Payments

During the second year (1983-84) of the agreement, all employees at or above the job rate of their position for five years or longer will receive a one-time, lump-sum longevity payment in the amount of \$500. Such lump-sum payment is not included in base pay and is payable on or about December 1, 1984. Employees who separate from State service prior to December 1, 1984 for reasons other than retirement, death, or an approved leave of absence are not eligible to receive such longevity payment.

During the third year (1984-85) of the agreement, all employees at or above the job rate of their position for five years or longer will receive a one-time, lump-sum longevity payment in the amount of \$750. Such lump-sum payment is not included in base pay and is payable on or about December 1, 1985. Employees who separate from State service prior to December 1, 1985 for reasons other than retirement, death, or an approved leave of absence are not eligible to receive such longevity payment.

The compensation provisions over the three years of this tentative agreement result in pay increases ranging from 31.89% (for those employees not eligible to receive increments or longevity payments) to approximately 50% (for those employees who would receive three full increments but no longevity increment). This agreement provides a full 10% increase in salary schedule going into the third year of the contract and another full 10% increase in the salary schedule by the end of the contract. This means that the amount of the lag payroll feature during the first year is fully recovered in the salary schedule by the end of this contract. Additionally, each employee will receive another repayment of the first year lag upon separation from State service at the higher salary rate being earned at the time of such separation.

This agreement maintains sick leave accruals and personal leave at levels presently in effect for all present and future employees.

The State and CSEA will also create a special sick leave monitoring system designed to identify potential abuse of leave use without disrupting normal use for legitimate reasons.

Health Insurance

The agreement continues the same health insurance coverage for employees and dependents. The impact of any premium increases after July 1, 1982 will be negotiated.

Holiday Pay

The Thanksgiving Day and Christmas Day Holidays:

Employees required to work on days observed as the Thanksgiving Day and Christmas Day holidays by the State as employer, will receive at their option additional cash compensation for time worked or compen-

satory time off. Such additional cash compensation for each such full day worked will be at the rate of one and one-half times their normal rate of compensation. Such additional compensation for less than a full day of work on Thanksgiving Day or Christmas Day will be prorated. In determining the rate of compensation geographic, locational, inconvenience and shift pay as may be appropriate to the place or hours worked will be included.

Saturday Holiday Observance for Employees Working Less than Full Time

In the event a holiday falls on a Saturday, and another day is not designated to be observed as a holiday, employees compensated on a per diem, hourly or annual salaried basis who are employed at least half time, and who are expected to be so employed continuously for nine months without a break in service exceeding one pay period, and who are scheduled to work on the Friday immediately preceding the Saturday holiday, shall be granted prorata holiday leave as if the holiday had fallen on the scheduled Friday workday immediately preceding such holiday.

Overtime Pay

Payment for scheduled overtime work shall be made by the end of the second bi-weekly payroll period following the payroll period during which such overtime work occurred.

In addition to the present overtime meal allowance, employees who are ineligible for overtime pay shall receive an overtime meal allowance of \$5.50. Additionally, in the Institutional Services Unit, an overtime meal allowance of \$3.50 will be paid to employees who are required to work two consecutive full shifts.

Stand-By On-Call Rosters

Present provisions shall be modified to provide 12½% of daily salary for employees who remain available at least four consecutive hours whether or not they are actually recalled to duty. During the second and third year of the agreement, the 12½% shall be increased to 15%.

Travel Allowances

Mileage reimbursement for use of personal vehicles on official State business continues at a rate of 23 cents per mile with the rate subject to reopened negotiations once during the life of the contract.

When employees make available their personal vehicles to transport clients or residents of State facilities or to transport building or construction materials, they will be reimbursed at a rate of 30 cents per mile for such use of their personal vehicles. The Governor's Office of Employee Relations will recommend to the Department of Audit and Control, a mileage reimbursement for such use of personal vehicles on and about an employee's work location be expedited through the use of local petty cash funds. Claims for property damage to personal vehicles payable pursuant to the State Financial Law will be processed as expeditiously as possible. Employees will be permitted to include claims for reimbursement of insurance deductible expenses incurred as result of a compensable accident.

