

Legislators leave bittersweet results in rush to recess

ALBANY — The legislature's rush to a recess left CSEA with some big victories, but also some bitter defeats.

"We got half a loaf all the way through," said CSEA President William L. McGowan.

The biggest victory is a revision in the Tier III pension plan that eliminates the Social Security "offset." That means retirees will collect their full pension and Social Security benefits, rather than having their pension reduced by half the amount of their Social Security benefit.

The elimination of the Social Security "offset" also means improved disability benefits. But CSEA officials disagree with a change that means job-related and non-job-related disability retirement benefits will be paid at the same rate. CSEA believes that is unfair to members who are disabled on the job.

The Tier III revision was proposed by Senate Majority Leader Warren Anderson (R-Binghamton) and put through with his leadership. It appeared for awhile that there might be no improvement in Tier III this session.

Despite the improvement, there are trade-offs. The mandatory 3 percent employee contribution remains. The "break-point" at which benefits are calculated at a rate of 2 percent of average salary has been raised from 20 to 25 years. The automatic escalation of benefits has been eliminated. And there is no provision for retirement before age 62.

But the most outrageous provision of the revised Tier III is that members who leave public service without being vested (less than 10 years service) will not have their 3 percent contribution refunded until they reach age 62. The money will be held paying only 5 percent interest. And the provision is retroactive to July 1976.

"We're looking forward to challenging the refund provision in the court," said President McGowan.

CSEA believes the refusal to refund members' contributions until they reach age 62 will prove to be illegal.

The Tier III revision will be in effect for two years. CSEA will work to make clear the inequities in it and to make improvements for our members in the future.

There is reason to believe that with strong political action more improvements can be made two years from now. In debating this revision, Senator Richard Schermerhorn (R-Newburgh) admitted the Social Security offset was a mistake in the first place. Senator Schermerhorn said, "... You pay for Social Security, you pay for the pension, and we allow one to reduce the other. It's ridiculous, in my opinion, ..."

And he forecast future changes, "... I believe

that one day we're going to have one pension system for the same job."

Members will also benefit from a new workers' compensation package. By next July, unemployment insurance benefits will increase from \$125 a week to \$180 a week. By 1985, the maximum worker's compensation benefit will increase from \$255 a week to \$300 a week. Disability Benefits increase from \$95 a week to \$145 a week over a three-year period.

CSEA also scored a victory with the extension of Agency Shop fees collection for two years.

"But this should be permanent," President McGowan says. "By passing Agency Shop for only two years, the politicians are trying to keep us on a string."

A big victory is the passage of a bill that guarantees a hearing procedure for any employee accused of being mentally or physically incapable of performing his or her job. Prior to this, the worker could be dismissed if a doctor determined the individual unfit. Now CSEA members are assured "due process." And independent hearing officer will hear the case before any action is taken.

CSEA succeeded in killing a bill that would have threatened many members. It was a proposal to allow lawyers to represent Mental Hygiene patients in disciplinary proceedings regarding patient abuse. The disciplinary procedure which exists was established by contract.

Another benefit secured this session is that members who receive temporary promotions will no longer lose their contractual bonuses. This often happened to members in the Department of Taxation and Finance who receive temporary promotions during the income tax filing rush. These workers found that by accepting the brief promotion they lost the \$500 and \$750 bonuses awarded in the second and third year of the contract to employees who stay in the same job for five years or more.

Members in the Office of Court Administration also gained some equity in this session. An interpretation had been made that O.C.A. employees leaving state service would receive their lag pay at the rate in effect at the time of the lag, rather than the higher rate in effect at the time of separation. CSEA was able to put through a bill guaranteeing those members will receive the pay rate in effect when they leave.

CSEA was also successful in helping to secure more than \$57 million in aid for 45 small city school districts, the so-called Hurd districts. That awaits Senate action this summer.

Members who are Vietnam veterans will benefit from two CSEA-backed bills. The first

defines the Vietnam era as extending from January 1, 1963 to May 7, 1975.

The second bill allows veterans, who served during that time, who are being treated for service connected disabilities at V.A. hospitals to go for that care without being charged leave credits.

CSEA failed, however, to pass a bill allowing veterans of World War II, Korea and Vietnam to buy back pension time lost while in the service.

The inability to pass a bill allowing early retirement for local government employees was, perhaps, the biggest and most bitter defeat of the session.

CSEA membership, staff and counsel brought heavy pressure to bear on this issue. To try to move the bill, President McGowan spoke with Senate Majority Leader Anderson at 12:30 AM on the final morning of the session. But all efforts failed. Providing local government workers with the same opportunity for early retirement afforded state workers remains high on the CSEA's political agenda.

Some big union gains in a 'half a loaf' session

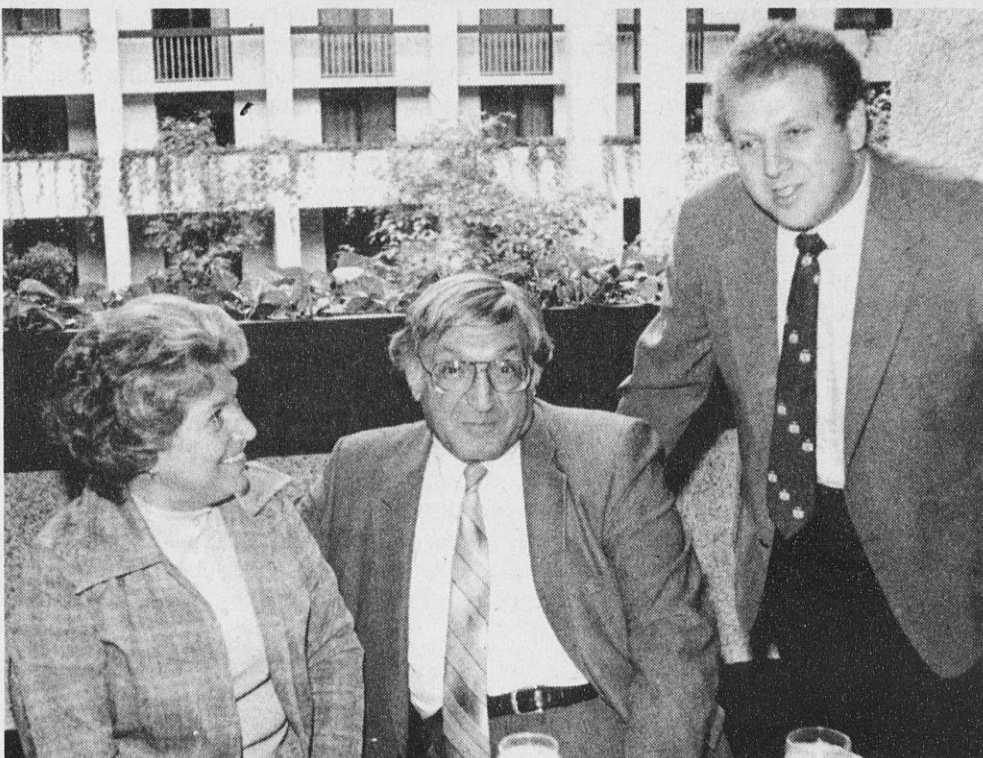
When state legislators shut down the lawmaking process this week for the summer, they had concluded action on many bills important to public employees. But they also failed to take action on some bills, and killed a few others, that were also important. All of which led CSEA President William L. McGowan to conclude, "We got half a loaf all the way through." Following is a glimpse of some of the major gains.

- TIER III PENSION PLAN IMPROVEMENTS, especially elimination of the Social Security "offset"
- WORKERS' COMPENSATION PACKAGE INCREASE; unemployment and disability benefits increased
- AGENCY SHOP extended two years
- GUARANTEED HEARING assures 'due process' for employees accused of being incapable of performing job
- HURD SCHOOL AID; \$57 million for small city school districts
- VIETNAM ERA VETERANS BENEFITS protection
- TEMPORARY PROMOTIONS PROTECTION; contractual bonuses remain intact.

Legislative Breakfast in Region III



CSEA members from Westchester, Rockland and Putnam Counties gathered recently for a legislative breakfast with state assemblymen and senators at the Tarrytown Hilton. From left are Region III Vice Chairman Ken Kinko, Westchester Local 860 President Pat Mascioli, Senator John Flynn of Yonkers, Region III Treasurer Eleanor McDonald and Region III President Raymond J. O'Connor.



Mount Vernon Non-Instructional Unit President Marie Lewis meets with Assemblymen John Branca of Mount Vernon and Nicholas Spano of Yonkers.



Deputy Assembly Minority Leader Gordon Burrows of Yonkers talks with Trena Kobbe, Putnam County Region III board representative, and Westchester Local 860 President Pat Mascioli. The legislators discussed their views on a number of issues before them that affect CSEA members.

Suggestion Program can convert ideas into money

Twenty state employees recently shared in cash awards for suggestions resulting in net first-year savings of \$34,752 to New York State taxpayers.

Richie Ferrie, a Correction Officer at Napanoch, was a big winner — \$2,700 for suggesting locked phone boxes at the Eastern Bedford Hills Correctional Facilities to avoid vandalism.

Kenneth Coats, Motor Equipment Mechanic, and Robert Jacobson, Highway Maintenance Supervisor I, from the Department of Transportation at Delhi shared a \$720 joint award for designing and implementing an exhaust ventilating system in the North Delaware County Residency. This system was built at a fraction of the normal contracted cost.

Thomas Doin, a Motorized Scow Operator with the Department of Transportation in Waterford, received a \$100 award for designing and building a bucket attachment to the crane on a self-propelled scow.

Robert Hug, a Senior Engineering Technician with the Department of Transportation in Hauppauge, received a \$100 award for recommending that a substantial amount of drafting time could be saved and a more uniform product produced if the Sign Data Sheet (normally drawn and traced by a draftsman) be produced by the Central DOT computer. The suggestion included a proposal which detailed how this automation might be accomplished.

Other awards approved include:

\$75 — Robert Widmer, Storekeeper, and Aileen Runge, Account Clerk, Department of Transportation in Hornell.

\$50 — Charles Henricks Associate Insurance Examiner, Insurance Department in New York City.

\$25 — Cheryl Furman, Senior Stenographer, Department of Labor in Albany; Marc Tracey, Social Services Assistant Trainee II, Department of Social Services in Albany.

Certificates of Merit were awarded to Edwin Rourke, Department of Taxation and Finance in Albany; Steven Currie, Carl Hornisky, Sue Mariotti, and Dave Neary, Department of Transportation in Utica; Johnny Black, Office of General Services in Albany; Ahilud Williams, Division for Youth in Albany; James DeLong, Division of Parole in Albany; Janet Jaeger, Workers' Compensation Board in New York City; William Feldman, Correctional Services at Fishkill.

The Employee Suggestion Program, the oldest suggestion program for State employees in the country, was started in 1947 and is administered by the New York State Civil Service Department. Over the years suggestions relating to improving office procedures and forms, methods for eliminating delays and duplication and improving effectiveness have resulted in more than \$9 million in net first-year savings to the state and its taxpayers. Awards are based on 10 percent of net first-year savings.

WAYNE COUNTY CONTRACT DISPUTE HEADING FOR LEGISLATIVE HEARING, IMPOSED PACT?



THOMAS CROWLY, left, president of Wayne County CSEA Local 859, and Wayne County CSEA Employees Unit President Peter Stirpe.



COLLECTIVE BARGAINING SPECIALIST
Harm Swits tells Local 859 members that the factfinder's report "retained the dignity of the public employee and the local's contract."

LYONS — A factfinder's report which basically supports the contract aspirations of Wayne County employees has been overwhelmingly accepted by members of CSEA Local 859, but a union representative said the county will likely reject the report. If the county does reject the recommendation, the situation would go to a legislative hearing and, ultimately, an imposed one-year contract.

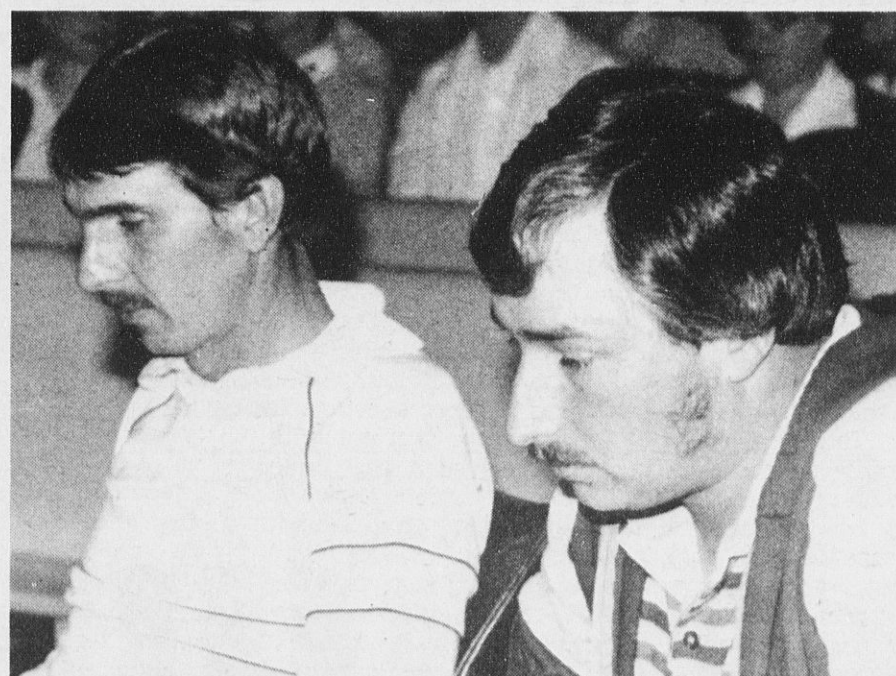
Wayne County employees have been working without a contract since last December.

