

Letters and calls can make safety legislation reality

ALBANY — Occupational safety for public employees moved one step closer to reality last week with actual legislation introduced in the state Senate and Assembly to extend comprehensive occupational safety and health protection to all public employees in New York.

CSEA President William L. McGowan, Chief Lobbyist James Featherstonhaugh and other top

CSEA PRESIDENT William L. McGowan tells CSEA delegates attending the recent State Delegates Meeting in Monticello that a health and safety law for public employees is within reach during the current legislative session, but pressure must be kept up to achieve the goal. For more on the State Division meeting, see pages 6 and 7. For more info on the OSHA effort, see adjacent story and also page 12.

union officials were telling legislators that the OSHA legislation is the top priority of CSEA.

In the Assembly, the bill — Number 11968 — quickly moved from the Assembly Labor Committee to the Assembly Ways and Means Committee. By late in the week it was expected the bill would shortly move to the floor.

In the Senate, the bill — Number 7025 — was being printed late in the week and was expected to immediately move to the Senate Labor Committee. Action in the Senate could come as early as this week.

"We now have actual legislation that gives our people the protection

that they have been denied in the past," commented President McGowan, "and with the support of virtually every labor union representing public employees in this state on our side, we are in the best position ever to end the safety inequity that has been literally killing our people."

Members are urged to contact their legislators and ask their support of Assembly Bill 11968 and Senate Bill 7025.

You can call your Senator or Assemblyman to express your support for public employee OSHA. The Senate switchboard number is (518) 455-2800. The Assembly switchboard can be reached at (518) 455-4100.

Special Olympics support keeps growing

ALBANY — CSEA members sponsored more than 330 special athletes during the first two weeks of the CSEA Supports Special Olympics campaign. Checks totalling more than \$6,600 were forwarded to New York Special Olympics, Inc., last week.

"Units, Locals and Regions have sponsored from one to one hundred Special Olympians," said CSEA President William L. McGowan. "But most heartwarming are the many, many sponsorships that we have received from individuals or from small groups of members who just passed the hat at their workplace."

CSEA is making a special effort to sponsor as many retarded children and adults as possible for the New York State Special Olympics to be held at Elmira College on June 14.

An athlete can be sponsored for as little as \$19.50. Checks should be made payable to New York Special Olympics, Inc. Mail contributions to: CSEA Supports Special Olympics, 33 Elk Street, Albany, NY 12224.

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CSEA Employee Benefit Fund announces major improvements in dental benefits

ALBANY — Fulfilling its promise of improved benefits controlled by union members, the CSEA Employee Benefit Fund's Board of Trustees has announced major improvements in dental benefits for state employees in CSEA's three state bargaining units and political subdivisions participating in the Benefit Fund.

"When we created the Employee Benefit Fund during our state negotiations last year, we promised our members that we could provide better benefits, faster and more efficiently than conventional programs provided through employer-controlled benefit programs," CSEA President William L. McGowan said, "and now we have made that promise a reality."

Mr. McGowan, Chairman of the Benefit Fund's Trustees, announced that effective July 1, 1980, dental benefits for employees enrolled in the Fund will be automatically increased for more than half of the 87 dental procedures covered by the Benefit Fund's protection. Additionally, the CSEA Employee Benefit Fund's Prescription Drug Program has added coverage for syringes for diabetics and others needing periodic injections of prescribed drugs.

The Benefit Fund was created as a result of negotiations between CSEA and the Governor's Office of Employee Relations during the contract bargaining in the Administrative, Institutional and Operational bargaining units last spring. The Fund was based on a concept strongly pushed by President McGowan and union negotiators to have the state turn over to the union money normally earmarked for employee benefits such as dental and prescription drug insurance.

CSEA argued that it could use the money better than could private carriers and provide improved benefits for its members with the same amount of money. Immediately the union announced improved benefits for employees in the bargaining units. Now, after one year of operation, improved efficiency has led to enough savings to finance much improved benefits.

Benefit Fund Director Thomas P. Collins said that while the dental coverage was at a level comparable to Type J coverage under the GHI program, the coverage has now been increased comparable to Type M-1 coverage.

