

Leaked reports on closings cause fear and confusion

ALBANY — CSEA Local Presidents at two state psychiatric centers have reacted with anger to published reports that their facilities will be "closed" as part of a plan to reduce the number of state psychiatric centers.

Harlem Valley Local 409 President Robert Thompson and Utica Psychiatric Center President John Giehl said the reports leaked to the media by state sources were misleading and had caused unnecessary fear and confusion at the facilities.

Newspapers in the Utica and Poughkeepsie areas reported last week that the two centers had been targeted for closing by Mental Health Commissioner James Prevost. The Office of Mental Health, which has been studying the closing of facilities since last year, has still not officially identified the hospitals it will propose be closed.

Ironically the reports appeared while Mr.

Thompson and Region 5 Mental Hygiene Board of Directors Representative Sue Bucrinski were in Albany meeting with state officials to discuss the threatened closings.

Dr. Prevost gave assurances at the meetings that whatever facilities are closed, there will be no employees laid off. The state claims it will create new employment at the centers with other agencies or relocate the employees to nearby state facilities.

In any event, the threatened closings would not take place for at least one year and the union is continuing discussions with OMH to protest the interests of union members.

CSEA officials say there are still many questions about the threatened closings of state hospitals that have not yet been answered, but they advised mental hygiene workers against reacting to "rumors" before the actual facts are known.

WHILE THIS HAPPY CHILD plays at "Small World," a unique day care center located at the Pilgrim Psychiatric Center, one, or both, of her parents is at work nearby at the Psychiatric Center. CSEA Local 418 at Pilgrim is a prime backer of the day care center and Local 418 President Bill Chacona says employee attendance is up as a direct result of the day care center's location. For more on this unusual day care center, see page 12.



Public SECTOR

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Solution lies with Legislature

Cautious optimism on preventing layoffs, but new appropriations still necessary

ALBANY — CSEA's victory in the state budget battle has led to some cautious optimism that 5,000 threatened state job layoffs may be averted by the union's plan to rescue the devastated State Purposes Fund.

CSEA political action officials led a rank and file push just a few weeks ago to uphold Gov. Hugh Carey's vetoes of some excessive Legislative appropriations as the first step in the union's three point plan to rescue state agencies. With the Senate's Democrats holding together to defeat an override attempt, it was clear the budget was in balance and a major economic crisis was averted, but that doesn't mean there won't be layoffs.

On April 19, Governor Carey was quoted by Capital District newspapers as stating that the delay in the so-called "spring borrowing" brought about by the protracted budget battle and a better than expected interest rate on state

bonds would add nearly \$100 million to state coffers this year. The Governor said he would ask the Legislature to restore the new money to the State Purposes Fund appropriation which the Legislature slashed by more than \$200 million.

While CSEA is cautioning against optimism, it appears that a solution to the threatened layoffs may be in the works if the Legislature agrees to appropriate the savings from the spring borrowing to the State Purposes Fund. Union officials are urging members to keep up contacts with Legislators to urge appropriating the new funds to maintain state agencies.

CSEA President William L. McGowan cautioned that while great progress has already been made to avert the layoffs, a great deal more is still to be done.

"Right now we're still facing those layoffs and we will continue to face them until the

Legislature acts and appropriates some new funds to the state agencies. Even with such an appropriation, the cutback of 9,000 state jobs through attrition is still on the books. We have made progress, but this fight is far from over. Unless we keep up the effort a disaster will still happen," he said.

Union political action officials are continuing their requests to rank and file members to contact their Legislators and press for restoration of the State Purposes Fund as a means of eliminating the threatened layoffs.

While addressing the problem of the devastation of state agencies budgets, CSEA is also monitoring the fiscal problems that could be posed for some local governments as a result of the prolonged budget fight. The union will be supporting legislative appropriations to deal with local government fiscal problems resulting from the crisis.

Public employees need safety and health protection on the job, and you can help achieve it. You should have received by now a large piece of literature from CSEA concerning that need for OSHA coverage. Sign, stamp and mail the detachable self addressed cards to Senator Warren Anderson and Assemblyman Stanley Fink. Your effort will help make OSHA coverage for public workers a reality in New York State. Mail those cards, do it today.

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

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 between 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

Wurf blasts budget

WASHINGTON — AFSCME International President Jerry Wurf is continuing his blistering attack on President Carter's proposed Federal budget, charging on the Mutual Radio Network last week that "urban America will suffer very sharply" due to planned budget cuts.

AFSCME economists have already calculated that the federal budget cutbacks could cost state and local governments in New York State from \$500 million to \$1 billion in aid.

Wurf, also an AFL-CIO Vice President, ripped into the Administration's budget proposals, saying the President's budget cuts are merely "a series of political gestures" at a time when "we need controls on an economy that's on fire, burning those who are the poorest and the sorriest in our society."



EXECUTIVES IN ACTION FOR MARCH OF DIMES — Carlo Pigliese of East Meadow, second from left, and Dudley Kinsley of Mineola, second from right, both CSEA members, were among those in the annual March of Dimes Executive Walk Committee of the Long Island March of Dimes Birth Defects Foundation who planned the annual walk on April 20. The 2 km (1½ miles) executive walk is held in conjunction with the 25 km Super Walk to raise funds for the foundation. At left is John Simoncic of Plainview, and at right is Robert Pergament of Kings Point, also members of the committee.



KINGS PARK PSYCHIATRIC CENTER CSEA LOCAL 411 held its "Honor Thy Secretary Ceremonies" at the Local's Administrative Unit meeting on April 10. Local 411 President Gregory Szurnicki is standing, center, among the secretaries.

Contracting out at issue

POUGHKEEPSIE — The Civil Service Employees Assn. has moved its battle against the contracting out of two public employee facilities in the City of Poughkeepsie, city sewer and parking facilities, from the politically dominated City Council Chamber to the Supreme Court Chamber of Dutchess County.

The Union, with the assistance of two members, Catherine Olivo and Patricia Lass, are seeking to have contracts with Envirotech Corporation and Meyers Parking Systems, Inc. declared null and void, contending the City violated section

103 of the General Municipal Law which requires prior advertisement for public sealed bidding of contracts for public work over \$3500. CSEA charges that the City did not advertise for such bidding and that both contracts far exceed the \$3500 public bid requirement which the City again violated.

CSEA is seeking the reinstatement with full back pay and other elements of their Civil Service job positions retroactive to December 31, 1979 with appropriate interest for all employees of the City of Poughkeepsie who have been laid off as a result of these contracts.

CLUW local being formed

ALBANY — The first meeting of the upstate local of the Coalition of Labor Union Women will be at 7:30 p.m. at the Schenectady YWCA on Thursday, May 16.

All CSEA women who want to be charter members of the upstate CLUW local are invited to attend this organizational meeting.

The program will also include speakers on the Cottrell and Leonard organizing effort, and on the continuing J.P. Stevens Boycott.

Lucy blasts federal cuts before house committee

AFSCME has blasted a proposed federal budget cutback that would deny state governments, including New York State, their share of funds from the General Revenue Sharing program.

AFSCME warned a key Congressional subcommittee that this \$2.4 billion federal budget cutback — which is favored by the Carter Administration and some Congressional leaders — would mean "fiscal disaster for many state and local governments."

The AFSCME statement came in a testimony presented by Secretary-Treasurer Bill Lucy before the Subcommittee on Intergovernmental Relations of the House Government Operations Committee.

In the testimony, Lucy stressed the harm that eliminating the states' share of General Revenue Sharing will have in New York State.

