

Public SECTOR

Official Publication of The Civil Service Employees Association

Vol. 2, No. 6 Wednesday, November 7, 1979
(ISSN 0164 9949)



69th ANNUAL MEETING — CSEA President William L. McGowan, left, welcomes nearly 1,200 official union delegates as he opened the general business session of CSEA's 69th Annual Meeting at Kiamesha Lake October 21-26. At right is CSEA Executive Vice President Thomas H. McDonough. Extensive coverage of the annual delegates meeting continues this week on pages 5, 6, 7 and 8.

Decision halts out-of-title abuse

CSEA has strongly endorsed the Transportation Bond Issue. I urge your support of Proposition One November 6.

William L. McGowan
President

SYRACUSE — A CSEA grievance victory at Syracuse Developmental Center has resulted in a decision by the Office of Mental Retardation (OMR) not to assign Grade-9 Mental Hygiene Therapy Aides to the duties of Grade-11 Unit Coordinators anymore. This decision has statewide implications, according to CSEA field representative Terry Moxley.

"They had been doing this at many institutions," he said. "They were assigning Grade 9 employees to Grade 11 jobs at no increase in pay, telling them that if they went along with it, they'd gain valuable experience, making them more promotable, and a lot of stuff like that. Of course, nobody ever got promoted as a result of doing these jobs."

Syracuse Developmental Center CSEA Local 424 President Santo DeVito agreed. "We'd had this

problem going back at least to 1974," he said. "It took a long time to convince people that they'd only be hurting themselves by going along with it. But after a while it became obvious that, if you do this kind of work, you'll never get promoted, and meanwhile you're taking on increased duties and responsibilities for no extra pay."

There were only a couple of dozen employees directly involved when Local 424 grieved the situation, but the union believes that all OMR facilities will benefit from the victory, because it came in the form of a written third-step grievance decision by Sheldon Kramer, Director of Employee Relations for the entire OMR. Mr. Kramer agreed with CSEA

that these assignments constitute out-of-title work.

"We do direct that the assignment of Grade 9's to perform the full range of Grade-11 unit coordinators' duties cease," Mr. Kramer wrote.

Mr. DeVito credited Victor Procopio, former grievance chairman of the local, with performing the bulk of the groundwork that resulted in the Kramer decision.

"I brought up this situation at every labor/management meeting for months and months, but we never got anywhere," Mr. DeVito said. "Now, we feel that we have helped stop these out-of-title work assignments not just in Syracuse, but at facilities throughout the state."

LPN reclassification appeal turned down

ALBANY — The State Civil Service Commission has turned down a CSEA appeal of an earlier decision, rejecting the reallocation of Licensed Practical Nurses from Grade 9's to Grade 12's.

Cindy Chovanec, a research analyst for the union, presented the appeal on Oct. 23, pointing out to the Commission that LPN's differ substantially from the Grade-9 Mental Hygiene Therapy Aides with whom they most frequently work, in that the nurses must be licensed; perform several treatment tasks that the MHTA's cannot perform, and have a greater responsibility for and knowledge of medical procedures.

"This request for reallocation would rectify a long-standing inequity

in the Civil Service classification plan," she noted.

However, the Commission stood by its earlier decision to reject the reallocation.

The request was first proposed, and researched by Alice Pope, a CSEA member and LPN from Central Islip Psychiatric Center. In a letter to Ms. Pope dated Oct. 26, 1979, John Keefe, assistant administrative director of the Civil Service Department, wrote, "The Commission was impressed by the sincerity of the appellants at the hearing, and the devotion to their work and those they care for. However . . . the duties and responsibilities of LPN's are comparable to . . . Mental Hygiene Therapy Aides, Grade 9 . . . The Commission, therefore, reaffirmed the present allocation."

CORTLAND — Lt. Lee "Arnie" Price of the Cortland County Sheriff's Department, an active member of CSEA Local 812, has been named "Law Enforcement Officer of the Year" by the New York State Moose Association during its recent statewide convention in Rochester.

Lt. Price currently serves on the Cortland County CSEA Unit negotiating team, and just completed a two-year term as Cortland County CSEA Local 812 treasurer.



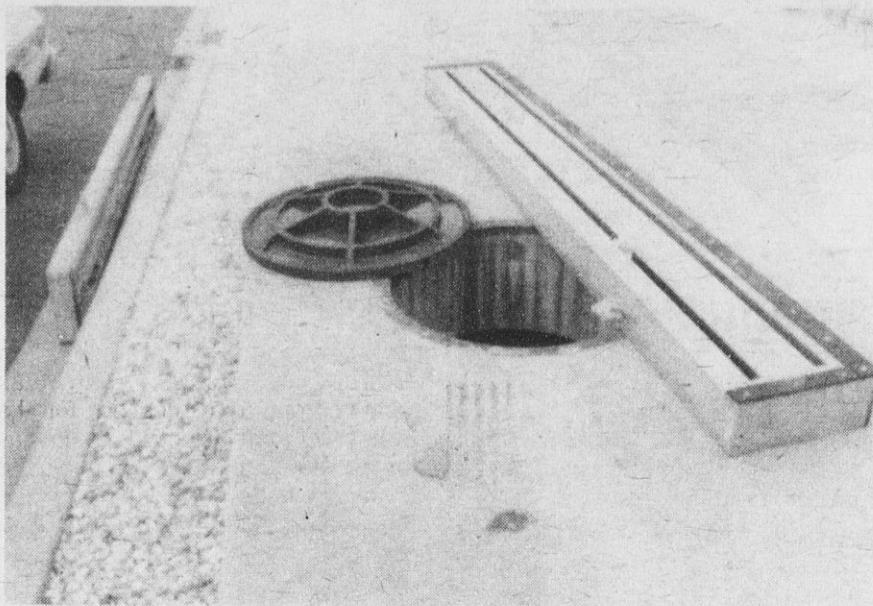
Dangers found at Westchester sewage facility

YONKERS — Conditions at the Westchester County Environmental Facility have prompted the filing of a health and safety grievance.

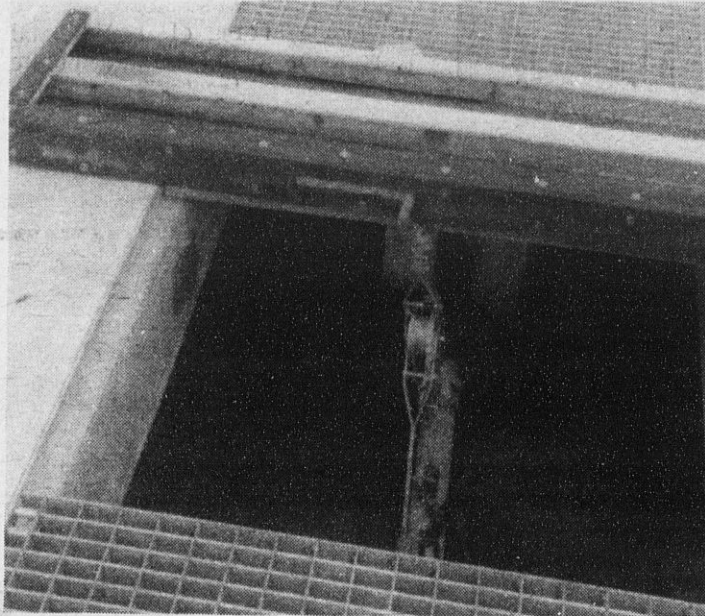
The grievance was filed by the unit's Health and Safety Committee following extensive modification and expansion of the facility, the former Yonkers Joint Sewage Treatment Plant, Westchester County CSEA Unit President Raymond J. O'Connor said.