For example, here are some of the procedures and the improvements to be effective after July 1: prophylaxis, from \$7.00 to \$10.00; filling (one surface), from \$5.00 to \$7.00; full bone impacted tooth, from \$45.00 to \$90.00; partial bone impaction, from \$25.00 to \$50.00; root canal (single root), from \$50.00 to \$75.00 and gingivectomy (per quadrant), from \$25.00 to \$65.00; full permanent dentures, from \$175.00 to \$200.00; maximum, active orthodontic treatment, from \$600.00 to \$720.00.

"Our Benefit Fund is not only spending our negotiated benefit payments more efficiently than management ever did it," President McGowan said, "but we are paying more claims, paying higher amounts per claim and paying the claims in much shorter periods of time than our members have experienced in the past."

A new pamphlet detailing the improved schedules is being prepared and will be sent to participating members in the near future.

In addition to providing dental and prescription drug coverage for state employees in CSEA's three state bargaining units, the CSEA Employee Benefit Fund is expanding into providing service to political subdivisions with CSEA members. The improvements announced in the overall coverage apply to the participating Fund members in the political subdivisions that contribute, Mr. Collins said.

"The future of the CSEA Employee Benefit Fund is expansion of its services to our members in political subdivisions," Mr. McGowan said. "In addition to the improvements in benefits for our members just announced, it is important to consider that all this is being done through improved efficiency so there is no increase to participating political subdivisions."

"We have proved the CSEA Employee Benefit Fund to be a great service to our members and we look forward to its continued expansion in servicing an ever increasing segment of CSEA members and their families," Mr. McGowan said.

County must negotiate its safety plan

KINGSTON — Ulster County, which once tried to exclude CSEA from participating in implementing a new safety program, must now negotiate the terms of the program with the union.

CSEA filed an Improper Practice charge with PERB after the County legislature tried to exclude the union from participating in discussions on the safety plan. John Crotty, PERB hearing officer assigned to the case, helped work out a stipulation whereby the County has agreed to negotiate the safety rules and regulations.

"The legislature's action was a violation of the Taylor Law," says County CSEA Unit President Joe Van Dyke. "It represented a unilateral change in terms and conditions of employment for 1,500 county workers."

Keep the Special Olympics Torch Burning...



Sponsor an Athlete.

The Special Olympics is truly *Special*.

During the International Special Olympics held last year at Brockport, some two-hundred New York Special Olympians represented our state.

CSEA is proud to have been a continuing sponsor for the Special Olympics — for the International Special Olympics alone, we raised over \$12,000. But now the Special Olympics need you to become personally involved. There are over 40,000 Special Olympians here in New York who continue to need your support.

You can personally sponsor a Special Olympian in the 1980 Summer Games to be held at Elmira College for only \$19.50! Think of it . . . *for roughly the price of dinner out for two, you can make a very real contribution to those who need it most.*

Whoever said you can't buy joy has never looked into the faces of Special Olympians as they run their races, jump their jumps, do their pushups and win their medals. And the joy won't stop there. Because everyone who helped — from the volunteers to each financial contributor — shares a special joy quite unlike anything else.

Even if you can't afford the \$19.50 by yourself, you can **SPONSOR AN ATHLETE** with several co-workers or friends. For example, it would cost only \$9.75 apiece for two people; only \$3.90 each for five people. Of course, you can contribute more.

Each sponsor will receive the name and address of his or her athlete and information on when and where the Olympian will compete. And so you'll have something special to remind you of your help, you'll receive a certificate from

New York Special Olympics, Inc. that you'll be proud to keep.

Please help. For your convenience, use the attached coupon. *Send your tax-deductible contribution to:*

CSEA Supports Special Olympics
33 Elk Street
Albany, New York 12224

I/We would like to participate in the CSEA "Sponsor-an-Athlete" program for the New York Special Olympics.

- | | |
|---|--|
| <input type="checkbox"/> President's Club (\$360) | <input type="checkbox"/> Bronze Medal Club (\$55) |
| <input type="checkbox"/> Gold Medal Club (\$185) | <input type="checkbox"/> Individual Sponsors (\$19.50) |
| <input type="checkbox"/> Silver Medal Club (\$95) | |

NAME _____

LOCAL NAME and / or NUMBER _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

Make checks payable to: "New York Special Olympics, Inc."

