

THE Public SECTOR

Official Publication of The Civil Service Employees Association

Vol. 1, No. 25

25¢ (ISSN 0164 9949)

Wednesday, March 21, 1979

GOVERNOR HUGH L. CAREY turns to CSEA President William L. McGowan during a press conference in the State Capitol to announce the new tentative 3-year pact. Gov. Carey described Mr. McGowan as a "... tough but fair negotiator." during the conference.

'Richest ever' 3-year pact includes COL adjustments

ALBANY — A tentative three year contract, providing potentially nearly 23 per cent in compounded salary increases including cost-of-living adjustments, has been reached between the Civil Service Employees Assn. and the State of New York after some four months of intense bargaining. The tentative agreement, subject to ratification of the membership, affects 107,000 State workers in the

Administrative Services, Institutional Services, and Operational Services units.

The tentative agreement was reached on Sunday, March 11, coincidental with the start of the union's special spring delegates meeting here. CSEA officials said it would probably require two to three weeks to compile complete details of the new agreement to be mailed as an informational packet

to the employees affected along with mail ratification ballots. If approved, the 3-year agreement would be effective as of April 1, 1979.

CSEA President William L. McGowan has called for overwhelming ratification of the pact, describing it as "by far the richest ever negotiated by CSEA." Gov. Hugh L. Carey publicly described the agreement as "truly

an innovative plan... a precedent-setting contract."

The tentative pact, containing scores of major changes and improvements over the current contracts which expire March 31, is discussed in highlight form on pages 6, 7 and 8 of this issue. Complete details will be provided the membership prior to ratification voting.

Delegates OK modest dues hike

ALBANY — Civil Service Employees Assn. delegates have approved a modest increase in the union's dues, with the increase to be achieved in three steps over the next two years.

The 1,200 union delegates at CSEA's special delegates meeting here March 11-13 approved, by a 3-1 margin, increasing annual dues to \$84.50 effective April 1, 1979; to \$91.00 effective April 1, 1980; and to \$104.00 effective April 1, 1981. CSEA dues are currently \$58.50 annually, among the lowest of any union in the country.

Putting it in perspective, the increase raises the current dues deductions of \$2.25 per 2-week payperiod to \$3.25 per payperiod this April 1, to \$3.50 per payperiod on April 1, 1980, and to \$4.00 per payperiod as of April 1, 1981.

In voting for the three-step increase, delegates rejected a proposal of the special Presidential Advisory Committee on Dues to raise annual dues to one percent of

salary effective April 1, 1979 to offset an existing deficit budget situation and provide a modest annual surplus for the foreseeable future. The 1% proposal was rejected by a nearly 4 to 1 margin, although it had the strong support of President William L. McGowan and other top union officials. By decreasingly smaller margins, delegates also rejected a proposal

for a flat \$104 annual dues effective this April 1, and a proposal for a dues increase to 8/10th of 1% of annual salary.

The dues increase as approved falls short of what union officials have said was necessary to maintain a balanced or surplus operating budget. They have projected a deficit budget situation reoccurring as early as 1980 under

the dues structure adopted by the delegates. Union officials at presstime said it was unclear what effect the modest increase would have on 44 staff employees who have received layoff notices that become effective April 15. The layoff notices had been issued in view of the union's severe financial condition prior to the delegate's meeting.



INTENSITY AND STRAIN of four months of tough bargaining, including marathon sessions as the end grew near, is etched in the expressions of these CSEA negotiators. From left, front, are Elaine Mootry and Dorothy King, while in background are Sue Burczinski and Paul Christopher.

Photo by Joseph Schuyler

Parkway Authority abolition fought

By Jack Murphy

ELMSFORD — James J. Lennon, president of CSEA Region III, told a public legislative hearing on the future of the East Hudson Parkway Authority that CSEA is "unalterably opposed" to abolishing the agency.

The legislative hearing, held here in Greenburgh Town Hall, was called by Assemblymen William Finneran (D-Westchester), G. Oliver Koppell (D-L Bronx), and Robert Connor (D-Rockland).

The panel heard statements regarding five possible future directions for the authority which has responsibility for the parkway system in Westchester County and the Taconic State Parkway in Westchester, Putnam, Dutchess and Columbia Counties.

Lennon addressed the question "Whether the public interest would best be served by the abolition of the East Hudson Parkway Authority and the transfer of its functions to the New York State Department of Transportation?"

Lennon said CSEA opposed that possibility "because of the projected loss of jobs that would result from such action. In a number of instances, the state has chosen to

reduce the workforce through agency abolishments and layoffs. Doing so has resulted in immediate apparent savings, but has also resulted in some costly side effects which have not been fully considered and are thus not fully heeded in the state's decision-making."

Lennon listed such areas as the immediate loss by quitting of valuable employees, the lowering of productivity which accompanies layoff anxiety, unemployment compensation charge back and other impacts.

Lennon charged that "the Civil Service lay-off by abolishment is a popular strategy of the elected and public policy-makers as a method to reduce costs. There are two fairly simple reasons," he said, "for the popularity of the layoff — first, its a very visible way to cut costs . . . second, the benefits are easily measured, the often cited rule of thumb being 'if you layoff a hundred workers, you save a million dollars . . .'"

Lennon pointed out that any abolishment of the tolls on the

parkway system would cause a loss of revenue of \$5,200,000 as well as a loss of more than 30 jobs in the toll division. There are also 54 employees at the EHPA headquarters that could be phased out.

He also pointed out that the state has the concept of "using State Police in patrolling their jurisdiction. This could be a loss of 30 to 40 Parkway Police in Westchester and an increase of the Westchester County budget of 51% of the police department budget which the EHPA reimburses the county for. The question of the County Parkway Police/Sheriffs Department merger could be a moot action if the State Police were to take over the parkways in Westchester."

Lennon cited the fact that "We in CSEA have had a good labor relations profile with the East Hudson Parkway Authority. I think that competent career merit system employees do an exceptional job for the people who travel the parkways. The safety of the

system has mostly improved over those years that Westchester had control of the roads . . ."

He concluded his statement by saying "Politicizing the issue of the East Hudson Parkway Authority and its existence will only cause more problems for the people of the State of New York."

The question of the future of the EHPA has arisen from the authority's difficulty in raising sufficient revenue to rapidly modernize the parkway system, most of which is 40 to 50 years old.



JAMES J. LENNON, CSEA Region III President . . . "unalterably opposed" to abolishing the East Hudson Parkway Authority.

Ms. King to 'wait and see' on new Creedmoor director

CREEDMOOR — Psychiatric Center CSEA Local 406 President Dorothy King says she is taking a "wait and see" attitude over the recent appointment of Dr. Yoosuf A. Haveliwala as director of Creedmoor.

Ms. King, who also is second vice president of CSEA Metropolitan Region 2, originally had opposed Dr. Haveliwala's appointment, charging

he was anti-union. Ms. King had also claimed that when Haveliwala was director of Harlem Valley Psychiatric Center, he was responsible for the discharge of patients into the community without assuring those patients of proper care by competent CSEA personnel.

Ms. King, in her opposition to Haveliwala, had also accused State Mental Health officials of "playing a charade" when they named her to a special panel formed to help select a new director for Creedmoor. Ms. King pointed out Dr. Haveliwala's name was not among those the panel was asked to consider.

But now, Ms. King says, in effect, it's a two-way street. "We will work with Dr. Haveliwala if he works with us, we will cooperate with him if he cooperates with us." "We'll keep an eye on him to make sure his appointment as Creedmoor director will be for the benefit of employees and residents alike."