In the report the Wayne County employees were supported in their contention that the gains of previous contract negotiations should not be written out of the present contract, as proposed by the county negotiators, according to Harm Swits, CSEA collective bargaining specialist.

"Of all the negotiating points reviewed by the factfinder, only one was found in the favor of the county," Swits said. The factfinder "retained the dignity of the public employee and the local's contract," in his findings, Swits said. The highlights of the report recommended a seven percent wage increase and retained holiday and most overtime provisions.

Grievance procedures, seniority and probationary period statutes were also retained in the factfinder's report. The one county proposal recommended by the factfinder called for standardization of overtime pay for more than 40 hours worked. Currently, some members are paid overtime after 35 hours worked.

The 500-member unit voted by a 9-1 margin to accept the report, but Swits said it is likely that the county will vote to reject the report, since so many of their proposals were denied. Following an executive session on the report, the County Legislature would then hold a public hearing to determine if a one-year contract should be imposed under Taylor Law provisions. The county's negotiator had previously recommended no raises in addition to "gutting the contract," according to Swits.



READING COPY OF FACTFINDER'S REPORT are Rod Crane and Mike Thoms.

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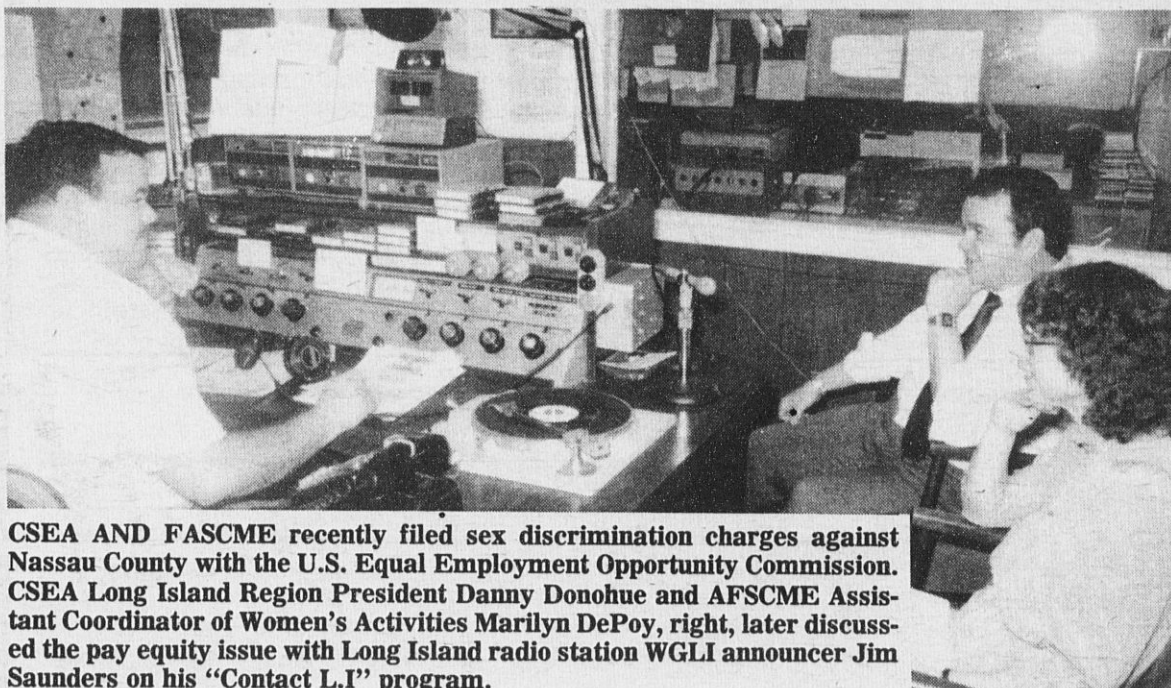
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CSEA AND FASCME recently filed sex discrimination charges against Nassau County with the U.S. Equal Employment Opportunity Commission. CSEA Long Island Region President Danny Donohue and AFSCME Assistant Coordinator of Women's Activities Marilyn DePoy, right, later discussed the pay equity issue with Long Island radio station WGLI announcer Jim Saunders on his "Contact L.I" program.

Insurance option change reminder

CSEA members who participate in the Basic Group Life Insurance Plan are reminded that requests to increase coverage by changing from Option B to Option A must be made prior to Aug. 1.

Change of Insurance Option Cards may be obtained by calling or writing: CSEA Insurance Dept., 33 Elk St., Albany, N.Y. 12207. Telephone No. is (518) 434-0191.

SORRY, WE GOOFED

In the May 20 issue, we mistakenly identified a member of Staten Island Developmental Center CSEA Local 429. Shown in a photo receiving a certificate of graduation from a special training program from SIDC Director Dr. Ella Curry was Joann Clark, not Joyce Williams. We regret the identification error.

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Hauppauge, N.Y. 11788
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V

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Old Route 9
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III

WESTERN REGION VI

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Cheektowaga, N.Y. 14225
(716) 634-3540

VI

SILVER CREEK

Silver Creek drivers battling school plans to contract jobs

SILVER CREEK — A campaign to fight a contracting-out proposal and save the public jobs of the school bus drivers in Silver Creek is underway.

"The people don't really understand this issue, that's why it's important we get the word out," said Unit President Ron Gens, as he prepared to distribute flyers and petitions urging the school board to reconsider its announced intentions to contract out the district's bus driving services.

"They don't realize that this is a short-term

measure that, in the long run, will cost more than the few dollars they feel they may save by doing this," Gens said.

The Silver Creek School's unit of Chautauqua County Local 807 had earlier placed a full page ad in the "Pennysaver" informing people of the issues involved in contracting out the bus driver services. The ad pointed out the public would lose control of who would be driving the buses; lose control of thousands of dollars of school buses and equipment; lose tax dollars

because the money paid to a private contract would be sent out of the district as profits, rather than stay in the hands of local citizens; and destroy morale of friends and neighbors who have driven the children to and from school until now.

The unit urged the public "for the sake of our children" not to let it happen.

The school board is scheduled to review bids for the school bus contract as the Public Sector goes to press.

ONLY \$4.50

CSEA retiree membership tremendous bargain; protect your future through retiree power



ALBANY — Retired public employees can protect their futures for just \$4.50 — the cost for a limited time 6-month membership in a CSEA retiree's local.

The union's legislative accomplishments for retirees have included pension increases for people who retired after April 1, 1970 and before Dec. 31, 1979, drug prescription cards for those with health insurances in the state program, and survivor's death benefits for state employees.

But these benefits could not have been accomplished without the political clout of the 40,000 people who already belong to retiree locals. And, it is in the special interest of retirees who have not yet joined their ranks to do so.

Membership gives them a voice in the state's capitol to lobby for their needs. In addition, there is an official retiree's newsletter issued periodically, special mailings go out on selected issues, locals meet regularly to share ideas and exchange information, social gatherings are held, and there is access to a retiree's department, staffed by professionals, in CSEA Headquarters.

For additional information, contact the

retiree's department by calling (518) 434-0191. To sign up, fill out the following form and with a \$4.50 check send it to: CSEA, 33 Elk St., Albany, N.Y. 12207.

Print Last Name Above		First Name	Initial	SOCIAL SECURITY NUMBER
MAIL ADDRESS:				
Street and Number		City	State	Zip Code
OFFICIAL DATE OF RETIREMENT:				
LAST EMPLOYED BY: (Check one and specify name)	<input type="checkbox"/> COUNTY <input type="checkbox"/> CITY <input type="checkbox"/> TOWN	<input type="checkbox"/> VILLAGE <input type="checkbox"/> DISTRICT <input type="checkbox"/> STATE	(Specify above name of governmental unit checked)	
DEPARTMENT, DIVISION, or INSTITUTION OF ABOVE GOVERNMENTAL UNIT:				
<input type="checkbox"/> RETIRED MEMBERSHIP DUES: \$4.50				
Signature of Applicant:				
APPLICATION FOR RETIREE MEMBERSHIP				
THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO 33 Elk Street, Albany, New York 12207				



Suffolk County wrongly denied sick leave benefits to senate candidate by applying Hatch Act defense

HAUPPAUGE — Michael Antonelli should not have been denied sick leave benefits when he was a candidate for public office, an arbitrator has ruled.

Antonelli, a welfare housing advisor employed by Suffolk County, was nominated in June, 1982, to run for state senator. Shortly afterwards, questions were raised because Antonelli's job is paid by federal monies. A violation of the

Hatch Act — which prohibits federally-funded public employees from seeking effective office — was feared.

On July 19, Antonelli requested a leave of absence (without pay) effective Aug. 15 to Nov. 30 to "give me enough time to wrap up my unfinished county business so I may pursue my 'candidacy' for public office."

A week later, the county sought a legal opinion from State Attorney General Robert Abrams inquiring if there was a Hatch Act violation.

Events, however, took an unexpected turn on Aug. 23 when Antonelli was hospitalized with a collapsed lung. He was placed on sick leave and received the required contractual benefits. He was also notified that he would not get a response to the leave of absence request until the county heard from Abrams, which it did on Sept. 9.

The attorney general's office provided an "informal and unofficial" opinion that "an individual principally employed by a state or locality, whose employment is in connection with an activity financed in whole or part by federal funds, is prohibited by the Hatch Act from being a candidate for elective office." The opinion, at the same time, made no attempt to apply the Hatch Act to specific circumstances.

On Sept. 22, Antonelli's request for a leave of absence was finally granted. His sick benefits were also terminated Sept. 27, which prompted the filing of a grievance.

The county argued that it would be illegal, under the Hatch Act, to award contractual benefits even though the grievant was genuinely ill.

CSEA, meanwhile, countered that the Hatch Act was not applicable under the circumstances and that the grievant was due prior-earned sick leave and vacation accruals. Moreover, since no hearing was ever held by the Merit Systems Protection Board — the mechanism established by federal law to hear possible Hatch Act violations — the county suffers no penalty and commits no illegal act.

Arbitrator Francis J. O'Connell agreed with CSEA. He awarded Antonelli contractual benefits and the union's legal assistance program thus scored another victory in Suffolk County.

While Schenectady puts itself in dog house over workweek

SCHENECTADY — An attempt by the City of Schenectady to change the workweek of Dog Catcher Michaelyn Hiller has landed city officials in the dog house.

Hiller was hired in January of 1978 after responding to a newspaper ad which listed a Monday-to-Friday work routine. She stayed on that schedule until February of 1982 when she was ordered to begin working alternate weekends.

She also filed a grievance which ended up in arbitration.

CSEA argued that according to the collective bargaining agreement the normal workweek is Monday-to-Friday. Moreover, when Hiller worked weekends she received overtime compensation which, in effect, acknowledged that she was working outside the normal schedule.

The city, meanwhile, argued that since the CSEA contract specified 9:00 to 5:00 as normal work hours, and since Hiller worked different hours, the contract was not binding.

Arbitrator Benjamin Westervelt rejected the city's argument, noting that the CSEA contract only specified an eight-hour weekday schedule. He found the city violated the union contract by attempting to "alter terms and conditions of employment without negotiating those changes with the Union," and ordered the city to restore the dog catcher to a Monday through Friday routine.

The award is another win for CSEA's legal assistance program.

CSEA



works for us!

"History proves that decent wages, safe working conditions, fringe benefits and retirement pensions had to be won by men and women with the courage, the strength, and the perseverance to form labor unions. The 1980s demand no less. But now, working people must also defend their standard of living, their quality of life. SOLIDARITY is the spirit for the 1980s. Listen, then, to CSEA members themselves . . . hear how CSEA works for us."

