

Official Publication of The Civil Service Employee Association

Vol. 2, No. 24 (ISSN 0164 9949) Wednesday, March 26, 1980

1980 AFSCME biennial convention

Timetable listed for election of delegates

ALBANY — Final details on the election of CSEA delegates to the 1980 AFSCME biennial Convention have been announced by Joseph J. Dolan, Jr., Executive Director of CSEA and coordinator of the election.

Ballots will be mailed from CSEA Headquarters here to all CSEA members on April 10 and must be returned to an Albany Post Office Box by no later than the morning of May 1. Counting will begin on May 2 under the supervision of a union election committee chosen to monitor the process. Candidates for election or their observers may also be present for the counting.

CSEA has mailed letters to candidates nominated at the March 1 meetings to allow them the opportunity to decline nomination and to inform them of the details of the election procedures.

Any candidates with questions concerning the elections procedures should contact Mr. Dolan at CSEA Headquarters.

Each CSEA Region will elect a certain number of delegates to the AFSCME Convention based upon the membership population within that Region: Region One will elect 56 delegates; Region Two will have 24; Region Three, 35; Region Four, 38; Region Five, 35; and Region Six, 35. Because the election is Regional in nature, each Region will have a separate ballot. Individual candidates and slates of candidates will appear on the ballot and voting members may vote for a slate, individuals, or a combination of both up to the total number of allowable delegates from that Region. Members will be urged in ballot instructions to exercise great caution when voting as voting for too many candidates will disqualify an entire ballot.

Nominations for candidates were carried out through six separate nominating meetings held in the Regions on March 1. Candidates will be listed on ballots in the order in which they were nominated. Slates of candidates were nominated and will be numbered based on the order in which they were nominated so the first slate nominated in a Region would be Slate One, the second would be Slate Two, etc.

In some Regions nominators also gave names to slates, so that for example, the second slate nominated would be called the "Jones Slate" by the nominator. In such cases the ballot will identify the slate both by number (in this case, Slate Two) and by name (in this case, the "Jones Slate").

Voters will be able to vote for an entire slate by checking a designation box next to the slate on the ballot, or vote for individuals on the slate without voting for the entire slate.

In an effort to allow candidates for election to the AFSCME Convention to communicate with eligible voters in that candidate's Region and yet maintain the integrity of membership records, a process has been devised for CSEA Headquarters to handle mailings for candidates. Candidates can supply campaign mailing materials to CSEA Headquarters where the materials will be labeled and mailed at cost. Candidates wishing to use this procedure must pay for all costs in advance.

Candidates wishing to use this mailing procedure should contact CSEA Supervisor of Membership Records Ella Wadsworth for details, at CSEA headquarters, 33 Elk Street, Albany, N.Y. 1224, (518) 434-0191).

NOTICE ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.

"MAD AS HELL" CSEA members recently vented their dis-

pleasure and distress over the proposed state budget during

a "Rally for Responsibility" in Albany. But union efforts to reverse the effects of that proposed budget have taken other

forms as well, including a statewide advertising campaign

and intensive lobbying efforts. On page 12 of this issue, CSEA President William L. McGowan talks candidly about the

potential destruction of public services and jobs as a result

of the proposed budget, and a report on the fight in-Washington over President Carter's proposed federal

budget, which would cause severe federal aid problems for

states, is contained on the same page. On page 8 are more photos of the "Rally for Responsibility" in Albany.

- 2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
- 3. Members who have not received a ballot

by April 21, 1980 should call their CSEA Regional Office betwen April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:

Region 1 516/691-1170 Region 4 518/489-5424 Region 2 212/962-3090 Region 5 315/451-6330 Region 3 914/896-8180 Region 6 716/634-3540

State stalling on mileage, LOBA requested

ALBANY — CSEA has demanded that a reopener for mileage reimbursement in state contracts be moved to Last Offer Binding Arbitration (LOBA) in the face of dragging negotiations with the Governor's Office of Employee Relations.

CSEA President William L. McGowan has notified OER that continual delays in the negotiations and the failure of the state to make a reasonable offer to union negotiators was cause to refer the entire issue to arbitration under a provision of the CSEA-State contracts.

Last year the union and the state reached agreement on three year

contracts covering the Administrative, Institutional and Operational bargaining units that provided for an increase in mileage reimbursements to the 17 cents per mile level plus a "reopener on demand" provision. As with the rest of the CSEA's state contract negotiations, the matter was to be subject to Last Offer Binding Arbitration if the parties could not agree on an equitable solution.

On June 28 of last year, Mr. McGowan notified Meyer Frucher, Director of the Governor's Office of Employee Relations that in view of wildly escalating gasoline prices, the CSEA would exercise

its reopener rights immediately. Since that date there have been several meetings between union and state negotiators, but there has been no agreement.

Based on the delays, CSEA has now moved to invoke the impasse resolution procedure of LOBA, provided for by the CSEA-State agreements. Each side would make a final offer for solution of the impasse and an arbitrator — jointly selected — will choose the Last Offer which is the most reasonable. The arbitrator cannot create a third solution. The last offer choice of the arbitrator is then binding upon the parties.

CSEA and OER were expected to meet in the near future to work out details of the arbitration.

• Commented President McGowan, "Our people are being eaten alive by gasoline prices which are increasing weekly. We aren't here to subsidize the operation of the state government and it is unreasonable for us to incur losses by using our own vehicles for state purposes. If the state doesn't want to resolve this problem through negotiations, then we will exercise our rights and force them to resolve this issue through Last Offer Binding Arbitration."