Dorothy King
President Local 406

Pay raise for Town of Niagara

NIAGARA — Town of Niagara workers, represented by Niagara County CSEA Local 832, will receive raises of 30 cents per hour and increments retroactive to January 1st in the first year of their new two year contract.

They will get another 35 cents hourly boost January 1, 1980, together with a paid holiday on their birthdays, and fully paid \$250,000 major medical

Police are now entitled to a 10-cent per hour shift differential on the

second shift and 15 cents on the third. New language calls for seniority considerations on lay-off, bumping and recall, job posting on all present or future positions and first refusal by covered employees for all transfers or promotions.

Serving on the negotiating team with Collective Bargaining Specialist Danny Jinks were unit President Fred Cooper, William Baney, Charmaine Weber, William Toni, Patricia Cramer, and Douglas Johnson.

Calendar of EVENTS

MARCH

- 21 — Buffalo Local 003, general membership meeting, 5:30 p.m., Buffalo Convention Center.
- 21 — Capital District Retirees Local 999, 1 p.m., general membership meeting, Sheraton Inn Towne, Albany.
- 24 — Grievance Workshop, sponsored by Tompkins County Local 855, 9:30 a.m.-3:30 p.m., Cornell University Conference Center, School of Industrial and Labor Relations, Ithaca.
- 26 — CSEA Statewide Probation Committee meeting for all Monroe county probation officers, 5 p.m., Americana Inn, 70 State Street, Rochester.
- 31 — Region IV Workshop on Unemployment Insurance for non-teaching school district employees, 10 a.m., Holiday Inn, Saratoga Springs.

Court supports CSEA position on West Seneca Unit overtime

WEST SENECA — State Supreme Court Justice Frederick M. Marshall has denied the preliminary injunction sought by the Town of West Seneca against the Civil Service Employees Assn., which represents the town's highway workers.

He also lifted a temporary restraining order granted January 7th, which enjoined the union from "encouraging any strike or concerted slow-down in work among the employees."

West Seneca officials had claimed that the workers had failed to respond to call-ins for overtime.

Justice Marshall dismissed these arguments saying that the town had failed to show that there was any breakdown of vital services or utilities, nor that this year's winter "engendered more intolerable conditions than those of past seasons."

Affidavits submitted by CSEA Regional Director Lee Frank explained that the union had notified the

highway superintendent of the contractual procedures for overtime.

CSEA Associate Regional Attorney Ronald L. Jaros represented the union.

In the meantime, an agreement has been reached on a new contract, subject to a ratification vote tonight.

Amherst contract

AMHERST — The 106 white collar workers of the Town of Amherst, represented by Erie County Local 815, CSEA, will receive 5% in each year of their new two year pact effective January 1, 1979.

They will also have a \$1 co-paid drug rider and be able to use personal leave as sick leave.

CSEA Field Representative Bob Young was chief negotiator for the team which included Unit President Cal Ackerman; Joe Steiert; Bill Schutt; Bill Grady and Dick Brox.



Above, CSEA FIELD REP NAT ZUMMO, second from left, points out totals of new union members recruited by Region I field staffers during December and January. At left is Joe LaValle, President of Suffolk Developmental Center CSEA Local 430; Paula Luvera, grievance chairman for Pilgrim Psychiatric Center CSEA Local 418; and CSEA Long Island Region President Irving Flaumenbaum.

Below, DISCUSSING REGIONAL SITUATIONS are, from left, staffer Mike Aiello, Regional Director Ed Cleary, and staffer George Peak.



Above, REGIONAL DIRECTOR ED CLEARY adjusts board showing field staff assignments within Long Island CSEA Region. Watching are field representatives John O'Sullivan and Bill Griffin.

Long Island Region I recruits 1,000 members

NORTH AMITYVILLE — More than 1,000 new union members were signed up over a two-month period by Civil Service Employees Assn. field staff in the union's Long Island Region I, according to Regional Director Ed Cleary.

Officially a special field staff membership drive program gained 892 new members during December and January, but late reports have actually pushed the total to over 1,000 new members, Cleary said.

Field Representative Nat Zummo led his fellow staffers by recruiting 231 new members during the two month drive.

CSEA represents court employees

ALBANY — The State Public Employment Relations Board has revoked the certification of the Service Employees International Union (SEIU) and its affiliate, the Ninth Judicial District Court Employees Assn., as the representative of court employees in Rockland and Westchester Counties and in the City of White Plains, due to misrepresentation.

As a result of the PERB decision, CSEA will remain the certified bargaining agent, and negotiations can begin immediately.

CSEA Collective Bargaining Specialist Pat Monachino has written to all court employees in the three units informing them of the situation and advising them not to sign any new petitions for elections.

"If we stand united, the CSEA and your negotiating teams can have a contract for you as early as the end of April, and monies as early as the end of May or the first part of June," he said to the Westchester, White Plains and Rockland groups. "But in the event of another election, you

probably won't even get to the bargaining table until June, and you will not receive any monies until the State Legislature approves the funding of your contract."

The NJDCEA won representation elections over incumbent CSEA in those three jurisdictions on Nov. 27, 1978, after representing itself on the ballots as "Local 710, SEIU, AFL-CIO." In fact, no such local existed on Nov. 27, 1978 — the SEIU having revoked the NJDCEA's charter five days earlier.

When the NJDCEA first filed petitions with PERB alleging a showing of interest in an election against CSEA, the petitions indicated support for SEIU, an AFL-CIO affiliate. CSEA, which is also an AFL-CIO affiliate, charged that the petitions violated Article 20 of the AFL-CIO constitution, which forbids raids by one affiliate against another. CSEA's charges were sustained by the AFL-CIO on Nov. 10, 1978, and on Nov. 22, SEIU notified the NJDCEA that it was revoking the latter's charter.

After the election, CSEA protested

that SEIU could not accept PERB certification as bargaining agent for court employees in the three jurisdictions involved, due to the decision in the Article 20 case. But PERB at that time had no knowledge of SEIU's revocation of the NJDCEA charter, and, feeling that the Article 20 case was "an internal proceeding of the AFL-CIO," certified "NJDCEA, Local 710, Service Employees International Union, AFL-CIO," as the employees' representative.

Subsequently, CSEA began a non-compliance proceeding with the AFL-CIO, charging SEIU with failure to comply with the Article 20 decision. It was during the course of this proceeding, on Jan. 17, 1979, that CSEA first learned of the SEIU letter to NJDCEA revoking the latter's charter. It was also at this proceeding that the parties first learned of a letter SEIU supposedly mailed to PERB, informing the board of the revocation. PERB says it never received any such letter.

In a recent decision on the matter, PERB members Ida Klaus, David C.

Randles and Chairman Harold R. Newman held that "the Dec. 7, 1978 certifications of the Ninth Judicial District Court Employees Association, Local 710, SEIU, AFL-CIO were improper in that they went to an organization that no longer existed. Indeed, that organization had not existed on Nov. 27, 1978, when the ballots were counted . . . Had the situation been disclosed to us by Dec. 7, we would not have certified them in the three units."

The PERB board went on to write that SEIU and the NJDCEA "had a joint responsibility to inform the voters as to the true identity of the organization appearing on the ballot. Had this significant information been communicated promptly, the results of the election might have been different. Accordingly, we set aside the elections."

At press time, it was learned that an alleged showing of interest was submitted Feb. 27 by NJDCEA for an election, and that a PERB conference has tentatively been set on the matter on March 30.

New health care center

State employees who live in certain parts of Columbia and Rensselaer Counties now have the option of switching their health insurance coverage to a new regional health care center in Canaan.