New York State government would lose \$186 million as a result of the cutback in General Revenue Sharing, Lucy noted. "Even before this cutback in federal aid," Lucy noted, "Governor Carey has proposed a state budget involving severe cutbacks in public services."

In addition, Lucy said, "Governor Carey has said that, if General Revenue Sharing payments to the states are cut off, then the state of New York will cut its own 'revenue sharing' program to urban areas." Local governments in New York State would then suffer from even more severe fiscal problems, Lucy said.

Calendar of EVENTS

MAY

- 1—Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 2-4—New York State Special Olympics, Staten Island Developmental Center.
- 3—Long Island Region I political action workshop, 9 a.m.-4:30 p.m., Musicaros, Melville.
- 6—Westchester County Local 860 Executive Committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 8—Byram Hills Central School District Unit retirees dinner, 6:30 p.m., Pleasantville Country Club, Pleasantville.
- 9—Letchworth Village Developmental Center Local 412 dinner dance, Platzl Brau House.
- 12—Southern Region III workshop for CSEA members in Orange County, 7-10 p.m., Howard Johnsons, Silver Lake.
- 14—Retirement dinner honoring Edwin Cleary, 7 p.m., Musicaro's, Melville.
- 16&17—Region VI meeting, Holiday Inn, Painted Post, N.Y.
- 17—Cortland County Local 812, retirement party, American Legion, Tompkins Street, Cortland.
- 17—Creedmoor Psychiatric Center Local 406 legislative luncheon, 11:30 a.m., Koenig's Restaurant, Queens.
- 19—Saratoga County Local 846, executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 21—Hudson Valley Armory Employees Local 252, general membership meeting, 1 p.m., Ossining Armory, Route 9A, Ossining.
- 21-23—State Division Workshop, Kutcher's Club, Monticello.
- 27—Pilgrim Psychiatric Center Local 418 open house, 11 a.m.-4 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 29—Armory Committee, conference meeting, New Scotland Avenue Armory, Albany.
- 30, 31, June 1—Central Region V conference, Pine Tree Point Club, Alexandria Bay.
- 30—Harrison Schools Unit Dinner Dance, Laddin's Terrace, Stamford, Conn.
- 30-June 1—Suffolk County Department of Social Services Unit 1, 2nd annual social weekend, Grossingers Hotel, Grossingers.



STEPHEN M. SALAND, second from left, was elected State Assemblyman from the 99th Assembly District in a special election April 15 to fill the Assembly seat left vacant by the recent death of Assemblyman Emeel Betros. CSEA strongly backed his candidacy, and the above photo was taken during a press conference in Poughkeepsie during which the union announced its endorsement of Mr. Saland. From left are Scott Daniels, chairman of the Dutchess County CSEA Local political action committee; Mr. Saland; Carmine DiBattista, CSEA Region III political action chairman; and Dutchess County CSEA Local President Ellis Adams.

Tompkins Local continues to halt layoffs

By William C. Hidlay

ITHACA — Tompkins County CSEA Local 855 has succeeded in preventing the layoff of as many as a dozen City of Ithaca public works employees, at least until June 1, 1980 and possibly forever.

Local 855 President Lou Nayman was informed of the initial layoffs in December 1979 by Ithaca DPW Garage Steward Pete Albertsman and Ithaca Unit President Gordy Morgan.

News moved through the CSEA chain of command in Region V to Regional Director Frank Martello and Regional President James Moore. The help of the statewide Board of Directors as well as the CSEA Communications Department was enlisted to postpone the layoffs until March 1.

Although the layoffs were scheduled for January 1980, Nayman went before the Ithaca Common Council in December and obtained the postponement which enabled CSEA research in Albany to prepare information showing — or suggesting —

layoffs were not the answer to the city's problems.

The recommendation for layoffs came as a result of a budget squeeze and a consultant's report which questioned the need for the present system of public works services.

Ithaca has had major flood problems in the past several years, and President Nayman warned the Common Council that layoffs could mean increased dangers to life and property.

In the interim between January and March, CSEA research, with assistance from AFSCME's research department, gathered information

which demonstrated Ithaca would not realize any savings from layoffs, but would actually incur greater expenses because of lower productivity, unemployment insurance and severance benefits.

CSEA argued it would be more practical to let normal employee turnover and attrition solve the problem. This suggestion proved to be the best solution to the problem because when the March 1 date arrived, normal attrition had reduced the workforce by five — the number the city had wanted to lay off.

The city has now postponed the layoffs until June 1. Nayman is con-

fidant there will not be any layoffs then. He said he is "confident this attrition strategy will demonstrate the best way to not only prevent layoffs, but even regain some lost positions."

Nayman stressed the importance of Albertsman and Morgan in helping prevent the layoffs. He said: "Their action is an outstanding example of how unionism can work for the benefit of the membership."

"The process from Pete to Gordy in the early stage of the layoff threat, and the follow through the chain of command to regional, statewide, and eventually the international level demonstrates what can happen when momentum builds and action takes place."

"The preparation of the information by CSEA and AFSCME research departments, the involvement of CSEA communications in the production of a hard-hitting newspaper ad, the cooperation of the local Ithaca media to tell the full story accurately all aided in the final result of no layoffs and another postponement until June 1."

"We are confident that the normal attrition will bear out our facts and figures that layoffs are not the answer."

"We're confident that we can avoid any layoffs. This is a situation that illustrates how the resources and strength of the union can be brought to bear on the problems of one unit."

Last phase of training set

The third and final phase of a stewards training and certification program within the Capital Region IV of CSEA will be held on May 10 in Albany, and be repeated on May 17 in Saratoga Springs. A total of 10 individual workshops will have been conducted within the region, attended by more than 700 CSEA members.

Reservations for both the May 10 and May 17 programs must be made by May 5 with Betty Lennon, 15½ Palmer Street, Plattsburgh, N.Y. 12901.

The May 10 program will be held at the Best Western Inn Towne in Albany from 9:30 a.m. to 3:45 p.m., while the May 17 program will be held at the Gideon Putnam Hotel in Saratoga Springs from 9:30 a.m. to 3:45 p.m., according to Ms. Lennon.

Edward Perrott resigns office

PLAINVIEW — Edward Perrott, President of Nassau Educational CSEA Local 865, resigned last week, citing his doctor's advice to curtail his activities due to health reasons.

Mr. Perrott has been a member of the CSEA for 26 years and is the former first vice president of the Nassau County Local. He became the president of the 2,500-member Educational Local, which he organized, at its inception eight years ago.

Frank Fasano, local first vice president, becomes president of the Nassau Educational Local automatically under the Region I constitution.

"Virtually every benefit — from health and dental care to present pay rates — now enjoyed by non-instructional employees, was won or negotiated by Ed. Other leaders will come along but they will be hard pressed to equal Ed's record of achievement," said Irving Flaumenbaum, President of CSEA Region I.

NEED HELP?

Call
E A P

1-800-342-3565

The Employee Assistance Program (EAP) is a free **CONFIDENTIAL** counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly **CONFIDENTIAL**.

Ed Cleary retires May 15

NORTH AMITYVILLE — A long-time CSEA staff member, Long Island Region I Director Edwin Cleary, has announced his retirement from CSEA effective May 15, 1980.

A retirement dinner in honor of Mr. Cleary has been scheduled for 7 p.m. on May 14 at Musicaro's in Melville,

according to CSEA Region I President Irving Flaumenbaum.

Reservations for the retirement dinner should be made with the CSEA Region I headquarters (516) 691-1170. Cost of the dinner is \$20 per person, according to Flaumenbaum.