—WILLIAM L. MCGOWAN,
CSEA President

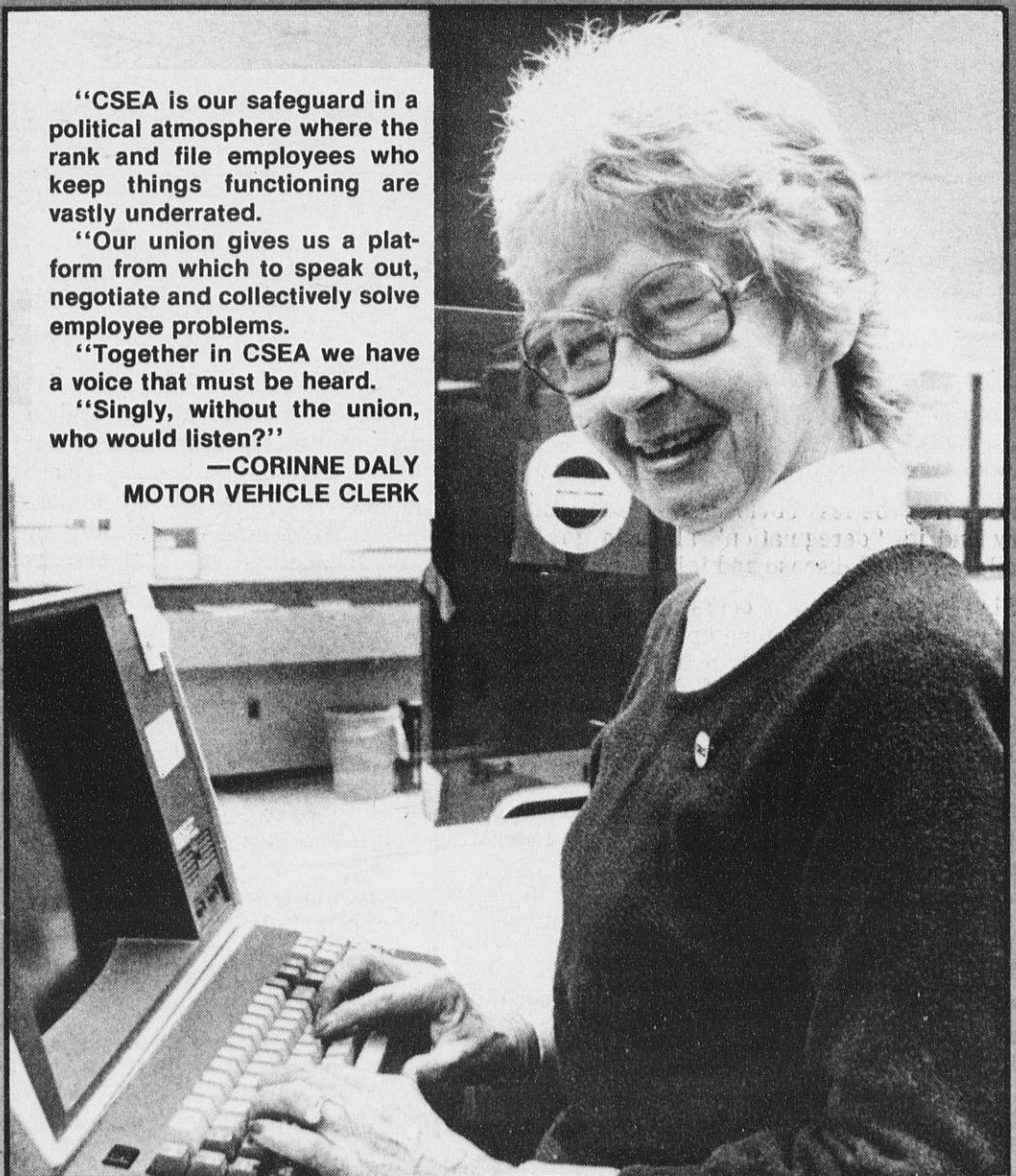
"CSEA is our safeguard in a political atmosphere where the rank and file employees who keep things functioning are vastly underrated.

"Our union gives us a platform from which to speak out, negotiate and collectively solve employee problems.

"Together in CSEA we have a voice that must be heard.

"Singly, without the union, who would listen?"

—CORINNE DALY
MOTOR VEHICLE CLERK



State plans to convert Craig Developmental draws opposition from pair of area lawmakers

SONYEA — The fight is not over yet in the battle to retain Craig Developmental Center as a viable facility for the mentally retarded and developmentally disabled, in the words of two State legislators.

State Senator Dale Volker and Assemblyman Richard Wesley met with members of Local 405 to inform them of the status of proposals to retain Craig in the face of the State's prison conversion plans. Volker and Wesley both announced opposition to any plan that would eliminate Craig as a mental health facility, but both also felt an obligation to deal with the State's prison overcrowding problems.

"I had previously been opposed to co-location of mental facilities with correctional facilities," said Volker, "and there was an agreement not to take all of the facility for corrections, but since last year's election, corrections has been saying that they need more space. More criminals are being sent to our prisons causing the over-

crowding and these conditions won't go away soon. But Craig has got to stay open as a mental facility."

Assemblyman Wesley pointed out that a mental facility cannot be closed without the Legislature's approval, and said he felt confident

that the State Legislature would not approve such a measure regarding Craig. CSEA has a considerable amount of leverage, Wesley said, and urged those present to "continue applying political pressure so that the Governor and the Legislature will be aware of your feelings."



PONDERING THE FUTURE of Craig Developmental Center are, from left, Local 405 Vice President Kathy Ponitillo, and Local 405 member Karen VanGee.



Fight to save Craig goes on

STATE SENATOR Dale Volker discusses his position relative to the state's plans to convert the facility into a state prison. Listening attentively is Assemblyman Richard Wesley, both of whom met recently with CSEA Local 405 members to state their opposition to the state's conversion plans.



Beware of efforts to shift blame for workplace mishaps

Readers of the labor press are all too familiar with the subversion of occupational health and safety protections under the Reagan Administration. Many workers know first-hand.

What may be less obvious is an escalating propaganda offensive by industry and its "deregulation" allies in government to shift the blame for workplace-related disease and injury from the workplace to the worker.

Blaming the victim, of course, is very convenient for corporations bent on avoiding the costs of cleaning up their operations. If disease and injury is the fault of the worker, then why bother?

At a recent Machinists conference on safety and health, scientist Samuel S. Epstein titled his talk, "Blame the Victim — An Evolving Strategy by Industry and Its Consultants."

Epstein, professor of occupational and environmental health at the University of Illinois' School of Public Health, is a recognized authority who has been a consultant to congressional committees, federal agencies, and organized labor.

Epstein said that by most estimates, some 100,000 American workers die each year from past exposure to toxic chemicals. "Where is the public outcry?" he asked.

No one knows what the final cost will be in human lives, disease, birth defects and infertility caused by avoidable hazards in the workplace. As for the financial costs, Epstein pointed out that, in the long run, "failure to regulate is far more expensive than to regulate."

But this fact has not slowed many corporations, now aided and abetted by what Epstein called "a lawless Administration," in their tireless efforts to get "government off our back."

As a key component of the deregulation drive, Epstein said, industry has

been heavily promoting such "blame the victim theories" of disease as "the lifestyle theory of cancer." "If you get cancer, it's your fault. It's your smoking, your drinking, your diet, or because you chose the wrong parents," he said.

Smoking, of course, has been shown to be a major cause of cancer. But industry and its highly-paid "experts" have been "using smoking as a smokescreen to divert attention from a wide range of occupational exposures" to cancer-causing and suspect substances, said Epstein.

Lung cancer among non-smokers, said Epstein, has doubled since 1959. For some half-dozen occupations, such as uranium mining, the lung cancer rates of non-smokers is about the same as for smokers, he said.

Epstein cited a study by the American Industrial Health Council which concluded that between 20 and 40 percent of all cancers are due to occupational exposures. He said the industry-funded council commissioned other scientists to refute its own study, but in vain.

Industry's hired hands now are trying to draw a fine line between carcinogens which are known to cause genetic damage and those which have not been so shown, said Epstein. The aim is to convince regulators and the public that they shouldn't worry much about the second category. He compared this to the past plot of making a fine distinction between substances that cause cancer in laboratory animals and those known to cause cancer in humans.

Eula Bingham, who headed an active Occupational Safety and health Administration under President Carter, told the conference delegates that it would take "at least three or four years of building for each year of tearing down" OSHA by the Reagan Administration.

"This means that what a union does is more and more important," said Bingham. "Demand and negotiate health and safety in the workplace. What you and your union does may be the only thing that stands between you and some kind of disease."

Cuomo taps trio of new commissioners

ALBANY — Gov. Mario M. Cuomo has made three appointments that could have a big effect on CSEA members.

The governor has selected Karen Burstein to head the state Civil Service Commission, Arthur Y. Webb as commissioner of Mental Retardation and Developmental Disabilities, and Dr. Steven E. Katz as commissioner of Mental Health.

Only Burstein received Senate confirmation before the state Legislature's recess.

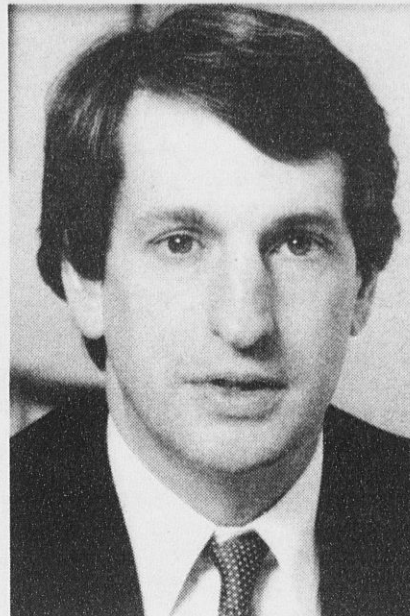
Burstein replaces Joseph Valenti in the \$65,700-a-year job as president of the commission. The 40-year-old attorney has been the head of the state Consumer Protection Board since 1981. She served on the Public Service Commission from 1978 to 1980 and as a state senator from Long Island from 1973 to 1978. She is a graduate of Bryn Mawr College and Fordham University Law School.

"I think the appointment of Karen Burstein is fantastic," said CSEA Statewide Secretary Irene



KAREN BURSTEIN

Carr. "Ms. Burstein has done a lot for women in New York State," Carr added, noting she and Burstein have worked together on the board of Women in Government, which Burstein chairs.



ARTHUR Y. WEBB

Dr. Katz is a New York City psychiatrist. In addition to having a private practice, the 45-year-old doctor is medical director of the Department of Psychiatry at Bellevue Hospital. He is also a staff

psychoanalyst and lecturer at Columbia University's Psychoanalytic Center for Training and Research and vice chairman of the Department of Psychiatry at the New York University Medical Center. He is a graduate of Cornell University and the Hahnemann Medical College.

Webb, of Glenmont, is now serving as the executive deputy commissioner of the state Department of Social Services. He served as acting commissioner for six months until January of this year.

From 1979 until 1982, the 39-year-old Webb was with the Department of Correctional Services, where he served as assistant commissioner for health and mental health services and later as deputy commissioner for programs.

Webb has also worked with the state Health Planning Commission and the Division of the Budget.

He is a graduate of New York University's Washington Square College and is a candidate for a Ph.D degree from N.Y.U.

Both commissioners' jobs pay \$69,200 annually.

New drug prescription cards due

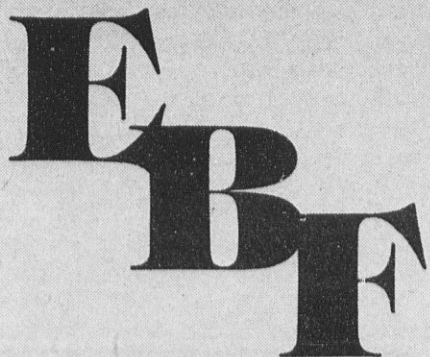
ALBANY — Members of the CSEA Employee Benefit Fund (EBF) who are enrolled in the prescription drug program should watch their mailboxes for arrival of their new drug program cards.

Administration of the EBF prescription plan has been changed from Pharmaceutical Drug Systems Inc. to MEDAC International, so new cards are now being mailed to all EBF members.

"However, the program is identical in coverage. As far as the members are concerned, nothing has changed except the name," explained EBF Administrator Tom Collins. "The cards will continue to be accepted by most pharmacies in New York, and members will continue to pay only \$1 for their prescriptions. Members should still look for the familiar CSEA/EBF symbol on the pharmacy door."

He added that first names of members' dependents will continue to be listed on the drug plan cards.

Members who haven't received their new cards by July 15 should notify the CSEA Employee Benefit Fund by calling their toll-free number: 1-800-342-4274.



Lattimer blasts harassment of striking nurses

BUFFALO — Harassment of workers carrying out their legitimate right to strike is a problem with which many unionists are familiar. And this harassment has not subsided even in our so-called "enlightened age," according to Region VI President Robert L. Lattimer.