Those choosing this option must sign up by Apr. 1. The new facility, opening Apr. 1, is part of the Capital Area Community Health Plan, a health maintenance organization

If you want to sign up, contact your agency personnel office. The only State employees eligible are those who live in the following Zip Code areas: 12017, 12022, 12029, 12037, 12060, 12075, 12089, 12090, 12106, 12114, 12125, 12126, 12132, 12136, 12138, 12168, 12169, 12171, 12173, 12174, 12184, 12513, 12529 and 12534.

Q. Can Retired Public Employees Keep Up With Cost of Living?

$$ds^2 = dx^2 + dy^2 \quad \int ds = \int \sqrt{dx^2 + dy^2}$$

$$ds^2 = E_0 du^2 - 2F_0 du dv + G_0 dv^2$$

$$ds^2 = E_0 \left(\frac{F_0}{E_0} dv \right)^2 + C^2 T^2$$

$$L^2 = \left(\frac{\sqrt{E_0 G_0 - F_0^2}}{E_0} dv \right)^2$$

$$x = \sqrt{E_0} \tau + \frac{F_0}{\sqrt{E_0}} \tau$$

$$y = \frac{\sqrt{E_0 G_0 - F_0^2}}{\sqrt{E_0}} \tau$$

E=mc²

"RELATIVELY SPEAKING, IT'S AN ALMOST IMPOSSIBLE EQUATION"

Oral tests increasing

The number of oral tests used by the State Department of Civil Service has risen steadily in recent years, reaching a high in 1978, according to the Bureau of Staffing Services, which conducts State orals.

This type of test was used in examinations for 359 titles in 1978, and 6,173 candidates took orals. The Department said it has been conducting so many orals recently it was necessary to increase its facilities by 50 percent.

In an oral test, each candidate is questioned by a panel of three examiners in specially designated rooms which provide privacy.

Typically, oral examiners describe a hypothetical problem situation and ask candidates how they would deal with it. The examiners then evaluate the candidates' understanding of the problem and the reasoning behind their responses.

In most cases, the test is designed to evaluate — against the general background of the position — the individual's ability in three areas: to reason clearly and effectively and make sound judgments; to express ideas clearly and effectively, and to establish and maintain satisfactory

Legislative hotlines

ALBANY — For information on the status of bills in the State Legislature, three telephone "hot line" numbers may be called.

For bills in the Assembly, the number is (518) 472-6630.

For bills in the Senate, the numbers are (800) 342-9860 and (518) 455-2255.

relationships with others. In some cases, other factors, specifically related to the position, may also be used when the abilities to "think on your feet and communicate effectively are critical factors in the job to be filled.

In some cases, the oral is the only "selection device" in the examination. In other instances, an oral is combined with a written test, a rating of training and experience, or some other type of test.

Orals are scored in one of two ways (the announcement says which will be used): weighted, or qualifying. In a weighted oral, candidates receive numerical scores which will "rank" eligibles who pass all parts of the examination. In a qualifying oral, candidates receive either a "pass" or "fail" rating. Qualifying orals are used only if there is another test in the examination.

Elections Timetable

The following is the remaining dates in the timetable for the 1979 election of CSEA statewide officers and members of the State Executive Committee.

- March 21** Deadline for Declination of Nomination.
- April 16** Final Day for Nominations to Fill Declinations (If Less Than 2 Candidates Remain)
- April 16** Final Day for Petitions To Be Filed.
- April 20** Request to Each Candidate for spelling of name as it will appear on ballot sent by certified mail/return receipt. Deadline for changes — May 5, 1979.
- April 20** Drawing for Position on Ballot — 10:30 A.M., Conference Room, Headquarters — Candidates (or Proxies) may attend as observers.
- April 27** Mailing of Printed Copies of Rules and Regulations for the Election to All Candidates and Local Presidents.
- May 11** Publication of Names of All Candidates in the Official Newspaper.
- May 14** Ballots in Mail.
- May 26** Replacement ballots may be requested as of this date if original ballot has not been delivered.
- June 21** Return of Ballots — 6 p.m. Deadline.
- June 22** Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine counted will be counted manually during this period.
- June 27** Return of Replacement Ballots — 6 p.m. Deadline.
- June 28** Ballots to be counted. Candidates to be notified by telegram by June 29th.
- June 29** Official Results to be Announced.
- July 9** End of Protest (10 days after official results are announced.)

The Public Sector

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



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

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

The Public Sector (445010) is published every Wednesday except January 3, July 4, August 8 and November 28, 1979, for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York, 12224

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

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

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

Coverage of the
CSEA
Special Delegates
Meeting

March 11-13

ALBANY — For the more than 1,200 union delegates attending CSEA's Special Delegates Meeting March 11-13 at the convention hall of the Empire State Plaza here, the paramount item of business was the question of a dues increase. And the issue, as expected, occupied a very large percentage of the business sessions.

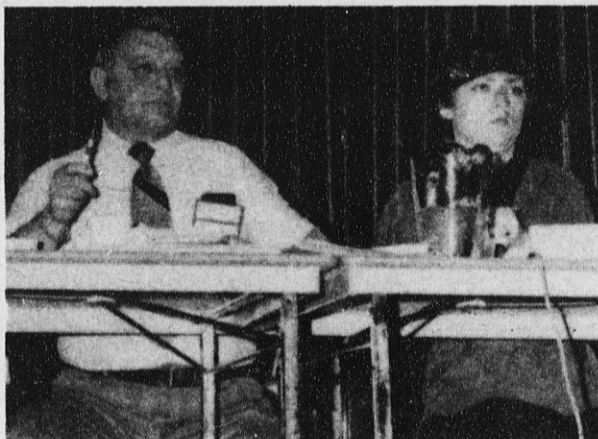
But there was other business to be conducted as well. A series of informational meetings were scheduled for Sunday night preceding the initial business session Monday morning, and as is customary, the CSEA Board of Directors met for several hours Sunday afternoon.

The coincidental reaching of a tentative agreement between CSEA and the State on contracts covering 107,000 state workers necessitated a quick change in the convention schedule, to accommodate an overflow crowd of delegates for an informational meeting Sunday night also.

And a number of committee reports were presented to the delegates, and some of those reports are duplicated here.



GOVERNOR HUGH L. CAREY made an unexpected appearance at CSEA's Special Delegates Meeting, telling the union's 1,200 delegates, "We appreciate the efforts and contributions of people in public service." At the governor's side is CSEA President William L. McGowan.



CSEA EXECUTIVE VICE PRESIDENT THOMAS McDONOUGH gestures from the dais during floor debate on the dues increase question. At right is Kathleen Wojtowski, executive secretary to CSEA President McGowan.



KENNETH F. CADIEUX of Rockville Centre, Long Island, an officially nominated candidate for the statewide presidency of CSEA, studies material concerning the union's financial situation during debate on raising union dues.



AMONG THE 1,200 DELEGATES in attendance were, from left, Willie Raye, Edwin Fitts and Marie Robinson, all members of New York City CSEA Local 010.



DELEGATES DISCUSS THE ISSUES. Edward Dudek, left, of SUNY at Buffalo CSEA Local 602 and a member of CSEA Board of Directors, discusses dues issue with Mary Gormley, president of Buffalo-Niagara Frontier Retirees CSEA Local 903, and Eugene Nicolella of Schenectady County CSEA Local 847, also a Board of Directors member.

Carey:
'Genuine
contract'

ALBANY — Gov. Hugh L. Carey, in a brief, unscheduled appearance, received a standing ovation from most of those attending the CSEA Special Delegates Meeting on March 12, in Albany. The ovation came after the governor had made some comments on the contract recently worked out between the union and the State.

He referred to the tentative agreement for the State's administrative, operational and institutional bargaining units as being "a genuine labor contract."