Saratoga mileage increase

BALLSTON SPA — Members of the Saratoga County Unit who use their cars for work have received an increase in mileage from 17 cents to 20 cents a mile, according to Saratoga County Local 846 Board of Directors Representative William McTygue.

McTygue said Local 846 President John Miller in early April had re-

quested the County Board of Supervisors to reopen negotiations on mileage. The Local 846 contract does not have a reopener, he said.

Miller received a letter from the Board of Supervisors on April 15 informing him of a voluntary three-cent a mile increase, McTygue said.

School district retirement problems

RIDGE — The president of the large Suffolk County Educational Employees Local 870 says some school districts, as well as local governmental subdivisions, do not meet their obligation to inform employees about their retirement system, and as a result "there are an unknown number of our members who believe they are in the retirement system, but are not."

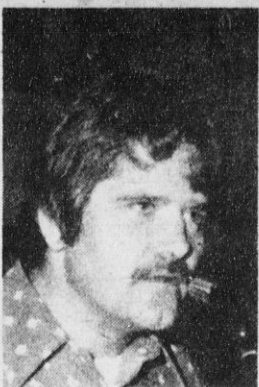
Local 870 President Walter Weeks said some school districts do not tell employees about their retirement rights and programs or provide the retirement sign-up card. He said in those cases detected already, the union has gone to the school district involved and had the missing years paid into the retirement system for the member involved.

Weeks urged everyone to check

their retirement status by sending in the retirement status coupon printed periodically in The Public Sector. After sending in the coupon and receiving information, he said any member of Local 870 who discovered he or she is not in the retirement system should immediately contact either the unit president or the Local 870 office at (516) 924-6062.



LONG ISLAND REGION I DIRECTOR and long-time CSEA staff member Edwin Cleary has announced he will retire from CSEA effective May 15. He made the announcement at the Region I Workshop in Montauk, April 7-9.



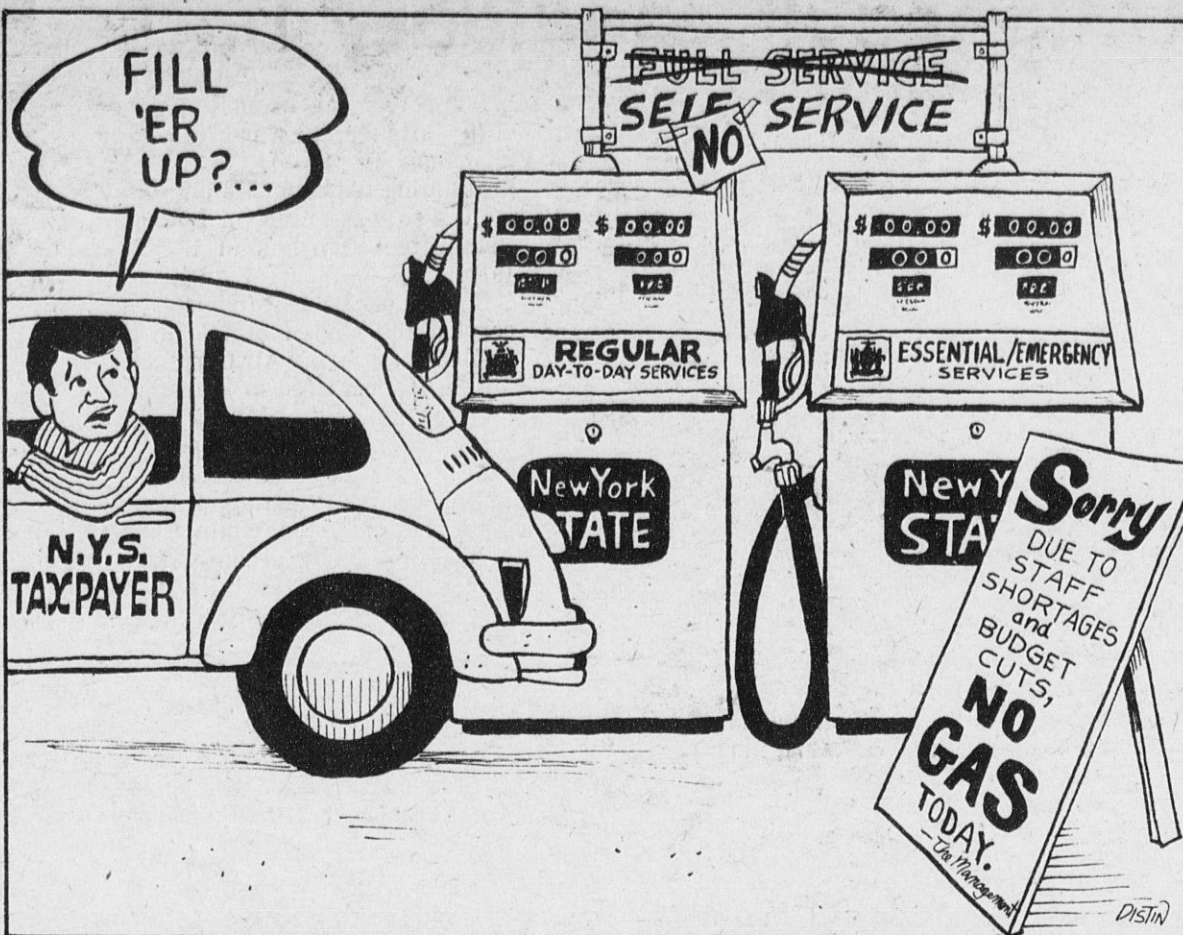
GERALD L. PURCELL, who died April 18 following a brief illness, was a long-time union activist who often was seen at microphones at union board meetings, delegates meetings, and various other union meetings, speaking his opinions and offering ideas and suggestions on a wide range of union topics.

Gerald Purcell dies

LATHAM — Gerald L. Purcell, 36, Second Vice President of CSEA Capital Region IV and a long-time union activist who served in a wide variety of union positions, died on Friday, April 18 at Memorial Hospital, Albany, after a brief illness.

Mr. Purcell was a printer for the past 16 years at the State Office of General Services in Albany. He is survived by his wife, Alicia Murray Purcell; a son, Michael J. Purcell; his parents, Mr. and Mrs. Bernard Purcell of Troy; a brother and two sisters.

Funeral services for Mr. Purcell were held on April 21, with burial in St. Peter's Cemetery, Troy.



Congrats—You Pay Higher Tax Than

Taxwise, you're in a pretty fast league. You pay a higher tax rate on your income than big oil firms do on theirs. Congratulations.

Here's approximately the rate you and other workers pay at three earnings levels:

- At \$15,000 a year, 10 percent;
- At \$20,000 a year, 13½ percent;
- At \$25,000 a year, 20 percent.

By contrast, following is what some of the big oil companies paid in 1977 (latest available figures) in effective U.S. taxes as a percentage of their worldwide income, also noted:

- Exxon 7.4 percent on \$7.7 billion;
- Mobil 2.5 on \$4.3 billion;
- Texaco 6.3 on \$1.6 billion;
- Gulf 6.3 on \$2.2 billion;
- Atlantic Richfield 1.3 on \$908 million;
- Marathon 6.6 on \$755 million;

- Occidental .9 on \$887 million;
 - Union (Calif.) 8.1 on \$550 million.
- More contrasts (still 1977 figures):
- 17 corporations with combined earnings of \$2.1 billion paid no federal income taxes.
 - 38 corporations with combined earnings of \$33.7 billion paid less than 10 percent in taxes.
 - A handful of the major banks — now pulling in 20 percent plus on money they loan — paid only 7.1 percent on \$2.5 billion in earnings.
 - AT&T earned \$7 billion and paid at a tax rate of only eight percent.
 - 142 firms from the Fortune 500, with combined income of \$87.8 billion, paid an effective tax rate of only 17.8 percent, less than the rate paid by a family of four with income of \$20,500 a year. (The statutory corporate rate is 48 percent.)