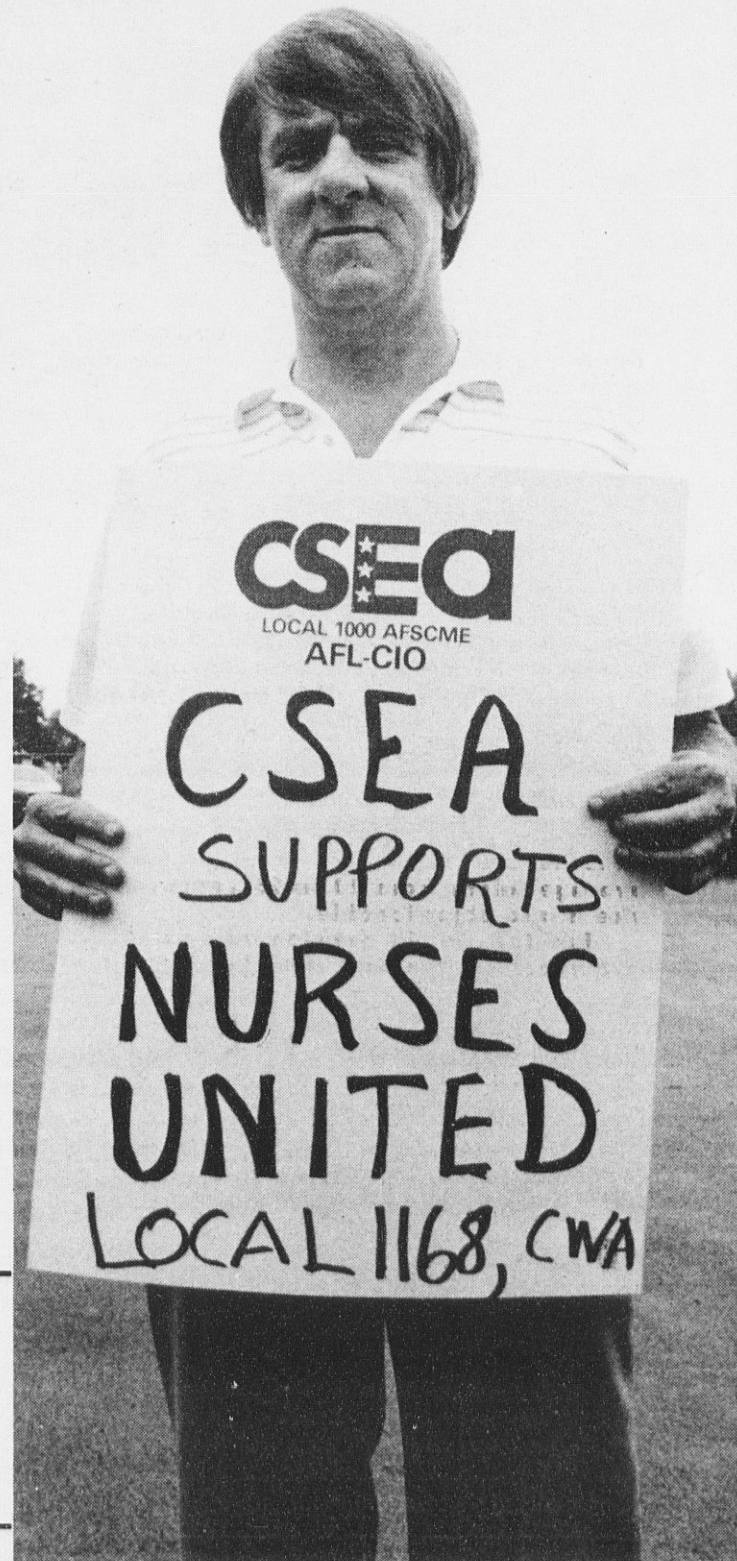
Lattimer was recalling recent evidence of this while supporting striking nurses at Buffalo General Hospital. "This is a continuation of this hospital's attempt to bust the union," Lattimer said while carrying a "CSEA Supports Nurses United" sign.

"I was personally harassed and saw other strikers harassed by guards who were intimidating them with their dogs. And we won't stand by and watch the cause of unionism trampled by those who think workers have no rights."

Many Region VI CSEA members and officers responded to Lattimer's call to join the nurses of Local 1168, Communication Workers of America, AFL-CIO in their picketing for a contract with better wages and working conditions.

A security guard at the hospital was recently charged with harassment of picketing nurses, following a nurse's complaint that the guard carried her on the front of his car for several feet at the entrance of the hospital's parking lot. The matter will be heard in Buffalo City Court.

REGION VI PRESIDENT Robert L. Lattimer shows his support for Buffalo General Hospital's striking nurses.



REFLECTIONS

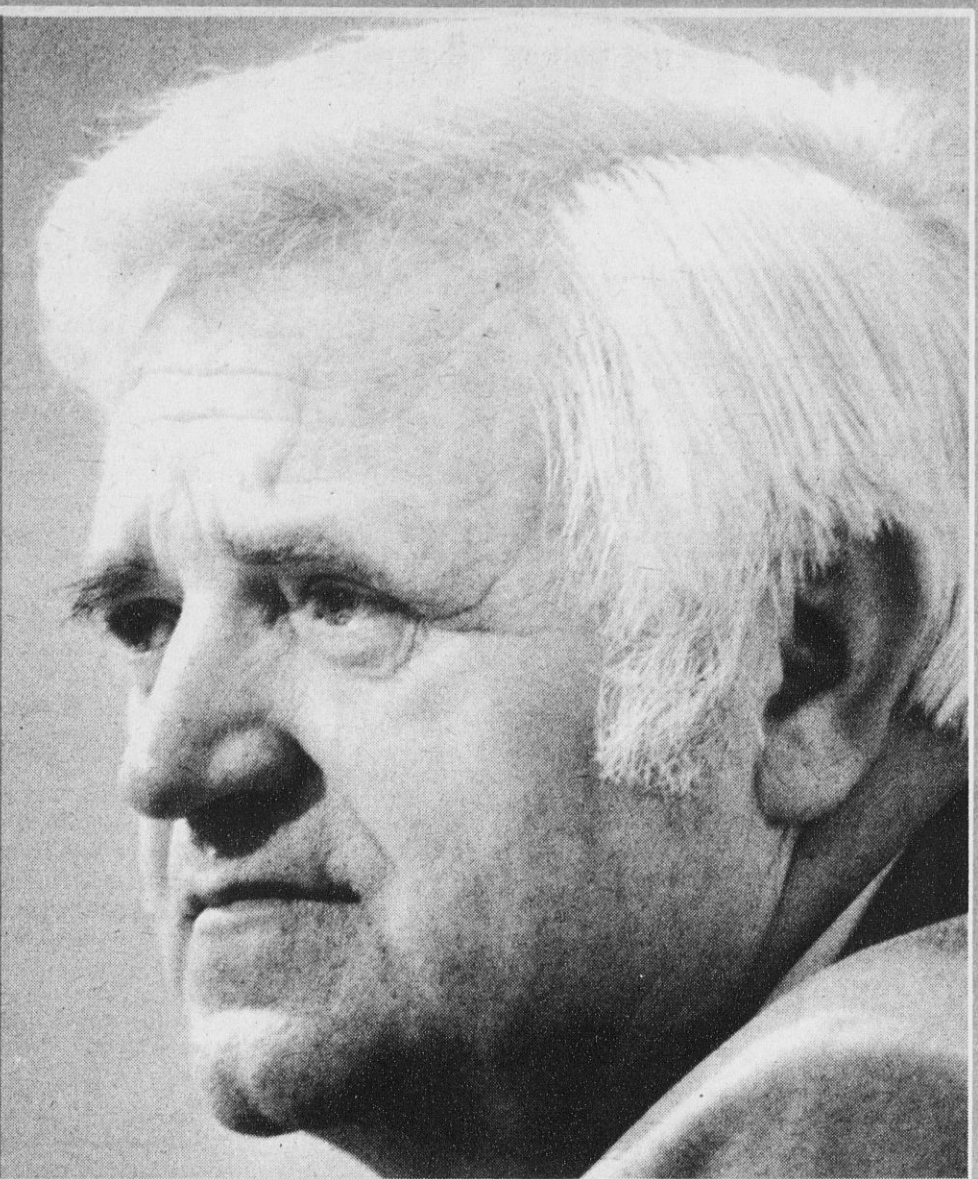
President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN

ON THE 1983

LEGISLATIVE SESSION



**'We will work for those politicians who have helped us,
and defeat those who have voted against us.'**

I am disappointed by the outcome of this legislative session. But it is disappointment tempered by hope.

We won some big ones. Despite tough opposition, we were able to do away with the Social Security offset for Tier III. But I am disappointed that we had to live with bitter trade-offs to accomplish that.

The 3 percent mandatory employee contribution remains repugnant to us. We also object to the change which treats job-related and non-job-related disability retirements the same way. Although by doing away with the social security offset the benefits will be better, it is fundamentally unfair to workers disabled on the job to treat their claim the same as a non-job-related disability.

Raising the "break point" at which benefits are calculated at 2 percent of average salary from 20 to 25 years of service is also objectionable.

But the Tier III revision will expire in two years, and we will work hard to make

improvements in the plan that will succeed this one.

We will not wait two years to try to change the most outrageous part of the Tier III revision. Under the revision, employees who leave public service without being vested (10 years service), will not have their 3 percent contribution refunded until they reach age 62. That means the state will hold their money paying only 5 percent interest. Because the provision is retroactive to July 1976, it takes away Tier III employees' pre-existing right to the return of their retirement system contributions.

We think this is not only unfair, but illegal and unconstitutional and we will challenge it in the courts.

We won a two-year extension of Agency Shop. This is an important victory, but I am disappointed that the Agency Shop is not permanent. By extending it for only two years, the politicians are trying to keep a gun at our heads.

There are other significant victories (detailed on Page 1 of the Public Sector),

but too often we had to settle for half-a-loaf.

My biggest disappointment is the failure to pass an early retirement bill for local government workers. I promise that we will continue to fight to provide local employees with the same early retirement opportunity given this year to state workers.

My hope is that our victories and our defeats will provide a source of inspiration. Both show the need to keep our political action strong. We are working to improve the effectiveness of our lobbying. But this is not something officers, staff and counsel can do alone. Members must take an active role. Let your representatives know that you are aware of their actions. Let them know, also, that we will work for those politicians who have helped us, and defeat those who have voted against us.

In solidarity, we have the numbers and power to do that. But we must all work hard and work together.

Officers urged to fill out name, address forms

ALBANY — CSEA local and unit elections have just been held, and all over the state officers are taking their oaths of office. CSEA Headquarters is working to make sure they have complete records of the newly-elected or re-elected officials.

"With some 300 locals and nearly 1,000 units, it's critical that we get timely and complete input for our records and mailing lists," said CSEA Statewide Secretary Irene Carr, who has been working to gather the information. "I would hope that one of the first jobs a local or unit secretary does is to fill out the forms we recently mailed out and return them to my office."

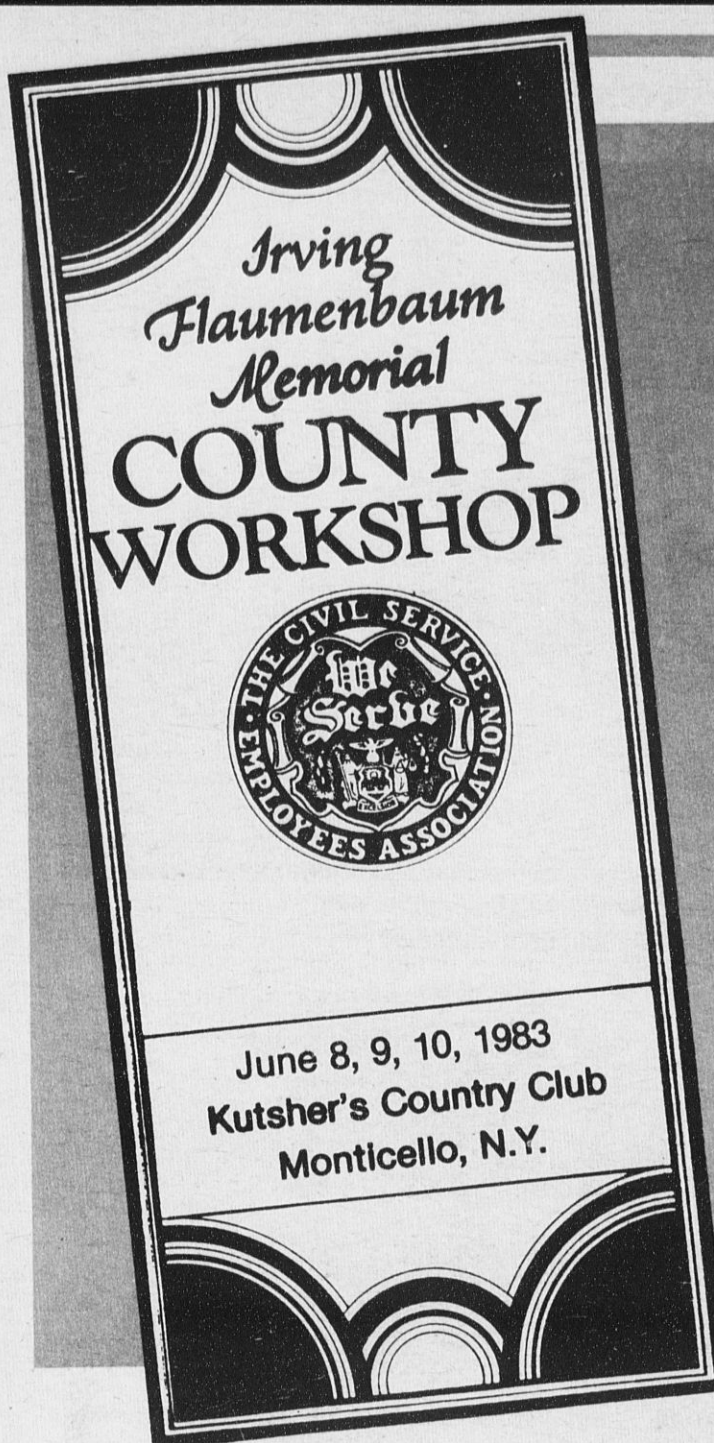
The forms call for names, Social Security numbers, work and home addresses and phone numbers for officers and delegates. Carr's office will share the data with Headquarters and regional offices which need the information.