The governor said the contract brought "comparability" for State

employees to persons in the private sector.

Carey also defended his administration's overall position on public employees.

"We appreciate the efforts and contributions of people in public service. There is no stigma on public service by New York State. Proposition 13 is not going to happen here," he said.

The governor brought cheers from the delegates when he said mental hygiene patients "need your care."

The delegates, in addition to increasing dues and adjusting the

rebates to the locals, also overwhelmingly voted against a constitutional amendment that would have given retiree members (those paying retiree dues) the right to vote, 600 to 65.

Among other actions, the delegates voted to:

- Eliminate the Salary Committee and the Platform Committee.
- Reaffirm CSEA's commitment to equal rights and opportunities.
- Refer to committee for action at the next delegates meeting two motions on setting up a separate fund for keeping dues rebate money.

Highlights of tentative CSEA-State contract

Pay up 7% on April 1

ALBANY — CSEA and the State of New York have reached a tentative agreement on a three-year contract package providing cost-of-living adjustments for 107,000 state employees for the first time and creating a union "welfare fund."

The agreement was reached March 11 in Albany following several days of marathon negotiation sessions between the Governor's Office of Employee Relations (OER) and CSEA negotiators. Some 54 rank and file members of the Administrative, Operational and Institutional bargaining units took part in the negotiations and overwhelmingly endorsed the agreement.

Under the agreement, employees in the three units would receive an immediate seven percent wage increase on April 1 and cost of living adjustments in the second and third years of the contract. The combined adjustments would provide a minimum increase of 3.5% and a maximum increase of 7% in each of those years. The raises in those two years would be primarily paid through a lump sum adjustment after the cost of living is calculated at the end of the year.

CSEA President William L. McGowan said the agreement was by far the richest ever negotiated by CSEA and he recommended its ratification by members in the units. A ratification ballot and information packet will be sent to unit members within the next several weeks.

"The state tried to negotiate a one year contract pointing to its expected budgetary crisis next year," the union leader said following the agreement. "We remember all too well what happened the last time we tried to negotiate in the

budget crisis of 1974-75. We ended up with a \$250 bonus over the two years. We went to work on the problem and Jim Roemer and the state came up with the deferred payment agreement which allowed the multi-year breakthrough."

CSEA Chief Counsel James W. Roemer, Jr., was Chief Negotiator during the talks. Both he and Meyer "Sandy" Frucher, Director of the Governor's Office of Employee Relations, were present when President McGowan and Governor Carey approved the tentative agreement.

In addition to the wage package, the agreement provides for an accelerated payment of "increments" for employees between the hiring rate and the top of the wage scale. Under the agreement, the "increments" are now called "interim steps" but instead of the present five steps, there will now be only four. And instead of the present system that allows an employee to work through the increments in a minimum of five years, the new agreement will allow employees to move through the abbreviated steps in a maximum of four years and in as little time as 18 months.

Additionally, the 73% of the employees in the three units who were ineligible for increments will now be eligible for performance awards of \$300. The contract requires that a minimum of 16,000 employees receive the award in each of the three contract years based on performance criteria to be drawn up by a joint CSEA-State committee. A survey of member opinions on merit awards conducted by the state and CSEA showed that the vast majority of

employees in the units favored bonuses for performance.

Substantial improvements in health insurance for unit employees were also negotiated into the new agreement. Under the package, employees would for the first time receive full maternity benefits for themselves and dependents. Another first would limit total liability for medical expenses in any give year at \$400 and the maximum coverage from the plan would be increased five-fold from \$50,000 to \$250,000.

Another major gain in insurance came from the state's agreement to fund a CSEA Benefit Fund at a rate of \$150 per employee per year in the first year of the agreement, \$200 per employee per year in the second year and \$250 per employee per year in the third year. The Fund would take effect on July 1, 1979 and provide dental and prescription drug insurance at increased benefit levels.

In the area of other benefits, the tentative contract provides major gains in the area of affirmative action, occupational safety, payment for out of title work, strengthening of seniority clauses as applicable to shift, pass days and promotional opportunities, streamlining of the grievance and disciplinary procedures, increase in stand-by or "on call" pay, reinstatement and increasing the overtime meal allowance for the Operational Services Unit, creation of a "floating holiday" to honor Dr. Martin Luther King (the holiday would become an additional holiday upon the action of the state legislature), and major improvements in the area of travel reimbursements with a reopener for future negotiations as costs escalate.



CSEA DIRECTOR OF MEMBER SERVICE Jack Carey hammers home a point while explaining the provisions and improvements contained in the tentative 3-year pact between CSEA and the State. Carey's an active participant throughout the lengthy negotiations.

See page 8 for additional contract highlights

Ratification process

ALBANY — Now that CSEA negotiators and the Governor's Office of Employee Relations have reached agreement on a tentative contract, the next major move is to get detailed information on the agreement to the members in the three units so they will be able to make the appropriate decision when they receive their ratification ballots.

While details of this process are still being assembled, plans call for a series of informational meetings to be held around the state over the next several weeks. Each member in the unit will also receive a complete statement of contract language prior to the receipt of a ratification ballot.

In the weeks ahead, the Public Sector will deal with some of the contract gains in news stories, but in the final analysis only the members in the three units will have the authority to accept the agreement.

Details of the ratification process will appear in the next edition of the Public Sector.

develop and monitor the progress of such programs as: development of 2-year traineeships for the transition of clericals and secretaries to Grade 18 administrative positions through examinations open to those who have one year at Grade 14 or up, or two years at Grades 11, 12 or 13, or three years at Grades 7, 8, 9 or 10; the expansion of Administrative Aide positions; the expansion of opportunities for transfer to a new occupational series; the development of traineeships as alternatives to open-competitive-exam situations; the creation of Paraprofessional Aide positions; and the development of training programs and advancement opportunities for persons in Grades 3, 4 and 5.

Training programs may include coursework requirements, and in such cases, the state will provide time off to pursue them.

Further details on many of these programs will be published in future issues of the Public Sector.

Union wins cost-of-living salary adjustments

ALBANY — CSEA's tentative 3-year agreement with the State of New York includes the first provisions ever negotiated into state contracts for cost of living adjustments.

Employees are guaranteed a seven percent general wage increase effective April 1, 1979, and the second and third years of the agreement provide additional guarantees of a minimum of a 3.5 percent wage increase plus a cost of living adjustment of up to an additional 3.5% in each of the two years.

If the national rate of inflation should decline to the nine percent projection of the federal government, employees in the units would receive a general wage increase of seven percent. Should the rate of inflation go below the projected rate, then the actual cost of living adjustment would be computed based on a formula of seven-ninths of a point increase in salary for each point increase in the national consumer price index with a 3.5% minimum.

Here's how the system will work: On April 1, 1979 all employees receive a seven percent wage increase. All employees, present and those hired in the coming year, will be placed on the new 1979 wage schedule. For employees hired prior to April 1, 1977, the increase will be seven percent. For employees hired after April 1, 1977 the increase will be 16%.

This stratified increase reflects the abolition of the present confusing multiple wage schedules which resulted from previously negotiated contracts that eliminated employees hired after April 1, 1977 from the

increases negotiated in the present contract. It eliminates an inequity that presently exists, and creates one wage schedule.

In the second year of the tentative contract, a cost of living adjustment comes into play for the first time ever in a CSEA-State contract. During that year, employees are guaranteed a minimum salary increase of 3.5% and the cost of living adjustment could take the total to a maximum of 7%.