Among the health and safety problems identified by the committee were:

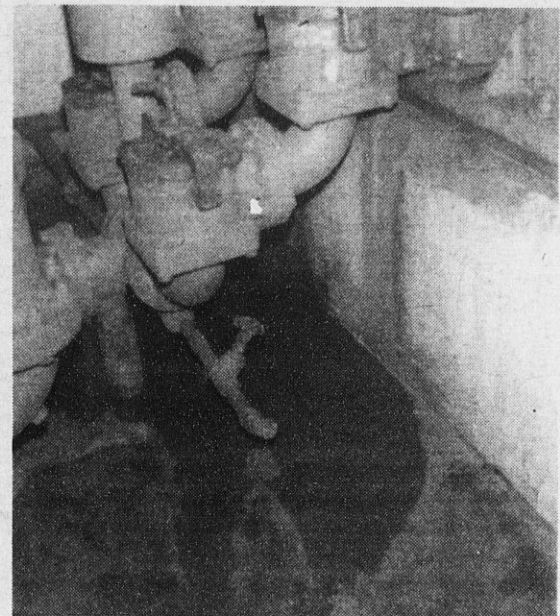
- Open manholes without protective fencing.
- Ladders without foot pads.
- Lack of security for personal and county-issue gear.
- No aid station or medically trained employee.
- Poor communication between indoor and outdoor work areas, including inoperative walkie-talkies.
- Lack of absorbent materials for oil spills in and around pumps.
- Not enough safety helmets for all workers.
- No enough foul weather gear for all workers.
- Fencing around sewage holding tank in disrepair.
- Grating missing in walkways over sewage tanks.
- Lack of full time safety engineer.



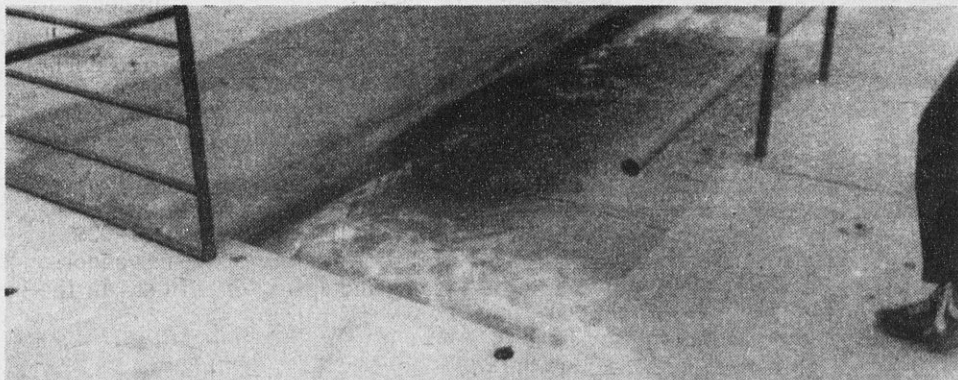
AN OPEN MANHOLE without a protective fence is but one hazard at the Westchester County Environmental Facility in Yonkers according to the Health and Safety Committee of the Westchester County Unit of CSEA Local 860.



LOOKOUT BELOOOOOOW! A grating on the walkway over a sewage tank at the Westchester County Environmental Facility is missing.



OIL COVERS THE FLOORS near pumps at the Westchester County Environmental Facility. No absorbent materials are placed near the pumps to control the situation.



A FENCE IS IN DISREPAIR on the walkway by the sewage holding tank at the Westchester County Environmental Facility.

16 candidates endorsed by Capital Region

ALBANY — The Political Action Committee of the Albany County Local of the Civil Service Employees Association, with the approval of the Capital Region Political Action Committee, has endorsed 16 candidates for various public offices within Albany County.

For the position of Albany County

Executive, the public employees have endorsed James Coyne, in the County Comptroller's race the workers back Edward Stack.

In Watervliet the union has selected J. Leo O'Brien for Mayor and Louis J. Di Nuzzo for councilman. In the City of Cohoes, CSEA has selected Ronald J. Canestrari.

In Legislative District races the Albany County Political Action Committee is backing William McNulty in the 21st Legislative District, Jacob Oreshan, Sr. in the 24th Legislative District, Ed Buhrmaster in the 25th and James W. Darbyshire in the 26th Legislative District.

Fred Field has been endorsed for a second term as Town of Colonie

Supervisor, Nicholas J. Greisler was endorsed for the position of Colonie Town Justice and Clayton Russell was selected for Colonie Highway Superintendent. In Council and Town Board races, CSEA is backing Jay Sherman, Jim Sheehan and Joan Friedman. For the position of Colonie Town Clerk, the workers are endorsing Michael J. Hoblock.

Spinelli Local 201 president

ROME — New officers for CSEA Local 201 at the New York State School for the Deaf were installed recently, and the Local honored nine retirees with 149 years of service as part of the installation program.

Newly installed officers are President Charles C. Spinelli, Vice President Floyd Edick, Treasurer Peter Podkowka, Secretary Ruth King, and Delegate James Venditte. William Weller was named alternate delegate. CSEA Region V Treasurer

Anna Mae Darby installed the slate of officers.

Local 201 retirees honored were Mrs. Gladys Schlist, 18 years; Harry Woodcock, a past president of Local 201, 12 years; Joseph Madonia, also a past Local 201 president, 13 years; Mrs. Elsie Higgins, 25 years. Also, Mrs. Sue Mercodlie, 21 years; Mrs. Christine Patterson, nine years; Mrs. Janet Dain, 20 years; Mrs. Helen Schram, 16 years; and Mrs. Angela Campola, 15 years.

Calendar of EVENTS

November

- 7 — Combined general membership meeting, Utica Psychiatric Center and Marcy Psychiatric Center Locals, 7 p.m., Roselawn Restaurant, Main Street, New York Mills.
- 7 — Region 1 LPN Seminar, Holiday Inn, Hauppauge, 6:45 p.m.
- 9 — Kings Park Psychiatric Center Local, Recognition Night, Holiday Inn, Hauppauge, 8 p.m.
- 16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.

December

- 1 — Seneca County Local 850 annual Christmas dinner-dance, Boatyard Restaurant, Waterloo, N.Y. — 6:30 p.m.

CSEA supports Kahn, Prior

ALBANY — Two CSEA Regions have jointly announced the endorsement of Lawrence Kahn and

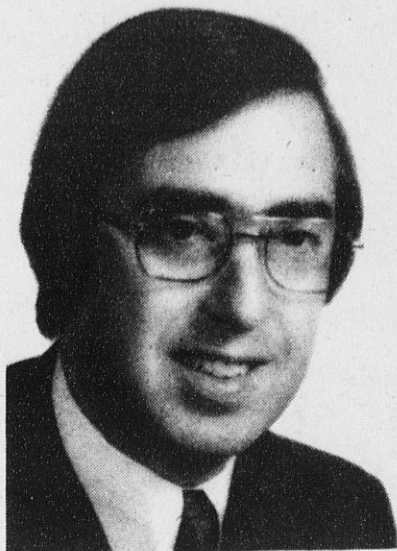
Daniel Prior for Justices of the State Supreme Court in the Third Judicial District, which encom-

passes both regions.

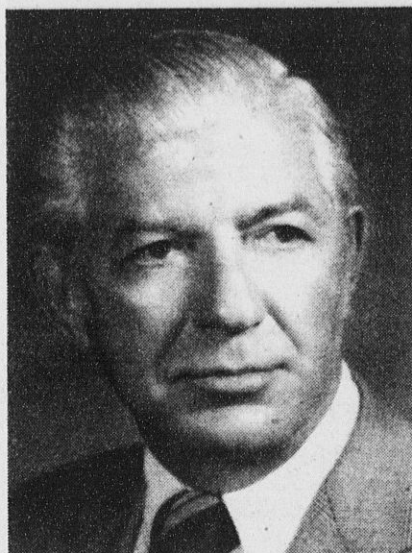
The joint endorsements of the two candidates were made by the Political Action Committees of the Capital Region and the Southern Region.

According to the Political Action Committee, Judge Kahn was selected due to his concern for the fair treatment of court employees by both management and the courts, and also his concern for the fair application of the Taylor Law in cases involving public employees and employers.

Judge Prior was selected due to his understanding of the internal operations of unions and public management structures and also his proven ability to approach cases involving public sector matters with a neutral attitude.



Judge Lawrence Kahn



Judge Daniel Prior

010 vote underway

Ballots were mailed to all eligible members of New York City Local 10 on October 31 to determine new local officers.