Per Diem Allowances

Per Diem allowances for meals and lodging for employees in travel status continue at current rates with a new provision permitting higher allowances substantiated by paid receipts. Higher allowances substantiated by paid receipts are as follows:

New York City: \$55.00 for lodging and \$20.00 meal allowance.

Rockland, Nassau, Westchester and Suffolk Counties: \$45.00 for lodging and \$15.00 meal allowance.

Elsewhere in New York State: \$30.00 for lodging and \$15.00 meal allowance.

Out of State: \$55.00 for lodging and \$20.00 meal allowance.

Employee Benefit Fund

The State's contribution to the CSEA Employee Benefit Fund will be increased to \$300 per employee, per year. Coverage has been expanded to include any person who is eligible for enrollment in the State Health Insurance Plan with the exception of employees whose employment is expected to last less than six months.

Continuity, Productivity and Quality of Working Life Committee

Performance evaluation has been removed as one of the functions of this Committee. The Committee continues with appropriations in the amount of \$2 million, \$2,250,000 and \$2,500,000 in the first, second and third years respectively of the agreement.

Civil Service Examinations

Funding will be provided in the amount of \$1,250,000 over the life of the contract to increase the number and frequency of Civil Service examinations aimed at reducing the number of provisional employees in State service in CSEA Units.

(Continued on page 17)

EVACUATION!

They were ready



WAYNE COUNTY deputies and their patrol car seal off area surrounding the Ginna nuclear power plant, background, after radioactive steam was

released when a tube ruptured in a plant generator recently.

Photo courtesy of Associated Press (AP)

Wayne County deputies show readiness in response to nuclear spill at Ginna

By Ron Wofford
CSEA Communications Associate

ONTARIO — When a faulty steam generator ruptured at the Ginna nuclear power plant here recently, it created a serious problem but, fortunately, stopped short of becoming the potential nuclear disaster that it might have been.

But had the worst occurred, the 35 CSEA-represented deputies of Wayne County Sheriff Paul Byork were trained and ready to play a major role in a full-scale disaster evacuation plan. As it was, the deputies were called out when the plant malfunctioned, and maintained security around the area to keep people a safe distance away. Deputies remained on special alert duty for an extended period of time, noted Investigator Eddie Williams, who is CSEA unit president for the deputies.

Lt. Larr Bromstrup, a road patrol officer, said that the deputies were prepared to deal with a disaster if it developed. "We would have covered virtually every avenue to see that everyone was safely evacuated, especially children, expectant mothers and the handicapped," he said.

Lt. Bromstrup said it was "unreal" that a nuclear disaster drill had been held by the county's disaster preparedness unit only four days before the incident, which plant owner Rochester Gas and Electric said was caused by the rupture of generator tubes and the resultant slight release of radioactive steam.

The plant has been shut down until repairs can be safely made and the Nuclear Regulatory Commission declares the plant ready to resume production.

Williams and Lt. Bromstrup said the Wayne County sheriff is the ranking law enforcement officer in disaster situations, and an evacuation manual spells out the many responsibilities of the department.

Among those emergency duties are setting up a "hotline" from the Ginna plant so that a steady line of communication may be maintained.

Notification of the director of disaster preparedness and all state police in the county as well as maintaining communication with adjoining Monroe County is required by the department.

An underground bunker behind the county jail

becomes the security and communications center. Nuclear Regulatory Commission scientists would be picked up at the Monroe County airport and escorted to the security center or the Ginna plant to assess the situation.

"We would have covered virtually every avenue to see that everyone was safely evacuated. . ."

A bona fide nuclear emergency would require total evacuation of a 10-mile area surrounding the plant, with traffic control a prime concern.

Radiological monitoring, identification of special problems and maintaining security against pilferage are also among the department's responsibilities.

So, should it happen again, the CSEA members of the Wayne County sheriff's unit will be ready to don their protective raincoats, pin on their radiation dosimeters, and go about the task of keeping the roads clear for a speedy evacuation and performing their many other duties during a disaster situation.

New agreement reached

(Continued from page 1)

people needed. When you walk away from the table you always wish you could have gotten more, but I am certain that under the state's current conditions, we have gotten every single penny that was available and then some," the union president said.