"For example, field representatives who service the local contracts need to know who the local leaders are," Carr said. "And it's vital that our central files in Headquarters are complete so that we can send out mailings with confidence that the right people are receiving them."

"After every round of elections, we have local officers who call us and complain that they haven't received mailings for several months and accuse us of having lousy communications. Yet when we check our records, we usually discover that we've never been given the proper names and addresses for our records."

Carr stressed that the information she is gathering is in addition to the official certification of election results required from local election committees.

If a local or unit hasn't received the proper forms, or if there's a question, officers are urged to get in touch with Carr's office at CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224.



HUNDREDS ATTEND COUNTY WORKSHOP

MONTICELLO — Several hundred CSEA activists recently participated in a wide variety of meetings and seminars over a three-day period while attending the annual Irving Flaumenbaum Memorial CSEA County Workshop here.

CSEA staff members and service providers conducted workshops on such subjects as safety in the workplace, negotiations, improving communications, internal organizing, the Employee Assistance Program, job classifications, the effect of Reaganomics on social programs, and utilizing CSEA resources.

The event also provided ample time for members to get together to discuss mutual concerns.

Information tables were set up to educate members on such topics and services as the Employee Benefit Fund, insurance, CSEA Labor Institute, CSEA Women's Committee, Defensive Driving, AFSCME, and CSEA departments, including Communications, Research, Collective Bargaining, and Treasurer.

On the first day of the County Workshop, James Murphy explained the application of an employee assistance program on the local government level. The Women's Committee conducted a workshop on job reclassifications.

Two sessions dealt with budget matters. One zeroed in on the effect of budgets on protected classes. The other dealt with the impact of President Reagan's budget cuts on human service programs.

In that workshop, Al Russo, Coordinator of Social Programs for AFSCME in Washington, D.C. detailed the human effects on the Reagan cuts in domestic spending.

According to Russo, the \$30 billion cut from domestic programs in the 1981-82 fiscal year meant the loss of 20,000 public service jobs in the country. Who suffers? Russo says "those without the jobs, and those entitled to receive the services being cut." Those services not spared the budget ax included Title 20, Aid to Families with Dependent Children, Child Welfare, Student Lunch program,

and more.

For example, the school lunch program was cut \$2 billion, which means 1500 schools have dropped out of the program. Three million children no longer receive free school lunch, free milk, or reduced price lunches because they have either been declared ineligible or their schools no longer participate in the program.

More than \$1 billion was taken from the AFDC program, effecting 750,000 families with three million children. About \$2 billion was cut from the food stamp program, meaning two million people previously eligible for this program have been cut off. For the 20 million remaining on food stamps, many have had their benefits reduced.

Russo says, "We must do more of what we did in 1982 in terms of political action. That's how we can turn our legislative aims into legislative victories. CSEA has done a remarkable job in political action. We must follow that old axiom, 'Reward our friends and punish our enemies in Congress.' That meant Democrats as well as Republicans we don't support our goals."

Karen Burnstein, Executive Director of the New York State Consumer Protective Board, conducted an evening seminar on "Power and the People: The Future of Energy in the State of New York."

Day two saw two Regional Directors detail the services provided by CSEA. Frank Martello from Region V and Lee Frank of Region VI described the work done by the Member Services Department and its components; Field Service, Education and Training, School District Affairs, Retirees, and the Employee Assistance Program. Also, Communications, Legal Services, Legislative Affairs, and the services provided by Jardine Ter Bush & Powell were explained.

Acting Director of Education Lawrence Scanlon and Education and Training Specialist Peg Wilson used role playing to show members how to build membership strength. Among the do's of internal organizing, the workshop leaders said: organizers should know the law and their contracts when ap-

proaching potential members. Explain that members have a voice in the operation of CSEA.

Compile a list of bargaining history gains, and explain the power and strength of collectivism. Make the union representative available by providing work phone numbers. Explain the legal assistance available when needed. Of course, convey enthusiasm and satisfaction of being a union member.

Budget Analyst Kathy Albowicz and Collective Bargaining Specialists Dan Jinks and Roger Kane gave pointers on setting the foundation for negotiations. They listed 11 guidelines. Among them are selecting a negotiating team that represents the entire membership and providing them with the authority to negotiate a contract.

Refer to grievance files, labor-management meeting minutes, contracts, previous drafts of proposals, for information. Canvass members for their thoughts and ideas. Categorize proposals into priorities, problem oriented, and trade off proposals.

Remember that wages and economic benefits are not the sole items which can, or should be, negotiated. Be prepared to define and discuss the rationale for a particular change in benefits and/or wages. Prepare ground rules for negotiating the proposals which aid the negotiating process.

Melinda Carr, CSEA's Assistant Director of Communications, and Communications Associate Stanley Hornak led a workshop explaining how communications can build locals and units into better functioning organizations.

Carr described the work done by each Region's Communications Associate. It is their job to write for the Public Sector, help locals and units establish and maintain newsletters, handle inquiries from newspapers, radio and television, show how to effectively use bulletin boards, and provide ideas for having better attendance at meetings.

Both workshop leaders provided copies of materials printed by CSEA through the Communications Department and handed out order forms for fliers, notices, and other items available from Headquarters in Albany.

Collective Bargaining Specialist Nels Carson conducted a workshop on safety in the workplace, and described the work done by the Regional OSHA Specialists.

Those who attended agreed the workshops provided valuable information to help their locals and units, and members were able to learn from experiences of fellow CSEA members from around New York State.



THIS GROUP of attendees at the Workshop are, from left, Mary Sullivan, Lynn Martins, CSEA Field Representative Irwin Scharfeld, Shirley Germain and Charles Novo.



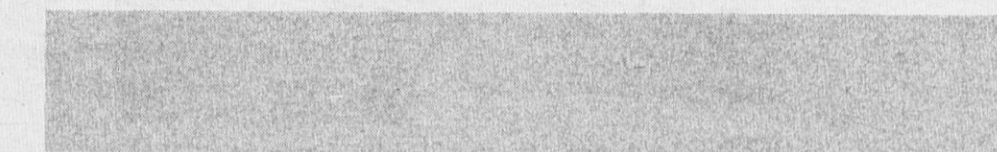
CSEA WOMEN'S COMMITTEE members conducted a seminar on job reclassifications for delegates attending the Workshop. In photo at right, at podium is Region III Women's Committee Chairperson Helen Zocco, while Tim Pillsworth and Staff Coordinator Cindy Chovanec, await their turns to speak.



AL RUSSO, AFSCME Coordinator of Social Service Programs in Washington, and CSEA Statewide Social Services Committee Chairwoman Grace Vallee discuss the impact of President Reagan's budget cuts on state and local social service programs during Russo's presentation at the CSEA County Workshop.



CSEA SAFETY COORDINATOR Nels Carlson, left, talks with Chautauque County Local 807 President James Kurtz.



CSEA CENTRAL REGION PRESIDENT James Moore, right, chats with Bob Shaller from Broome County Local 804.



TWO STATEWIDE OFFICERS discuss union issues during a break in the County Workshop schedule. Long Island Region I President Danny Donohue and Statewide Secretary Irene Carr were among several statewide officials attending the annual meeting.



TWO MEMBERS take the time to share ideas over a cup of coffee.

Region II President Frances DuBose-Batiste

"We have to reaffirm our positive feelings and get people to understand that we have productive members and good leaders in our Region." That's what Frances DuBose-Batiste, the new president of CSEA Metropolitan Region II, sees as one of the most important aspects of her new job.

DuBose-Batiste, who succeeds George Caloumeno as Regional President, has been a CSEA activist for almost 10 years. She won her first election in 1974, winning the second vice-president's post in the State University's Downstate Medical Center Local 646. Two years later she was elected institutional representative, and in 1979 she won her first term as local president. Reelected twice more, her latest victory came in just a few weeks ago.

DuBose-Batiste has also held several statewide and regional CSEA positions. She was elected first vice-president of the Region in 1981 after serving a term as second vice-president. In addition, she is a member of CSEA's statewide Executive Board and has served as a member of both the CSEA Convention Motions Committee and the statewide Labor/Management Committee of the State University of New York (SUNY). This committee set up the Employee Assistance Program in the state university system.

The oldest of nine children, Frances was born on May 22, 1942, in Camden, South Carolina, daughter of a homemaker and a jeweler. She came to New York in 1947 with her family, settling in Brooklyn's Ocean Hill-Brownsville area. After attending local public schools, she graduated from Brooklyn's William H. Maxwell High School in 1960.

DuBose-Batiste spent several years as a homemaker, caring for her two young sons and supporting them with help from public assistance. In 1967, she enrolled in a training program for laboratory technicians at Manhattan's Metropolitan School of Medicine. She completed the accelerated training program in six months. A month after becoming certified as a lab technician, she got a job at Downstate Medical Center on April 15, 1968. Six years later she won her first union office.

But CSEA has been more than another interest for Region II's new president. It's been a way of life.

On November 7, 1977, Frances DuBose married Audley Batiste, an employee in Downstate's maintenance department and a union activist in his own right. Local 646 members have chosen him to serve as an operational representative.

Says DuBose-Batiste of her activist husband, "Audley gives me a lot of support in my union role. In fact, he was the one who convinced me to run for local president and encouraged me all along the way. He's a totally liberated man. When we're doing our union thing, we're not a man and a woman, we're two workers."

The couple live in Brooklyn's Coney Island section with DuBose-Batiste's son, Lawrence, 21, an accounts clerk. Another son, Warren, 19, is serving in the Mediterranean aboard the tanker U.S.S. Milwaukee with the US Navy's Sixth Fleet.

DuBose-Batiste, who overcame a stroke suffered in 1980, looks forward to the new challenges in Region II. "Our members need the chance to show the skills they've learned through CSEA.



We've got 23,000 people in this region — their needs must be addressed and their talents tapped."

Although her union activities haven't left much time for hobbies, she enjoys music and singing.

DuBose-Batiste hasn't forgotten her home local. She has been spending several hours each morning at Downstate to assure a smooth change over.

"I'm a worker," she said, "I've done it all. A lot's happened in our Region. Sometimes we've been divided seven ways from Sunday, but we're in a new era now. We have to work together to solve our problems. We have to understand that the issues we face aren't institutional workers' issues, or clerical workers' issues, but workers' issues."

Richard Conrad, 26, Local 815 member, killed in on-the-job accident on June 28

WEST SENECA — Richard Conrad, a West Seneca town employee, was killed Tuesday, June 28, when he was struck by a flying cover from a brush-chipping machine while working at the town highway garage.

The 26-year old member of Local 815 was attempting to close the cover, which acts as safety guard over the chipper's cutting blade, according to witnesses.

Unit President Jim Kittner said the chipping machine had a history of pro-

blems, and that the manufacturer of the chipper had made an adjustment that still failed to eliminate clogging of chips near the chute.

Region VI OSHA Specialist John Bieger and Steve Caruana of the local and region safety committees were on the scene the day of the accident, and will issue a report.

Town officials said a federal OSHA investigator would also inspect the accident scene.

Moran new director of communications

ALBANY — Michael P. Moran has been appointed Director of Communications of CSEA, the state's largest public employee labor union.

"I am happy to serve a union that represents the best of the labor movement," Moran said. As Director of Communications, Moran supervises a staff of more than a dozen professional communication specialists, and is responsible for the union's communications, press relations, public relations and advertising programs.

Prior to joining CSEA, Moran worked as a producer / reporter / anchor for WNYT-TV, the NBC affiliate in Albany. His duties included covering the state capitol. Moran has also covered state government and politics for the public television program Inside Albany. In addition, he has worked for WSKG-TV, Binghamton, N.Y., The Middletown Times Herald-Record and Empire State Report.

Moran holds a master's degree in Mass Communications from Syracuse University and a bachelor's degree in Political Science / Journalism from SUNY Albany.