Members who do not receive a ballot by November 5 may obtain a replacement ballot by contacting Neil D. Ammerall, Amsterdam Data Processing Corp., Wallins Corners Road, Amsterdam, New York 12010. (Phone) 518-842-6000.

Ballots must be returned by 5:00 p.m. on November 14 to be valid.

For the office of 3rd Vice-President in Local 010, Adele H. Borakove, having been a successful petitioner, has obtained a place on the ballot and is now challenging Willie Raye for that position.

LPN seminar set Nov. 7

HAUPPAUGE — A seminar for licensed practical nurses in the Long Island Region will be held Nov. 7 in the Holiday Inn motel here; it was announced by Greg Szurnicki, chairman of the regional Training, Information and Education Committee.

Szurnicki said the program would focus on the LPNs' efforts to overcome the state's resistance to upgrading the position to reflect the medical responsibilities involved. The program includes dinner at 7 p.m. followed by a general discussion at 8 p.m. Guests must register by 6:45 p.m. to be served dinner.

The date is Nov. 7. An incorrect date had been reported earlier.

Endorsements

AMSTERDAM — The Montgomery County CSEA Local 829 Political Action Committee has endorsed seven candidates for officers in the county on November 6.

Daniel Brojakowski, Democrat, won endorsement for Amsterdam mayor. In the City of Amsterdam for supervisor posts, Republican Richard Healy was endorsed in the First Ward; Independent David Zarecki gained the nod in the Fourth Ward; Republican Anthony Baldine was endorsed in the Fifth Ward. Democrat Ralph Tambasco got the endorsement in the race for Fifth Ward Alderman.

The committee also endorsed Republican Philip Spencer for Town of Amsterdam supervisor and Republican Howard Auspelmeyer for Town of Florida supervisor.



DUTCHESS COUNTY EXECUTIVE LUCILLE PATTISON has received the backing and endorsement of all CSEA Locals in Dutchess County in her re-election bid November 6. Ms. Pattison, center, is shown surrounded by eight CSEA state Local presidents in the group photo. She is flanked on her right by Dutchess Unit President C. Scott Daniels and on her left by Dutchess County Local President Ellis Adams. In the other adjacent photo, Ms. Pattison is greeted by CSEA statewide President William L. McGowan, left, and CSEA Region III President James J. Lennon, right. The photos were taken at a special reception in her honor during CSEA's recent 69th Annual Meeting at Kiamesha Lake.



questions and answers

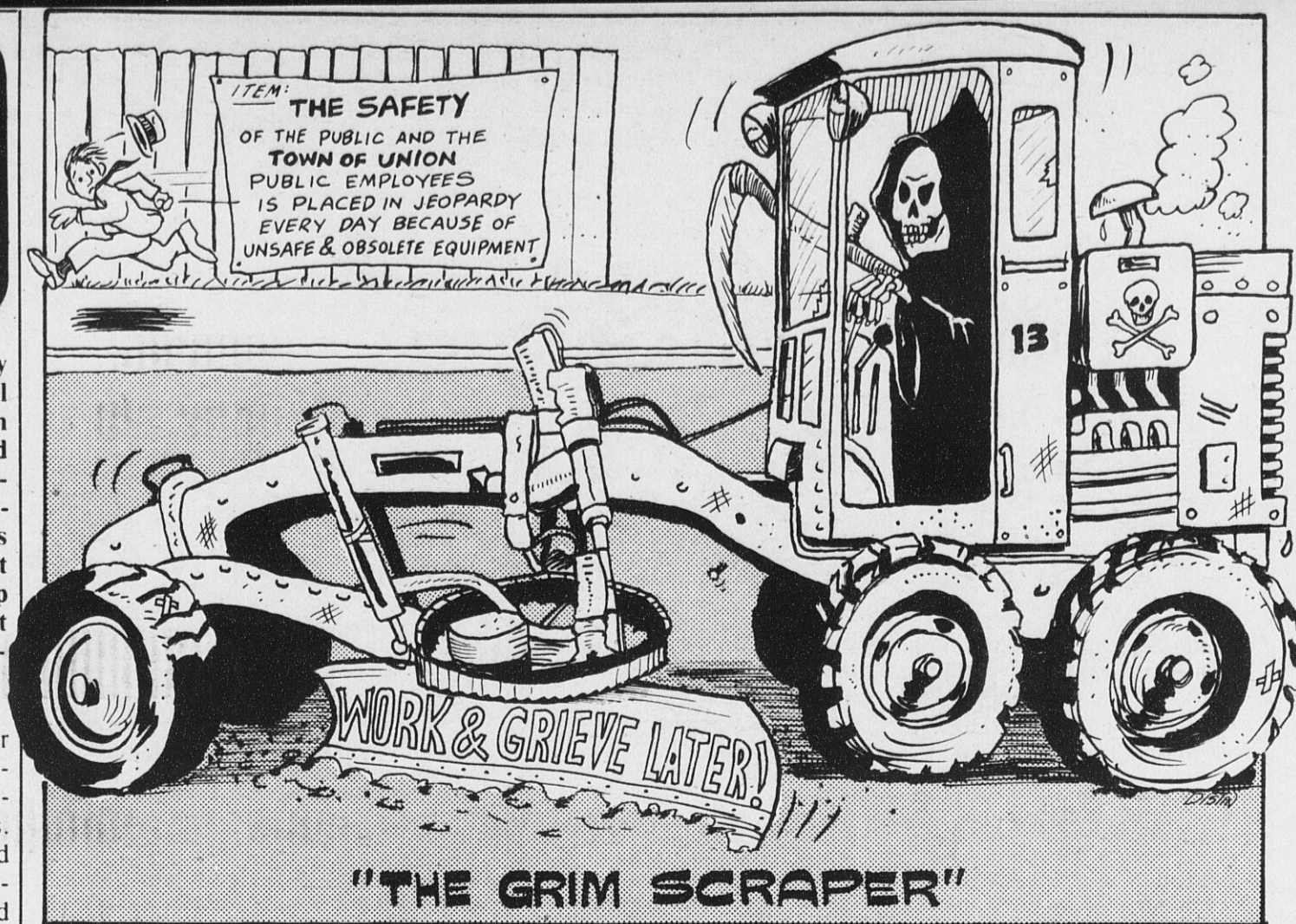


Q. My husband was badly burned in an accident. It will be a year or more before he can go back to work. I've arranged for a social security representative to help him apply for disability benefits, but he wants me to find out if he can get rehabilitation services to help him recover. Where can I get information about these services?

A. All people who apply for social security disability benefits are considered for vocational rehabilitation services. Services which may be offered include counseling and guidance; medical examination and medical, surgical, or hospital services; and physical aids such as artificial limbs, braces, hearing aids, eyeglasses, or other devices. Even if a person doesn't qualify for disability payments, he or she may still be offered help in preparing for and finding work. The social security representative can give you more information.

Q. I recently applied for a loan from a finance company. The person who took my application asked for my social security number. I didn't want to give it to him, but he said the company uses social security numbers for filing purposes. Is this practice legal?

A. Some non-government organizations use social security numbers for record-keeping purposes. Such use is neither required nor prohibited by Federal law. Knowing your number, however, does not allow these organizations to get information from your social security records.



Directory of Regional Offices

- REGION 1 — Long Island**
(516) 691-1170
Irving Flaumenbaum, President
Ed Cleary, Regional Director
- REGION 2 — Metro Region**
(212) 962-3090
Jimmy Gripper, President
George Bispham, Regional Director
- REGION 3 — Southern Region**
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director
- REGION 4 — Capital Region**
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director
- REGION 5 — Central Region**
(315) 451-6330
James Moore, President
Frank Martello, Regional Director
- REGION 6 — Western Region**
(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send 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. _____

Local 322 installs new president

Patricia Nealon of Middletown, formerly secretary and treasurer of CSEA Court Employees Local 322, has been installed as Local 322 President for a two-year term.