Nursing home hit by charges

ILION — The Civil Service Employees Assn. has filed four Improper Practice charges with the Public Employment Relations Board (PERB) against the Administration of the Mohawk Valley Nursing Home in Ilion.

According to CSEA spokesman Christopher Jamison, two of the IP charges were filed May 7, 1980, and an additional two charges the week of May 11, 1980, alleging that the administration at the Nursing Home has interfered with, repressed, and coerced the employees in disregard of their legal right to join and be represented by CSEA.

The charges further accuse the administration of deliberately singling out certain employees who have been actively involved in the CSEA Organizing Committee, and subjecting those employees to discriminatory treatment.

Jamison cited the example of an employee with eight years of outstanding service being terminated because of her off-duty union activities.

"The 120 employees at Mohawk Valley Nursing Home duly exercised their legal right in March to be represented by CSEA and have since met all manner of obstacles and harassment," Jamison said.

In listing the major reasons for organizing the nursing home, Jamison cited low pay in comparison to similar facilities, unanswered grievances over working conditions, administrative neglect of health and safety of employees, understaffing and "stretching out" of work duties, lack of a meaningful seniority system that would reward long-term employees, and discriminatory allotment of jobs, shift times and fringe benefits.



BRONX PSYCHIATRIC CENTER's (BPC) extensive asbestos hazards will be corrected before the end of 1980 according to an agreement worked out between CSEA and the hospital administration. Announcing the agreement to the operational employees exposed to the hazard are, from left, BPC Local 401 Second Vice President James Payne, CSEA Field Representative Bart Brier and BPC Deputy Director Ira Shulman.

Agreement reached to eliminate asbestos hazard at Bronx PC

NEW YORK CITY — Elimination of the extensive asbestos hazards in the warehouse and power plant buildings of Bronx Psychiatric Center (BPC) will be accomplished under an agreement between CSEA and the hospital administration.

The agreement, which calls for the elimination of the asbestos hazards by Dec. 31, 1980, was announced to the employees who work in the hazardous areas on May 12, 1980.

Negotiating the agreement were CSEA Field Representative Bart Brier, BPC CSEA Local 401 President William Anderson and Second Vice President James Payner, and BPC Director Pedro Ruiz and Deputy Director Ira Shulman.

The agreement states: "It is understood that if the repair of the roof is not completed by December 31, 1980, the Administration will reassign all personnel from Building 23 to non-affected areas until the roof repair is completed."

Shulman told the employees that if for some unexpected reason the elimination of the asbestos was not completed by the end of the year, the warehouse operation would be moved out of the hazardous building.

The agreement also included the following:

— A contract to clean the already-fallen asbestos will be bid and implemented by June 6, 1980.

— An outside contractor will be used to clean up fallen asbestos after each rainfall within eight hours of notification. After eight hours, personnel will be reassigned if the cleanup has not started.

— Overalls, shoe covers, gloves, masks and head coverings will be supplied to all employees working in the hazardous areas.

— Employees may be reassigned during clean-up periods if they are unable to carry out their usual jobs during the clean up.

It was also announced that the approximately 50 employees who have worked in the hazardous areas for more than five years have been x-rayed, and the x-rays have been sent to Mount Sinai Hospital Department of Environmental Medicine for study.

Counseling sessions for the employees individually will be conducted by Mount Sinai.

East Aurora contract

EAST AURORA — Blue collar employees in the Village of East Aurora have a new two year contract calling for salary increases over two years plus additional health insurance benefits.

According to Vincent P. Sicari, CSEA field representative and chief negotiator for the unit, a part of CSEA Erie County, Local 815, the recently signed contract with the Village includes salary increases of 55 and 60 cents per hour over the next two years. Other benefits include a paid health insurance program for retirees, paid life insurance, establishment of the New York State disability program, binding arbitration and an Agency Shop clause.

Members of the union negotiating team included Don Kelly, Unit president and chairman of the committee; Jim Parker, Gene Erdley, John Morgan and Don Yoerk.