-CSEA	PRO	DGRAN	A BILLS	Week of March 17, 1980 -

BILL NO.		STATUS
80-1 A.6619	This bill would establish minimum health and safety standards for public employees. (OSHA)	A. Labor
80-2	This bill would guarantee voting membership on the Board of Trustees for the Employees' Retirement System, and investment decision would require the vote of at least one such member. (BOARD OF TRUSTEES, RETIREMENT SYSTEM)	
80-3 S.4452 A.4167	This bill would give unions and employees the right to notice and an opportunity to be heard before the issuance of a temporary restraining order against a strike. (INJUNCTIVE NOTICE)	S. Civil Service A. Gov't. Employees
80-4 S.4455 A.4170	This bill would prevent the imposition of penalties upon an employee organization representing employees in a unit where an improper practice was responsible for a strike. (NO UNION LIABILITY FOR A STRIKE CAUSED BY AN EMPLOYER IMPROPER PRACTICE)	S. Civil Service A. Gov't. Employees
80-5 S.4451 A.4168	This bill would restore the presumption of arbitrability for New York State employees. (LIVERPOOL)	S. Civil Service A. Gov't. Employees
80-6 S.4454 A.4165	This bill would require an employer to continue an expired collective bargaining agreement until a new agreement is reached. (TRIBOROUGH)	S. Civil Service A. Gov't. Employees
80-7 S.7667 A.8946	Employees in the Unified Court System represented by CSEA who are subject to reclassification will be granted permanent status in the competitive class if they have performed their duties for a period of one year prior to the effective date of this proposal. (COVER-IN)	S. 3rd reading (Amended) A. Judiciary
80-8	This bill would allow the veterans of World War II, Korea and Vietnam to purchase up to three years of credit in the retirement system for service in those wars. (VETERANS' BUY-BACK)	
80-9	This bill would guarantee that public employees, like private employees, receive a guaranteed minimum wage. (MINIMUM WAGE)	191
80-10 S.7992 A.9456	Gold and the political gubdivisions on open-	S. Civil Service A. Gov't. Employees
80-11	This bill would require the State and local governments to file a financial impact statement prior to contracting out for goods and services. (FISCAL IMPACT NOTES BEFORE CONTRACTING OUT)	
80-12 S.8063 A.9554	This bill would provide a modest increase for all pre-April 1, 1979 retirees, depending upon the cost-of-living increase since the date of retirement. (RETIREE SUPPLEMENTATION)	S. Civil Service A. Gov't. Employees
80-13 S.7422 A.8777	This bill would make State employees who retired before September 30, 1966 eligible for a death benefit in the amount of \$2,000. (\$2,000 DEATH BENEFIT)	S. Civil Service A. Gov't. Employees
80-14	This bill would provide that the surviving spouse of a retiree would be allowed to continue family coverage after the employee's death, at no more than 25% of the full cost. (RETIREES' HEALTH INSURANCE)	42
80-15 S.3341 A.4877	This bill would eliminate the contracting out of transportation services by school districts by not giving private contractors a more favorable state-aid formula. (EDUCATION LAW PARITY)	S. Education A. Referred to Ways and Means
80-16A S.7 79 A.9076	This bill would provide that Memorial Day be celebrated on the 1st Monday in May, rather than on the 30th day of May. (MEMORIAL DAY)	Passed, on Governor's desk
80-16B S.1354 A.1791	Martin Luther King Day	A. Ways & Means S. Judiciary
80-17	The 1977 Agency Shop legislation would be made both permanent and mandatory for both State employees and those in the political subdivisions. (AGENCY SHOP)	
80-18 S.4457 A.4169	Public employees determined to have been on strike are fined 2 days' pay for every strike day. This would eliminate the second day's penalty. (REPEAL OF 2 FOR 1)	S. Civil Service A. Gov't. Employees
80-19 S.8109 A.9632	(1988년) 1988년 - 1988년 1988년 1988년 - 1988년	S. Civil Service A. Gov't. Employees
80-20A	Although Chapter 466 of the law of 1978 substantially amended Public officers Law §17 to provide a uniform procedure for the defense and indemnification of State employees who are sued in civil courts for acts which arise out of the course of employment, the change was not extended to employees of the political subdivisions and other public entities. This bill would make that procedure uniform for all public employees. (INDEMNIFICATION IN POLITICAL SUBDIVISIONS)	
80-20B	This bill would make the above mentioned procedure uniform for all Thruway Workers. (INDEMNIFICATION IN POLITICAL SUBDIVISIONS — THRUWAY WORKERS)	
80-21 S.4877	This bill would allow sheriffs, under-sheriffs, and regular deputy sheriffs to elect participation in the retirement plan where such participation is presently barred. (DEPUTY SHERIFFS' RE-OPENER)	S. Civil Service
30-22 S.3754 A.3836	The Civil Service Commission, rather than the Chancellor of the State University, would determine which positions shall be removed from the classified service and placed in unclassified service. (U-GRADES)	S. Civil Service A. Gov't. Employees
80-23 S.4928 A.7559	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)	S. Civil Service A. Gov't. Employees
80-24 S.3079 A.4204		S. Passed A. Gov't. Employees
80-25	This bill would provide that correction officers employed by counties would be eligible to participate in a 20-year retirement plan. (20-YEAR RETIREMENT PLAN FOR CORRECTION OFFICERS)	
80-26	This bill would enable seasonal and part-time employees who are eligible for participation in the State dental and prescription drug / Major Medical plans to participate in benefits by the employee organization. (EMPLOYEE BENEFIT FUND COVERAGE FOR PART-TIME & SEASONAL EMPLOYEES)	7 2750 3 701.000 7 1 1 1 1 1 1 5 1 1 1
80-27 A.5839	Employees of correctional facilities who have died as a result of personal injury sustained in the line of duty, who are not public safety officers, would be entitled to a death benefit of \$50,000. (NON-UNIFORMED PERSONNEL DEATH BENEFIT)	A. Codes
80-28	The final resolution of an impasse in negotiations would be resolved with a system of Last Offer Binding Arbitration under which a panel consisting of 1 member appointed by the public employer, 1 member appointed by the employee organization and 1 public member appointed jointly, would select the most reasonable final offer of either the public employer or the union. (LOBA)	
80-29	(Reserved) State employees in the countries of Nassau and Suffolk would not be required to charge leave to cover absence on	
80-30	January 20 and 21, 1978 and February 6, 7 and 8, 1978. (NASSAU AND SUFFOLK SNOW DAYS) Motor vehicles seating 11 passengers or more and used to transport school children would be required to be equipped	
80-31	with a padded seat back at least 24 inches in height, rather then 28 inches.	3

First transition exam appointments made

The first group of appointments has been made from the eligible list for the State Civil Service Department's first "transition" examination. Transition examinations provide an opportunity for State clerical and

Westchester sets contract talks

WHITE PLAINS - The 6,000member Westchester County Unit of CSEA Local 860 has begun contract negotiations with the county. The present contract between the unit and the county expires the end of 1980, and Unit President Raymond J. O'Connor said he is entering negotiations with a strong mandate and the confidence of the membership.

"Our membership has indicated to me that we will not tolerate delays by management as in years past. We want a contract by January 1," he

He said a questionnaire sent to the membership showed overwhelming support for that position. The margin in favor was six to one.

John Whalen has been appointed coordinator of the negotiations until the newly elected Unit Executive Committee appoints the negotiating team. CSEA Collective Bargaining Specialist Ronald Mazzola is taking part in the negotiations.

secretarial employees to advance to professional level positions for which a college degree would generally be required.

The Public Administration Traineeship Transition (PATT) Program under which the appointments were made is the result of a 1979 memorandum of intent agreed to between the State and the Administrative Services Unit of the Civil Service Employees Assn. Training in the PATT Program is administered

by the Employee Advancement from the list, and it is estimated that Section of the Civil Service by the end of 1980, the total number of Department and training funds are provided in part by the joint State/CSEA Committee on the Clerical and Secretarial Employee Program, and in part by a federal Intergovernmental Personnel Act

The eligible list for the PATT Program examination, was established in early January, Thirty-four trainees have already been appointed by the end of 1980, the total number of appointments made from the PATT list will be about 100.