Source: COPE, Committee on Political Education, AFL-CIO

A salute to our clerical people

The Public Sector joins with the officers of The Civil Service Employees Assn. in a salute to the tens of thousands of secretarial, stenographic, clerical and administrative public workers throughout New York State who comprise a major segment of the union's membership.

The occasion is National Secretaries Week, observed from April 20-26. But CSEA extends its salute not only to secretaries, but to all who toil in clerical-administrative related jobs, and not only just during a national week, but all year-round.

Medical plan requirement listed

WHITE PLAINS — A medical equipment plan being offered members of the Westchester County Unit of CSEA Local 860, announced recently, will need approximately 1,000 persons signed up before it can become effective, according to Unit

President Raymond J. O'Connor. He said the plan will cost just 25 cents a pay period, or \$6.50 a year, and will pay the 20 percent of medical equipment costs not paid for by health insurance.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.
This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

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

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

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

MY NEW ADDRESS IS:

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

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Migneault candidacy backed for board seat

WHITE PLAINS — All CSEA members living in White Plains are urged to vote for CSEA-endorsed candidate Wilfred "Willie" Migneault in the May 6 White Plains City School District election, CSEA Westchester County Legislative and Political Action Chairman Eleanor McDonald said.

Ms. McDonald said she is urging the 1,500 CSEA members, their families and friends and "our brothers and sisters in AFSCME who live in White Plains to vote for Migneault."

Migneault, a CSEA retiree member and former president of the White Plains School District CSEA Unit, has an excellent chance of being elected in a multi-candidate election if there is a strong CSEA turnout, Ms. McDonald said.

He has been endorsed by Westchester County Local 860, the White Plains Schools Unit and the City of White Plains Unit, and his candidacy has been approved by the Southern Region III and statewide Legislative and Political Action committees, she said.

"It's time we had a willing candidate with Willie's background who would have a feeling for both sides and who, from experience, knows how the system works," Ms. McDonald said.

He worked for the White Plains School District as a custodian for 20 years, retiring on Jan. 2, 1980.

When CSEA organized the non-teaching employees of the school district in 1969, Migneault was a charter member and was elected as the unit's first treasurer.

Before serving as unit president from 1975 to 1979, Migneault was Nominating Committee chairman from 1971 to 1974. He was on the negotiating team in 1976 and in 1979.

He also was active in Local 860 as Newspaper Committee chairman in 1976-77 and delegate in 1978.

On two occasions Migneault was called upon to service the United States in wartime, including 1942-45 in the Army Air Corps and 1950-51 in the Air Force. He has lived in White Plains since 1940.

Migneault said: "My 20 years working in the school system and my experience running a unit which represents almost 400 employees are my qualifications for sitting on the school board."

Ms. McDonald, a White Plains resident, said: "Willie has many areas of knowledge about the school system the average board member would not have, especially in the physical running of the schools."

"His union background could help lead to more harmonious relations between the union and the board."

She said CSEA hopes to reach the 1,500 CSEA members living in White Plains with a mailing and with a telephone bank.

WHITE PLAINS SCHOOL BOARD CANDIDATE Wilfred "Willie" Migneault, left, receives the enthusiastic endorsement of Westchester County Local 860 President Pat Mascioli. Migneault, a CSEA retiree member, is a former president of the White Plains School District Unit.



(Left) STEVE FANTAUZZO of AFSCME International tells the audience that there are many cancer-causing hazards around the workplace.

(Below) SYLVIA EBERSOLD, President of Rochester CSEA Local 012, listens to presentation on safety awareness.



Safety awareness stressed during regional seminar

BUFFALO — CSEA members from throughout the vast Western Region VI recently attended an all-day seminar devoted to improving safety awareness on the job and recognizing and reporting safety issues.

CSEA safety coordinator Nels Carlson conducted the portion of the seminar dealing with overall safety awareness. AFSCME International representative Steve Fantauzzo discussed the dangers of cancer-related work safety problems. Frank Falejczyk, chairman of the CSEA Statewide Safety Committee, discussed various aspects of safety hazards in the workplace, and indicated he suffered the loss of a finger due to an accident on the job.

The well-attended seminar at the Buffalo Convention Center was one in a series of safety seminars being conducted around the state by CSEA.

(Right) CRAIG DEVELOPMENTAL CENTER Local 405 is represented at safety awareness seminar by, from left, Local 405 President Bob Love, Evelyn Brown and James Hoffman.



MIKE THOMAS of Rochester Psychiatric Center Local 420 smiles after just receiving a certificate of completion of the safety awareness program from Region VI President Robert Lattimer, left background.



DALE HATCH, President of Barge Canal Local 504, takes notes during program.



(Left) BOB SMITH, President of SUNY at Buffalo Local 602, studies safety-related material at the seminar.

"It appears that those people . . . in charge . . . don't give a damn . . ."

Hauppauge State Office Building lacks emergency evacuation plan

HAUPPAUGE — The State Office Building in Hauppauge is used daily by more than 3,000 State employees, including members of CSEA Local 016 and Department of Transportation Local 508, and members of the general public.

The big facility is, according to union representatives, "a dangerous place to work."

CSEA Field Representative Nicholas Pollicino, who visits the building often in his union activities, and CSEA Local 016 President John Madlon both agree that the building is dangerous, and that the most dangerous situation of all involves evacuating the building in case of fire or other emergency.

The situation is so bad, Pollicino says, that "it appears that those people at OGS (Office of General Services) in charge of this building don't give a damn about the safety of the employees or the public should a fire ever get going."

Both Pollicino and Madlon said that the following conditions exist in connection with an evacuation of the building in case of fire:

- Fire alarms are not audible in all parts of the building.
- There is no evacuation plan for the building.
- There has not been a fire drill for the building in three years.
- The public address system is not always operational.
- Exiting the building through the cafeteria is greatly reduced by the locking of most doors entering the cafeteria.
- Exiting the building through the front doors is greatly reduced by most of the doors being locked.
- The front doors, which operate by electricity, could be unopenable if a fire cut off power to the doors.
- Wheel chair-bound persons visiting the Office of Vocational Rehabilitation on the third floor of the building would be in great jeopardy in a fire without an evacuation plan.
- Other dangerous or potentially dangerous conditions at the Hauppauge State Office Building, as explained by Pollicino and Madlon, include:

- The air circulation system mixes 10 percent fresh air with 90 percent recirculated air. By mid afternoon, the air is filled with cigarette smoke.
- In many work areas there is very little air circulation because room dividers were built into the air circulation ducts, blocking the flow of air.
- Electrical and telephone outlets are placed on the floor of work spaces where employees trip on them and kick live electrical connections. The connections have been complained about at labor-management meetings for more than one year.
- Large panes of glass on the front of the building have fallen. Luckily, no one has been injured or killed by the falling glass.
- Many electrical connections are under desks where employees work.
- An unknown flaking material has been falling on persons in the building.
- One dangerous situation applies to wheel chair-bound persons caught alone in a stalled elevator. The emergency button in the elevators is more than five feet high.

(Left), IN CASE OF FIRE, persons could exit the Hauppauge State Office Building through the cafeteria. However, access to the cafeteria is limited by the locking of most doors entering the cafeteria, as Local 016 President John Madlon demonstrates.