This is how the cost of living increase will be paid:

On October 1, 1980, the salary schedule will be amended by 3.5%. All employees will receive that increase in their paychecks. At the end of the year, the cost of living adjustment will be computed based on the national consumer price index and employees will receive a lump sum retroactive payment for the year during the first quarter of the state's 1981 fiscal year. Whatever the cost of living adjustment for the year has been will be applied to the salary schedule effective April 1, 1981. The same process is repeated the following year.

While the numbers are somewhat complicated, the basic meaning is that if during the second year of the contract your salary was \$10,000 per year, you will have earned \$10,700 in that year assuming that the adjustment is seven percent. You will have received the \$700 increase partly in the fiscal year as the result of the salary schedule adjustment on October 1 and the remainder in a lump sum payment at the outset of the next fiscal year.

This plan allows the state to "roll over" the cost of living ad-

justment from one fiscal year into the next fiscal year. State negotiators, citing a projected fiscal crisis for the state next year had held out for a one year contract. That would have brought CSEA back to the bargaining table in the middle of a fiscal crisis. The last time that

happened was in 1975 when state workers received a one-shot \$250 bonus. Under this plan they are guaranteed an increase up to 7% but the actual increase payment is made in a lump sum after the fiscal year is complete.



CHIEF NEGOTIATORS. At left is the Governor's Director of Employee Relations, Meyer S. Frucher, who headed up the state bargaining team, and at right is CSEA Atty. James W. Roemer, the union's chief negotiator.

McGowan urges ratification of contract

ALBANY — CSEA President William L. McGowan has recommended membership ratification of the tentative contract agreement between the State of New York and CSEA, calling the package, "by far the richest and most comprehensive contractual agreement ever reached on behalf of state employees."

The union leader, who personally participated in the negotiations over the last several months, said the agreement is the best contract ever for employees in the state's Administrative, Institutional and Operational bargaining units.

"No one ever gets everything they want in a new contract," President McGowan said following the agreement, "but I am convinced, and our negotiating teams are convinced, that this is the best contract that we have ever had and it will be overwhelmingly ratified."

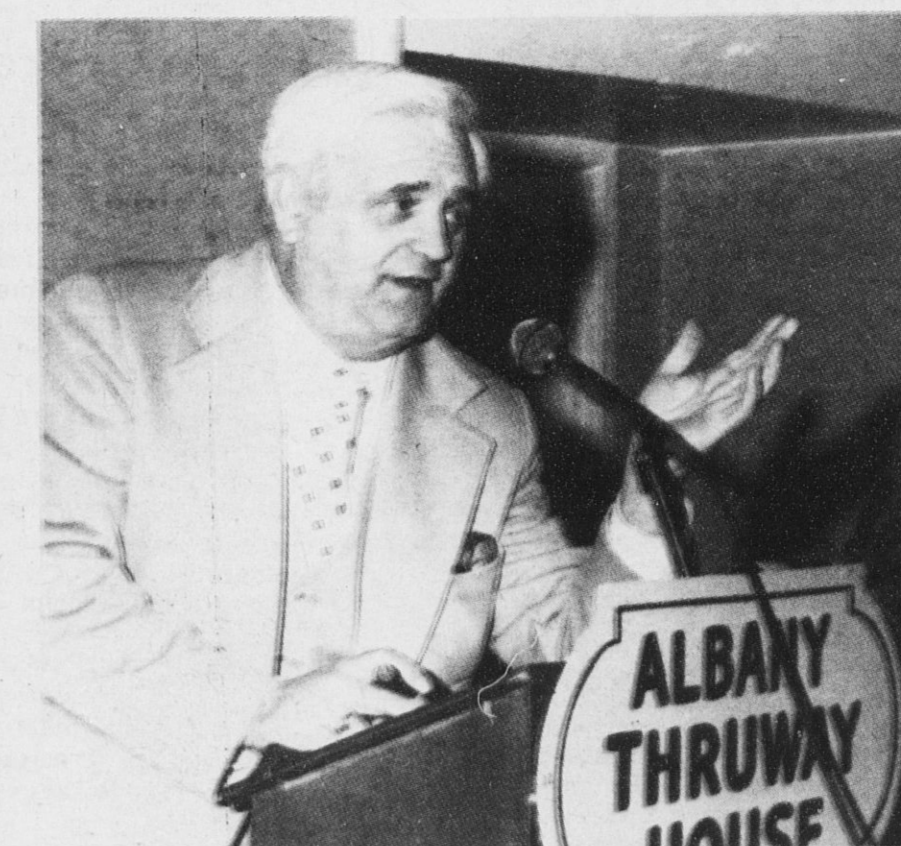
CSEA Chief Counsel James W. Roemer, Jr., who served as Chief Negotiator for the talks, said the multi-year agreement protects employees over an extended period with the richest salary package the union ever won and big gains in non-salary items such as health insurance.

Under the tentative agreement, unit employees would receive salary increases of up to seven percent per year depending on the rate of inflation for a total potential increase of 21%. Such an increase, however, would compound itself over the life of the contract to nearly 23%.

"The state originally wanted a one year agreement," Mr. McGowan said, "but our projections show the state in fiscal trouble next year. We didn't want to have to go to the table next year when the well was dry, so we worked out the deferral arrangement so they couldn't use cash flow as an excuse. Now we're protected from the kind of negotiating catastrophe that took place in 1975-76."

"The accelerated incentive system will let our people move from the minimum of their salary schedule to the maximum in a much faster rate than the present increment system provides and no one will have to wait more than four years. Some will even be able to go from the minimum to the maximum in as little as 18 months!"

I think this is the best contract that we could ever have realistically hoped for and it is certainly better than any we have ever had before!"



CSEA PRESIDENT WILLIAM L. MCGOWAN tells union delegates the new tentative pact is the "richest and most comprehensive" ever reached on behalf of state workers.

Health coverage will improve

A major restructuring of health insurance benefits has been proposed through the tentative agreement for the Institutional, Operational and Administrative Services Unit contracts. Through this restructuring process, it was possible to add significant benefit improvements to the current Statewide Health Insurance Plan.

For the first time in years a complete re-evaluation of the current Blue Cross/Blue Shield and Metropolitan coverage was accomplished. The re-evaluation proved that by merging current coverages provided by Blue Shield and Metropolitan, significant savings would result. Those savings in turn were used to provide improvements in current benefit levels and were also used to provide new benefits. All the forms of coverage currently provided by the Blue Shield Plan (basic medical surgical expenses) will be combined with the current coverages under the Metropolitan Major Medical Plan for which specifications will be drawn and for which competitive bids will be accepted. The major areas of benefit improvements are:

Maternity

Currently for a normal delivery the combined benefit under Blue Cross and Blue Shield is \$250. Under the terms of the tentative agreement, the plan will provide full maternity benefits coverage to the same extent that the plan provides medical expense benefits for sickness or injury for all females who have individual coverage, spouses of male employees who have family coverage and dependents covered under a family plan. In addition, a newborn care provision will be added which will provide up to a \$50 payment for pediatric services. In another benefit related to maternity coverage, voluntary sterilization procedures will now be covered under the new Medical Surgical Plan. The latter two benefits are new.

Medical Surgical Limitations

Currently under the Major Medical coverage, there is an annual limitation of \$15,000 and a lifetime limitation of \$50,000. These limitations have been improved to a \$25,000 annual benefit limit and \$250,000 lifetime benefit limit.

Out-of-Pocket Maximum

Currently no provision exists in the health insurance plan for an out-of-pocket maximum. Under the new plan being developed, a maximum out-of-pocket payment will be added. In essence, this provision will limit an employee's payments in any given year for medical surgical costs to \$400 (individual or family) plus the appropriate deductible.