The agreement provides, in addition to its wage increases, an end to a Performance Evaluation System that ties money to subjective management ratings. While the state has the right to continue to evaluate workers under the law, the system of linking increments and "awards" to different performance levels will be scrapped. Any worker who is "satisfactory" will receive an annual increment or longevity bonus if eligible. Prior to the creation of Performance Evaluation, about 98 percent of state workers were rated as satisfactory each year.

Other provisions continue health insurance benefits at present levels, described by the state as the "most comprehensive health insurance program in the nation", with premium increases paid by the state through at least July 1, 1982. The impact of any later premium increases on the plan will be negotiated.

Sick leave and personal leave accrual will continue unchanged, a subject of major concern to many state employees. Sick leave will be accrued at the rate of 13 days per year and five personal days will be continued. The state and CSEA will also create a special leave use monitoring system designed to identify potential abuse of leave use without disrupting normal use for legitimate reasons.

Other major gains in the agreement would:

- appropriate \$500,000 for a study of Comparable Worth, that would lead to elimination of any wage bias based upon sex.
- appropriate \$750,000 for a comprehensive study of the need for reclassification and reallocation in state jobs.
- increase contributions for worker benefits through the CSEA Employee Benefit Fund.

- continue funding the joint Committee on the Work Environment and Productivity (CWEP) to deal with common problems. Funding would be about \$2.25 million per year.

- provide \$200,000 of CWEP funds per year as seed money to create on-site day care centers for state employees.

- consolidate the Employee Assistance Programs serving all state employees into a single plan funded at \$900,000 over the life of the contract.

- provide funding to study the feasibility program that would allow regular state employees access to work currently being contracted-out to "per diem" workers.

- appropriate \$300,000 for funding of a joint safety committee.

- appropriate \$150,000 of CWEP's funds for a study of employee "burnout".

"Overall this is the richest contract that we have ever negotiated with the State of New York," President McGowan said. "If there is any thing about it that we would have liked to change, it would have to be the authority for the state to 'lag' the payroll in the first year. Frankly, we resisted that with everything we had, but several different examinations of the state budget confirmed the inability of the state to finance a straight salary increase in the first year of the contract.

"Lagging the first year guarantees the employee ultimately receives his or her raise anyway, but at their higher rate of pay when they leave state service, and it allows for future increases to compound at the full nine percent. It also helps minimize layoffs in the coming fiscal year," he said.

The salary agreement provides for a nine percent across the board increase on April 1, 1982, with an additional one percent payment to be made in a lump sum on January 1, 1983 as a partial lag recovery. The state does have the authority, should it be necessary, to lag the

payroll by delaying paychecks by one day in each of ten consecutive pay periods.

Also, the agreement provides a one shot payment of six-tenths of one percent of salary to current employees to "round out" the cost of living adjustment payment due current state employees prior to June 30, 1982, as part of the present contract.

The COLA provision of the current agreement had been expected to yield a seven percent increase for the state's 1981-82 fiscal year in the form of the increase to the salary schedule on October 1, 1981 plus the COLA lump sum payment due in the first quarter of the state's coming fiscal year. But a decline in the national inflation rate would have lowered that COLA lump sum payment by six-tenths of one percent. This provision of the new agreement restores that payment as a one shot payment, but not applied to the salary schedule.

In the second year of the tentative agreement, a five percent increase is applied to the salary schedule on April 1, 1983 and an additional five percent is applied on September 1, 1983.

In the third year of the agreement, another five percent is applied to the salary schedule on April 1, 1984 and an additional five percent is applied on September 1, 1984.

Also in the second and third years of the tentative agreement, any employee at the job rate for five years or more will receive a longevity payment. In the second year of the agreement that longevity payment will be \$500, and in the third year of the agreement the longevity payment will be \$750.

Increments based on a four increment salary schedule will be paid to eligible employees on the anniversary date of their employment in all three years of the agreement. Since the Performance Evaluation System is ended, increments will be contingent only upon a better than "unsatisfactory" rating as increments used to be paid prior to 1979.