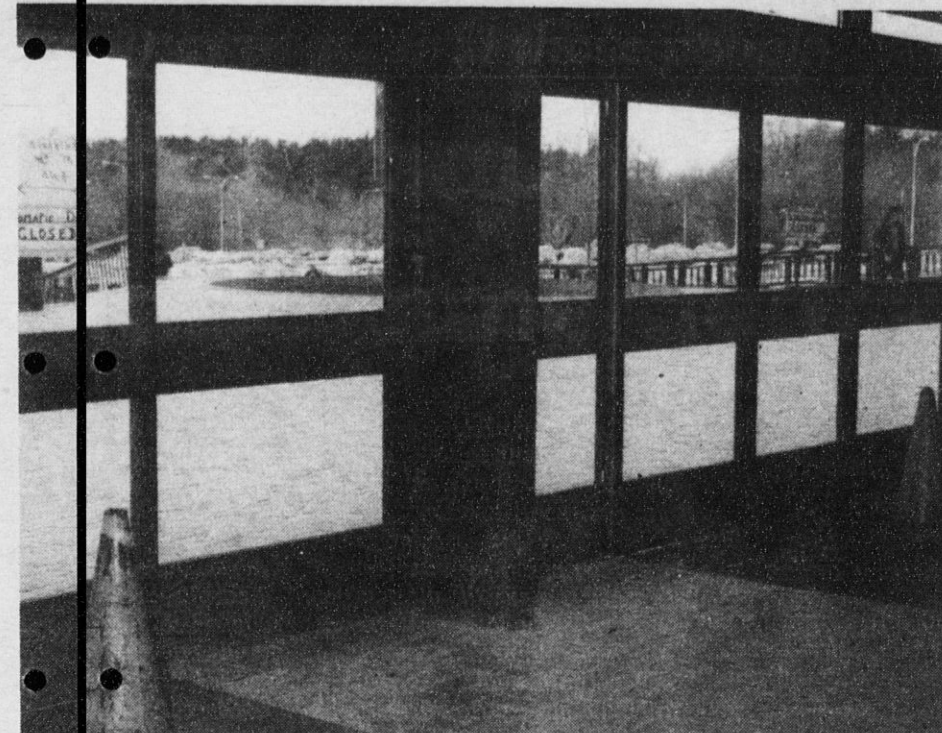


**CSEA
Safety
Hotline
800-
342-4824**

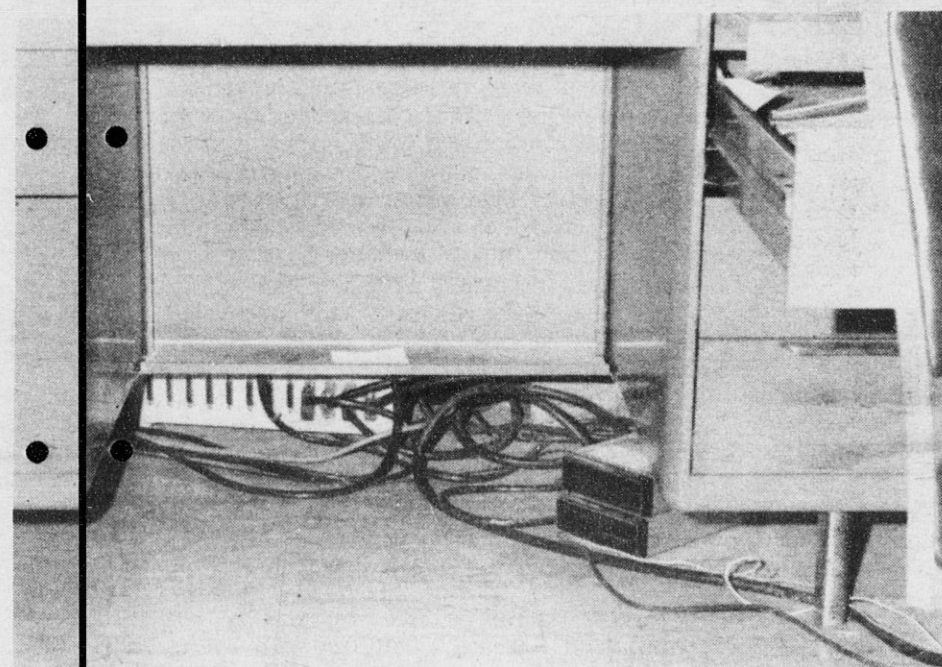
LOCAL 016 PRESIDENT John Madlon, left, five feet seven inches tall, demonstrates the height of the elevator emergency button to dramatize the plight of a wheel chair-bound person caught alone in a stalled elevator.



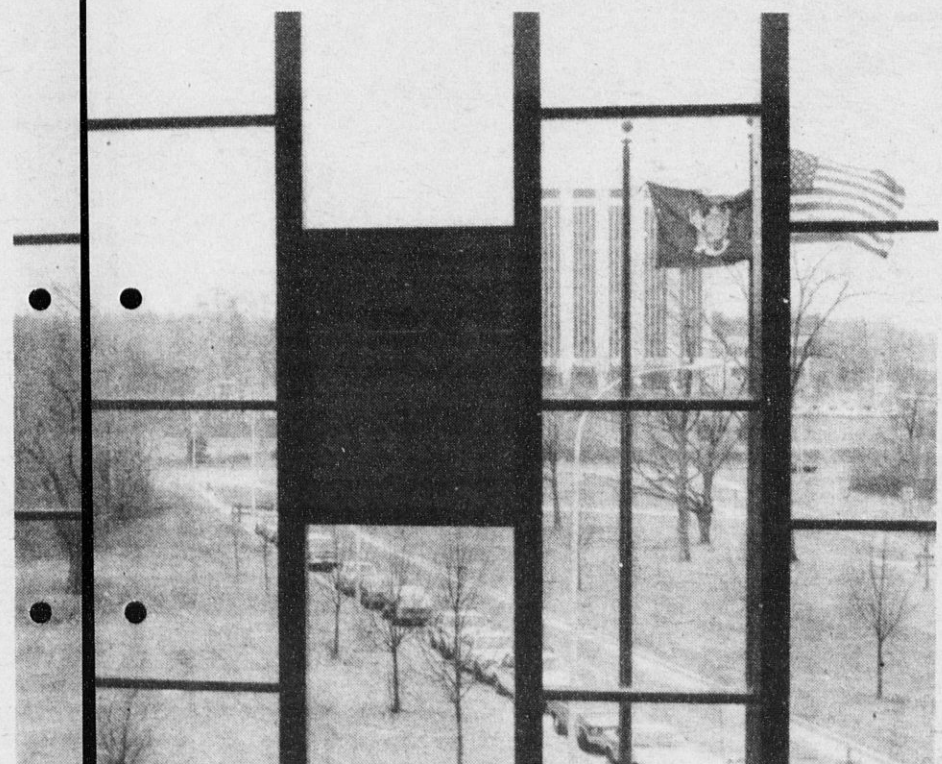
THE EASE WITH WHICH EMPLOYEES can accidentally kick and trip over electrical and telephone connections in the Hauppauge State Office Building is demonstrated in this photo.



AUTOMATIC DOORS at the Hauppauge State Office Building lock closed in a fire power was cut off to the doors? The doors are the main entrance/exit of the building which more than 3,000 persons use each work day.



A MESS OF ELECTRICAL CONNECTIONS beneath this desk makes for an unsafe workplace.



WALKING IN FRONT of the Hauppauge State Office Building is like playing Russian roulette. You never know when a pane of glass might be falling, Local 016 President John Madlon said. A number of panes have fallen but no one, as yet, has been injured, he said.