The PATT examination was open to State employees with specified years of experience in Grade 7, or higher, clerical or secretarial titles. Those appointed will take part in a new twoyear training program leading to permanent appointment in any of 17 titles at the Grade 18 level for which the current starting salary is about \$16,400. The G-18 titles include Senior Administrative Analyst, Senior Budgeting Analyst, Senior Personnel Examiner, Senior Employee Insurance Representative, Senior Staffing Services Representative and Senior Classification and Pay

Key grievances



THREE LABOR LEADERS are pictured during recent AFL-CIO convention held in Washington. AFL-CIO President Lane Kirkland, left, and AFSCME International President Jerry Wurf, right, flank CSEA Region III President James Lennon.

won at Pilgrim WEST BRENTWOOD - Pilgrim Psychiatric Center CSEA Local 418 recently won two important grievances, Local 418 President Bill Chacona reports.

Chacona praised the work and effort of the local's grievance committee, which includes chairman Paula Luvera Salzmann, Sandy Cavallaro, Kathy Golio, Virgilio Torres and Bobby Gadsden.

In one of the grievances, up to 10 days in accruals were restored to more than 50 employees.

In the other grievance, more than 20 employees doing out-of-title work will be returned to their proper duties.

Differences in interpretation of the legal time to file for retroactive benefits under the new CSEA-State contracts was the cause of the first grievance. The new contracts, effective April 1979, were not signed until

Under the old contracts, 10 days of accrual has to be used before comp time following an occupational injury. Chicona said under the new contracts. there are four exceptions on the use of the accrual, including:

· Being out of work at least 20 days.

• If admitted as a hospital inpatient.

· If granted a waiver by the commissioner or his designee.

· When being examined by a doctor

or attending a compensation hearing. The grievance was settled at the

third step review between CSEA and the Governor's Office of Employee Relations, CSEA Collective Bargaining Specialist Robert Guild said. At the review, CSEA's interpretation of when it was timely to file for retroactive benefits was accepted.

The actual class action grievance involved 53 Pilgrim employees. Since the settlement of the grievance in January, Chicona said at least five other employees came forward with legitimate claims for retroactive benefits.

The second grievance involved 20 to 30 Grade 11 Mental Hygiene Therapy Assistants who were given the non-Civil Service title of Support Service Liaison (SSL), Chicona said.

He said the SSLs were given a number of administrative-clerical duties rather than institutionalpatient care duties. The new duties include maintenance and housekeeping problems and patients' personal services, cash and property

DSHA... Because it's Right.

Our people need OSHA . . .

ALBANY - CSEA is planning a detailed information campaign to tell New York State's Senators and Assemblymen about the need for an effective occupational safety and health law in this state to reduce public employee accidents and cut the costs of those ac-

CSEA has championed the cause of extending federal Occupational Safety and Health Administration (OSHA) standards to New York's more than 900,000 public employees for some time, but now the preparation is being focused at a final effort to get the Legislature and the Governor to agree upon legislation that will make the goal of OSHA a reality.

We have the facts on our side and it's time that we put those facts to the people who will decide on public employee OSHA legislation this year," commented CSEA President William L. McGowan.

A two-pronged program has been established by the union's Communications Department and the Office of Legislative and Political Action. A mass mailing to CSEA

members across the state is being planned for the near future and release of detailed information packets to every state Senator and Assemblymen is being prepared.

The cornerstone of that information packet will be the release of a detailed analysis of the occupational hazards of public employment in New York State commissioned by CSEA. The study, by L. Albert Weaver, the former director of a public employee OSHA program in North Carolina, provides results of a comparison of the costs of implementing a public employee OSHA program for New York's public employees against the benefits of such a program in reduced compensation costs and productivity gains.

The lengthy report confirms CSEA's position that it costs New York taxpayers more not to have an OSHA program for public employees, then it would cost to have such a program.

Last week the Knickerbocker News, a major Capitol District newspaper, published a three part series on the subject of OSHA for

public employees. Citing CSEA as a major mover of the issue of occupational safety for public workers, the series pointed to the need for OSHA and the ongoing squabbling in the Legislature over funding for such a program.

'We have to make the Legislature understand that until OSHA becomes law in this state, we are all losers," President McGowan said. "The taxpayers are literally losing millions in costs related to occupational injuries and the employees are suffering needless pain and hardship.

The union will soon be mailing special information packets to its entire membership to explain the need for OSHA and gain membership input into the fight for OSHA. Members will be able to return postcards contained in the kits to the Legislative leadership as a personal "vote" for OSHA.

We've come a long way on this issue over the past few years," Mr. McGowan said, "but we still have the major hurdle to make. We must convince the leadership that they can't ignore this issue any longer. Our people need OSHA and they need it now.

Seek LAP coordinator

ALBANY - The sponsors of the Employee Assistance Program serving employees of the State Office of General Services are seeking qualified applicants from among OGS employees to become program coor-

Applicants must be able to maintain good inter-personal relationships with all levels of OGS employees and with community organizations. Experience as a volunteer in community counseling programs or community organizations and any specialized training or experience in interviewing or counseling techniques will be help-

The coordinator will be expected to devote several hours a week during normal working hours to meet with individual employees to discuss medical, behavioral and personal problems and to refer them for diagnosis and treatment.

To be considered for the position write to Earl Kilmartin, State Garage, State Office Building Campus, Albany NY 12226, no later than March 28, 1980. Include all pertinent experience and/or background in your

ALBANY - Applications are now being accepted for CSEA College

Scholarships for the 1980-81 school year.

The union's Board of Directors approved the awarding of 12 \$500 scholarships (two from each CSEA region) for deserving sons and daughters of CSEA-represented employees.

The deadline for submitting applications is April 30. The Special CSEA Scholarship Fund Committee, chaired by Dominic Spacone, Jr., will review all applications and make its decisions in May. Winners will be announced in June.

Applications are available from all CSEA regional offices, and from CSEA local presidents.

Free safety program set

BUFFALO - CSEA's - Western Region is presenting a free Safety Awareness Program at 9:30 a.m. Saturday, March 29 at the Buffalo Convention Center.

The program will involve three classes, "Safety Awareness," "Safety Organization" and "Modern Techniques of Lifting," by Steve Fantauzzo, of AFSCME International, Frank Falejczyk, chair of the CSEA Safety Committee, and CSEA Safety Coordinator Nels Carlson.

The classes are offered on a firstcome, first-served basis. There is room for only about 200 participants, so CSEA members are urged to call the regional office at (716) 634-3540 to reserve a place in the program.

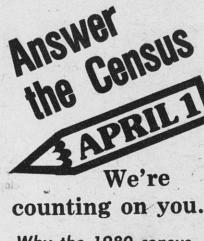
Steward session well attended -

SYRACUSE - Officers and members of CSEA Local 424 at Syracuse Developmental Center recently completed a successful Grievance Steward Workshop.