Others elected are Mary Garrison of Salt Point, First Vice President; Frank DenDanto Jr. of Middletown, Second Vice President, and Joan O'Riley of Wappingers Falls, Treasurer. The office of secretary is currently vacant, and interested persons may contact Ms. Nealon.

The Public Sector

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

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

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

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 25c.



The direction that the Civil Service Employees Assn. pursues in the course of its activities as the largest public employee union in New York State is determined, in large part, by the member-elected delegates of the union. The 1,200-member delegate body is the policy-making arm of CSEA. The powerful group officially meets once, and often twice, annually to re-evaluate the policies and direction of the union. The 69th Annual Meeting of the delegates just concluded at the Concord Hotel at Kiamesha Lake. The Public Sector began coverage of the annual meeting in the previous edition. On pages 5, 6, 7 and 8 of this issue the coverage continues as we report on a variety of actions that impact directly on CSEA's membership.

69th ANNUAL MEETING

KIAMESHA LAKE — The 1,167 delegates to the CSEA Annual Meeting, Oct. 21-26 at the Concord Hotel here, voted on a variety of items and issues, including:

Constitutional Amendments

The delegates passed on first reading an amendment which would require the delegates to ratify any approval by the CSEA Board of Directors of the affiliation with AFSCME or with any other organization.

To become part of the constitution, the delegates must pass the amendment by a two-thirds vote on second reading. CSEA must make a decision on the affiliation with AFSCME by February 1981.

The amendment reads: "Any affiliation or merger of The Civil Service Employees Association, Inc., with another organization after approval by the Board of Directors must be ratified by a majority vote of the delegate body in order to be effective."

Also on first reading, an amendment was passed to increase the membership of the Directors' Budget Committee from five to six with three members each from the County and State divisions.

Amendments to drop the Regional Office and Work Performance and Examinations committees were passed on first readings.

Defeated on second reading was an amendment to determine a local's delegate voting strength by previously paid membership if dues checkoff is lost following a job action.

By-Law Amendments

No amendments to the By-Laws were passed by the delegates. Amendments on officer honorariums and on the structure of future Annual Meetings were referred to the Constitution and By-Laws Committee for future action.

Resolutions

Resolutions passed by the delegates to the CSEA Annual meeting included:

- "Be it resolved that CSEA strive to eliminate unnecessary college degree practices and inappropriate educational requirements for Civil Service examinations, and substitute years of experience."
- Opposition to the \$5 fee for taking a Civil Service examination and opposition to the no-refund policy if a person is disqualified from taking the examination.
- An affirmative action program be part of CSEA's position at its next negotiations with the State of New York.
- An affirmative action program for CSEA staff be implemented.
- Reaffirmed that field representatives should be consulted before requests for legal assistance are submitted by local presidents.
- Referred to committee a proposal to indemnify local officers and grievance representatives from malpractice suits regarding duty of fair representation.
- Referred to committee an amendment to the constitution to make the 10 statewide officers delegates. It was discovered at the annual meeting that the officers are not automatically delegates by virtue of their statewide office.
- Support for members of AFSCME District Council 37 in New York City who work at city-run hospitals facing the possibility of closings and/or being turned over to private agencies.

CSEA President William L. McGowan said such support could include use of CSEA's name, staff, money and members at demonstrations. Staten Island Developmental Center Local President Felton King told the delegates CSEA may one day face the same problem at the mental institutions.

- The Legislative and Political Action Committee make



TWO CSEA DELEGATES from Department of Health compare notes. Genevieve Clark, left, is also first vice president of CSEA Region VI, and Al Meade is also first vice president of CSEA Region IV.



GERI BELL AND ROY HARGROVE are union delegates from Staten Island Developmental Center CSEA Local 429.



CSEA EXECUTIVE VICE PRESIDENT Thomas H. McDonough addresses the nearly 1,200 official union delegates attending the 69th Annual Meeting.



WILTON DEVELOPMENTAL CENTER LOCAL 416 was represented by, from left, Awiramaria Visscher, Pauline Pofahl and Claudia Hollenbeck.

available to the delegates, information on the donations to political candidates made by the Political Action Fund.

- CSEA will seek the assistance of retirees who are willing to help.

• Referred to committee a resolution to bar the use of political action funds in an election where CSEA has declared neutrality.

- CSEA support a Vietnam veterans pension buy-back bill.

69th ANNUAL MEETING

AFSCME INTERNATIONAL PRESIDENT JERRY WURF tells delegates that AFSCME "has been impressed by CSEA" since the two giant unions affiliated. At left in background is CSEA President William L. McGowan, who is also an AFSCME International vice president.



Wurf: Power for justice

KIAMESHA LAKE — "As an institution, we (CSEA and AFSCME) need to gather power . . . to bring a measure of decency and justice to public employees . . . for a better life," AFSCME International President Jerry Wurf told the delegates to the CSEA Annual Meeting on Oct. 24.

"CSEA gave AFSCME strength in New York State with 400,000 members. AFSCME gave CSEA a national union with power in Washington . . . This gives us impact in Albany and in Washington," Wurf said.

With the evolving of the Proposition 13 mentality, Wurf said the affiliation of CSEA and AFSCME could not have come at a more opportune time.

Wurf said: "AFSCME has been im-

pressed by CSEA. I have noticed wondrous and interesting things since the affiliation." He identified some of those things as:

- CSEA's fundamental soundness.
- Politicians not misusing CSEA.
- A sound and solid contract.
- Progress in relation to the labor movement.

— He also called attention to the feature of the affiliation which maintains CSEA's autonomous structure.

"We will find ways to make the affiliation work. Your leadership displays a willingness to reach out for new ways, new molds and new methods," Wurf said.

CSEA Region I President Irving Flaumenbaum, who is an AFSCME International Vice President (as is CSEA President William L. McGowan), told the delegates what CSEA has gained by its affiliation with AFSCME, including:

- Training and education programs for officers, stewards, leadership, grievances, etc.
- Budget analysis for contract negotiations. AFSCME analyzed six budgets from Region I. In one case, \$7 million was found hidden in the budget.

• Joint public relations advertising campaigns in New York State have been conducted with AFSCME paying a major share of the costs.

• AFSCME lobbies in Washington on revenue sharing, CETA and other issues which effect CSEA members.

• The joint legislative office in Albany brings the forces of 400,000 members to bear on the State Legislature.

• AFSCME gives CSEA direct input to Congress and to the President of the United States.

• Political Action Seminars have been conducted by CSEA and AFSCME staff to teach the nuts and bolts of political action throughout the state.

Wurf said the affiliation of CSEA and AFSCME has drawn the attention of others. A recent U.S. Department of Labor publication highlighted the affiliation, for instance.

Also the CSEA and AFSCME advertising campaign received praise in a national magazine *U.S. News & World Report*. The article said:

"The AFSCME commercials are intended to show that public employees are no different than other workers. AFL-CIO Education Director Dan says these ads are having a positive effect on public opinion: 'People are saying, "Here's a union I can identify with. I know people like that."'"

• An editorial was critical of sending mental patients into the community. The only beneficiary of such a policy is the State treasury, he said. "Meanwhile public employees lose jobs," Wurf said.

• Wayne County, Mich., laid off and/or failed to pay 4,200 employees. The county includes the city of Detroit. Part of the problem is "political football" being played by a Republican governor, a Democratic Detroit mayor and the county's officials, Wurf said.

Government will consider a Chrysler bail out, but our people are expendable," he said.

Wurf said 60,000 AFSCME members in Michigan are ready to help.

Higher interest means unemployment

KIAMESHA LAKE — AFSCME International President Jerry Wurf called the attention of the CSEA delegates to three items in the Oct. 24 *New York Times* when he addressed the CSEA Annual Meeting that day. Those items were:

• The prime interest rate had risen to 15 percent, which he said meant:

- Inflation is going higher.
- Unemployment will be used to try to control inflation.

— The housing market will die.

"For every point of inflation, government must spend \$20 billion. The ability to provide services will be hurt," Wurf said.