Legislative goals pushed at Region III program

1) SOUTHERN REGION III PRESIDENT James Lennon, right, presents State Senator Linda Winikow (left) with an award from CSEA President William L. McGowan for her service and work with CSEA. The award is given at the Region III legislative breakfast in Tarrytown.

2) AMONG THE LEGISLATORS making comments at the Region III legislative breakfast was State Senator John Flynn.

3) REGION III FIRST VICE PRESIDENT Raymond J. O'Connor, left, and Regional Director Thomas Luposello discuss pending legislation at the legislative breakfast.

4) CSEA 1980 LEGISLATIVE PROGRAM is explained at the legislative breakfast by CSEA Legislative and Political Action Assistant Director Thomas Haley.

TARRYTOWN — More than 60 CSEA members and politicians from various governmental levels attended the recent Annual Legislative Breakfast here sponsored by CSEA Southern Region III.

The breakfast meeting was designed for legislators in the southern half of Region III, Putnam, Rockland and Westchester Counties, according to Region III Legislative and Political Action Chairman Carmine DiBattista.

Among those from CSEA attending the meeting were Region III President James Lennon, First Vice President Raymond J. O'Connor and Legislative and Political Action Chairman DiBattista; Local

representatives Millicent DiRosa (Putnam County), John Mauro (Rockland County), Eva Katz (Rockland Psychiatric Center), Len Gerardi (SUNY Purchase) and Pat Mascioli (Westchester County); members of the Region III Legislative and Political Action Committee; members of a number of local legislative and political action committees; and Regional Director Thomas Luposello.

Politicians attending the meeting were State Senators John Flynn (Westchester and Bronx), Mary Goodhue (Westchester), Joseph Pisani (Westchester) and Linda Winikow (Rockland and Westchester); Assemblymen Richard Ross and Nicholas Spano and a

representative for Peter Sullivan (all Westchester); and a representative for Congressman Peter Peyser (Westchester and Bronx).

CSEA Assistant Legislative Director Thomas Haley spoke at the meeting, explaining the 1980 CSEA Legislative Program.

Lennon spoke on the importance of legislation and interaction with legislators.

He presented State Senator Winikow with an award from CSEA President William L. McGowan for her service and work with CSEA.

Coordinator of the breakfast meeting was Eleanor McDonald, chairman of the Westchester County Legislative and Political Action Committee.

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SENATOR EDWARD KENNEDY waves to delegates attending the recent Pennsylvania AFSCME Council 13 Convention. Three AFSCME International Vice Presidents stand with Senator Kennedy, including International Vice President Irving Flaumenbaum, right, who is also president of CSEA Long Island Region I. Others from left are International Vice President Joe Bonavita from Boston, Mass., and International Vice President Earl Stout of Philadelphia, Pa.

Donahue named Nassau unit president

Jerome Donahue has been elected president of the Nassau County Sheriff's Department CSEA Unit, a part of Nassau County Local 830. Dotty Garage was named executive vice president of the unit, while vice president positions were won by John Considine, Arthur Golinsky, James Britt, Mike Turner and Robert Preuss. Nancy Hernandez was elected unit secretary, and John Ravalli was named treasurer.

Salamanca ratifies pact

SALAMANCA — The City of Salamanca Police Unit of CSEA Local 805, Cattaraugus County, announced a 2-year contract agreement has recently been ratified by the membership.

Mike Painter, CSEA Field Representative and chief negotiator for the unit, said the agreement is retroactive from April 1, 1980.

Terms of the new pact provide salary increases of \$1,000 for each of two years for full time employees and 40 cents per hour for part time employees. The new agreement also

includes several changes in contract language including one hour call back time for the matron and cooperative pension payments for crossing guards, depending on tier status.

The new agreement covers full-time police officers, Sergeants, Lieutenants, probationary and provisional police officers, matrons crossing guards, and part-time police officers.

Members of the unit negotiating committee included: Ed Gimbrone, Unit President, Stuard Denning and J. Steven Montgomery.

Mattei reelected village mayor

MANORHAVEN — James F. Mattei, an 18-year CSEA member and activist, has been elected to his third two-year term as Mayor of the Village of Manorhaven in Nassau County.