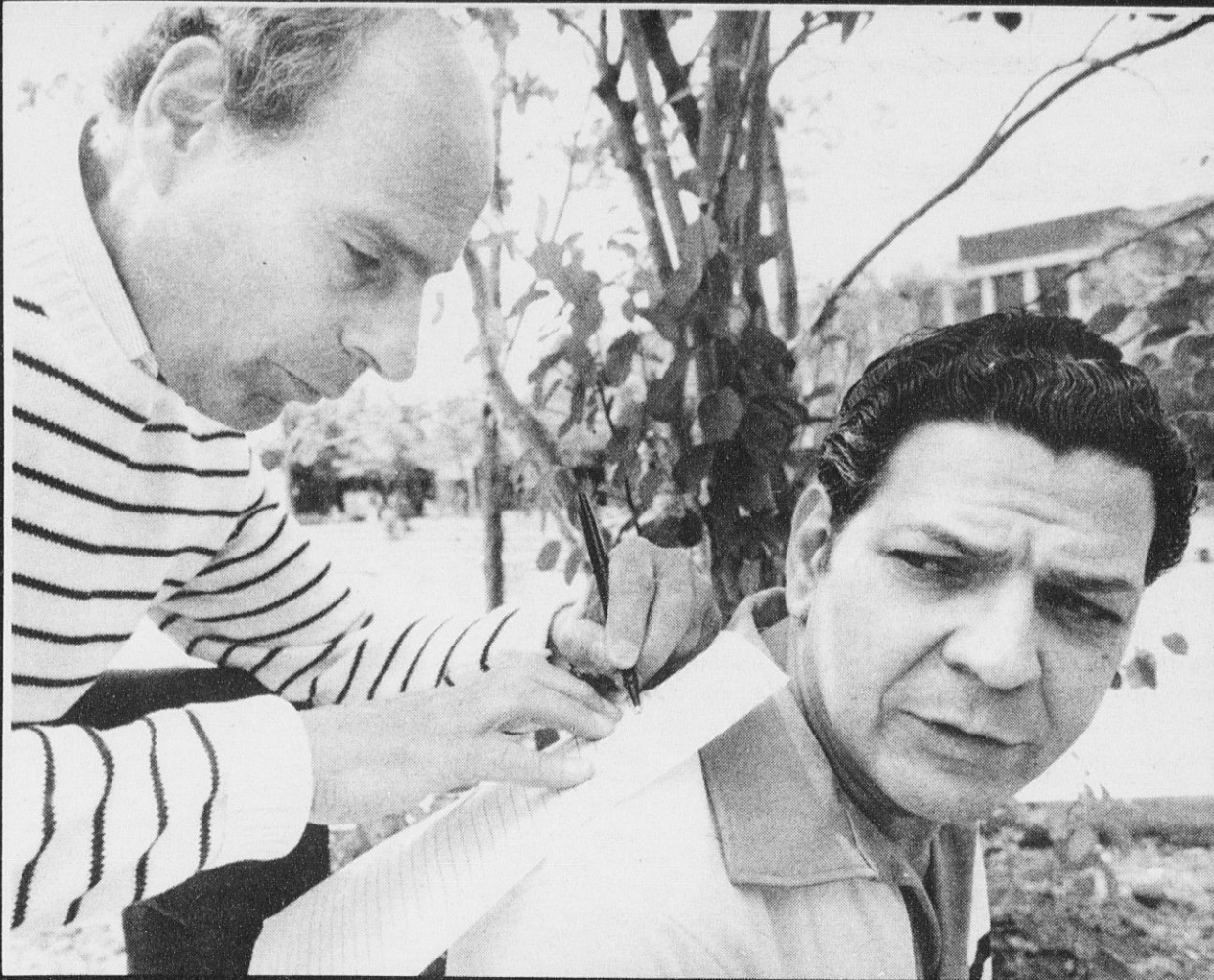
MICHAEL P. MORAN

Arbitrator ruling supports employee on transfer issue

SILVER CREEK — The Village of Silver Creek has been ruled in violation of its contract with CSEA by not awarding a transfer request by an eligible employee.

An arbitration has ordered the village to place Vito Botticello in the position of water and sewer maintenance man and to pay him the difference between what he earned as a dispatcher and what he would have earned in the water and sewer maintenance position.

The arbitrator's award upholds the CSEA-village contract that gives incumbent employees preference over outside applicants. The state hired an outside applicant to fill the job and rejected Botticello's application, according to CSEA Field Representative Mark Higgins. Botticello is a member of Chautauqua Local 807.



DON'T PULL THE PLUG ON THE BARGE CANAL

ROME MAYOR 'BACKS' FIGHT — NYSDOT Barge Canal CSEA Local 502 President Frank Zammiello Jr., right, offers his back to enable City of Rome Mayor Carl J. Eilenberg to sign one of thousands of petitions being circulated statewide by CSEA in an effort to prevent the threatened layoff of State Barge Canal employees later this year. Mayor Eilenberg said he was keenly aware of the problem, and noted that the original opening of the canal took place at Rome. He said he was concerned that the waterway will continue to be a vital link in the state transportation and commerce system, and feared the layoffs might jeopardize that stature. Photo by David Coates, "Rome Sentinel"

Nearly half of those laid off during May were rapidly re-employed

ALBANY — The State Department of Civil Service reports that of the 1,428 state employees who received pink slips in a double rounds of layoffs during May, only 795 were unemployed by mid-June.

Some 1,428 employees actually received pink slips in May, although more than 2,400 were targeted for layoff. Of those receiving pink slips, however, more than 600 were offered other state jobs, largely because of the success of the early retirement program. Other layoffs were averted because of the retirement option, attrition or transfers.

According to CSEA Counsel James Fatherstonhaugh, the rapid re-

employment of nearly half of those workers laid off in May "underscores what we said in the beginning — that there was no need to lay anyone off.

"It's clear that with a little workforce planning, attention to detail, and aggressive action by GOER, these layoffs could have been averted."

Civil Service Department sources said that many of the 675 people still unemployed from the first round of layoffs were temporary employees. Of the 1,100 workers scheduled for May 24 layoff from OMH and OMRDD, Only 252 workers were actually laid off. Of those, 120 remain unemployed.

COPING with LAYOFFS

How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-342-6272. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

You may be eligible for dues-free membership

ALBANY — A year's dues-free membership is available to any CSEA member who is laid off and placed on a Civil Service Preferred List.

Applications, available at CSEA Headquarters or any of the six regional offices, require the signature of the employee's personnel officer to verify layoff status.

Once completed, the forms should be returned promptly to: CSEA, 33 Elk St., Albany, N.Y. 12224.

Dues free membership expires if an employee is returned to the payroll.

How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

NAME _____

ADDRESS _____

CITY _____

SOC. SEC. NO. _____

STATE _____ ZIP _____

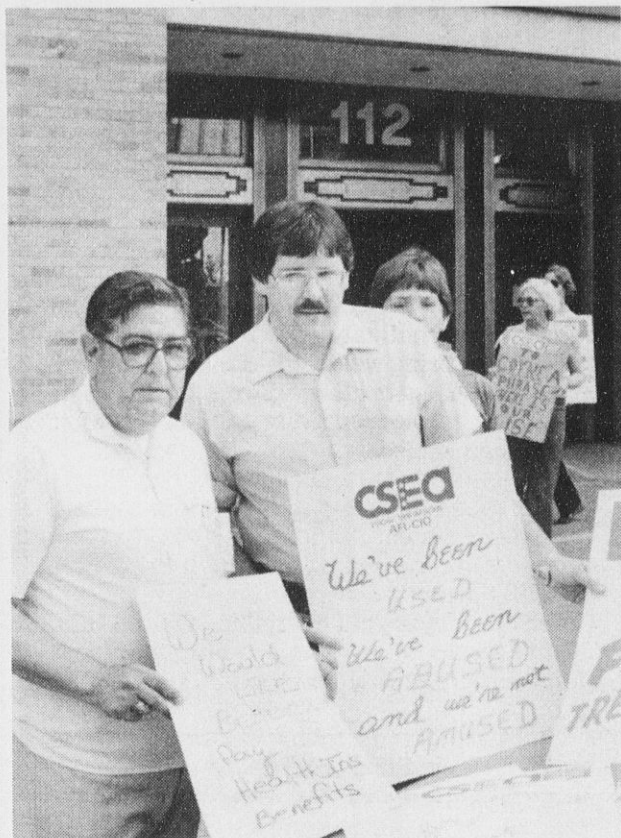
Mail to: CSEA Employee Benefit Fund
14 Corporate Woods Blvd.
Albany, NY 12211

(Do not send payment at this time)

TAKIN' IT TO THE STREETS

ALBANY — An angry group of Albany County employees, upset over a final contract offer that three out of the four CSEA units rejected, took to the streets in downtown Albany recently to picket a meeting of the Albany County legislature.

The Albany County Highway Unit accepted the county's offer recently, but employees of three other units — social services, health and civil employees at the county jail — rejected the offers by wide margins and have elected to go to fact finding.



ALBANY COUNTY LOCAL PRESIDENT Al Oliver, left, is joined by CSEA Capital Region President Al Mead in handing out placards to picketing union members in front of the Albany County Office Building.



LEAP CSEA Labor Education Action Program

STAFF OPENING

ALBANY — CSEA's Labor Education Action Program (LEAP) is seeking candidates to fill the position of Program Evaluator.

Job responsibilities will include designing and implementing evaluation systems to monitor LEAP projects. Field visits to training sites in various parts of the state will also be required.

Minimum qualifications are as follows:

(A) Bachelor's degree plus two years experience in three of the four areas, that is: 1) designing, developing and evaluating curriculum; 2) teaching adult education; 3) developing evaluation design, methodology and implementation; and 4) monitoring training contracts;

or

(B) A high school diploma plus three years experience, as above;

or

(C) A combination of both education and experience as described above.

Candidates must possess driver's license and a car for business use.

Resumes should be submitted by July 11 to: Personnel Director, 33 Elk St., Albany, N.Y. 12224.

Pine Valley unit oks new contract

PINE VALLEY — The 40-member Pine Valley School unit of CSEA Local 807 has reached agreement on a two year contract that raises wages by eight percent in the first year and six percent in the second year.

Additional benefits for the unit that includes cleaners, bus drivers, teacher aids, food service and clerical workers include a new salary schedule linking increments to years of service, paid snow days and teacher conference days as well as an additional vacation day for anyone required to work on a snow day.

Custodians and building maintenance mechanics will receive three clean uniforms per week, plus \$20

per year towards work shoes. The new pact also increased life insurance for Tier I and Tier II employees from \$5,000 to \$10,000. The school district's contribution to the dental plan will be increased from 25 percent to 50 percent, providing 75 percent of eligible members join the plan.

Other benefits won include the right of rebuttal in personnel files, rights to grieve disciplinary action by the employer and two additional bereavement days on the death of spouse, parent or child.

Mark Higgins was chief negotiator. Committee members included Donna Snyder, June Jones, Janet Halleron, Bernice Mason, Jeanette Ivett, Lillian Gross and Unit President Jerry Williams.

Rensselaer Unit says 'NO WAY' to welfare recipients replacing workers

TROY — "No way!"

That, says Rensselaer County CSEA Unit President Carol Larpenteur, is the union's position to a county proposal to use 10 welfare recipients to fill summer job positions.

Larpenteur said the union is prepared to immediately file legal documents to halt any effort by the county to use welfare recipients to fill the summer jobs. At the base of the problem is the fact the county recently laid off 49 county employees, claiming there was not enough work to keep them on the payrolls.

"Those workers did everything from cut brush to dig ditches, and the county administration publicly claimed there was no work for them to do. So why would we allow the county to fill those items with summer welfare workers? No way. Hire the laid off workers back, use the 10 most senior. Nothing else will be acceptable to this union," she stated.

Recently, the Rensselaer County Legislature failed to reach an agreement on a political compromise to allow the county to bond for highway and bridge repairs. Due to this lack of human concern for the plight of 49 employees and their families, the workers were laid off and supposedly

forgotten about by both groups of politicians.

However, the weather, bush growth and other day-to-day maintenance chores have not paid any attention to the political decision that there is no work to be done by the workers. The wet spring weather has moved highway beds; now the hot summer weather is causing parts of the county highways to buckle. And the political decision has not stopped the brush from growing or the roadside ditches from becoming clogged.

"First the county said it had to work for its regular employees. Now it wants to go out and hire welfare recipients to do the same work as the laid off workers. That's unfair," Larpenteur stated.

State law does not allow any person assigned to such work relief projects to be taking over a job normally done by a regular employee.

"Since the highway department employees did everything from A to Z, there is not a work assignment that could be given to a welfare recipient which wasn't done by a regular county highway employee," Larpenteur noted.

"If the county wants to call back the 10 most senior workers for brush cutting, etc., that's fine with us. But not anything less."

49 WORKERS

GONE, BUT NOT FORGOTTEN.

Rensselaer County Unit, Civil Service Employees Association



Stack goes to Harvard

ALBANY — CSEA Comptroller David M. Stack has been selected to participate in the national Program for Senior Executives in State and Local Government to be conducted this summer at Harvard University's John F. Kennedy School of Government.

The prestigious and demanding three-week program will include intensive training in management, analytics, leadership, policy development and labor relations.

Selected from a nationwide pool of applicants, the class of 100 participants includes state, county and municipal government officials and executives, as well as state legislators, city councillors and officials of non-profit organizations.



DAVE STACK

CSEA working to represent Fort Ann school employees

FORT ANN — School may be out but CSEA is busy working to represent the school employees of the Fort Ann Central School District in Washington County.

Because of CSEA's involvement, the 40 school employees have already received some non-negotiated benefits from the apparently upset school district.

The school board authorized a non-negotiated 7 percent salary increase for the workers in what could be viewed as an attempt to dissuade them from supporting a real union. The workers are currently represented by an independent non-recognized in-house organization.

In addition, Robin Temple, president of the Board of Education, issued a letter to James Coley, an AFSCME representative working on the organizational drive, clarifying alleged remarks made by board member William Lezette. Temple said Lezette's comments about contracting out the jobs of the district's transportation department employees if they decided to join CSEA were not authorized by the Fort Ann Central School Board of Education.