Gotbaum: Political cooperation

KIAMESHA LAKE — "If we are not one, we fail. If we are not one, we are nothing. . . . The power is there. We've got to take it, and by God we will," were the words echoed by AFSCME District Council 37 Executive Director Victor Gotbaum to the delegates of the CSEA Annual Meeting on Oct. 25.

District Council 37 represents more than 100,000 employees of New York City. Gotbaum is also an AFSCME International vice president.

Gotbaum spoke on the 50th anniversary of Black Thursday — the stock market crash of 1929. "While there is no Black Thursday around the corner, we are in trouble," he said.

He called for greater political cooperation between CSEA and DC 37. "Working together is a process, is not a slogan. We must get to know each other and work together," Gotbaum said.

"There is no legislation that doesn't affect you (CSEA). The City of New York relates to you. Our mayor (Edward Koch) is your problem — Civil Service Reform."

He pointed out how Koch's reform package would allow unlimited transferring of employees from one end of the state to the other and would increase the number of positions to be filled by patronage.

"There is more AFSCME in New York City than steel and coal workers in Pennsylvania. If DC 37 and CSEA Region II get together politically, we can send Koch where he belongs," Gotbaum said.

Gotbaum explained how other proposed and/or passed legislation impacts on public employees, including:

• The proposed rebate on heating oil tax will cost \$480 million (the equivalent of a 6 percent pay increase for all 400,000 AFSCME members in New York State), will save individual taxpayers only \$20 to \$70 a year.

• The half-billion reduction in income taxes to the very rich will save the wealthy taxpayers only \$100-\$150 a year.

• SALT II will cost \$100 billion. "What about schools, counties, etc? Why should SALT be tied into us?" he said.

He also said the transportation bond issue on the Nov. 6 ballot may not pass without our support even though both major political parties have endorsed it.



STATEN ISLAND DEVELOPMENTAL CENTER LOCAL 429 delegates include Ruth Delany and Irene Hillis.



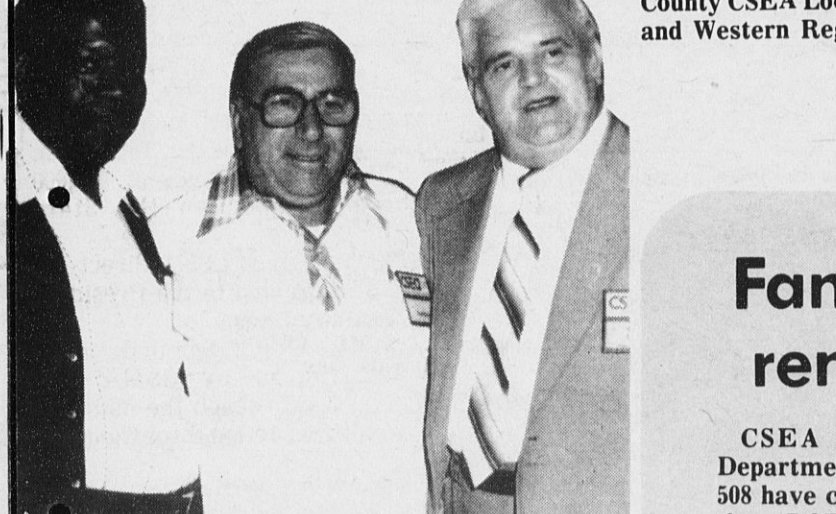
VICTOR GOTBAUM, Executive Director of AFSCME District Council 37, called for increased cooperation between CSEA and DC 37 on behalf of the more than 300,000 public workers the two unions represent in New York State.



Left, STATE ATTY. GENERAL ROBERT ABRAMS was keynote speaker at the traditional annual meeting banquet. Here he addresses delegates while CSEA President William L. McGowan listens.

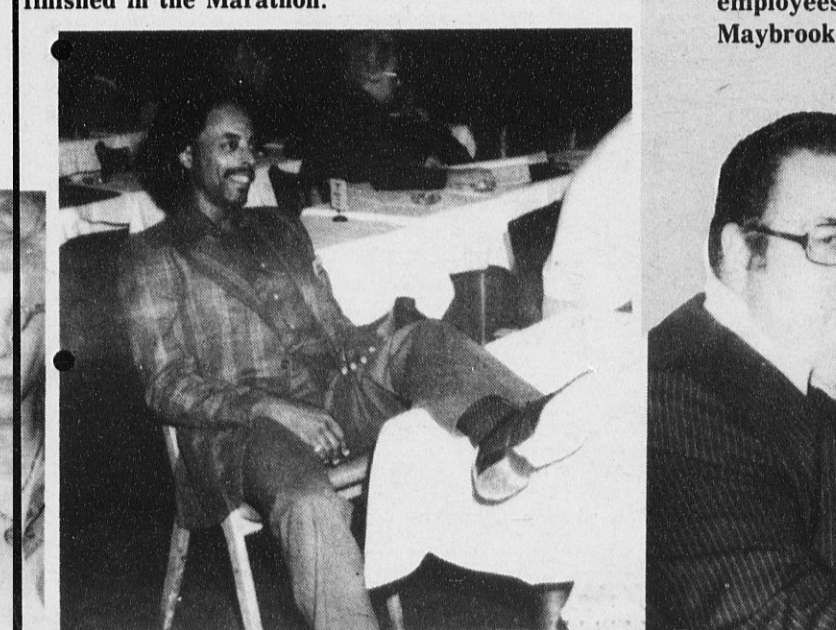


Below, THESE DELEGATES FROM SUNY OLD WESTBURY are Iris Chisolm and Ira McDaniel.



Above, CSEA PRESIDENT BILL MCGOWAN, right, ends a few moments with, from left, Joe Johnson in CSEA Local 010 and John Madlon from Local 016.

Below, RESTING UP — Charles Bell from Creed-Psychiatric Center Local 406 completed running the New York City Marathon on October 21 and immediately departed for the Concord Hotel to participate a CSEA delegate. He left even before learning how finished in the Marathon.



Left, STATE ATTY. GENERAL ROBERT ABRAMS was keynote speaker at the traditional annual meeting banquet. Here he addresses delegates while CSEA President William L. McGowan listens.



Above, NORMAL ADLER, Director of Political Action and Legislation for AFSCME District Council 37 in New York City, was an observer at CSEA's 69th Annual Meeting. At right is Judy Burgess, President of Ontario County CSEA Local 835, a member of CSEA's Board of Directors, and Western Region secretary, among several union positions.

Board panels

KIAMESHA LAKE — Appointments to committees of the CSEA Board of Directors were announced at the meeting of the Board during CSEA's 69th Annual Meeting.

Budget Committee — Chairman Howard Cropsey, Vice Chairman Beatrice McCoy, Mary Nelan, Danny Donohue and Robert Thompson.

Charter Committee — Chairman Francis Miller Vice Chairman June Boyle, Marjorie Coggeshall, Millicent DeRosa, Marie Kalbfleisch, Kathryn Saddleire, Richard Snyder, JoAnn Lowe, Austin Donovan and Phyllis Zadigan.

Committee to Study the Cost of Group Life Insurance — Chairman Michael Curtin, Delores Herrig, Mabel Wannamaker, Robert Gailor, Henry Wyszynski, Sue Bucrzinski, Betty Collins, Barbara Stack, June Robak and Alan Siegel.

Directors Committee — CSEA officers, Mary Sullivan, Patricia Crandall, Maureen Malone, Pat Mascioli, William Zippiere, Brian Dombrowski, Judy Burgess, Eva Katz, Cindy Egan, Elaine Mootry, Patricia Miller and John Weidman.

Personnel Committee — Chairman Ellis Adams, Ralph Young, George Clark, Steven Ragan, Mary Sullivan, Betty Duffy, June Scott, Genevieve Clark, Joan Tobin and John Francisco.

Board Members at Large to the Political Action Fund — CSEA Officers, Mary Sullivan, Patricia Crandall, Felton King, Judy Burgess, Pat Mascioli and Ralph Young.

Families of three slain members remembered by Region I, DOT

CSEA Region I and Long Island Department of Transportation CSEA Local 508 have contributed \$600 for the families of three DOT employees who were killed on the job June 5 when they were struck by a truck on Interstate 84 at Newburgh.