Suggestion Program saves state millions

Since it began in 1946, the State Employee Suggestion Program has made it possible for state employees to turn their work-related ideas into cash awards, and for the state itself to realize millions of dollars in savings as a result of cost-reduction suggestions submitted by the employees.

However, many employees still are not fully aware of how the program operates. The following questions and answers were prepared by the State Department of Civil Service, which administers the Employee Suggestion Program.

Q. Who is eligible to submit ideas to the Employee Suggestion Program?

A. New York State employees and retirees from New York State service.

Q. In general, what kinds of suggestions are acceptable for an award consideration?

A. Those which will directly contribute to economy or efficiency in the performance of a function of State government and which are outside the suggester's job responsibilities.

Q. How do I submit my ideas?

A. The easiest way is to use one of the printed suggestion blanks. They should be available in your agency but, if not, call or write to the Suggestion Program Office for one.

Q. When should I submit my suggestion?

A. As soon as your idea is developed; suggestions submitted more than six months following implementation cannot be accepted.

Q. How will I know whether my suggestion has been received in the Suggestion Program Office?

A. You will be sent an acknowledgment slip informing you of the number assigned to your suggestion.

Q. Are there any kinds of ideas which are not eligible for award consideration?

A. Yes. Among them are suggestions pertaining to routine safety practices, creation of new positions or classification of positions, imposition of new or additional taxes or fees of revenue purposes, personal grievances and matters subject to the bargaining process.

Q. Who will evaluate my suggestion?

A. There is in each agency a Departmental Suggestion Committee whose duty it is to handle suggestions pertaining to operations of that agency.

Q. How can this small group be qualified to evaluate all types of suggestions?

A. They aren't. Suggestions of a technical nature are referred by the Committee to persons in the agency having a good knowledge of the area concerned.

Q. If I so desire, can my suggestion be treated anonymously?

A. Yes, check the appropriate box on the suggestion blank. However, the names of award winners are released for publication.

Q. May two or more employees work together on a suggestion?

A. Yes. However, such joint suggestions must be signed by all of the suggesters.

Q. Can I submit a suggestion which concerns an agency other than the one in which I am employed?

A. Yes.

Q. How long will it take the Committee to evaluate my idea?

A. The Committees are asked to send in a final report within 90 days of receipt of a suggestion. However, at times, because of the press of their regular job duties or because of the volume of ideas to be considered, they are unable to meet this deadline. In such cases, the Suggestion Program Office periodically follows up on your suggestion; it is not forgotten.

A. How will I know whether my idea has been approved?

A. You will be notified by mail.

Q. If my suggestion is not approved, will I be told why?

A. Yes, any time a suggestion is disapproved, the suggester is informed of the reason.

Q. What if my suggestion is disapproved but is later put into effect?

A. Suggestions which are not adopted remain in our active file for two years following the notice of disapproval. If your idea is implemented during this two-year period, and governing conditions are the same, consideration for an award will be given. If you want to retain rights to the idea beyond the two-year period, you must resubmit it during the month preceding the expiration date.

Q. If my suggestion is adopted, what kind of award will I get?

A. All suggesters whose ideas are approved and put into effect receive a Certificate of Merit signed by the Governor and by members of the Civil Service Commission. In addition, if the suggestion will result in significant tangible or intangible benefits to the State, the suggester receives a monetary award. First-award winners are also given a desk pen.

Q. How much will I receive?

A. The minimum cash award is \$25; the largest award ever granted was \$15,000.

Q. Who determines the amount of award to be granted?

A. The final decision is made by the Civil Service Commission taking into consideration the recommendation made by persons who evaluated the idea.

Q. What factors are considered in determining the award amount?

A. Nature of the idea, originality, extent of use, effectiveness, ingenuity, effort involved, importance of the operation affected and resultant savings.

Q. How long will it take to receive my award check?

A. Approximately six weeks following the granting of the award by the Civil Service Commission. In some cases, part of the award is delayed until the full value of first-year savings can be ascertained.

Shop steward, in the trenches every day, first line of defense for union members

By Brendan Coyne

KINGSTON — More than 50 CSEA members turned out on the snowy last night of March here to discuss the roles of the shop steward and the grievance procedure.

Larry Scanlon, CSEA Coordinator of School District Affairs, and John Deyo, CSEA Field Representative for Dutchess and Ulster Counties, conducted the workshop using discussion and exercises to draw out their audiences' concepts of the shop steward and understanding of the grievance procedure.

CSEA Region III President James Lennon thanked Scanlon and Deyo for a "fine presentation." He stressed the importance of such training sessions and said he hoped the region would one day have a "labor college."

In an exercise, which Deyo called a "quiz," participants were asked to name the most important position in the union. When the answers were tallied, most had indicated the shop steward according to Scanlon.

Scanlon indicated his agreement with this assessment, saying the shop steward was more important than any union officer in that he or she "is out in the trenches, on the job eight hours a day," bearing the burden of union work.

"The shop steward is the first person membership sees," added Deyo, as he and Scanlon worked in tandem.

When Scanlon asked participants to come up with adjectives describing the shop steward, they offered a wide variety, including diplomatic, aggressive, knowledgeable. Scanlon said the wide range indicated the many roles that the shop steward plays.

TAKING PART IN THE MARCH 31 workshop in Kingston are CSEA members, from left, Jacqueline Schwartz, Francis Argulewicz, Mike Bauer and Michelle Scheu.



SOUTHERN REGION III PRESIDENT James Lennon, right, joins members of the Region III Education Committee at the workshop in Kingston for CSEA members in Ulster County. Joining Lennon at the table are, from left, committee member Carolyn Zappe, Mrs. Lennon, committee Chairman Janice Schaff and committee member Grace Woods.

Scanlon called the shop steward an "advocate," one who presses the interests of his fellow workers. The participants themselves, many of whom are shop stewards, fleshed out the description of the shop steward.

Said one man, a shop steward must be patient, with workers as well as management. A short temper won't help him deal with an angry, abused worker.

In response to Scanlon's question as to the reason for describing the shop steward as "lonely," a woman said, "How many are willing to take the job?" Her answer drew knowing smiles and murmuring agreement.

A revealing exercise tested assumptions regarding people and their work. Participants were asked whether they agreed or disagreed with such statements as: "The most effective supervisor is one who gets the results expected, regardless of the methods he/she uses in handling people."

The results indicated that most of those present were flexible and capable of inspiring

fellow workers — good shop steward material, according to Deyo.

Moving onto a discussion of the grievance procedure, Scanlon stressed the importance of keeping grievances on file. Turning again to his audience, Scanlon elicited some reasons for the significance of this procedure. One member said the keeping of grievance records helped to establish past practice policy.

Scanlon said keeping a record of grievances can point out problem areas in contracts.

Scanlon outlined the necessary elements of a fact sheet. He cautioned his audience not to ask leading questions when gathering information from witnesses to problems. "Don't put words in their mouths; let them tell you what happened," Scanlon said.

He also discussed remedy: "what will it take to solve the problem?"

Scanlon advised his listeners to use the phrase "including but not limited to" when citing a section of a contract or civil service law. "Be general enough to protect your fellow worker," Scanlon said.

REGION III WORKSHOP for CSEA members in Ulster County was attended by, from left, Sheryl McDonald, Barbara Schulte and Anne Spero.



(Far Left) THE BILLY HARRIS SPORTSMANSHIP TROPHY, sponsored by Onondaga County CSEA Local 834, is presented to boxer Marc Mero at the recently held fifth annual Syracuse Golden Gloves Tournament of Champions. Presenting the trophy for Local 834 President Thomas Murphy is boxing coach Billy Harris.