Workers turn thumbs down on furloughs

(Continued from page 1)

the union would not appreciate favorable action on the plan.

The union began circulating to legislators the early results of the survey to counter reports that some state workers favored the furlough plan, falsely assuming that they could charge their furloughs to vacation and personal leave while helping other state workers save their jobs.

"There is no guarantee in the legislation proposed on furloughs that any money saved would be used to offset layoffs," Mr. McGowan said, "and workers absolutely could not charge their furlough time to accruals. They simply would be laid off for short periods of time at the whim of management. They would lose money, they would lose seniority protection, and they would be opening the door to legislative end-runs to reduce wages and benefits. Any way you look at it, this proposal stinks. I said so when it was first proposed and I am delighted that 98 percent of the membership is standing with me on this issue."

Apparently the union's swift and strong reaction to the plan, authored by Meyer S. Frucher, Director of the Governor's Office of Employee Relations, convinced the legislature that the furlough plan was one hot potato that they shouldn't try to juggle in an election year. As of Public Sector press time,

more than one month after Frucher made his proposal, the Administration was still unable to find a single legislative sponsor for its plan.

CSEA, meanwhile, was exercising its political muscle to make a point. While the Administration's plan to furlough CSEA members couldn't find a sponsor, President McGowan had union lobbyists draft and introduce legislation to furlough the state's top brass, but not regular state workers.

"The bill we drafted authorizes the furlough of the Secretary to the Governor, the Counsel to the Governor, the entire Division of the Budget, and all of the Commissioners, their deputies and other assorted big shots," said CSEA Lobbyist James Featherstonhaugh.

"Our bill would do to them what they wanted to do to us," he said. "The only difference is our bill has won the scholarship of two of the most prominent members of the legislature, Sen. Richard Schermerhorn, chairman of the Senate Civil Service and Pension Committee; and Assemblyman Joseph Lentol, chairman of the Assembly's Government Employees Committee. The Administration's bill has no sponsor."

In an article headlined, "Carey 'Furlough' Bill Upstaged by CSEA", the Albany Times Union reported: "The Civil Service Employees Association went Gov. Hugh Carey one better

Thursday, gaining legislative sponsorship of a bill authorizing temporary furloughs for ranking state officials while an administration bill seeking to do the same for rank and file employees remains sponsorless."

Commented President McGowan, "We conducted our survey of state workers not because furloughs had any direct impact on state negotiations, but because a furlough bill would effectively cut our salaries no matter what we achieve at the bargaining table. We wanted to show the legislature clearly that we mean business on this issue and we won't stand for furloughs. I think we have succeeded.

"As for the Administration, if Frucher thinks furloughs are such a great way to save money, we want him to get his wish as long as its his furlough and his money. If the Senate and Assembly ultimately adopt a furlough plan for top state officials, those officials will know who to thank and CSEA will have taught an invaluable lesson to people who think its smart to beat up on underpaid state workers."

CSEA will be pushing throughout the legislative session to ensure to death of the Administration's furlough plan.

Tentative agreement highlights

(Continued from page 14)

Employee Burnout

An amount of \$150,000 during the term of this agreement will be provided under the Committee on Work Environment and Productivity to study the problems of employee burnout.

Classification Study

An amount of \$750,000 shall be appropriated for use by the State to undertake a classification study in the three CSEA Units to identify classification, allocation and geographic pay differential changes which may be necessary based on specific criteria. The State shall meet and confer with CSEA concerning the scope and conduct of the study as well as the results and implementation of any recommendations.

Comparable Worth Study

An appropriation of \$500,000 is made available for the State and CSEA to undertake a study of comparable worth with respect to predominantly female occupied and predominantly male occupied positions in the three CSEA bargaining units with the objective of eliminating any sex bias which may exist. The study is to be completed by March 31, 1983 and the State and CSEA shall confer as to implementation of any corrective action necessary.

Layoff Units

The Joint CSEA/State Layoff Unit Committee will be continued to meet and discuss areas of concern regarding layoff units.

Employee Assistance Program

Legislative approval will be sought by the State to continue this program by funding in the amount of \$200,000, \$300,000 and \$400,000 in the first, second and third years respectively of this agreement.