Said Temple: "It is not the intent of the Board of Education to interfere with any of its employees' legal rights to organize."

Representation election set for Washington Co. highway workers

ALBANY — The Public Employment Relations Board has scheduled a mail ballot election to resolve the representational issue between CSEA and Teamster Local 294 concerning the right to represent 79 Washington County Highway Department employees.

"The county did not want to give sufficient time off for the employees to safely participate in an on-site election," John D. Corcoran, Jr., region director, said. "We were prepared for either type of balloting and in this instance a mail ballot may actually provide more privacy to allow the voters to make their own personal decision."

PERB will mail out the ballots to the involved workers July 6 with the count being held at 10 a.m. July 20. If an eligible employee has not received a ballot by July 12, the employee should contact PERB for a replacement ballot.

CSEA has scheduled an informational meeting for all the involved workers at 7:30 p.m. July 7 at the Original Halfway House Bar across from the General Electric plant in Fort Edward.

At that session, the workers will have the mail ballot voting procedure explained, and will have an opportunity to talk to CSEA field representatives about labor situations in Warren and Saratoga counties.

Saratoga Co. ratifies 2-year pact

BALLSTON SPA — A two-year contract has been ratified by a 9-1 margin by the Saratoga County General Unit membership and unanimously by the County Board of Supervisors, ending 10 months of hard bargaining on both sides of the table.

The contract will cost the county about \$544,000 in 1983 and will provide each county employee with a 6.5 percent general salary increase each year.

"We accepted no diminishment in benefits despite the catastrophic increase in health insurance premium costs the county realized," Cheryl Sheller, unit president said.

The county, which had experienced a 50 percent increase in this year's premium, had originally wanted the workers to pay the full cost of the increase. The union's position was firm and, after the union participated in public discussions on the issue, the problem was finally resolved.

"In essence, we developed a partnership with our employees," Frederick McNeary, Saratoga County supervisor and chairman of the county's bargaining team, said, explaining that these somewhat strained negotiations had served as a beginning for a new relationship between the parties based on mutual understandings of common concerns and needs.

Other highlights of the pact are a \$25 increase in the established uniform allowance for infirmity and public health nurses; on-call pay for social service workers; and an additional 5 per cent hour increase for highway workers in each year of the pact.

Thomas H. McDonough Conference

hosts record crowd in Central Region



AFSCME PRESIDENT GERALD W. MCENTREE gestures as he delivers an address to several hundred CSEA members attending the recent Region V Thomas H. McDonough Summer conference at Lake Placid. Region V CSEA President James Moore is at left.

LAKE PLACID — Breaking all attendance records for a Central Region Conference, more than 350 CSEA members including statewide, regional and local officers gathered here June 17-19 for the first annual Region V Thomas H. McDonough Summer Conference, named in honor of the late union executive vice president.

The three day program began Friday evening with an address to the regional executive board by AFSCME President Gerald W. McEntee.

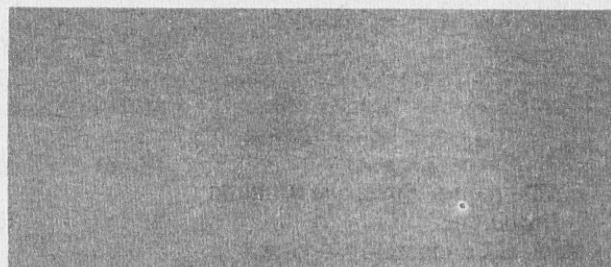
In his talk to the regional officers, McEntee cited the adverse effects of Reaganomics on the nation and New York State. The international union leader also stressed the vital need for continued unity within the ranks of labor unions, and expressed deep concern for the problems confronting public employees in New York State. McEntee reassured the support and help of AFSCME services to CSEA whenever needed.

In a program departure from past conferences, the Saturday morning session was devoted entirely to informational services. Twenty booths and tables were assembled to offer a wide range of information including labor education, insurance, OSHA, P.E.O.P.L.E., political action, employee assistance, research, vision care, communication, CSEA field service, legal aid, school district affairs and many others.

A Saturday evening banquet was capped by special ceremonies honoring the late Thomas McDonough and past Statewide Treasurer Jack Gallagher. As a special guest of the Region, Mrs. Pauline McDonough accepted the honors from Region V President James Moore.



HONORED — Pauline McDonough, widow of Thomas H. McDonough, for whom the Region V Summer Conference is named, received gifts and a kiss from Region V President James Moore in photo at left. In photo below, former long-time statewide CSEA treasurer Jack Gallagher accepts a gift of appreciation for his devotion to union activities from President Moore.



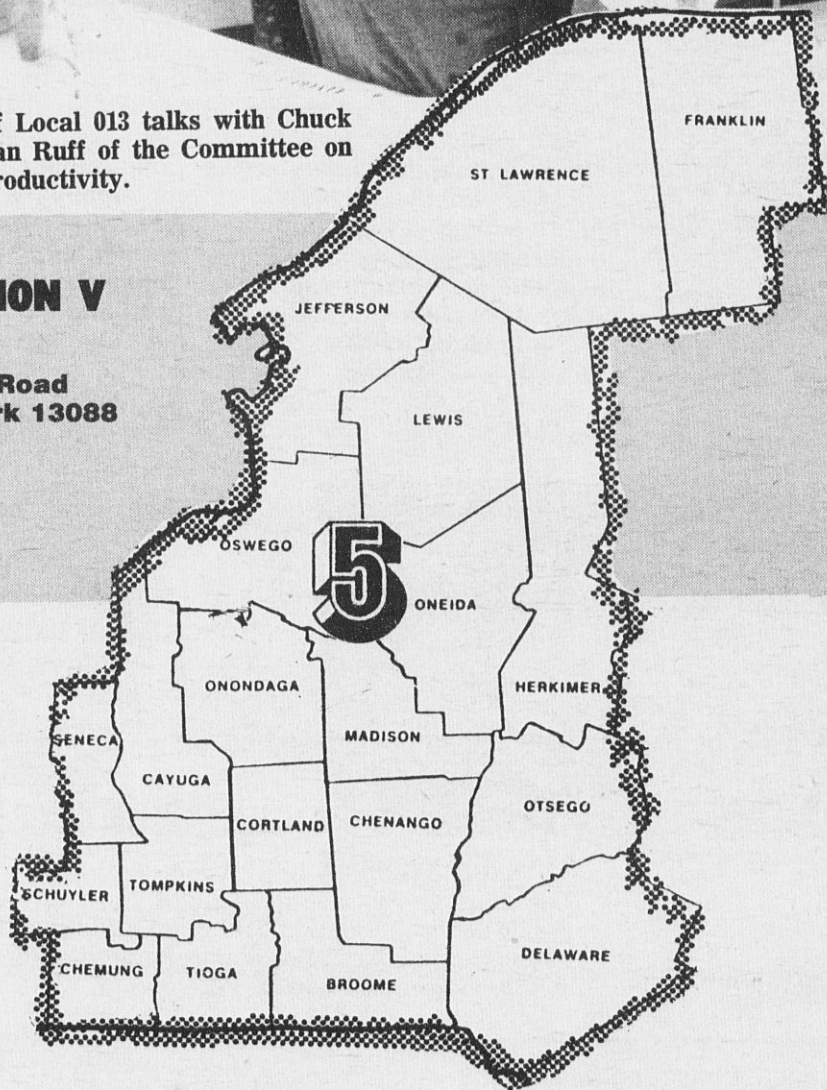
GROUP HEALTH INSURANCE is the topic of discussion, photo left, between Van Robinson, right foreground, and Local 611 President Dale Dusharm, left foreground. Mark Dexter and Ed Whaw from Blue Cross listen in background.



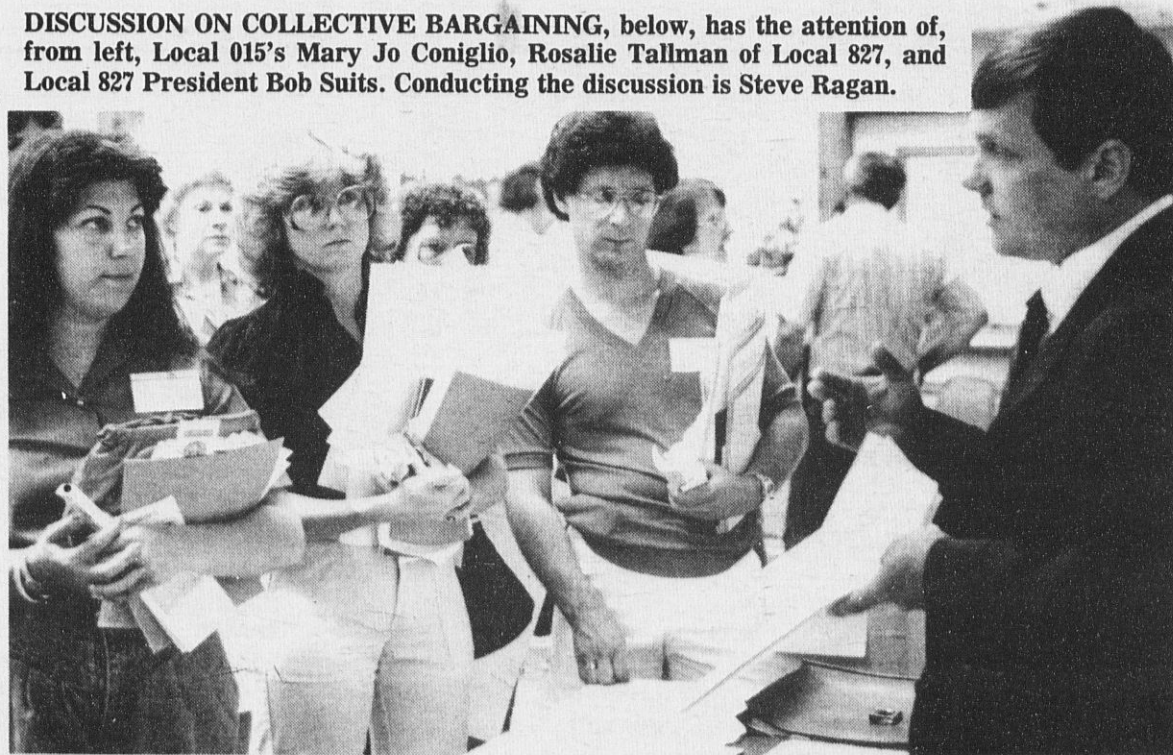
JUDY SHANLEY, left, of Local 013 talks with Chuck Gregory, center, and Brian Ruff of the Committee on Work Environment and Productivity.

CENTRAL REGION V

Suite 308
290 Elwood David Road
Liverpool, New York 13088
(315) 451-6330



DISCUSSION ON COLLECTIVE BARGAINING, below, has the attention of, from left, Local 015's Mary Jo Coniglio, Rosalie Tallman of Local 827, and Local 827 President Bob Suits. Conducting the discussion is Steve Ragan.



COMPETITIVE PROMOTIONAL EXAMS

[State employees only]

TITLE AND SALARY GRADE	DEPARTMENT	EXAM NO.
Associate Public Information Specialist G-23	IDP	36-903
Chief Clerk G-20		38003
Head Clerk G-15		37-996
Head Clerk (Personnel) G-15		37-997
Head Clerk (Purchase) G-15		37-998
Head File Clerk G-15		37-999
Head Mail and Supply Clerk G-15		38-000
Head Statistics Clerk G-16		38-001
Payroll Clerk IV G-18		38-002
Senior Public Information Specialist G-18		36-902
Associate Examiner of Municipal Affairs G-23	AUDIT & CONTROL	37-939
Principal Examiner of Municipal Affairs G-27		37-940
Associate Education Publications Editor G-23	EDUCATION	37-991
Senior Education Publications Editor G-18		37-990
Fish Culturist I G-11	ENCON	37-973
Fish Culturist II G-12		37-974
Fish Culturist III G-14		39-735
Fish Culturist IV G-16		39-736
Fish Culturist V G-21		39-737
Transportation Planning Aid I G-5	DOT	00-155
Administrative Services Manager II G-18	TAX & FINANCE	38-010
Chief Mail & Supply Clerk G-21		38-004

open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 8, 1983

Title	Salary	Exam. No.
Education Publications Editor	\$17,694	25-972
Education Publications Editor, Assistant	28,772	25-974
Education Publications Editor, Senior	22,132	25-973
Housing Consumer Representative	17,894	25-957
Museum Publications Assistant	22,132	25-975
Public Information Specialist	17,694	25-230
Public Information Specialist, Senior	22,132	25-231
Public Information Specialist, Associate	28,772	25-232
Public Service Publications Editor	22,132	25-962
Transportation Planning Aide I	10,299	25-949
Chief of Developmental Center Treatment Services	47,221	28-513
Environmental Specialist (Cultural Resources)	22,132	28-523
Medical Conduct Investigator, Principal	32,020	28-533
Transportation Contracts Analyst	28,772	28-531
Transportation Contracts Analyst, Assistant	22,132	28-530
Coastal Development Specialist I (Planning)	17,694	80-071
Coastal Development Specialist II (Planning)	22,132	80-072

Muscatiello elected

ALBANY — Tony Muscatiello has been elected president of the James E. Christian Memorial Health Department CSEA Local 664. He heads a slate of officers which also includes Vice President Cindy Gansle, Treasurer Bob Simone and Secretary Sandy Draper.