Three \$200 checks were delivered to CSEA Region III President James J. Lennon, in whose region the mishap occurred, during CSEA's 69th Annual Meeting at Kiamesha Lake. The checks in turn will be given to the families of the three deceased DOT employees, the late George Fiscarra of Maybrook, Ernest Mimms of Newburgh and

Garrett Marsh of Highland Mills, all in Orange County. All three were members of Orange County State Transportation CSEA Local 515 at the time of their deaths.

In the photo below, CSEA Region III President Lennon, left, accepts the checks on behalf of the families from CSEA Region I President Irving Flaumenbaum, center, and Louis Mannellino, President of Long Island DOT Local 508.



69th ANNUAL MEETING



CSEA TREASURER JOHN GALLAGHER delivers a report on CSEA's financial picture to the union delegates. He said CSEA has regained financial stability and will show a surplus at the end of the current fiscal year. A copy of CSEA's General Fund statement of income and expenses for the year to date through August appears on this page.

GENERAL FUND STATEMENT OF INCOME AND EXPENSES FOR THE MONTH OF AUGUST, 1979

	Month of AUGUST		Yr-to-Date Actual	Budget 1979	Balance
	Actual	Budget			
INCOME:					
Membership Dues & Agency Fee	\$1,574,325	\$1,308,458	\$14,112,941	\$15,701,500	\$1,588,559
AFSCME Grant	524,311	550,450	6,132,181	6,605,400	473,219
Group Life Expense Reimbursement	33,333	33,333	366,666	400,000	33,334
Investment Income	14,482	12,500	110,613	150,000	39,387
Miscellaneous Income	3,378	833	30,062	10,000	(20,062)
Gross Income	\$2,149,829	\$1,905,574	\$20,752,463	\$22,866,900	\$2,114,437
Less:					
Political Action Contribution	47,242	52,233	521,935	626,800	104,865
Per Capita Tax	633,543	632,200	7,009,241	7,586,400	577,159
Dues Rebate	366,273	306,567	3,391,234	3,678,810	287,576
	\$1,047,058	\$991,000	\$10,922,410	\$11,892,010	\$969,600
NET REVENUE	\$1,102,771	\$914,574	\$9,830,053	\$10,974,890	\$1,144,837
EXPENSES:					
Personal Services—Regular	\$323,351	\$242,579	\$2,835,807	\$2,910,947	\$75,140
Benefits, Honorariums, Professional	84,042	85,147	885,378	1,021,769	136,391
Regional Offices	40,742	42,413	472,152	508,961	36,809
Satellite Offices	9,034	10,745	113,190	129,938	16,748
Legal	133,520	138,919	1,589,922	1,667,025	77,103
Travel Expense	37,662	50,000	534,989	600,000	65,011
General Operating Expense	10,100	10,000	118,445	120,000	1,555
Data Processing	32,954	29,167	318,978	350,000	31,022
Printing Supplies	7,419	5,000	82,035	60,000	(22,035)
Communications	16,784	25,000	277,561	300,000	22,439
Equipment	-0-	-0-	6,711	-0-	(6,711)
Building Maintenance	12,392	11,000	122,823	132,000	9,177
Officers, Directors & Committees	39,955	52,500	662,117	630,000	(32,117)
Publication	103,462	96,333	979,686	1,156,000	176,314
Delegate Meetings	252	15,833	196,042	190,000	(6,042)
State & County Workshops	361	2,500	21,482	30,000	8,518
Regional Refunds	-0-	4,542	45,284	54,500	9,216
Education	1,816	2,500	18,025	30,000	11,975
Public Relations	3,313	25,917	200,899	311,000	110,101
Membership Campaign	-0-	2,500	15,705	30,000	14,295
Organizational Expense	3,868	14,583	22,236	175,000	152,764
Representation Elections	-0-	4,167	25,945	50,000	24,055
Officers Elections	32,554	6,250	57,810	75,000	17,190
Debt Service	292	292	2,752	3,500	748
Miscellaneous	225	833	8,601	10,000	1,399
Total Expenses	\$884,098	\$878,720	\$9,614,575	\$10,545,640	\$931,065
INCOME (Loss)	218,673	35,854	215,478	429,250	213,772
Transfer to Plant Fund	1,250	5,311	33,434	63,740	30,306
Transfer to Contingency Fund	18,750	18,750	206,250	225,000	18,750
Total Transfers	\$20,000	\$24,061	\$239,684	\$288,740	\$49,056
CONTRIBUTION (CHARGE) TO FUND BALANCE	\$198,673	\$11,793	\$(24,206)	\$140,510	\$164,716



DEPARTMENT OF LABOR delegates George Caloumeno and Shirley Brown chaired a meeting of department delegates during the course of the Annual Meeting.



CHARLES MAMERI, a delegate from Rockland County CSEA Local 844, listens during one of many special meetings for delegates during the weeklong Annual Meeting.

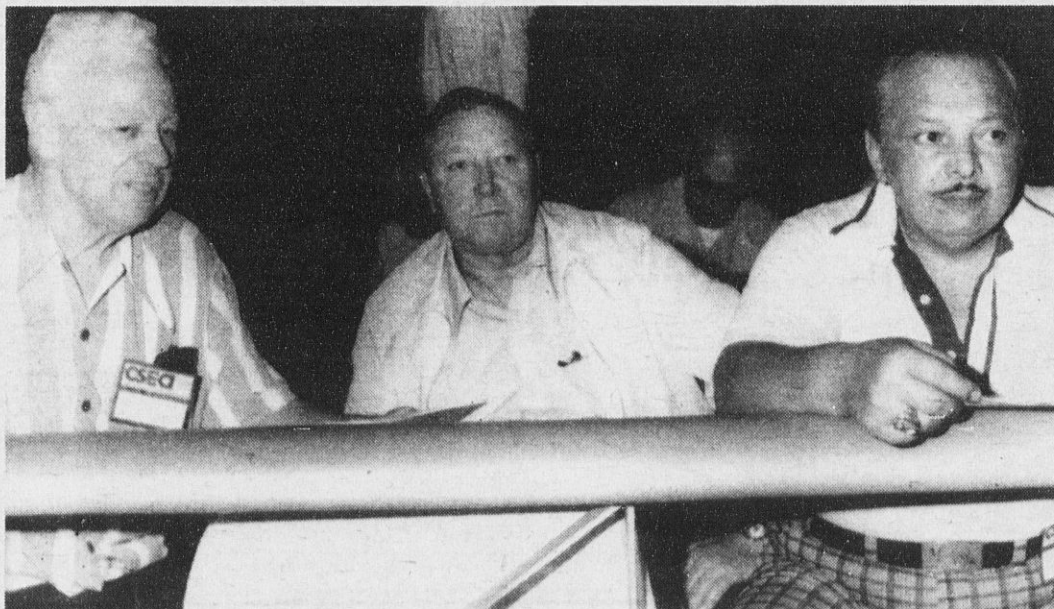
For PEOPLE

KIAMESHA LAKE — Persons attending the CSEA Annual Meeting at the Concord Hotel, Oct. 21-26, voluntarily contributed more than \$2,000 to AFSCME's PEOPLE campaign during the meeting.

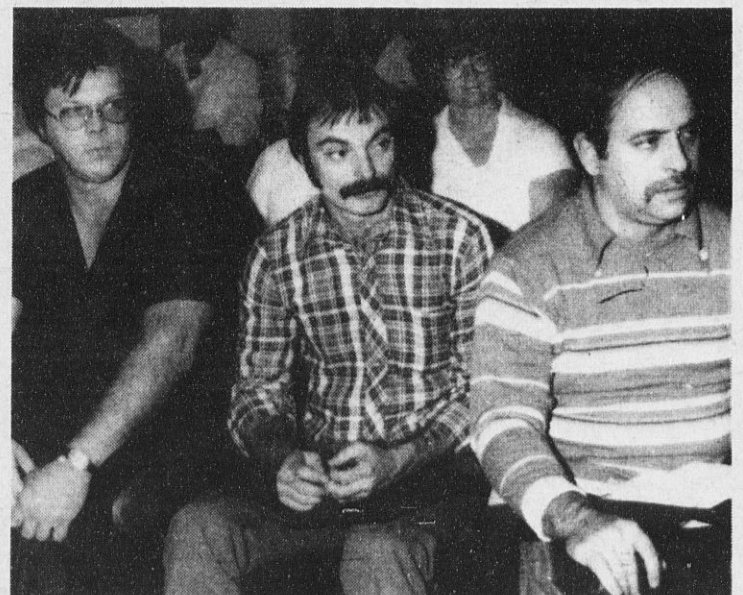
PEOPLE, AFSCME's political arm, stands for Public Employees Organized to Promote Legislative Equality.