Employee Orientation

Comprehensive employee orientation program for new employees will be funded in the amount of \$200,000, \$200,000 and \$100,000 during the first, second and third years respectively of this agreement.

Safety and Health Program

An appropriation of \$300,000 each year of the agreement will be made available for a jointly-administered Safety and Health Program.

Uniforms and Tools

Appropriations for uniforms in the Operational Services Bargaining Unit shall be increased from \$115,000 to \$425,000 the first year, \$550,000 the second year and \$550,000 the third year. In addition, a fund shall be established for tool subsidies in the amount of \$40,000 in each year of the agreement.

Clerical Secretarial Employee Advancement Program

The CSEA/P will be continued and funded at a level of \$600,000 per year.

Day Care Centers

An appropriation of \$600,000 during the term of agreement will be made available for the continued development of on-site day care centers.

**CALL US toll-free
1-800-342-**

CSEA INFOLINE1-800-342-2027

A referral service when you need CSEA's help but don't know how to put your union to work for you.

CSEA SAFETY HOTLINE1-800-342-4824

The number to call when you encounter a safety or health problem on the job.

CSEA EMPLOYEE ASSISTANCE PROGRAM1-800-342-3565

A confidential source of help in dealing with personal, family or substance abuse problems.

BACHE, TER BUSH & POWELL1-800-342-6272

For answers on your questions about CSEA-sponsored Accident & Health, Supplemental Life and Family Protection insurance plans.

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS MARCH 15, 1982

TITLE	SALARY	EXAM NO.
Senior Attorney (Realty).....	\$25,760	25-569
Engineering Geologist, Asst.....	\$20,870	25-581
Engineering Geologist, Senior.....	\$25,760	25-582
Health Education Media Specialist I.....	\$15,030	25-546
Health Education Media Specialist II.....	\$18,800	25-547
Leasing Agent I.....	\$16,810	25-571
Leasing Agent II.....	\$21,995	25-572
Leasing Agent III.....	\$24,440	25-573
Lease Management Officer.....	\$24,440	25-574
Motor Carrier Investigator.....	\$14,534	25-568
Motor Equipment Manager.....	\$24,451	25-593
Recreation Assistant.....	\$12,247	25-585
Recreation Worker.....	\$15,030	25-586
Substance Abuse Accounts Auditor II.....	\$18,800	25-594
Substance Abuse Accounts Auditor III.....	\$24,440	25-595
Tax Technician Trainee I.....	\$11,960	25-558
Maintenance Assistant Mechanic.....	\$10,335	20-019
Motor Equipment Mechanic.....	\$12,954	20-020
Coordinator of Mental Health Local Information Systems.....	\$29,337	28-346
Asst. Dir. of Rehabilitation Hospital Physical Therapy.....	\$20,895	28-334
Director of Rehabilitation Hospital Physical Therapy.....	\$26,422	28-335
Director of Vital Records.....	\$27,200	28-330
Emergency Efficiency Analyst III.....	\$24,440	28-336
Health Education Media Specialist III.....	\$23,195	28-345
Home Dialysis Nurse.....	\$17,775	28-347
Supervisor, Motor Carrier Services.....	\$24,440	28-337
Supervisor of Motor Carrier.....	\$21,995	28-337
Research Aide, St. Lawrence-Eastern Ontario Comm.....	\$12,665	28-338
Teachers' Retirement System Financial Systems Analyst, Associate.....	\$24,439	28-348
Wastewater Treatment Course Instructor.....	\$15,900	28-303
Senior Wastewater Treatment Course Instructor.....	\$17,775	28-304