Elected members of the Local Executive Committee were Jane Holstein, Ken Perrier, Mary Lou Breslin, Debbie Coratti and Sheila Bradwell.

Elected delegates were Lynne Albright, Thomas McMahon, Ricky Goldman, Muscatiello, Draper, Simone, Gansle and Perrier.

Metropolitan Region II holds Open House program



METROPOLITAN CSEA REGION II PRESIDENT Frances DuBose-Batiste guides visitors on a tour of the new Region II headquarters facilities during a recent open house program at the 100 Church Street location in New York City. From left are Frank Stella of AFSCME, President DuBose-Batiste, CSEA Regional Director Ron Mazzola, CSEA Regional Atty. Stanley Mailman, and AFSCME Area Director Steve Fantauzzo. Many CSEA members and several legislators attended the program.

METROPOLITAN REGION II
100 Church Street
Room 1620
New York, N.Y. 10007
(212) 587-8200
Frances DuBose-Batiste,
CSEA Regional President
Ron Mazzola,
CSEA Regional Director



CLINTON THOMAS, left, president of Creedmoor Psychiatric Center CSEA Local 406, is congratulated upon his pending retirement from public service by CSEA Field Representative **Charles Bell**. Thomas was among scores of CSEA members and officials attending the recent Region II open house program.

Class action case decided in favor of Smithtown workers

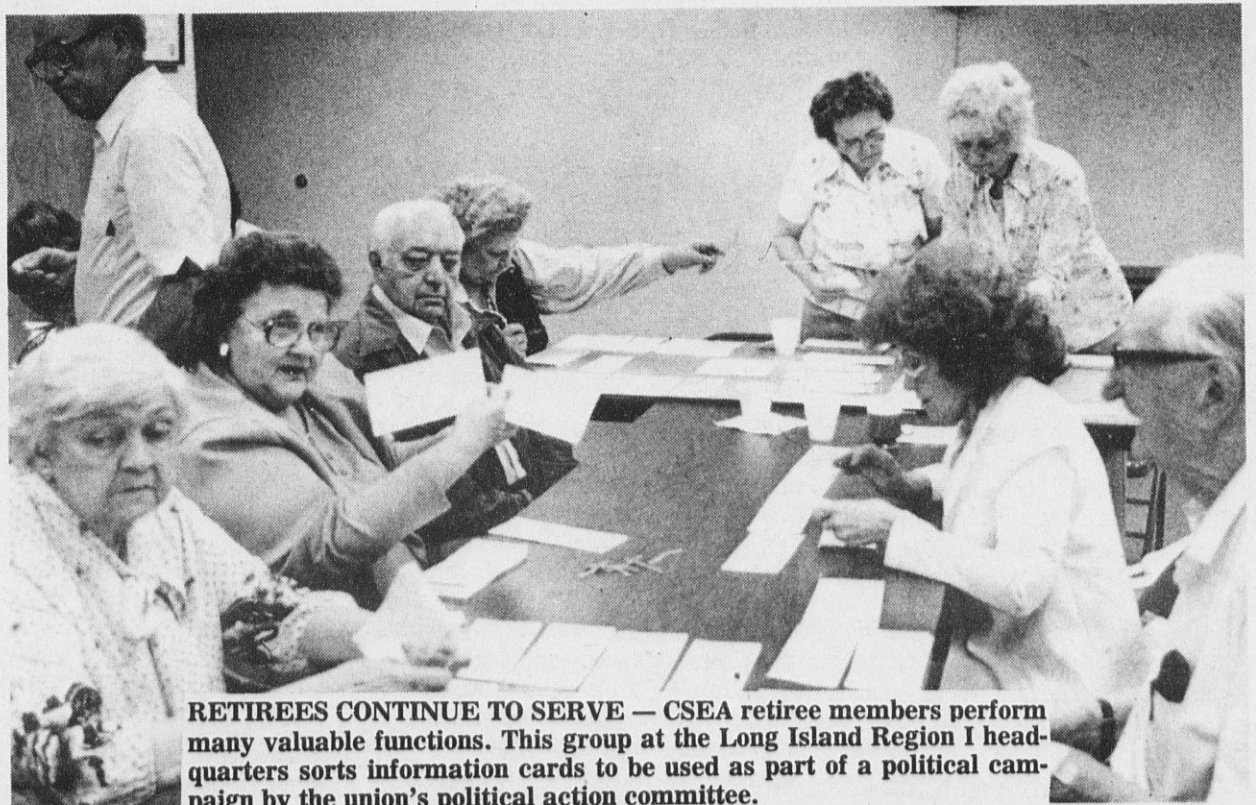
HAUPPAUGE — "The town did violate Article 37 of the collective bargaining agreement when it failed to provide a level of health benefits equal to the Statewide Health Plan as of Dec. 31, 1980."

With those words, Arbitrator Roger Maher upheld a class action grievance filed on behalf of the Town of Smithtown Unit of Suffolk County Local 852.

The town had unilaterally increased the health plan deductible when it substituted health carriers.

CSEA, however, argued that the contract as ratified did not stipulate any health plan deductible increases. And, to acquiesce to the change would be to violate the members' trust. The arbitrator agreed and, as part of his award, ordered the town to reimburse employees the increased deductible charges of \$25 for single coverage and \$75 for family coverage.

The award is another win for CSEA's legal assistance program.



RETIREES CONTINUE TO SERVE — CSEA retiree members perform many valuable functions. This group at the Long Island Region I headquarters sorts information cards to be used as part of a political campaign by the union's political action committee.

CSEA retirees director retires at 70

Department burgeoned under reins of Tom Gilmartin

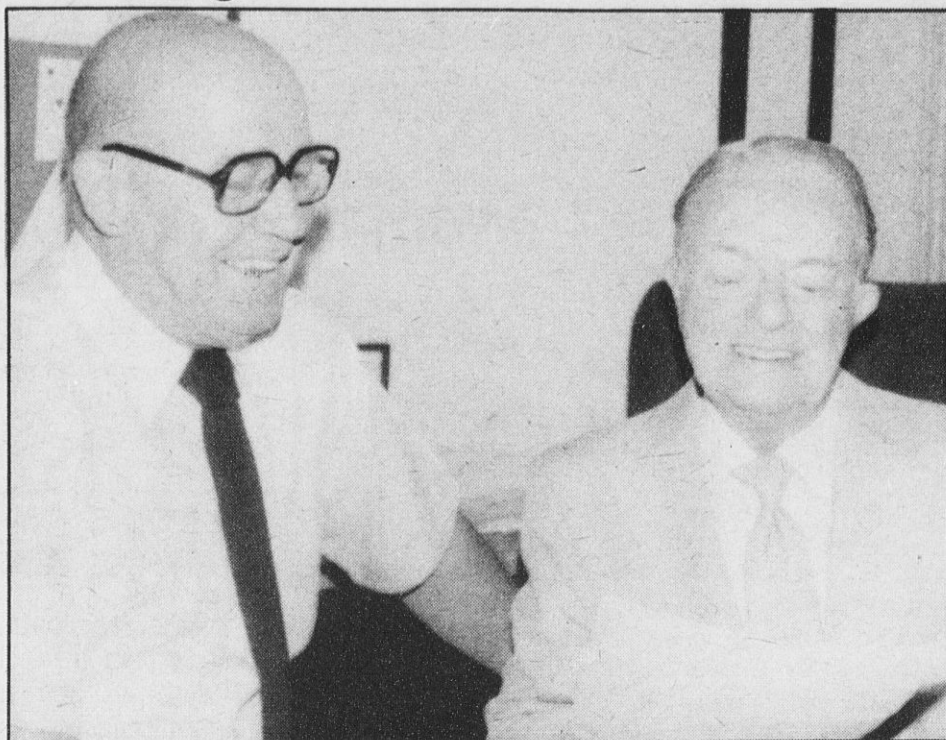
ALBANY — "I was fortunate to have come in on the ground floor," is how Thomas Gilmartin modestly describes his achievements as director of CSEA's Retirees Department. But to those in the know, his achievements were anything but modest.

Gilmartin, 70, retired June 30 after nine eventful years as retirees director. During his tenure, the department burgeoned — the number of retiree locals grew from six to 19, while the number of enrolled members jumped from 7,000 to 50,000. Today, this mighty group is the largest organization of retired public employees in the United States.

For Gilmartin, it all began with a newspaper advertisement. He replied to an ad in The Public Sector which his wife, a former CSEA member herself, had called to his attention. At the time, he was a fledgling retiree himself, having just left his position as an English teacher in the Scotia-Glenville School District in Schenectady County. He had been teaching high school for 35 years.

"It was interesting coming into a situation of dealing with retirees after having retired myself," said Gilmartin recently, reminiscing about his CSEA service. "I just started from scratch. Still, it was pretty hectic most of the time since I was carrying the fort myself."

When he wasn't busy recruiting new members, setting up new locals, and coordinating lobbying and political action efforts on behalf of the retirees, Gilmartin could often be seen on the



telephone, responding to members on a personal level. His was the friendly and knowledgeable voice giving advice and answers on any number of problems a member may face in the process of retirement.

"People have all kinds of questions — about health insurance, about pension checks which don't arrive on time — and they come to us for advice," he says.

"Until we had this office, people didn't know who to turn to, or who to go to for answers."

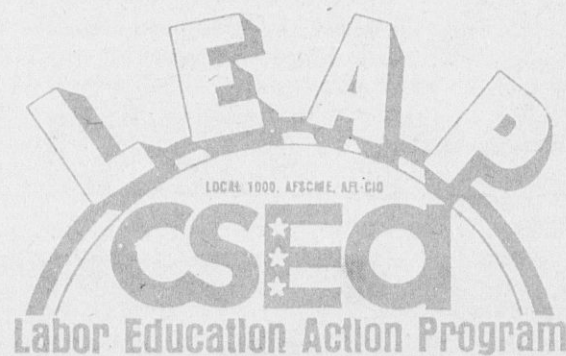
He also found the time to start a regular retirees newsletter, which covers developments in New York State of interest to retired public

employees. Eventually, job demands required more staff and in 1981 Leo Hope was hired as his administrative assistant.

Gilmartin attributes the success of his department to the fact that "CSEA has the interest of its members at heart." He adds, "It would not have been possible without the wonderful staff people here."

Through the years, he has seen the political clout of retirees increase. "Our numbers are so large we can't be ignored," he says. And, he is convinced that they are "a great resource for the biggest of all public employee unions in New York State."

LEAVING CSEA — Tom Gilmartin is leaving his post as head of the Retirees Department after nine years. At left, he is shown working with Administrative Assistant Leo Hope; below, he is captured in a pensive moment.



Catalog of tuition-free courses now available

ALBANY — Thomas Quimby, director of CSEA/LEAP, the Labor Education Action Program, reports that the fall 1983 catalog of tuition-free courses is now off the presses and available at state training and personnel offices.

Courses were designed based on membership surveys, reviews of job descriptions and interviews with both union officials and management personnel. They will be held at various two- and four-year public and private colleges across New York State.

July 25 is the deadline to sign up using streamlined application procedures in what Quimby calls "the first test of our computer-assisted registration process."

Local presidents are asked to cooperate with agency/facility training directors to guarantee rapid distribution of catalogs and applications.

CSEA/LEAP is a three-year project funded with state monies for employees of the administrative, institutional and operational bargaining units. Its purpose is to promote advancement through education and training.

Pilgrim's Frazier honored by Assembly resolution

Longtime union activist Jean W. Frazier, who in June was elected as a Mental Hygiene representative to CSEA's Board of Directors and who has served in a wide variety of union positions, has been recognized by a resolution passed recently by the State Assembly.

Introduced by Assemblyman Paul Harenberg from the 5th Assembly District in Hauppauge, the Legislative Resolution honored "Jean W. Frazier for her devotion, dedication and advocacy for the patients and employees of Pilgrim Psychiatric Center."

The resolution notes, in part, that "It is the sense of this Legislative Body to recognize those of its citizens who have proven themselves to be dedicated to improving the welfare of their fellow man. . ."





What if no one were there?

A lot of very special people in our state need some very special help; the sick, the elderly, the handicapped.

Fortunately, many men and women in New York State have made a deep commitment to helping those in need.

We're very, very proud of one group in particular, and proud that these volunteers were recently recognized for their contributions. New York State Public Employees, as a group, have received a Presidential Citation for the volunteer work they perform in addition to the public services they provide every day.

The Presidential Recognition Award cited New York's Public Employees for leading the nation in blood donations. They were also recognized for their outstanding commitment to Special Olympics. They have sheltered neighbors in need, established food banks for the unemployed, and provided activity centers for urban teens.

At CSEA, this award does not surprise us. We know that our members give of themselves to make things better for others.

We're proud to serve New York both on the job and long after the workday ends.

Public Employees . . .
where would you be
without them?



The Civil Service
Employees Association
Local 1000,
AFSCME, AFL-CIO
William L. McGowan,
President