The workshop was conducted by Claire McGrath and Oneta Mae Britton, Steward Trainers for Central Region V. Terry Moxley, CSEA Field Representative, also participated in the session.

CSEA members attending from Syracuse Developmental Center included: Cynthia Dillabaugh, Sheri Ranger, Joseph Iwanicki, Terrence Shrock, James Powers, Francis Wassell, Kenneth Osmond, William Bowles and Timothy Eves.

"We were very pleased with the turnout and plan to conduct similar grievance workshops in the near future," said Local 424 President Santo DeVito.



Why the 1980 census is important to you!

APPORTIONMENT OF CONGRESS

If everyone in New York State is not counted, we could lose up to FOUR seats in the House of Representatives. The big losers may be members with good COPE records and that means labor could have less influence in Congress.

STATE LEGISLATIVE BOUNDARIES

Our State legislative districts are dependent on population totals to insure fair representation. New York will use the census to redraw our legislative districts, and many cities will use the figures to redraw the election district boundaries of local representatives.

FEDERAL AID PROGRAMS

The number of New Yorkers counted determines the amount of federal money allocated to our state for economic development, public works jobs and job training programs as well as funds for education, health care and housing.

PLANNING AHEAD

Without accurate information, our communities cannot plan for future needs. The census will give us facts to determine the need for new highways, schools, water plants and fire and police stations. Answering the census is an investment in the future of New York State.

CSEA Safety Hotline 800-342-4824

2Public

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

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224. Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224. Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

Thomas A. Clemente—Publisher Roger A. Cole—Executive Editor Dr. Gerald Alperstein—Associate Editor
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John L. Murphy—Staff Writer Arden D. Lawand—Graphic Design Dennis C. Mullahy—Production Coordinator





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

Job restored, \$16,000 retro pay

NEW YORK CITY — A Manhattan Psychiatric Center (MPC) employee is back on the job after being suspended almost a year and a half. He also is awaiting the arrival of a \$16,856 retroactive pay check, MPC CSEA Local 413 Grievance Chairman Mohamed Hussein reported.

Therapy Aide Alfonso Bell was reinstated by letter from MPC Director Dr. Gabriel Kaz more than two weeks after the Appellate Division ruling which upheld Arbitrator Charles H. Weintraub's decision to reinstate Bell, who has an unblemished record over 14 years of service, Hussein said.

Hussein highlighted the details of case, which was handled by Hussein and CSEA Field Representative Al Sunmark and was litigated by Regional Attorneys Stanley Mailman and Arthur Helton as follows:

Bell was served with the charges and suspended without pay by Dr. Kaz on Aug. 16, 1978, after having been suspended with pay on July 23. The penalty sought was termination.

Kaz, Associate Director Preston Grier and Personnel Director John Frangas refused to discuss and attempt to resolve the situation with CSEA.

The case went to arbitration in the fall of 1978. The entire management case was the word of two mental patients. However, MPC refused to turn over medical records on the patients to allow CSEA to conduct proper cross examination.

Arbitrator Weintraub ruled MPC did not present sufficient evidence and ordered Bell reinstated. Weintraub refused to permit MPC to use the patients as witnesses without CSEA having access to the medical files. MPC refused to turn over the files.

MPC refused to reinstate Bell. CSEA went to State Supreme Court to have Bell reinstated while MPC also went to court to nullify the arbitration ruling based on arbitrator misconduct. MPC won in the lower court.

The Appellate Division reversed the lower court's decision, and Bell was reinstated. In the reversal, the Appellate Division rules in part that Weintraub did not commit misconduct by refusing to accept MPC's evidence when MPC refused to comply with a court-ordered subpoena to supply the medical records during the arbitration hearings, Helton said.

Calendar

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

26—Capital District Retirees Local 999 meeting, 1 p.m., Best Western Inn Towne, 300

Broadway, Albany.

-Western Region Safety Awareness Program, 9:30 a.m., Buffalo Convention Center.

Call regional office, (716) 634-3540 to reserve participation.

Oyster Bay Unit, annual dinner dance, installation of officers, 7:30 p.m., Antun's Restaurant, Hicksville.

31 — Southern Region III education workshop, 7 p.m., Holiday Inn, Kingston.

APRIL

- Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White

Long Island Region I spring conference, Gurneys Inn, Montauk

11 — Kingsboro Psychiatric Center Local 402 disco pre-Easter dance, 9 p.m. to 3 a.m., St. Joseph's Golden Hall, 856 Pacific St., Brooklyn.

17—CSEA Board of Directors meeting, 9 a.m., Thruway House, Albany.
26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

1-3—Tax Local 690 labor/management seminar, Ramada Inn, Lake George.

8—CSEA Board of Directors meeting, 9 a.m. Quality Inn, Albany.

9—White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase County

21-23—State Division Workshop, Kutcher's Club, Monticello.

JUNE

4-6 — County Division Workshop, Kutcher's Country Club, Monticello.

9-13 — AFSCME Convention, Anaheim, Calif.

Mondale, Kennedy voice support for

WASHINGTON, D.C. - Several delegates from the Civil Service Employees Assn., recentattended a three-day Political/Legislative Conference, sponsored by the American Federation of State, County and Municipal Employees (AFSCME), here.

The conference provided public employees union leaders across the country with updated information on congressional legislation which would affect the allocation of federal funds to the states for public sector jobs and other labor legislation affecting public employment.

United States Senator Edward Kennedy and US Vice President Walter Mondale addressed

the group, each voicing support for prolabor legislation.

In addition, Region VI CSEA President Robert Lattimer spoke on the need to defeat Proposition 13 legislation, while Felton King, president of the Staten Island Developmental Center CSEA Local, reported on a recent antideinstitutionalization workshop sponsored by his



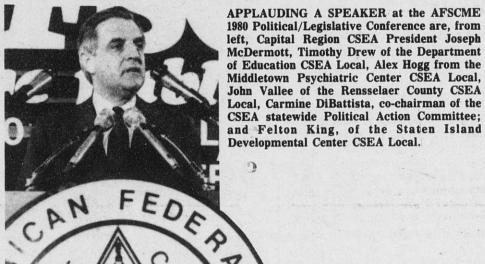




CSEA WESTERN REGION PRESIDENT Robert Lattimer addressed the conference, speaking about the necessity to work diligentagainst proposition 13-type legislation anywhere it might arise.



FELTON KING, President of the Staten Island Developmental Center CSEA Local, discussed a successful deinstitutionalization workshop his local recently sponsored.



UNITED STATES VICE PRESIDENT Walter Mondale represented the Carter administration, telling conference participants they had support of the administration in effort for gaining pro-labor legislation.

Right, SENATOR EDWARD KENNEDY gestures to emphasize statement, "I'm on your side," to participants in the Washington conference.