Alcoholism Treatment Program

This new treatment benefit will provide for detoxification and rehabilitation services on an in-patient or out-patient basis. Currently alcoholism treatment is limited to detoxification in hospitals. This new benefit would allow treatment at qualified rehabilitation facilities. In-patient alcoholism treatment is limited to four (4) weeks in any one confinement with a total of six (6) weeks per year. Out-patient treatments will be allowed up to twenty (20) visits per year.

Deductible

Under the current Statewide plan the deductible is \$50 individual; \$150 family. The new deductible will be increased by \$25 per individual; \$75 family.

Doctor Visit Allowances

Under the current G.H.I. option a doctor visit allowance is limited to \$5. Under the new agreement the doctor visit allowance will be increased to \$15.

Out-Patient Psychiatric Treatment

Treatment for mental or nervous conditions rendered by a psychiatrist or psychologist under the new plan will be paid at the rate of up to \$40 per visit with an annual maximum of \$1,500 and a lifetime maximum of \$3,000. Current

restrictions on the annual limitation have been modified by this improvement as has the lifetime maximum. This benefit is excluded from the out-of-pocket maximum provision.

Ambulance Service

The current contract provides up to \$25 for ambulance service to or from a hospital, but not both. The new benefit would provide up to \$50 per trip to and from a hospital, when medically necessary.

Chiropractic Care

Under the agreement a limitation would be added to the chiropractic benefit to provide for payment of services only for conditions that can be demonstrated by an X-ray or for services when prescribed by a physician (Medicare standard).

Unremarried Spouse

Under a new provision in the agreement, the unremarried spouse of an employee who retires after April 1, 1979, with ten (10) or more years of active State service and subsequently dies, shall be permitted to continue coverage in the health insurance program with payment at the same contribution rates as required of active employees. Under current provisions, the unremarried spouse of a deceased retiree must pay full coverage.

The unremarried spouse of an active employee who dies after April 1, 1979 and who at the date of death had ten (10) or more years of active service and who is at least 45 years of age, shall be permitted to continue coverage at the same contribution rate as required of active employees.

Prescription Drugs

Prescription drug coverage is currently covered under Major Medical subject to deductibles and co-insurance. Under the tentative agreement prescription drug coverage will be eliminated and provided through a Benefit Trust Fund to be established by CSEA, Inc.

Second Surgical Opinions

A Second Surgical Opinion

Program currently exists in selected areas of the state. Under the new agreement, the Second Surgical Opinion Program will be expanded to geographic areas within the state. In addition, the Joint Committee on Health Benefits will investigate the possibility of establishing a mandatory Second Surgical Opinion Program.

Standing Health Insurance Committee

A joint committee on health benefits has been established. The committee's responsibility shall include but not be limited to, monitoring, studying and analyzing appropriate claims and experience data; establishing reporting requirements of all insurance carriers; developing a health benefit communication program for employees; developing health insurance training programs for personnel officer; studying recurring complaints and making recommendations for the resolution of those complaints.

Benefit Trust Fund

Under the terms of the agreement, a Benefit Trust Fund has been established. This Benefit Trust Fund will be administered by Trustees appointed by CSEA, Inc, and will provide benefits which supplement your health insurance coverage. At this point, it is anticipated that the Benefit Trust Fund will provide new and improved dental insurance benefits which will replace the current dental program. The trust fund will also provide a new prescription drug program. Additional benefits may be provided subject to the availability of necessary funds to provide those benefits and also subject to the judgement of the Trustees. Payments to be made by the State to the Fund will be calculated at \$50 per individual per quarter commencing July 1, 1979. Benefit availability under the Fund will commence July 1, 1979. Effective April 1, 1981, payments will be increased to \$62.50 per employee per quarter.

Pension panel reports to delegates

Your Pension Standing Committee met on January 31, 1979, and discussed its position on matters relating to proposed pension legislation, the establishment of a "Trusteeship" to oversee the investment of Pension Funds and further agreed to work with the Retirees Committee and its Coordinator, Mr. Thomas Gilmartin, in re-writing a pre-retirement guidebook for distribution to CSEA members.

The Committee reviewed Pension Legislation considered by the Statewide Political Action Committee and fully supports the proposals of the PAC pertaining to pension revisions. Further, we have recommended additional legislation be introduced in this

session of the Legislature to accomplish the following:

1. Reduction in the period required to vest pension rights from 10 years to 5 years of service and elimination of any time frame of service required to obtain a Pension for ordinary disability.
2. Elimination of the \$20,000 maximum payable as a guaranteed ordinary death benefit in Tier I to be changed to three times annual salary with no maximum and further, that a double indemnity clause be provided for a member who suffers an accidental death off the job.
3. Accidental death benefit for a person who dies of an on-the-

job accident should be changed in Tier I and Tier II to provide a lump sum cash payment of three times annual salary at the time of death, no maximum, plus the survivors benefit already provided for in this section.

Additionally, the Committee reviewed the proposed establishment of a Board of Trustees to oversee investments of the ERS. We endorse the concept but recommend that the trusteeship be established with a significant labor voice included on the panel. We suggest that the trusteeship be established as a seven person panel, at least three of which are appointed by the major union whose employees participate in the state

operated pension plans. Additional protection should be afforded our members by requiring that any affirmative vote undertaken by the trustees must include the affirmative vote of at least one labor representative.

At the request of the Retiree Committee, the Pension Committee will assist in preparing a new pre-retirement booklet for CSEA members. The Pension Committee will lend technical assistance and guidance as needed.

Respectfully submitted
DOROTHY GOETZ, Chairperson
ROBERT COMEAU
JAMES RHUBIN
JAMES CURRIER
BENJAMIN LIPKIN
VICTOR MARR
JANE O'CONNOR