open competitive STATE JOB CALENDAR

FILING ENDS MARCH 8, 1982
WRITTEN TEST TO BE HELD APRIL 17, 1982

TITLE	DEPT.	EXAM NO.
Senior Attorney (Realty) G-24.....	IDP	37-510
Associate Attorney (Realty) G-28.....	IDP	37-511
Senior Engineering Geologist G-24.....	IDP	37-537
Supervising Motor Carrier Investigator G-17.....	DOT	37-509
Assistant Soils Engineer G-20.....	DOT	37-530
Senior Soils Engineer G-24.....	DOT	37-532
Associate Soils Engineer G-27.....	DOT	37-531
Assistant Civil Engineer (Structures) G-20.....	DOT	37-534
Senior Civil Engineer (Structures) G-24.....	DOT	37-535
Associate Civil Engineer (Structures) G-27.....	DOT	37-536
Principle Fish & Wildlife Ecologist M-1.....	ENCON	37-467
Leasing Agent II G-21.....	OGS	37-516
Leasing Agent III G-23.....	OGS	37-517
Asst. Chief, Bureau of Leases & Food Service M-1.....	OGS	39-583
Associate Heating & Ventilating Engineer G-27.....	OGS	39-580
Assistant Soils Engineer G-20.....	OGS	37-556
Tax Technician Trainee I.....	TAX & FINANCE	37-491
Tax Technician Trainee I (Spanish speaking).....	TAX & FINANCE	37-491
Assistant Civil Engineer (Structures) G-20.....	THRUWAY	37-597
Senior Civil Engineer (Structures) G-24.....	THRUWAY	37-598

FILING ENDS MARCH 15, 1982

Motor Equipment Manager G-23.....DOT 37-553

FILING ENDS AUGUST 2, 1982

Substance Abuse Accounts Auditor III.....ALCOHOLISM & SUBSTANCES ABUSE 39-602

by Press Associates, Inc.

In the previous issue of *The Public Sector* we reported that AFSCME has completed a study of President Reagan's "New Federalism" approach and concluded that the swap of public assistance programs plus other so-called turnback programs will result in the states LOSING a combined total of more than \$17 billion. We also reported on an alternative \$24 billion program proposed by AFSCME, and supported by AFT and the U.S. Conference of Mayors, to aid the economic uplift of the nation. Following is how Press Associates, Inc., an independent news service based in Washington, reported the issue in a syndicated column called "Washington Window."

The public sector and America's future

While President Reagan apparently prefers to stand pat on failed policies, there is increased activity among groups which would rather get something going.

An unusual coalition of powers in the cities — the State, County and Municipal Employees, the American Federation of Teachers and the U.S. Conference of Mayors — has called for a \$24 billion program to help the cities help themselves.

As they put it in brief, they want to revitalize the cities, retrain workers and improve basic education for the disadvantaged.

Asking for "well-reasoned policies, not ideology," they said "unthinking and across-the-board cuts" in the public sector have contributed to the recession and high unemployment. Further cuts not only will make recovery unlikely, "but will also turn us into a second-rate economic power burdened by a crumbling infrastructure and retarded by an undereducated workforce."

To avoid that future, the three organizations agreed to work for a federal program with these major features:

- An urban block grant to help cities repair and replace their infrastructure, including streets, bridges, water and sewer systems.

Where the Urban Institute estimates that local governments need \$700 billion to improve their dilapidated infrastructure, the coalition seeks only \$4 billion a year to get the work started. Cities of greatest need and with 6.5 percent or more jobless would get priority.

- A \$5 billion Skill Training and Employment Program (STEP) to boost productivity. This would train and retrain workers for a changing job market. Funds would be targeted on areas with high unemployment and large numbers of disadvantaged.

The STEP approach is based on findings that society gets back on estimated \$2.28 for every \$1 invested in On the Job Training (OJT) programs and \$1.14 in benefits for every \$1 put into classroom training.

- Assurance of Medicaid for pregnant women and young children whose family income is at or below two-thirds of the poverty line.

Medicaid now covers less than 75 percent of the poor and excludes some 8 million children in poor families. Since it costs less than \$2,000 for prenatal care and delivery of a child and \$20,000 a year to institutionalize a retarded child, it is not only humane but much cheaper to provide preventive services, the coalition observes. There would be incentives to expand outreach preventive health care.

- A \$1.5 billion program to enhance workers' basic educational and vocational skills.

Small businesses, which provide most of the new jobs in the economy and which do not have the resources to upgrade worker education and skills, rely on a ready supply of literate workers and this will help them and the workers. New technology and sophisticated equipment require more skilled workers and can use retrained workers.

The coalition urges an expansion of the basic federal aid to education program to prepare disadvantaged students so they can gain higher job skills.