Below right, IRVING FLAUMENBAUM, President of CSEA Region I and an International Vice President of AFSCME also, speaks from the floor to participants in the recent conference in Washington.

Below, AFSCME PRESIDENT JERRY WURF, at the podium, addressed AFSCME labor leaders from around the country.





O.D. Heck fire points up safty shortcomings at facility seven cited for heroism, bavery during evacuation

DEVELOPME HECK



ENTERING O.D. HECK FACILITY on an inspection tour, CSEA Region IV President Joseph McDermott, center, and Field Rep Donald McCarthy, left, are greeted by O.D. Heck CSEA Local 445 Secretary Joyce Smi.

DIRECTOR OF ADMINISTRATION Roland J. Queene, left, discusses the circumstances of the fire with CSEA Region IV President Joseph McDermott, center, and CSEA Field Rep Donald McCarthy. Queene had high praise for employees who



'It's a shame the media didn't pick up on their bravery." SCHENECTADY - Seven employees at the citations, Roland J. Queene, Director of Ad-

OD Heck Developmental Center, where a fire ministration at OD Heck, said "Their quick gutted several rooms on February 17, have reaction, sound judgment and exceptional been cited by center's Board of Visitors, and will be honored by the Capital Region of the clients in building seven. Civil Service Employees Assn., for exceptional action and bravery in evacuating several patients during the blaze.

Letters of commendation will be put into the personnel files of Michele Morgan, Wendy Parker, Edith Feldman, Marie Whaley, John VanBracklen, Bill Good and Bill Hayes.

The Capital Region of CSEA is making plans to recognize their deed.

"Only through the efforts of these public employees was a tragedy averted," com-

courage resulted in the safe evacuation of the

When the fire broke out, Ms. Morgan, who was tending to 12 patients by herself, realized that she could not lead them all out of the building alone. She immediately called over the intercom for assistance and the six other employees responded. They roused the sleeping clients from their bedrooms, helped them grab jackets and calmly led them out.

"It was the worst time for a fire to happen. but the public employees did their job. It's a shame the media didn't pick up on their mented Capital Region CSEA President bravery. A tragedy would have made headlines," Russell DiBello, deputy director In recommending the employees for the of administration, told union officials.

Early morning fire damage heavy; new fire safety program promised

Staff Writer

SCHENECTADY - An early morning fire which raged through Building Seven of the Oswald D. Heck Developmental Center on February 17, causing a reported \$100,000 to \$250,000 worth of damage, has left Civil Service Employees Assn. officials concerned about the future safety of employees, as well as clients, there.

Though no one was injured in the blaze, which broke out at 4 a.m., one member was treated for smoke in-

QD Heck CSEA Local representatives escorted Capital Region CSEA President Joseph McDermott and Field Representative Donald McCarthy on a recent tour of the building to point out some conditions which they feel had an adverse effect on the situation and could result in tragedy in the event of another fire.

On hand to answer questions from the union representatives was Roland J. Queene, Director of Administration for the center.

The union questioned the state's logic in having sprinkler systems placed in storage areas, but not in patient residence rooms, noting that the patient rooms received the most damage. Some of these patients, reported CSEA Local President Peter Looker, are known to have started fires in the past.

In addition, the union officials found that fire and smoke alarms are located in a small anteroom, in the rear of the building, rather than in patient rooms.

Queene told the CSEA that the placement of the sprinklers and alarms is in accordance with fire codes governing the building, and that they are kept out of the patient rooms in an effort to maintain the look of a home, rather than an institution.

The union requested that the codes be redrawn to have the systems moved into patient areas, and suggested they be made to resemble fixtures found in a

The center, claims Looker and other CSEA representatives, is seriously understaffed, due to the state's imposition of a hiring freeze. On the morning of the fire, one patient aide was left in charge of 12 clients. Though she and other employees were able to assist all of them in getting out of the building safetly, the aide, Michelle

Morgan, said it was a frightening predicament that could have led to a disaster.

The hiring freeze, said Daniel Campbell, communications associate for the Capital Region CSEA, has been in effect, off and on, for several months. The union, he said, plans to ask the state to lift the freeze and hire enough direct patient care employees to balance

CSEA learned from employees that there was some confusion as to escape routes and methods, and concluded that, on the whole, employees are ill-prepared for an emergency evacuation.

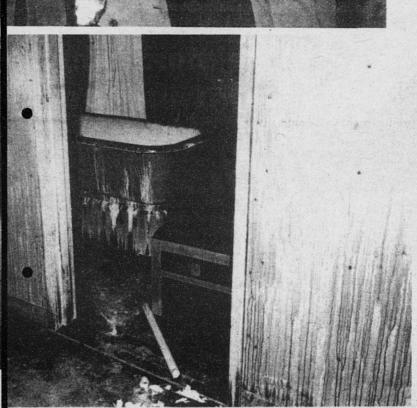
OD Heck management informed the union, however, it would immediately institute a fire safety training

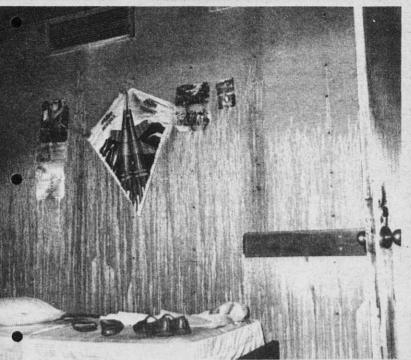
CSEA will also receive a copy of a report on the cause of the fire which the state will prepare after making an

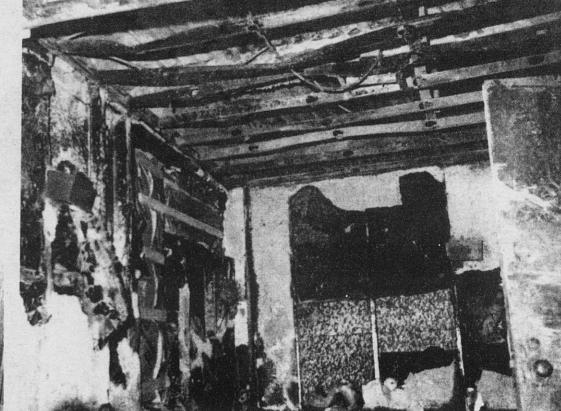


safely evacuated patients during the episode.

CSEA LOCAL 445 PRESIDENT Peter Looker, center, holds a light to show CSEA Regional President Joseph McDermott, left, and union Field Rep Donald McCarthy how extensively the









Rally for responsibility

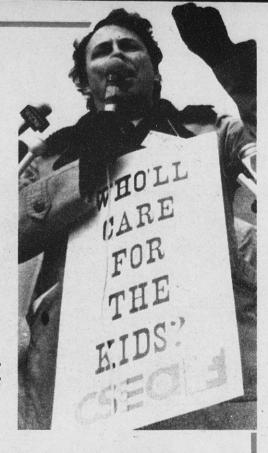
Proposed state budget cuts that would reduce public service programs and eliminate thousands of state job positions was the focal point of a "Rally for responsibility" protest March 11 in Albany by CSEA members.