Mattei is a full time employee of the Nassau County Probation Department. A member of Nassau County CSEA Local 830 for the past 18 years, he has served as president of the local's probation unit, president of the union's Nassau County negotiation

team, a member of the local's grievance board, and is currently a member of the CSEA Statewide Probation Committee. Mattei is an elected delegate of Local 830 and was recently elected as a delegate to the AFSCME convention in Anaheim, California.

Mattei ran unopposed in the recent election, marking the first time in the history of the incorporated village that an incumbent mayor was unopposed.

Catherine E. Harrington dies

SYRACUSE — Syracuse City Local 013 recently mourned the loss of Catherine E. Harrington, a former employee of the New York State Labor Department for 34 years.

Mrs. Harrington formerly served as First Vice-President of Local 013 and was a statewide delegate to many CSEA conventions. Mrs. Harrington

was also active in the Syracuse Retiree Local.

In addition to her many years of dedicated service to CSEA, Mrs. Harrington was a member of the President's Commission on Employment of the Handicapped and served as chairperson of the Onondaga County National Employ the Handicapped Week for many years.

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. _____

Happy Retirement ED CLEARY

MELVILLE — More than 200 persons turned out to honor Long Island Region I Director Edwin Cleary on May 14, one day before his retirement from CSEA.

In attendance at the dinner in honor of Cleary were his family, friends, CSEA members and regional and statewide CSEA staff members.

Those making speeches in honor of Cleary and/or giving him awards and gifts included:

Region I President Irving Flaumenbaum, Jerry Rogers and Thomas Whitney of the statewide CSEA staff in Albany; Field Representative and Acting Regional Director William Griffin and Collective Bargaining Specialist George Peak of the Region I staff, Gregory Szurnicki of the Kings Park Psychiatric Center Local, Nicholas Abbatiello of the Nassau County Local and Walter Weeks of Suffolk Education Local.

Also, Danny Donohue of the Central Islip Psychiatric Center Local, Arthur Loving of the Long Island State Parks Local, Robert Kolterman and Ben Porter of the Suffolk County Local, William Chacona and Betty Duffy of the Pilgrim Psychiatric Center Local, Louis Mannellino of the State Department of Transportation Local and Steve Regenstreif of AFSCME.

Suffolk County Labor Commissioner Lou Tempera presented Cleary with a proclamation from County Executive Peter F. Cohalan naming May 15, 1980, as Ed Cleary Day in the county.

Cleary directed the staff in Region I and previously in the Long Island Conference for 13 years.



EDWIN CLEARY, left, accepts a present from Danny Donohue, President of Central Islip Psychiatric Center Local 404, at Mr. Cleary's retirement party last month. He directed the union's professional field staff in the Long Island area for more than 13 years.

Election scheduled

ALBANY — The CSEA Statewide Nominating Committee has begun the election process for a new Region 5 Mental Hygiene Representative to the union's Board of Directors by nominating candidates for election to the position.

The Committee met on May 29 in Albany to make its nominations. The candidates nominated have several days to consider acceptance of the nomination.

Ballots for the election are scheduled to be mailed out to all eligible voters on June 18, according to CSEA Executive Director Joseph J. Dolan, Jr., who is coordinating the election with the union's Special Elections Committee. Eligible voters are members in good standing as of May 17 who are employed by the state's Office of Mental Health or Office of Mental Retardation within Region 5.

Members seeking to run for this office may still do so by qualifying for ballot placement by petition. The signatures of 450 mental hygiene members from Region 5 are required to gain nomination by petition. Details on this procedure can be obtained by contacting the Office of the Executive Director, CSEA, 33 Elk St., Albany, N.Y., 12224 or calling (518) 434-0191.

Mr. Dolan said any petitions must be received by no later than 9 a.m. on June 12 to be considered. Further details on the election will be published in future editions of the Public Sector.

Autistic child questionnaire will determine needs

ALBANY — A questionnaire is now available for parents of autistic children, to determine the needs of those afflicted with autism in New York State.

The New York State Society for

Autistic Children has prepared the free questionnaire in cooperation with the Office of Mental Retardation and Developmental Disabilities.

The confidential survey comes with

a self-addressed, stamped envelope, covering letter and instructions.