- A \$1 billion Housing Preservation and Production program to build and rehabilitate houses and weatherize low-income units.

- A \$5 billion program to provide loans, loan guarantees and interest subsidies to small business, new ventures and emerging industries in areas with high unemployment.

- A public transportation block grant of \$1 billion over the current funding of \$3.7 billion to help cities purchase and operate bus and subway systems. It would be financed by a one cent hike in the gasoline tax.

- A \$1 billion railroad rehabilitation program to trigger in when unemployment exceeds 7 percent, with increased funding at higher jobless rates.

Each \$1 billion would employ 100,000 people very quickly in improving roadbeds, building new tracks and upgrading existing lines.

The \$24 billion called for by this 10-point program could be paid for very easily by correcting some of the excesses in the \$750 billion tax cut enacted in 1981, the coalition points out.

At a time when some members of the Congress are mesmerized by a presidential smile and others are paralyzed by a sense of inaction, the AFSCME-AFT-mayors proposal offers something positive to work with.



INSTALLATION HELD — Helen Tavano, second from left, congratulates newly inducted President Pat Altieri of Ossining Correctional Facility Local 161 as, left, Southern Region Director Tom Luposello, and, right, Southern Region President Ray O'Connor, look on. Others taking part, below from left, were Secretary Wendy House, Delegate Bill Roome, Treasurer Nora Lynch, Field Representative Don Partrick, alternate Delegate Jackie Parham, Vice President Marie Coutant, and Delegate Mike Pousada.



Erie man charges employer hinders grievance duties

BUFFALO — Henry Wanat is determined to carry out his duties as unit grievance chairman despite what he termed "continued restrictions" following his filing of a Taylor Law Improper Practice charge against his employer.

Wanat, a six-year data control clerk in the Erie County Comptroller's Office, also doubles as section president for CSEA Erie County Local 815 and his 40 fellow comptroller employees.

It was hindrance of Wanat in the service of his members' grievances and other union affairs that prompted CSEA Field Representative Robert Young to file the Public Employment Relations Board charge against Comptroller Alfreda W. Slominski and her associate deputy comptroller.

Although the current three-year contract between CSEA and Erie County spells out specific amounts of time that union stewards may take to investigate and process grievances, Young said Wanat "is being harassed every time he tries to function" in his union capacity.

Young further charged that when Wanat files grievances about being denied contract-dictated time off for union business, the comptroller automatically answers "no," forcing the matter into the drawn-out arbitration procedure, which he called another form of harassment.

But Wanat said he intends to continue "servicing grievances and carrying out all of my union responsibilities. This is important, especially considering the possible snowball effect this could have in all the other county departments, if this were allowed to continue."

An informal PERB hearing is expected soon to determine whether a formal hearing will be necessary before a final determination and order on the matter.



Union informed corrective actions by Social Security have rectified discrepancy

ALBANY — The Commissioner of the U.S. Social Security Administration says appropriate steps have been taken to eliminate the possibility of underestimating Social Security benefits for New York State employees, a possibility originally threatened by the inadvertent erasing of employee earning records for the third quarter of 1979.

CSEA members were advised of the possible underpayment in a Jan. 15 Public Sector article reporting actions taken by the Capital Region of CSEA in response to member inquiries concerning an apparent discrepancy in earning records that only showed up as state workers filed for Social Security benefits. It was estimated that the discrepancy could have resulted in a potential benefit underpayment of \$3 to \$4 per month.

"There is simply no excuse for what happened and I am glad that you brought it to my attention,"

wrote Commissioner John A. Svahn in a letter to State Comptroller Edward V. Regan. "At this point I can report that the earnings for the September 1979 quarter have been posted to the Summary Earnings Record and will appear on individual earnings records by April 1 at the latest."

The Social Security Commissioner pledged that no state employees would lose any benefits as a result of the delay in posting earnings because of the erasing error. He said that until the final posting is completed, any retirees earnings for the period will be "routinely investigated" and the necessary corrections would be made.

CSEA Capital Region President Joseph E. McDermott outlined the problem, and an exchange of correspondence with state officials (including Comptroller Regan) concerning the problem, in the Public Sector article.