THE GREAT STATE OF NEW YORK



AMONG LIST OF ENTHUSIASTIC SPEAKERS at CSEA's Rally for Responsibility were Region I President Irving Flaumenbaum, center; CSEA chief lobbiest James Featherstonhaugh, left, and Marie Romanelli, right, president of the SUNY New Paltz CSEA Local.

JOSEPH McDERMOTT, right, President of CSEA Region IV, sounded a union battlecry.



New York's future is everyone's responsibility. Write your Legislator and let him/her know that you want responsible government, not reckless leadership. New York can be a great state again.

Cutting back on understaffed programs may be good politics but it's reckless government. New York's people need public services that only New York State can provide. Providing less than two percent funding for thirteen percent inflation won't do it.



REGION II PRESIDENT Jimmy Gripper, below, told crowd that budget cuts can only aggravate New York City's serious problem involving former mental institution clients who have been dumped into the city by the state.



REGION VI PRESIDENT Robert Lattimer, right, argued, "How can you love New York when you can't even see it, because you've fallen into a pothole?"



JOE CONWAY, chairman of CSEA's Political Action Committee, called on union members to unite in a campaign to impress upon legislators the faults of cutting essential services from the proposed state budget.





THE successful organization, be it large or small, is best measured by those dedicated persons who give so unselfishly of their time and talents to benefit fellow employees and members

Anna Mae Darby epitomizes that type of excep-

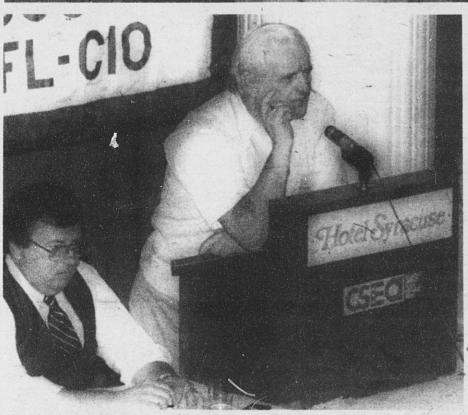
tional person.

We have had the privilege of knowing and working with Anna Mae for more than ten years and have not met anyone more dedicated to helping others, be they her fellow CSEA members, or the countless other activities she so willingly serves.

We proudly gather this evening to offer our love, respect and appreciation for her years of service. And to wholeheartedly extend our sincere best wishes for good health and happiness in her retirement ahead."

James J. Moore, President CSEA Region V

ANNA MAE DARBY, retiring Region V treasurer, was honored for her many years of union service at a banquet in her honor during the regional meeting. Here she is flanked by CSEA President William L. McGowan, left, and Region V President James J. Moore.



CSEA PRESIDENT WILLIAM L. McGOWAN addressed the Region V participants. Listening to his remarks is Regional President James J. Moore.

Communications is theme of Region V conference

"As far as attendance and what we accomplished are concerned, it was one of the most successful conferences ever held in Central Region V."

- Jim Moore, Regional President

SYRACUSE - It was a typical Central New York winter weekend, but it didn't seem to affect the enthusiasm of the delegates to the recent Region Conference in Syracuse.

In addition to statewide President Bill McGowan, Executive Vice President Tom McDonough, Secretary Irene Carr, and Treasurer Jack Gallagher, officers and guests from the entire 20-county region were on hand to participate in the full agenda of workshops, seminars, and meetings covering a full spectrum of union activities.

The entire Saturday morning session was given to the explanation and nomination procedure governing

the election of CSEA delegates from the Region to the AFSCME Convention scheduled for June in California.

"COMMUNICATIONS" was the theme of the Saturday afternoon combined meeting conducted by Dave Williams, AFSCME Director of Education and Training. During the more than two hour session, Williams stressed the importance of selfevaluating all levels of communication within the union. Citing ways to improve, Williams suggested that good two-way communication from officers to stewards to members starts with the ability to listen and understand and then relay the infor-mation with credibility. The proper uses of media and the basic construction of a union newsletter were also discussed.

A special tribute to Anna Mae Darretiring Regional Treasurer, highlighted the Saturday evening ban-



EFFECTIVE COMMUNICATIONS was topic of a workshop conducted by Dave Williams, AFSCME Director of Education and Training.



AGENDA FOR REGION V WINTER CONFERENCE is studied by, from left, George McGarthy, President of St. Lawrence Local 423; CSEA statewide Executive Vice President Thomas H. McDonough; Binghamton Psychiatric Center Local 441 member Barbara Allen, and Santo DeVito of Syracuse Developmental Center Local 424.

OPEN CONTINUOUS STATE JOB CALENDAR

Title		
The second restrict to the second restrict to	\$10,624	20-102
Pharmacist (salary varies with location) Assistant Sanitary Engineer	\$14,388-\$15,562	20-129
Senior Sanitary Engineer	\$16,040	20-122
Clinical Physician I	\$27,942	20-118
Clinical Physician II		20-119 20-117
Attorney	\$14,850	20-113
Assistant Attorney		20-113
Junior Engineer		20-109
(Bachelor's Degree) Junior Engineer	\$13,876	20-109
(Master's Degree) Dental Hygienist		
Licensed Practical Nurse	\$8.051	20-107
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$11.250	20-100 20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I		20-174
Vocational Rehabilitation Counselor		20-140
Vocational Rehabilitation Counselor Trainee		20-140 20-143
Histology Technician		20-170
Professional Positions in Auditing and Accounting Computer Programmer	\$11,250 \$11,250	20-200
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075 \$14,075	20-221 20-223
Mobility Instructor	\$11.904	20-224
Instructor of the Blind Health Services Nurse	\$11,250 \$11,250 \$12,025	20-225 20-226
(salary varies with location)		20-220
Senior Heating and Ventilating Engineer	\$18,301	20-227 20-228
Senior Building Electrical Engineer	\$18.301-	20-229
Senior Building Structural Engineer Senior Mechanical Construction Engineer	\$18,301	20-230 20-231
Senior Plumbing Engineer	\$18,301	20-231
Assistant Stationary Engineer Electroencephalograph Technician	\$7.616	20-303 20-308
Radiologic Technologist	\$8,454-\$10,369	20-306
Radiologic Technologist (salary varies with location) Medical Record Administrator	211 001	00.040
Food Service Worker I	\$6.456	20-348 20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee		20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty) Supervising Actuary (Casualty)	\$22,364	20-417 20-418
Assistant Actuary	\$10,714	20-556
Nurse I Nurse II	\$10,624	20-584 20-585
Nurse II (Psychiatric)	\$11.904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587. 20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist IPsychiatrist II	\$33.705	20-842
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875 20-876
(Spanish Speaking)		00.080
Social Services Management Specialist		20-876
(Spanish Speaking) Industrial Training Supervisor	. \$10,624-\$12,583	20-877
Physical Therapist	\$11.337	20-880
Physical Therapist (Spanish Speaking). Senior Physical Therapist	\$11,337	20-880
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881 20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$11,337	20-882 20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888 20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only) Typist (NYC only)	\$6,650	20-890 20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist(Spanish Speaking)		20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11.337	20-895
nouncements, applications, and other details concerning examinations fo	r the positions listed	d above.
2 World Trade Center, 55th Floor, New York City 10047 (212) 481	8-4248.	57-0210.
Suite 75C, Genesee Building, West Genesee Street, Buffalo, New Yo	ork 14202 (716) 84	2-4260.