(Left) ST. MARTINS BOXING CLUB of Rochester Coach Don Simkin holds the Pat Nappi Outstanding Coach trophy which is awarded at the fifth annual Syracuse Golden Gloves Tournament of Champions. The trophy is sponsored by Downstate Medical Center CSEA Local 615. Behind Simkin is CSEA Communications Associate Charles McGeary.

James Forsyth an emerging union activist rapidly gaining recognition

CENTRAL ISLIP — Back on January 26, 1980, Long Island Region I hosted the first CSEA Safety and Health Workshop. Two CSEA officials were given the lion's share of the credit for organizing the highly successful program — Gregory Surnicki and James Forsyth, chairman and co-chairman respectively of the Region I Training, Information and Education (TIE) Committee.

Surnicki, President of Kings Park Psychiatric Center CSEA Local 411 and a long-time union activist, was well recognized for his union activities over the years. But probably most of the persons who attended that successful January 26 workshop had never heard of James Forsyth up until that time. For while Forsyth has been a very active and visible member of Central Islip Psychiatric Center (CIPC) Local 404 since 1975, it has only been since the fall of 1979 that he has emerged as a union activist at the Region I level.

In addition to the safety workshop in January, the TIE Committee has organized regional workshops for officer training, steward training and political action in April and May and a second safety workshop is being planned for the fall of 1980, Forsyth said.

Forsyth joined CSEA in 1959 when he was employed by CIPC. Although he wanted to become active in the union, his desire, enthusiasm and ability was not formally recognized until 1975 when then — newly elected Local 404 President Danny Donohue appointed Forsyth shop steward for operational employees.

In 1977, Forsyth was appointed as a delegate for Local 404 and was elected to the position again in 1978.

In 1978, he was appointed to fill the unexpired term of the Local 404 first vice president. He was elected to the position in 1979.

Donohue appointed Forsyth chairman of the Local 404 Education Committee in 1978. Forsyth was instrumental in working with management to set up two courses for employees in air conditioning and refrigeration.

In 1980, as co-chairman of the Local 404 Education committee, he is working on organizing a motor control course for the employees.

In the fall of 1979, Region I President Irving Flaumenbaum appointed Forsyth co-chairman of the TIE Committee and named him to the regional trial board. The board



has met four times since his appointment, Forsyth said.

Donohue appointed Forsyth grievance chairman in 1979, where he works closely with Donohue, CSEA Field Representative Nicholas Pollisino and Regional Attorney Lester Lipkind.

"Being grievance chairman is a little like being a lawyer, priest and big brother," Forsyth said.

Under an expanded shop steward setup since 1975, he is steward for the electrical shops as one of five stewards for the operational employees.

He worked as a therapy aide at CIPC from 1959 to 1970. Since then, he has been an electrical mechanics assistant.

Prior to working at CIPC, Forsyth served in the U.S. Army and as a member of Local 7 of the Roofers Union, AFL, in New Jersey.

Forsyth is married and has three children.

LONG ISLAND REGION I TRAINING, INFORMATION AND EDUCATION COMMITTEE activities are discussed by committee Co-chairman James Forsyth, left, and Chairman Gregory Surnicki.

FACES in the crowd

The Civil Service Employees Assn. is blessed with a wealth of dedicated and capable activists, from the grassroots level to the highest echelon. Thousands upon thousands of union members across the State participate in the activities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-seated strength of the powerful union. Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable "Faces in the Crowd" of the thousands of people who help the union function effectively.

CENTRAL ISLIP PSYCHIATRIC CENTER LOCAL 404 First Vice President James Forsyth, left, talks with President Danny Donohue.



PUBLIC EMPLOYEES... Where Would You Be Without Them?

Memorial Day reminder

Memorial Day will be observed by State employees on Monday, May 26.

The observance date is based on a recent amendment to the General Construction Law. Under the amendment, Memorial Day will be observed as a legal holiday on the last

Monday in May. The change took effect recently.

Friday, May 30, which was to have been the Memorial Day observance date for State employees, will be treated as a regular workday.

OPEN CONTINUOUS STATE JOB CALENDAR

Title

Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS MAY 12, 1980

TITLE	SALARY	EXAM NO.
Associate Career Opportunities Analyst	\$21,345	37-013
Associate Classification and Pay Analyst	\$21,345	37-014
Associate Computer Programmer/Analyst	\$21,345	37-039
Associate Employee Insurance Representative	\$21,345	37-015
Associate Municipal Personnel Consultant	\$21,345	37-016
Associate Personnel Services Representative	\$21,345	37-017
Associate Staffing Services Representative	\$21,345	37-018
Chief Physical Therapist	\$21,345	39-461
Economist Series	\$16,420	37-036
Research Series	\$16,420	37-035
Head Physical Therapist	\$18,225	39-460
Senior Biostatistician	\$16,420	37-037
Senior Civil Engineer	\$21,345	37-001
Senior Statistician	\$16,420	37-038
Chief Auditor of State Expenditures	\$26,390	37-028
Principal Career Opportunities Analyst	M-2	37-002
Principal Classification and Pay Analyst	M-2	37-003
Principal Employee Insurance Representative	M-2	37-004
Principal Municipal Personnel Consultant	M-2	37-005
Principal Personnel Services Representative	M-2	37-006
Principal Staffing Services Representative	M-2	37-007
Director, Operations Bureau	M-5	39-243
Transportation Planning Aide I	\$7,900	00-040
Transportation Planning Aide II	\$9,865	00-041
Associate Petroleum Engineer	\$26,390	39-459
Associate Sanitary Construction Engineer	\$26,390	37-034
Associate Sanitary Engineer	\$26,390	37-033
Assistant Director,		
Division of Technical Services	M-2	39-455
Assistant Director of Local Assessment Services	M-4	39-457
Associate Tax Valuation Engineer	\$26,390	39-456
Assistant Tax Valuation Engineer	\$17,320	37-023
Senior Tax Valuation Engineer	\$21,345	37-024
Senior State Probation Officer	\$20,255	37-029
Education Program Assistant II	\$16,420	39-448
Senior Student Control Representative	\$11,695	37-030

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS MAY 19, 1980

TITLE	SALARY	EXAM NO.
Bank Examiner	\$16,620	25-210
Business Consultant	\$16,420	24-936
Collection Specialist I	\$10,440	25-199
Collection Specialist II	\$11,695	25-217
Municipal Information Systems Consultant II	\$16,420	25-215
Municipal Information Systems Consultant III	\$21,345	25-216
Municipal Information Systems Consultant IV	\$26,390	25-051
Research Analyst (Transportation)	\$16,420	25-207
Statistician, Senior	\$16,420	25-203
Student Loan Control Representative, Senior	\$11,695	25-201
Student Loan Control Representative	\$10,440	25-202
Tax Valuation Engineer, Assistant	\$17,320	25-213
Tax Valuation Engineer, Senior	\$21,345	25-214
Teaching Assistant	\$9,865	25-212
Transportation Analyst	\$16,420	25-206
Transportation Planning Aide I	\$7,900	25-204
Area Administrator, Public Health	\$30,800	80-041
Child Protective Services Specialist I	\$13,125	80-039
Child Protective Services Specialist I		
(Spanish Speaking)	\$13,125	80-039