CSEA PROGRAM BILLS STATUS REPORT

Week of March 12, 1979

BILL NO. AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
P-79-1 A-Pending S-Pending	This bill would make Agency Shop legislation permanent and mandatory (AGENCY SHOP)		Favor
P-79-2 A-Pending S-Pending	This bill would establish minimum health and safety standards for public employees (OSHA)		Favor
P-79-3 A-4169 Connor, Greco, Barbaro, et al S-Pending	Public employees who strike are presently fined two days pay for each day they strike. This bill would cut out the second day's penalty (TWO-FOR-ONE)	Governmental Employees Comm.	Favor
P-79-4 A-4167 Barbaro, Greco, Johnson, et al S-Pending	This bill would require that unions and employees be given notice and an opportunity to be heard before a temporary restraining order could be issued against a strike (INJUNCTIVE NOTICE)	Governmental Employees Comm.	Favor
P-79-5 A-4168 Connor, Johnson, Marchiselli, et al S-Pending	This bill would restore the presumption of arbitrability for public employees lost as a result of the Liverpool decision (PRESUMPTION OF ARBITRABILITY)	Governmental Employees Comm.	Favor
P-79-6 A-Pending S-Pending	This bill would redefine the work "strike" to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare (LIMITED RIGHT TO STRIKE)		Favor
P-79-7 A-Pending S-Pending	This bill will implement the provisions of the CSEA-State contract (1979 CONTRACT)		Favor
P-79-8 A-4165 Greco, et al S-Pending	This bill would require an employer to continue an expired collective bargaining agreement until a new agreement is reached (TRIBOROUGH)	Governmental Employees Comm.	Favor
P-79-9 A-4171 Connor, Finneran, Nine S-Pending	If an employee is judged to have been on strike he is penalized two days pay. The employee is required to pay tax on the second day's pay. This bill would limit the fine of the second day to the net amount received (REDEFINE DAILY RATE OF PAY)	Governmental Employees Comm.	Favor
P-79-10 A-4166 DelToro, Greco, Finneran, Barbaro, et al S-Pending	This bill would allow unions including subdivision employers to negotiate disciplinary procedures. (ALTERNATIVE DISCIPLINARY PROCEDURES)	Governmental Employees Comm.	Favor
P-79-11 A-4116 Greco S-3221 Flynn	This bill would make state employees who retired before September 30, 1966, eligible for a death benefit of \$2,000 (RETIREEES DEATH BENEFIT)	Governmental Employees Comm. Civil Service Comm.	Favor
P-79-12 A-Pending S-Pending	Starting in 1980, this bill would give all retirees an increase in the retirement allowance based upon increases in the cost of living for the previous year (PERMANENT COST OF LIVING)		Favor
P-79-13 A-4509 Barbaro S-3361 Flynn	This bill would include the pension supplementation for public employees who retired before April 1, 1969, first legislated in 1977, and extend the benefits to those who retired before January 1, 1972. Also, this bill would increase the supplements to reflect increase in the cost of living during the previous year (EXTENSION OF SUPPLEMENTATION)	Governmental Employees Comm. Civil Service Comm.	Favor
P-79-14 A-4877 Orazio S-3441	The present state-aid formula encourages school transportation services to be contracted out. This bill would eliminate this advantage to private contractors (EDUCATION LAW PARTY)	Education Comm.	Favor
P-79-15 A-2519 Budget S-1719 Budget	Certain employees of the Division of Youth have been transferred to a non-profit corporation to increase federal aid. This bill will make sure that the "transferred" individuals will not lose benefits of state service (DIVISION OF YOUTH TRANSFER)	Ways & Means Comm. Finance Comm.	Favor
P-79-16 A-Pending S-Pending	This bill would grant to Unified Court System employees transferred to the state payroll as of April 1, 1977, permanent status in the competitive class if they have performed the duties of their positions for one year prior to the effective date of this act (OCA)		Favor
P-79-17 A-Pending S-2766 Schermerhorn	This bill would allow additional instances in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties (EMPLOYEE INDEMNIFICATION)	Judiciary	Favor
P-79-18 A-Pending S-Pending	This bill would allow about eight employees of the Sullivan County Sheriff's Department to choose the provisions of Retirement and Social Security Law (the optional 20 year retirement plan for sheriffs) (SHERIFF'S REOPENER)		Favor
P-79-19 A-3836 M. Miller S-Pending	This bill would return to the Civil Service Commission the decision of determining which positions shall be removed from the classified service and placed in the unclassified. The State University Chancellor presently makes this decision (STATE UNIVERSITY-UNCLASSIFIED SERVICE)	Governmental Employees Comm.	Favor
P-79-20 A-Pending S-Pending	This bill would allow state employees working at the University of Buffalo before it was acquired by the State of New York to purchase retirement credits from the New York Retirement System for the time they were employed by the University (UNIVERSITY OF BUFFALO BUY-BACK)		Favor
P-79-21(a) A-Pending S-Pending	This will allow veterans of World War II to purchase up to three years of credit towards their retirement (VETERANS BUY-BACK)		Favor
P-79-21(b) A-Pending S-Pending	This will allow veterans of World War II and the Korean War to purchase up to three years of credit towards their retirement (VETERANS BUY-BACK)		Favor
P-79-22 A-Pending S-Pending	Sanitarians working for public and private employers be certified by the Department of Education. (SANITARIANS BILL)		Favor
P-79-23 A-4204 Hockbrueckner S-3079 Johnson	This implements the provision of the Suffolk County contract allowing investigators to elect the 20 year retirement plan. (SUFFOLK COUNTY RETIREMENT)	Governmental Employees Comm. Civil Service Comm.	Favor
P-79-24 A-Pending S-Pending	The power to invest pension funds would be vested in a board of trustees with meaningful public employee representation (PENSION ADVISORY BOARD)		Favor
P-79-25 A-Pending S-Pending	This bill would allow for correction officers employed by Westchester County to be eligible to elect participation in a 20 year retirement plan (CORRECTION OFFICERS)		Favor
P-79-26 A-Pending S-Pending	This bill would change the procedure for verifying a showing of interest in a representation determination (SHOWING OF INTEREST)		Favor
P-79-27 A-1773 McCabe, et al S-1304 Barclay, et al	This bill implements the Collective Bargaining Agreement for employees of the Unified Court System (COURT EMPLOYEES CONTRACT)	Ch. 4 of the Laws of 1979	Favor

A-ASSEMBLY S-SENATE P-79 NO.-CSEA PROGRAM BILL NUMBER

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
FILING ENDS APRIL 2, 1979		
Senior Building Guard	\$ 8,454	No. 36-704
Housing Management Representative	\$18,301	No. 36-707
Senior Housing and Community Development Representative	\$21,450	No. 36-708
Senior Housing Management Representative	\$21,450	No. 36-709
Senior Purchase Specifications Writers		
(Electrical)	\$18,301	No. 36-714
(Electronics)	\$18,301	No. 36-715
(Furnishings and Textiles)	\$18,301	No. 36-716
(Mechanical)	\$18,301	No. 36-717
Assistant Building Structural Engineer	\$14,850	No. 36-718
Urban Park Patrol Sergeant	\$11,904	No. 36-719
Senior Nursing Station Clerk	\$ 7,565	No. 36-720
Toll Equipment Maintenance Supervisor	\$13,465	No. 36-721
Administrative Assistant	\$14,075	No. 36-723
Director of Soils Mechanics	\$30,945	No. 39-350
Assistant Director of Soils Mechanics	\$25,095	No. 39-349
Senior Building Guard	\$ 8,454	No. 36-704
Housing Management Representative	\$18,301	No. 36-707
Senior Housing and Community Development Representative	\$21,450	No. 36-708
Senior Housing Management Representative	\$21,450	No. 36-709
Senior Purchase Specifications Writers		
(Electrical)	\$18,301	No. 36-714
(Electronics)	\$18,301	No. 36-715
(Furnishings and Textiles)	\$18,301	No. 36-716
(Mechanical)	\$18,301	No. 36-717
Assistant Building Structural Engineer	\$14,850	No. 36-718
Urban Park Patrol Sergeant	\$11,904	No. 36-719
Senior Nursing Station Clerk	\$ 7,565	No. 36-720
Toll Equipment Maintenance Supervisor 1	\$13,465	No. 36-721
Administrative Assistant	\$14,075	No. 36-723
Director of Soils Mechanics	\$30,945	No. 39-350
Assistant Director of Soils Mechanics	\$25,095	No. 39-349

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
FILING ENDS MARCH 26, 1979		
Beginning Office Worker (Capital District Only)	\$6,165	No. 20-998
FILING ENDS MARCH 19, 1979		
Cartographic Technician I	\$7,997	No. 24-944
Cartographic Technician II	\$9,481	No. 24-945
Cartographic Technician III	\$11,904	No. 24-946
Health Department Investigator I	\$13,304	No. 24-954
Highway Reports and Inventory Assistant	\$7,152	No. 24-950
License Investigator I	\$11,250	No. 24-943
License Investigator I (Spanish Speaking)	\$11,250	No. 24-943
Narcotics Investigator	\$14,850	No. 24-951
Pharmacy Inspector	\$14,075	No. 24-957
Senior Budget Examiner	\$18,301	No. 24-960
Senior Budget Examiner (Employee Relations)	\$18,301	No. 24-961
Senior Budget Examiner (Management)	\$18,301	No. 24-962
Senior Budget Examiner (Public Finance)	\$18,301	No. 24-963
Youth Education Coordinator	\$14,075	No. 27-880
Distribution Center Manager	\$20,366	No. 27-889
Public Health Technician	\$7,997	No. 29-281
FILING ENDS APRIL 9, 1979		
Urban Park Patrol Sergeant	\$11,904	No. 24-958
Building Structural Engineer (Assistant)	\$14,850	No. 24-979

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

OPEN CONTINUOUS STATE JOB CALENDAR

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

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
 State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
 2 World Trade Center, 55th Floor, New York City 10047 (212) 489-4248.
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

CSEA, DC 37 move closer together

NEW YORK CITY — For years the offices of the Metropolitan Region of the Civil Service Employees Assn. and of District Council 37, AFSCME, were just a short distance apart on Park Place here, but they might as well have been miles apart. But with the affiliation between CSEA and AFSCME International last April, the spirit of cooperation and mutual effort between the two giant unions has been sky high.