McGowan echos call for national holiday

ALBANY -William L. McGowan has joined with labor leaders from throughout the United States in calling for state and federal legislation making the Rev. Martin Luther King's birthday a new national holiday.

Last year the U.S. House of Representatives considered action on legislation that would have officially designated Dr. King's birthday as a federal holiday, but the bill was withdrawn before action was taken after opponents attempted to destroy its intent with amendments

Now another attempt at this commemorative legislation is being considered on the federal level and CSEA



President McGowan, AFSCME President Jerry Wurf and CSEA Region One President Irving Flaumenbaum, and International Vice President of AFSCME, have all voiced support for passage of this legislation.

The legislation will designate

January 15 as a federal holiday.
President McGowan has also directed CSEA's Legislative and Political Action Department to support state legislation to designate Dr. King's birthday as an official holiday in New York State.

The present CSEA contracts with the Governor's office of Employee Relations in the state's Administrative, Institutional and Operational bargaining units make Martin Luther King's birthday an optional holiday. An employee can choose whether to take Election Day as a holiday or Dr. King's birthday.
The New York State General

Construction Law also establishes the third Sunday of each January as a holiday in memory of Dr. King, but the law specifically prohibits observance on the following Monday as is the case with most other holidays.

Stephen Wiley, an attorney and lobbyist with Roemer and Featherstonhaugh, CSEA's law firm, says that presently there are seven bills either in the State Senate or Assembly to designate January 15 as Dr. Martin Luther King Day and make it an official holiday

CSEA's Statewide Political Action Committee has endorsed passage of

New medical claim changes

The procedure for filing Statewide Plan Major Medical claims has changed. Claims for expenses incurred in 1980 should be submitted on a new buff-colored form and mailed directly to the Metropolitan Life Insurance Co., C.P.O. Box 1600, Kingston. New York 12401. Claims for Major Medical expenses incurred last year should still be filed on the old. blue form and submitted to your agency personnel office.

Check your retirement system status

Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

To: The New Yor Governor Sm Albany, New	rk State Retirement S ith Office Building York 12244	ystem	
	information on my s loyees Retirement S		mber of the Nev
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Awaking the sleeping giant in 1980

(Editor's Note: The following is the official report of the Legislative and Political Action Committee to CSEA's Special Delegate Meeting held March 9-11 at the Empire State Plaza

Convention Center in Albany.)

The Committee has adopted as its goal the concept that the Legislative and Political Program of CSEA is your program. It is your legislation, they are your politicians; therefore, exercise the rights and responsibility that ultimately go along with it. Specifically, the secret of success in our lobbying effort is through a total grass roots lobbying effort. The secret to our Political Action Program lies with each and every member, doing his/her share in being able to elect our friends to political office and making sure that our enemies are not elected to political office.

With this concept in mind, I would like to outline for you how we can best effectuate this. We have asked the membership for their suggestions in putting together our Legislative Program. The booklet that you have received in your Convention package outlines the Legislative goals of CSEA. Our Legislative Office is going to be conducting lobbying seminars and instructional programs on our Legislative package in the regions and locals. This will be somewhat similar to what a large group of political activists attended Saturday, February 2, 1980 here in Albany. We feel that the education of the membership is of prime importance to the success of our overall program. This educational training program will be continued in the other area, that of Political Action. In a few short months, a program will be arranged in your region and in your local that will help train your membership in ways in which to work on campaigns and in helping to elect friends of labor and CSEA. It will take sacrifice and work on your part and on the part of your members who attend these training sessions and carry out the skills that they have learned. This is the secret of a union; all of its members united in one goal.

In line with this thought, I must state at this point that running a Legislative and Political Program is not an inexpensive task. I have seen mimeographed petitions that have been sent into Headquarters asking for a rebate of the \$2.60 contribution to our Political Action Fund. We must comply with the United States Supreme Court decision regarding rebate and with the Laws of the State of New York on this matter and the people who properly request these rebates will receive them. However, I think it is

Below, AMONG UNION DELEGATES from Syracuse City CSEA Local 013 were, from left, Linda Wilkinson, Rosemarie Racht, and Carrie Izzo.

the responsibility of each and every person at this Delegates Meeting to attempt to educate these members in what that \$2.60 does for them. Without this money to finance a Legislative Program and to have the high caliber people which we employ and retain, our jobs would have been abolished long ago. This year's budget is a shining example of the way our existence is totally dependent on the type of work of our lobbyists and our Legislative and Political Action Committees. We must educate our members that the \$2.60 they put into a Political Action Fund is a good investment and we must not tolerate this massive ravaging of the Political Action Fund.

At this point, I want to remind you of the im-



MARY ANN BENTHAM conducts a major portion of CSEA's delegate meeting as chairperson on the Committee on Revision of the Constitution and By-Laws.



ALBERT RUGGIERO was among a contingent of delegates representing Orange County CSEA Local 836 attending the recent delegates meeting.

portance of the year that we are in. In 1980, we will elect a President of the United States, a United States Senator from New York State and our entire Congressional Delegation, as well as the entire New York State Senate and the New York State Assembly. The importance of the national offices can not be overemphasized because of the large amount of federal funding that comes into New York State and the need for more federal funds. We must have friends in Washington who will do this. In addition, the New York State Senate and Assembly that is elected in the 1980 elections will have as their responsibility the important task of reapportioning the Legislative Districts in New York State. It is obvious that if a particular group was in control of either house of the Legislature that had strong feelings against the labor movement, they would manage to draw the district lines so as to benefit their friends and make sure that friends of labor would have a difficult time running in the new districts that they would draw. We must and I repeat, we must take the 1980 elections as serious as any that we have ever been involved in and possibly ever will be involved in again. The New Right in the United States is using labor as its number one target. We can not succumb to the very fancy rhetoric that these people are using in making some of us think that they are our friends; they are not. We must work in the campaigns of 1980 as if our future depends on it . . . because it does.