In a letter to McDermott, John S. Mauhs, Deputy Comptroller in charge of the state's Employee Retirement System, said that the Social Security Administration had advised all offices to check actual earnings for retirees using Internal Revenue Service W-2 forms to verify earnings and that a back-up system annually recomputes an individual's Social Security benefits when additional wage information is received. "These procedures will ensure that State employees, or their beneficiaries, will receive the full amount of Social Security benefits to which they are entitled," Mauhs wrote.

One subject of the Sector article, the possibility that a similar error in posting earnings for 1980 had also occurred, was refuted by the Social Security Administration.

THE JOY OF VICTORY — President McGowan, left, Local 670 President Jeanne Lyons, center, and Lisa Persicke, local shop steward, share a lighter moment recounting the close call when 1,500 Labor Department layoffs were narrowly averted. The Reagan Administration, bowing to labor and business pressure, abandoned cuts in federally-supported employment service programs in the face of the worst unemployment in America since World War II. "Really, it had to be the stupidest idea anyone had come up with in 30 years," McGowan said. The union mobilized its political action forces to aid in the pressure that saved the jobs.

McGowan tours Labor Dept.

FOR A JOB WELL DONE — Saving 1,500 New York State Labor Department jobs is a very good reason for congratulations and CSEA President William L. McGowan, second from right, shares it with Kaye Yuschak, a Labor Department employee in Albany and a shop steward for CSEA Local 670. While political pressure forced the Reagan Administration to reconsider its plans to lay off thousands of employment service workers, McGowan warned employees that they probably haven't heard the last from Reagan's budget axe. Joining in the congratulations on a job well done are Brian Ruff, left, and Shirley Brown, right, the Labor Department representatives on CSEA's Board of Directors; Jeanne Lyons, president of Local 670, second from left, and Local Vice President Barbara Charles, third from left.



NOTICE: Nomination procedure to elect delegates to 1982 AFSCME convention

Delegates to the AFSCME Convention to be held in Atlantic City, New Jersey from June 21 to June 25, 1982, will be elected from members in good standing of CSEA as of February 1, 1982.

Delegates will be elected on a Regional basis. Each CSEA Region will elect the number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. Based on the formula set forth in the AFSCME Constitution, the following number of delegates will be elected from the six CSEA Regions:

Region I-52	Region IV-38
Region II-23	Region V-37
Region III-37	Region VI-36

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

NOMINATIONS PROCEDURE

Any member in good standing as of February 1, 1982 shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 6, 1982 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at a meeting to be conducted in each Region on Saturday, March 6, 1982. The meeting will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated for delegates from a particular Region must be members of that Region and be nominated by members from that Region.

Persons nominated need not be present at the nomination meeting.

A qualified member may nominate as many candidates for delegate as he/she desires, not to exceed the total number of delegates to be elected from his/her particular Region.

To make a nomination, the nominator must provide the

name, address, work telephone number, home telephone number, social security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

A person who is nominated more than once may have his/her name appear on the ballot only once. If nominated as a part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made as a slate or individually.

NOMINATION MEETING LOCATIONS

March 6, 1982 regional nominating meetings for election as CSEA's representatives for attendance at the 1982 biennial convention of AFSCME, AFL-CIO, to be held June 21-25 in Atlantic City, N.J.

REGION	TIME	LOCATION	REGION	TIME	LOCATION
I	9:30 a.m.	CSEA Long Island Region I Office 300 Vanderbilt Motor Parkway Hauppauge, N.Y. 11788	IV	10 a.m.	Holiday Inn 1614 Central Avenue Town of Colonie, N.Y. 12205
II	11 a.m.	Holiday Inn 440 West 57th Street New York, N.Y. 10019	V	4 p.m.	Sheraton Motor Inn 200 Genesee Street Utica, N.Y. 13501
III	10 a.m.	Holiday Inn Route 9 & Interstate 84 Fishkill, N.Y. 12524	VI	11 a.m.- 2 p.m.	Treadway Inn 8204 Park Road (Exit 48 of the NYS Thruway) Batavia, N.Y. 14020

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