In Albany, CSEA and DC 37, along with AFSCME International, share legislative offices jointly. And here in New York City, on March 3rd, CSEA's

Metropolitan Region held an "Educational Grievance Procedure Workshop" for its members, and held it at the DC 37 headquarters facility at 140 Park Place, within view of CSEA offices at 11 Park Place.

And workshop sessions were conducted by representatives of both CSEA and DC 37, further evidence of a close working relationship. CSEA Executive Director Joseph J. Dolan; CSEA Region President Solomon Bendet; and DC 37 Executive Director Victor Gotbaum all were actively involved in the program.

The adjacent photos illustrate some of the activities during the workshop.



WELCOME — AFSCME DC 37 Executive Director Victor Gotbaum, left, welcomes CSEA Metropolitan Region President Solomon Bendet to a CSEA workshop conducted at DC 37 headquarters recently.



AMONG THE CSEA PARTICIPANTS IN WORKSHOP were, standing from left, Jimmy Gripper, President of Brooklyn Developmental Center CSEA Local 447; Felton King, President of Staten Island Developmental Center CSEA Local 419; and seated from left, Michael Hicks, Shop Steward, and Tyrone Daniels, Second Vice President, both from CSEA Local 429.



UNION EXECUTIVE DIRECTORS CONFER—AFSCME DC 37's Victor Gotbaum and CSEA's Joseph J. Dolan discuss mutual interests concerning the operations of the largest public employee unions in New York State.

NEW YORK CITY CSEA LOCAL 010 officers are shown with AFSCME DC 37 Executive Director Victor Gotbaum. From left are First Vice President Gennaro Fischetti, Recording Secretary Marie Robinson, Mr. Gotbaum, Corresponding Secretary Alice DeSimone, Shop Steward Anthony Vericelli, President Solomon Bendet, and Second Vice President Benjamin Lipkin.



CSEA REGION II OFFICERS pose with AFSCME DC 37 Executive Director Victor Gotbaum. From left are William Cunningham, third vice president; Mr. Gotbaum; Region President Solomon Bendet; William De Martino, first vice president; Helen Cugno, region secretary; and Vince Rubano, region treasurer. Missing from photo is Dorothy King, region second vice president.

Photos by Fran Pelzman



Hazardous conditions in Elmira

ELMIRA — The Civil Service Employees Assn. has publicly charged the administration of the Elmira Correctional Facility with ignoring and otherwise disregarding union complaints about hazardous safety problems and working conditions at the prison facility.

Under the direction of CSEA Region V President James J. Moore, and at the request of officials of CSEA Local 156 at the Elmira facility, a team of union representatives from Syracuse

and Albany inspected the problem areas within the last few days.

David Grier, Chairman of the Region V Correction Labor-Management Committee, along with several members of Local 156 Grievance Committee, guided Charles McGeary, Region V public relations representative, and Gregg Davis, CSEA Albany field representative, on a recent tour of the work area involved.

"We wanted union regional and

headquarters staff to personally get the 'full picture' of certain work area conditions here at the facility," Grier said. "We have exhausted every course of action permitted under the Taylor Law to force the administration to remedy what we know to be serious safety deficiencies regarding evacuation procedures. The administration's blatant disregard of our safety requests, coupled with a lack of adequate fire safety measures in the areas, have compounded the problem," Grier stated.

According to a spokesman for CSEA, the administration at the facility has been made aware of the employees' complaints through numerous labor-management meetings dating back to August of 1978. To date, no corrective steps have been taken.

McGeary said the inspection indicated that a serious problem exists and could possibly lead to a criminal negligence suit in the event of an incident involving injury or fatality to a State employee.

"Security prohibits us from pinpointing the specific problem area," McGeary said, "but Deputy Superintendents Oare and Kirk know exactly where the problems exist and what to do to remedy them. Is it going to take an incident to get action? We hope not. In focusing attention on the problem, we want the administration to expedite corrective measures.

"Ironically, State public employees and political subdivisions are the only public employees presently not covered by occupational safety or health standards as specified by OSHA of 1970," McGeary said.

CSEA Field Representative Davis said he planned to discuss details of the Elmira visit with CSEA officials in Albany. "We will present the first-hand facts of the situation, as I saw them, to members of the CSEA Safety Committee, with a request they take immediate steps to notify the proper officials of the Department of Correction. We want action now, not after an incident occurs," David said.

Court to rule on out-title work

BUFFALO — Erie County Social Services Commissioner Fred J. Buscaglia and Personnel Commissioner John C. Clark have been served with a show cause order returnable Friday, March 16th before State Supreme Court Justice John C. Broughton which seeks to enjoin them from assigning out-of-title work to eight social welfare examiners.

Judge Broughton issued the order upon the request of Attorney Carmen J. Pino, representing Local 815 of the Civil Service Employees Assn., the county's white collar worker's union.

John P. Eiss, president of Local 815, explained that the union resorted to the court action after months of trying to resolve the question by other means and the "county's refusal to stop the use of welfare examiners in positions

properly the work of methods and procedures analysts.

"At a time when there is a severe shortage of welfare examiners, the County continues the assignment of welfare examiners to the work which job specifications say should be done by methods and procedures analysts."

"Not only is that bad, but the county then squanders the taxpayers money by assigning the methods and procedures analysts to duties properly those of clerks whose pay is thousands of dollars lower," Mr. Eiss continued.

He charged that at least two of the displaced methods and procedures analysts, whose pay range is \$12,887-\$17,060, are "cleaning up files," a task which he said could be done by clerks whose pay range is \$8,306-\$10,022.

Mr. Eiss said in June the union

first protested the use of the examiners to do such work as the design of forms and establishment of work flow which he said are duties of methods and procedures analysts.

"The only response which could be considered even slightly positive by the county was the ordering by the personnel department of a job audit," Mr. Eiss charged. "But then they wouldn't even let us see the results of the audit."

He said he was convinced the refusal came about because the audit "proved the union right."

The Erie County Social Services Department has been under fire from its welfare examiners during the past week and about half of the county's 150 examiners have appeared on picket lines before and after work protesting "work overloads" of as high as 50 percent.

Retiree column next week

A "Retiree Newswatch" column by CSEA Retiree Coordinator Thomas Gilmartin will appear in next week's issue of The Public Sector. Traditionally, the last issue of each calendar month is mailed to retirees at a reduced rate, and contains the column and related information of general interest to retirees. The column did not appear as scheduled last month due to the untimely and unexpected death of Mr. Gilmartin's wife, Alice. With next week's issue, the column will resume appearing on the last issue of each month.



COMPARING RETIREE PROGRAMS — Thomas Gilmartin, second from left, CSEA Retiree Coordinator; and Girard P. Clark, second from right, Director of AFSCME Retiree Programs in Washington, compare notes on retiree benefits. At left is Joseph J. Dolan, CSEA Executive Director; and at right is Thomas Whitney, CSEA Director of Employee Relations.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division

Civil Service Employees Assn.

33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____