CSEA Safety Hotline
800-342-4824

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a "first come-first served" basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day
Binghamton	State Office Bldg.	First and Third Wednesday
Buffalo	Gen. Wm. Donovan Office Bldg. (125 Main Street)	First, Second, Third, Fourth, Wed. and Fri.
Canton	County Courthouse	First Thurs.
Goshen	County Center	Third Thurs.
Hauppauge	State Office Bldg.	First and Fourth Wed.
Horseheads	Village Hall	Second and Fourth Tues.
Little Valley	County Office Bldg.	Second and Fourth Mon.
Lockport	Municipal Bldg.	Third Mon.
Mayville	Chautauqua County Health and Social Service Bldg.	First Mon.
Mineola	222 Willis Ave.	First and Fourth Mon.
Plattsburgh	County Center	Third Thurs.
Pomona	County Health Complex - Bldg. A	First and Third Fri.
Poughkeepsie	County Office Bldg.	First Thurs.
Riverhead	County Center	Third Wed.
Rochester	155 W. Main Street (Rm. 513)	Second and Fourth Thurs.
Syracuse	County Courthouse	Second and Fourth Fri.
Utica	State Office Bldg.	First and Third Tues.
Watertown	State Office Bldg.	First Fri.
White Plains	Westchester County Center	Second and Third Mon. (except July)
New York City	State Office Bldg. 270 Broadway (23rd Floor)	First and Third Tues.
	II World Trade Ctr. (44th Floor)	Second and Fourth Tues.



RETIREEES HONORED — The Thousand Islands State Park and Recreation Commission recently honored four retirees. The retirees, representing 67 years of State service, were presented Commission awards for commendable or meritorious service and each received an award on behalf of the Black River Local of the Civil Service Employees Assn. Present at the recent award ceremonies were, left to right, Charles J. Elliott, Regional Manager; Frank S. Silver, 31 years service; Sydney Patterson, 14 years service; Russell McNeil, 12 years service; Edward Betters, 10 years service, and Rocco Crescenzi, CSEA Representative-Park Maintenance Supervisor II.

Advisory Council report

The Advisory Council for the Retirement System was organized in 1959 and was reorganized and expanded in 1977. The Council includes representatives of public employers, employee groups, pensioners, municipal organizations, the Legislature and the private sector. It advises the Comptroller on a broad range of retirement matters, including the type and cost of benefits, Federal-State interaction in the pension field, Social Security, and the administration of the Systems.

Current members of the Advisory are:

Barbara Pickell, Civil Service Employees' Association, Victor Bahou, Civil Service Commission, Hon. Frank J. Barbaro, Assembly Committee on Governmental Employees, William Clay, Council 82 of American Federation of State, County and Municipal Employees, Edwin Crawford, Association of Counties, Eleanor Dailey, Retired Public Employees Association, Robert Gollnick, Professional Fire Fighters Association, Hon. Owen H. Johnson, Senate Civil Service Committee, Edward Jones, Thruway Authority, Gordon C. Perry, Conference of Mayors, Robert B. Peters, Mobil Oil Corp., Terese F. Pick, American Telephone & Telegraph Company, Stanley L. Raub, NYS School Boards Association, William Sanford, Association of Towns, Gerald F. Washburn, Police Conference of New York, Inc.

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 York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

Name _____ Date of Birth _____
Address _____
City _____
State _____ Zip _____

Retirees hold meeting in Florida

New York State and subdivision retirees met in March at New Port Richey, Florida. There were 380 in attendance, with 55 Florida communities represented.

Arrangements were in charge of chairman Lou Colby, assisted by Lee Smith, Pauline Fitchpatrick and Alice Hammond. The main speaker was Tom Gilmartin, CSEA Retiree Coordinator from CSEA Headquarters in Albany.

Claude and Mrs. Rowell of Rochester were also in attendance. Claude was active in Local, Region and State CSEA at one time held the offices of fourth and fifth vice president. Much information was exchanged as well as old friendships renewed.

LONG-TIME CSEA member and first vice president of Westchester County Local 860 Carmine LaMagna has announced his retirement from the county effective Aug. 25, 1980. He announced his pending retirement at the April 2, 1980, Local 860 Executive Committee meeting. While he plans to retire from the county in August, LaMagna said at the meeting he plans to become an active CSEA retiree member.



Small World day care center improves Pilgrim Psychiatric Center attendance

WEST BRENTWOOD — The Civil Service Employees Assn. here, pointing to the success of Small World, a day care center at Pilgrim Psychiatric Center, is actively supporting that service while pushing for day care centers to be established throughout the state.

"It's a good service to our members," said Bill Chacona, President of CSEA Local 418 at Pilgrim. "Many employees had poor attendance records because they worried about their children at home with babysitters. Now, with their children cared for at their place of employment, attendance has improved and employees are psychologically assured that their children are being well treated and only seconds away if something happens."

Chacona said he was working with other CSEA leaders and with CSEA lobbyists to obtain state help to establish day care centers in other government facilities.

Now in its fourth year, Small World is managing successfully without state subsidies for its operating expenses. The CSEA contract provides for free space, heating, cooling and lighting for the large airy yellow and white room that houses the day care center. Small World cares for 60 enrolled children of employees and residents of the nearby community.

Small World accepts children from the infant stage to kindergarten age. "Approximately 75 percent of the children enrolled in the center are the children of

Pilgrim employees," said Leila Holmes, Small World Director. The Center employs a staff of eleven including Ms. Holmes, Judy Poplawski, her assistant, a custodian, three teachers, three teacher's aides and three foster grandparents.

When the center got started in 1976, original plans called for full state support. Student nurses were to tend to the children and earn credit toward their degrees. Fees were set at \$2.50 a day. But the plans fell through and the center was made a self-supporting operation by the state. Fees are \$55 a week but there are "scholarships available for employees in the lower grades," Ms. Holmes said.

CSEA is helping to keep Small World costs down, according to Chacona. The local donated \$1000 recently and former president Betty Duffy purchased — with her own money — wooden radiator covers so the children would not get burned accidentally. In addition, CSEA recently donated the center's outdoor playground equipment. The center was decorated with murals painted by Occupational Therapist Terri Ben-Aroya, whose son, David, attends Small World kindergarten.

The service is advertised in local newspapers but Ms. Holmes said that "word of mouth is best" to attract new customers, especially among the employees of Pilgrim.

"It's fantastic. I would recommend it to any parent," said CSEA member Ada Mitchell, a typist in the motivational center building, whose 23-month old son,



SMALL WORLD Director Leila Holmes, second from left, and CSEA Local 418 President Bill Chacona, second from right, are flanked by children Aileen Hsueh, left, and Aisha Black, right.

Jhamal, is enrolled in Small World, "He is well-taken care of. The food is well-balanced and the child plays with children of all races and doesn't see any prejudice."

Mrs. Mitchell said that when she kept Jhamal at home she was constantly concerned about him. "I was always worried about having to rush home if he got sick. Here they take the child to a doctor if anything is wrong. Best of all, they show him a lot of love," she said.

James and Carmen Wilson, CSEA members who work in the Pilgrim laundry, had their son James, 5, with a babysitter until a year and a half ago. They are pleased with Small World for a number of reasons.

"First, James likes it. He is

learning a lot. He can read and count now. The education he's getting will give him an edge when he enters grade school," Mr. Wilson said.

The success of Small World and its popularity with members has spurred with CSEA to try to obtain additional state support for day care centers.

"We are working and lobbying the legislature for funds. Now that Children's Place in the Empire State Plaza in Albany has opened, things are loosening up a bit. We are trying to get supplemental income for day care centers to offset their every day operational expenses so we can lower the costs to our members and make it possible for other institutions to open centers," Chacona said.



A LARGE AND DEDICATED STAFF operates Small World, a day care center at the Pilgrim Psychiatric Center. CSEA Local 418 President Bill Chacona, upper right, joins in this staff portrait.