Federal law requires union contributions to political candidates in federal elections to be entirely voluntary. This prevents the use of political action funds from union dues to be used for those candidates.

CSEA locals and units wishing to take up voluntary contributions for the PEOPLE Campaign were supplied with the proper form in each delegate's packet of materials at the Annual Meeting.



THIS TRIO OF DELEGATES, all from Nassau County Local 830, are Dudley Kinsley, Ken Darby and Tony Gianneti.



BINGHAMTON PSYCHIATRIC CENTER LOCAL 441 delegates included, from left, Roy Davies, Mike Villecco and Bill Childester.

Local 860 PAC • busy in county's political process

(Editor's note: Public employers all across New York State were involved, on a grander scale than ever before, in the political process leading up to the November 6 general elections. Scores of CSEA Locals endorsed local candidates and became directly involved in supporting selected candidates. Westchester County Local 860 was just one of them. Their story is, in many respects, a carbon copy of union efforts throughout the State.)

• **WHITE PLAINS** — Westchester County CSEA Local 860's Legislative and Political Action Committee has been heavily involved in political activity leading up to the November 6 election.

Heading the committee are Eleanor McDonald, Edward Carafa, Pug Lanza and Pat Mascioli.

The committee hosted a political action seminar in August, conducted by the CSEA/AFSCME Legislative Office headed by Bernard Ryan, CSEA legislative and political action director.

The seminar showed the importance of involvement in political action and how to handle voter registration, phone banks, mailings and other forms of political action.

Among the 52 persons at the seminar were Local 860 officers, unit presidents and committee members; Region III President James Lennon; and Steve Regenstreif and Ron Coder of AFSCME.

The next step was to set up candidate's night in Harrison and provide moderators. Candidates for town justice, town supervisor and town council were interviewed. Endorsed candidates were notified by mail-o-gram.

A surprise development took place when the endorsed candidate for supervisor in Harrison, John Passidomo, would not accept the endorsement unless his council running mates also were endorsed.

The committee has taken the position that endorsements are made by the union and not by prospective candidates.

The committee then spent four nights interviewing for endorsement candidates for the 17 county legislative districts, county court judge and county clerk.

• The Yorktown Unit hosted its first candidate's night. Unit President John Schroeder said he was impressed with the turnout and was happy that Local 860 provided moderators.

Other candidate's nights were held by the City of New Rochelle and the City of Yonkers units. The Yonkers meeting was hosted by Unit President Janice Schaff and Barbara Rosengaft.

A candidate's night for the City of White Plains also was planned.

• More than 60 candidates have been interviewed, and endorsements have been made in 33 races.

The most recent endorsements include: Bruno Strati and Paul Marino for Town of Harrison Council; Angelo Martinelli for Yonkers Mayor; Edward Fagan and Steve Kubasek for Yonkers Council, and Theodore Dachenhausen, Vincent Gurahian, Robert Stolarik and Abraham Isseks for Supreme Court Justice.

Records have been reviewed and discussed, past election results scrutinized, win probability calculated and the committee vote was taken. All endorsed candidates' names have been forwarded to the Region III Legislative and Political Action Committee for the official endorsement.

A 12-page newspaper is in print announcing the endorsed candidates and requesting the union members to get out and vote on Nov. 6.

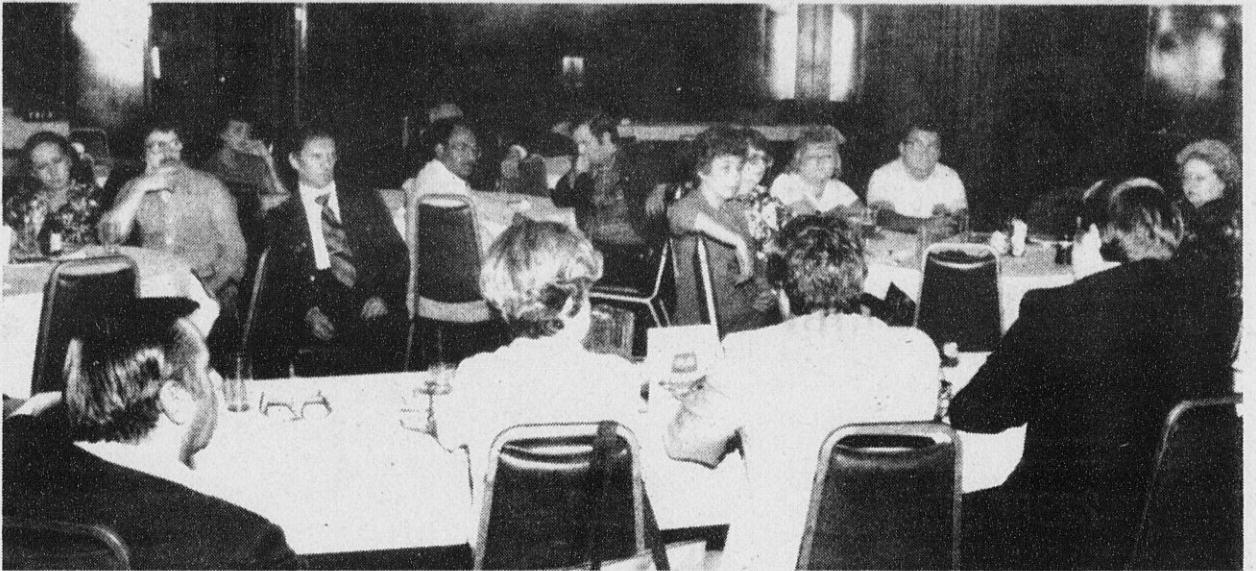
• Endorsed candidates have been contacting the committee requesting help with their campaigns. To date, the committee has addressed 8,000 envelopes for one candidate, had plans for mailing 40,000 pieces of mail, for radio announcements and for monetary contributions.

It also had plans to set up tables at several political functions in late October.

The committee has kept in close contact with Region III Legislative and Political Action Director Carmine DiBattista, and with Ryan and Tom Haley of the CSEA/AFSCME Legislative Office.



WESTCHESTER COUNTY CSEA Local 860's Legislative and Political Action Committee has been heavily involved in next month's elections. Among the leaders of that committee are, from left, Pug Lanza, Eleanor McDonald, Edward Carafa and Pat Mascioli. Mascioli is president of Local 860.



THE PROCESS OF ENDORSING CANDIDATES in Westchester County has involved a number of candidates' nights where candidates seeking the CSEA endorsement were interviewed. Among the candidates' nights were, from top: City of Yonkers, Town of Harrison and Town of Yorktown units.

Vote Yes on Proposition One

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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 1, 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.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

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

Send the coupon for membership information.

Retiree Division

Civil Service Employees Assn.

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

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____



NEW OFFICERS OF BROOKLYN DEVELOPMENTAL CENTER CSEA Local 447 are, from left, Brenda Nichols, president; Kirk Scott, first vice president; Ann Worthy, secretary; and Glinnie Chamble, treasurer. Local 447 officers were installed at a recent Region II installation dinner.