Therefore, I urge you that before our next Delegates meeting, you devote the greatest effort you can to the Legislative and Political Program. Don't forget, its your program, not just mine. Its success is dependent upon you, not just me. And without you and most importantly, each of your members, CSEA will still be known as, "the sleeping giant." Let's wake that giant up in 1980 and let him stand tall and roar for all of New York State to hear.

Thank you.

Respectfully submitted by: Joseph Conway, Chairman Carmine DiBattista, Co-Chairman

Nicholas Abbatiello John Chesslin **Timothy Drew** Leroy Edwards June Ferner Moira Greiner Alexander M. Hogg

Martin Koenig Robert Kolterman Michael Curtin Eleanor McDonald Francis Mitchell Barbara Pickell **Dominic Savarino** Ronnie Smith John Vallee



President's Message

We're mad as hell and fighting back against fiscally insane state budget

On March 11th, about 1,500 CSEA members stood in front of the State Capitol in Albany and screamed, "We're mad as hell and we're not going to take it anymore!" Three days later, CSEA began a statewide advertising campaign based on the theme: "The (Once) Great State of New York." Five days later, nearly 1,000 more union members descended on the Capitol again, this time to lobby against the proposed gutting of the state Department of Transportation's budget.

All of these events have two things in common. First, they put this union on record in absolute opposition to a proposed state budget that will gut state services, eliminate 9,000 more state jobs and provide inadequate assistance to local government. Second, they are what this union is all about.

By now everyone who doesn't live in a cave has heard about our problems with the state budget. The Governor proposed a budget for the coming fiscal year that provides less than two percent additional funding for state agencies ravaged by thirteen percent in-flation. The outlook if this budget is enacted is grim. Over the next two years 9,000 more state jobs will be eliminated through attrition. Every state agency will be effected.

Aid to local government will increase by about seven percent, again in the face of double-digit inflation. The consequences on our

members in counties, towns, cities and school districts can only be imagined.

CSEA knows better than any other organization what this kind of fiscal madness will mean. We know how understaffed most state agencies already are and we know where the work that was done by the 9,000 state jobs to be eliminated will fall. We also know the political climate in local government and how it can't afford to lose aid in the face of inflation.

Our patients in state institutions are being stored instead of treated. The roads and bridges in this state are getting worse and worse. The once proud State University system is in a decline. The state's prisons are turning into powerkegs again. Every state agency is overburdened and understaffed and efficiency is being cashed in wholesale for expediency

CSEA is doing everything in its power to move this mountain. We have stood in the cold in Albany in a loud protest to the threats from the Governor and the Legislature. We have spent our own money to conduct a statewide information campaign to tell the public that their "leaders" are attempting to hack apart the public services we all pay for. We have taken our case to the media and explained the dangers of heavy-handed budget cutting. Nobody has been more "up front" on the issue of this budget than this union.

The budget process in New York

State is one of these relics of history that has resisted reform for decades. While you are reading this column, a handful of people in Albany are meeting behind closed doors to decide the financial structure of state government for the coming fiscal year. Suddenly there will appear a printed bill and just as suddenly it will be law. By the time the public can find out what is in that bill and react, it will be too

Our ability to influence the contents of the state budget is limited. Yet we clearly do have influence and that says a great deal about the condition of this union. It wasn't many years ago when we had literally nothing to say about the budget. We would read about the outcome in the newspapers the same as everyone else and find out how badly we'd been beaten up.

This year things were different. This year we had a detailed analysis of the budget long before the actual budget haggling got started. We knew what the Governor was proposing to do and why. We had political friends to keep us informed on the mood and intent of



the Legislature so we knew about the plans to do this or do that before they actually happened. In more than one instance where some deal threatened us, we blew the whistle and got results. We were involved.

The final outcome of the annual budget fight is not yet written. Only time will tell how successful we have been in this effort. Yet every member of this union should be proud of what we have done. CSEA has come out front and stood for decency in government. When everyone else wants to run and hide whenever government and taxes are mentioned, this union took a stand and we did it publicly.

William L'Mc Towen

WILLIAM L. McGOWAN President

Budget battle being waged in Washington impacts heavily on NYS's fiscal affairs

ALBANY — If there was any doubt that the 1980s hold the potential for hardship for public employees, the doubts are rapidly evaporating.

While CSEA officials are fighting in Albany to restore adequate funding levels to the state budget to head off 9,000 state job cuts and cuts in real dollar aid to local government, officials of AFSCME are fighting in Washington against President Jimmy Carter's new plan to balance the federal budget, partly by cutting federal aid to the states and cities.

Recently more than 1,500 CSEA members rallied in front of the State Capitol to protest a proposed state budget that would inflict deep reductions in public services to New Yorkers. The union even conducted a statewide advertising campaign to alert the public to the dangers of the budget proposed by Gov. Carey and threatened by some Legislators.

Even while CSEA was acting to restore cuts in Albany, Preisdent Carter was unveiling his new program to balance the federal budget, a move he claims will have some impact on inflation but the impact on public services in state and local government could be severe

Just seven weeks ago Carter proposed a federal

budget that would have provided austere funding for domestic programs but higher levels of funding for defense. Yet in the past two weeks, President Carter has backed off his original proposals and has proposed \$20 billion in additional budget reductions.

Among the programs to be halted if the President gets his way would be General Revenue Sharing, a program that provides federal aid to local government and accounts for a substantial portion of the New York State government's revenues. Such a cut would further threaten the New York budget crisis.

Said AFSCME President Jerry Wurf, "President Carter's decision to abandon his budget is incredible, especially in light of the fact that little or no economic change has taken place since it was presented. The President and the Congress are aware that balancing the budget will have no meaningful impact on inflation.

"Neither the Congress nor the Administration has presented an anti-inflation program. There is no anti-inflation program," the union leader said. Commenting on Mr. Carter's claim that the value of a balanced budget is "psychological", President Wurf said, "Cut through all the rhetoric and what you have here is a return to the economic philosophy of Herbert Hoover."

Part of the Administration's budget-balancing act is a ten cent per gallon tax on gasoline. Another element involves pressure on the Federal Reserve to keep interest rates high. AFSCME economic experts point out that the impact of such a policy will be to feed inflation, not cut it.

AFSCME says there is general agreement among economists that balancing the federal budget will have no immediate impact upon inflation. Projections indicate that unemployment will increase by 400,000 and any reduction in inflation would be less than one tenth of one percent.

In addition to the cuts in Federal Revenue Sharing, the proposed new cuts would eliminate the Countercyclical Assistance Program at a cost of one billion dollars to the nation's cities. Other cuts would occur in the federal CETA, Youth Employment, Mass Transit, Energy Assistance for the Poor, and Education programs. The cuts would also indefinitely postpone planned reform of the

AFSCME advocates imposition of mandatory control on all economic activity, including wages and prices as a more rational solution to the present economic crisis.