STATE OPEN COMPETITIVE JOB CALENDAR

Filing Ends November 5, 1979

Title	Salary	Exam No.
Building Construction Project Manager, Senior	\$18,301	25-099
Central Medical Supply Technician	8,345	25-082
Commissary Clerk IV	11,695	25-078
Commissary Clerk III	9,865	25-079
Commissary Clerk II	8,825	25-080
Commissary Clerk I	7,900	25-081
Drafting Technician (Electrical), Senior	9,481	25-086
Drafting Technician (Mechanical), Senior	9,481	25-087
Engineering Materials Technician	7,997	25-096
Engineering Materials Technician, Senior	9,481	25-097
Environmental Conservation Officer Trainee I	11,995	25-069
Environmental Conservation Officer Trainee II	12,713	25-069
Horticultural Inspector	10,624	25-085
Horticultural Inspector Trainee	9,348	25-085
Horticulturist	9,481	25-084
Institution Safety Officer	10,114	24-928
Probation Program Consultant	17,365	25-098
Toll Collector	9,865	25-095
Thruway Toll Collector	8,917	25-095
Chief Baker	13,885	27-980
Dental Program Coordinator	17,365	27-977
Librarian (Reference), Principal	25,000	27-986
Medical Social Worker A	11,250	27-970
Medical Social Worker B	13,304	27-971
Public Health Consultant	14,850	27-985
Senior Medical Social Worker	14,850	27-972
Supervising Public Health Dental Hygienist	12,196	27-978

Region IV leaders meet

LAKE GEORGE — Capital Region Civil Service Employees Assn. Local presidents, more than 60 percent of whom have been elected for the first time, met with Capital Region officers and staff in Lake George in October for a broad-based discussion of Region and Local matters.

Several committee chairpersons, recently appointed by Capital Region president Joseph McDermott, also met to set committee goals and select members.

The Local president's session, according to Regional Director Jack Corcoran, was for training, covering such topics as enforcing contract provisions, dealing with the administration and responsibilities of Region and Local officers, staff and liaisons.

This is the second such informal meeting McDermott has held with the presidents in an effort to improve communications with them. At a meeting in February, the presidents aired their concerns about internal union problems.



JOHN QUINN, right, recently appointed to direct CSEA's new Employee Assistance Program, discusses the program with staff employees and Regional and Local presidents at CSEA's Suffolk County office. The new EAP program, announced in last week's edition of *The Public Sector*, is designed to benefit state division members troubled by personal and family problems.

Radioactivity safety problem solved

ALBANY — Local and Region officials in the Capital Region of the Civil Service Employees Assn. say they are satisfied with State assurances that radioactive contamination found in the State Division of Laboratories and Research facility on New Scotland Avenue poses no threat to the safety of CSEA represented employees at the site. But they say the State did not properly inform the union of the incident as it was happening.

The contamination, alleged to have resulted from mishandling of radioactive materials by supervisors, was determined to be fixed radiation, which is harmful only if ingested and which is easily cleaned up.

According to Daniel Campbell, communications specialist for the CSEA, during its routine monthly inspection of the facility, the State Radioactivity Safety Unit discovered contamination in three rooms, which

were immediately sealed off.

The union Local, he said, was told that the contamination was there, and Local officials contacted the Region about the situation. The state made no contact with the Region however.

"Because our members were involved, the State should have contacted this department directly," said Campbell. "The State was not responsible in its actions to the higher levels of the CSEA."

New contract

HUDSON — The Columbia County Unit of the Civil Service Employees Assn. ratified a three year contract containing across the board increases of \$637 in the first year, \$682 in the second year and \$730 in the third.

Additional benefits include increased vacation and union business leave time, a job posting agreement and a 90 percent County-paid family health insurance plan in the second year.

LAKE PLACID — Local and unit officers in the Capital Region of the Civil Service Employees Assn. will attend an officers training workshop at the Lake Placid Club on November 16, 17 and 18.

Sponsored by the Region Education Committee, the workshop will also include extensive sessions on the organization and operation of the various levels of the CSEA and the structure of AFSCME.

AFSCME International President Jerry Wurf will speak at dinner on the 17th.



Steward training starts in Ithaca

ITHACA — The new steward training program in CSEA Central Region V got underway Oct. 18 when 12 new stewards at Tompkins County Hospital attended their first training session.

The first of three 2-hour sessions was conducted by steward trainer Marney Kirchgessner of Tompkins County CSEA Local 855 and by CSEA Field Representative Michael White at Laborers Union Hall in Ithaca.

The next session was scheduled to be held Nov. 1 at 5:30 p.m., also at Laborers Union Hall.

The topics of the first session were problem identification and union building.

Among the observers at the first session were CSEA Education Director Thomas Quimby and steward instructor Nancy Roark.

PEOPLE — Leaders of the political arm of AFSCME and CSEA pause during a discussion on political action during CSEA's recent 69th Annual Meeting at Kiamesha Lake. At left is Lawrence E. Reinold, director of Public Employees Organized to Promote Legislative Equality (PEOPLE) for AFSCME in Washington, and Bernard J. Ryan, director of CSEA/AFSCME's Legislative and Political Action department in Albany.





CSEA PRESIDENT WILLIAM L. McGOWAN, right, discusses the union's determination to achieve occupational safety and health act legislation for public employees in New York State with some of the participants in the PEC workshop.

McGowan tells PEC CSEA wants OSHA Law

KIAMESHA LAKE — A CSEA attorney called Mayor Koch's civil service reform proposals an attempt to bust unions in a workshop at the second annual convention of the New York State Public Employees Conference held here Oct. 17, 18 and 19.

Another workshop chaired by CSEA President William L. McGowan saw the president restate CSEA's determination to achieve passage of Occupational Safety and Health Act (OSHA) legislation for New York state public employees.

James Featherstonhaugh, general counsel to CSEA, criticized Mayor Koch's proposed reforms, presented by the mayor's representative, S. Michael Nadel.

Featherstonhaugh said Koch's call for more managers to better administrate New York City is a device to cut into union power. Similarly, he knocked another proposal seeking the power to transfer employees without their consent. The attorney said this was an attempt to disperse shop stewards.

Featherstonhaugh reiterated CSEA's support for Governor Carey's proposal, presented by Meyer "Sandy" Frucher, Director of Employee Relations, calling for

the establishment of a Department of Personnel Services. Featherstonhaugh said the department should be established with a separate and independent Merit Protection Board to allow impartial review of the civil service system.

The CSEA counsel noted recent progress at the negotiation table between the union and the state regarding the establishment of incentives for employee advancement. He concluded that CSEA would not support any changes in the legislature that should be addressed at the collective bargaining table.

Joe Collier of the U.S. Department of Labor opened the panel discussion on OSHA. He said the effort to establish a health and safety plan for New York state public employees faces several obstacles.

He said that many state officials have the misconception that such a plan would cost the state more than it could afford. On the contrary, Collier said a plan would save the state money by lessening accidents, lost work time, compensation and claims.

Collier said the public has the wrong image of the public employee as an office worker, free from dangerous work. He asked unions to continue to encourage their employees to be aware of work hazards and to inform the public of such hazards.

James Ducker, Safety Director for AFSCME District Council 37, offered a suggestion to counteract government employer's irresponsibility in failing to provide safe working conditions. He said each employer or agency's budget should cover the cost of accidents rather than passing such costs along to an agency specifically created for that purpose.

Richard Andre, Region II Director of DOL, said that exposure to such hazards as gases and chemicals can extend beyond the worker and the work area, noting that families could be exposed to the same hazards through workers' clothing.

McGowan wrapped up the workshop saying, "I resent the fact that we're the only people on earth who put a price tag on people's lives."

He cited the success of CSEA's recently established toll free line for employees to report hazardous conditions.

McGowan said CSEA has been in the forefront of the fight to secure OSHA-like legislation in New York state and urged other unions to join CSEA's efforts.

CSEA's NELS CARLSON, center, the union's safety expert, discusses the problems created by a lack of adequate safety and health legislation covering public workers with members of an OSHA workshop panel. The panel conducted the OSHA workshop as part of the Public Employees Conference second annual convention.



CSEA COUNSEL JAMES FEATHERSTONHAUGH tells members attending the Public Employees Conference workshop that Mayor Koch's civil service reform proposals are really a union-busting effort.