For a copy of the questionnaire, write: Ruth Dyer, NYSSFAC, 169 Tampa Ave., Albany, N.Y. 12208, or call her collect at (518) 489-7375.

'I am an American' program set by Local 507

POUGHKEEPSIE — In a strong patriotic show of support for the American hostages in Iran, CSEA Local 507, State Department of Transportation Region 8, Poughkeepsie, is sponsoring an "I am an American Day" featuring speeches by state and local political figures and a program of entertainment on June 14 in Wilcox Memorial Park, Route 199.

"We just wanted to do something to show the community and the country that our union has not forgotten the hostages," says Local 507 President Bill Michitsch, who is mainly responsible for planning and organizing the program.

The "I am an American Day" program will begin at 10 a.m. and include a presentation by the local VFW color guard, flag raising and other ceremonial activities. A number of local and state political figures will speak during the program, and several bands and singing groups will perform.



Support is urged on union bill to end exams charge

ALBANY — A recent memo from the State Civil Service Department directing counties and municipalities to start collecting a \$5 fee from public employees who take Civil Service exams has only served to unite CSEA members in their opposition to such a fee.

Union lobbyist Stephen Wiley said the memo, from Municipal Service Division Director Thomas G. Pillsworth, has already resulted in several municipalities and counties instituting the \$5 fee.

"Since then, many members have called wanting to know how we can eliminate this unfair charge," Wiley said. "The most effective way now is to call and write your local assemblymen and the governor, because CSEA has a bill in the Assembly Ways and Means Committee that would remove the fee for incumbent employees of both the state and the local governments."

The bill, sponsored by

Assemblyman Richard Gottfried and Senator Anthony Seminerio, has already passed the Senate.

Its Assembly number is A9456.

"It's just as important to let the governor know we want him to sign the bill as it is to let your assemblyman know we want him to pass it," Wiley noted. "It's grossly unfair, and bad for morale, to make people pay for the privilege of taking a competitive exam for a job series in which they would be best suited and most efficient. Also, for thousands of provisional civil service employees throughout the state, open-competitive exams must be taken in order for them to keep their jobs. Why should these people have to pay to take such an exam?"

The union has also filed an Improper Practice charge on behalf of state employees required to pay the fee. The issue was submitted to a Public Employment Relations Board hearing officer, and a decision is expected shortly. That decision, however, will not affect the provisions of the bill.

"The union is still going all out to see that this bill, which will protect state and local civil service employees, is passed and signed into law," Wiley said. "Now that the fee has begun spreading to the county and municipality level, we're getting more support for the bill than ever."

Workshop for state division delegates held

MONTICELLO — "We're within three inches of OSHA (a health and safety law for public employees)," CSEA President William L. McGowan told the delegates attending the CSEA State Delegates Meeting at Kutshers Country Club.

President McGowan's address to delegates was part of a highly successful program of educational workshops for CSEA State Division delegates held at Kutshers Country Club May 21-23.

"Don't go to sleep. Keep up the pressure on your legislators. Don't get off their backs until OSHA becomes a law.

"It is a fair and just law which we should have had years ago," McGowan said.

CSEA Executive Director Joseph Dolan told the banquet audience that the State Delegates Meeting was the idea of President McGowan.

Dolan also expressed "special thanks" to State Executive Committee Chairman Patricia Crandall for her help in organizing the meeting.

Guest speaker at the banquet was labor relations professor Joel Douglas. Douglas is director of the National Center for Study of Collective Bargaining, Baruch College, City University of New York; and one of the select panel of arbitrators who hear patient abuse cases.

Douglas, who claimed he predicted in 1970 that CSEA and AFSCME would get together, made a number of predictions for labor in the 1980s.

Some of which are:

- Continued growth of public employee unions.
- Greater efforts by unions to represent retired members.
- Greater use of LOBA (last offer binding arbitration).
- Efforts to protect employee privacy (lie detectors, videotape cameras, etc.)
- More use of the four-day work week and even the three-day work week to reduce energy and transportation costs.
- New York State will have its own version of Proposition 13.
- Greater pressure from minorities for avenues of job upgradings and promotions.
- Wage and price controls.
- Management-labor cooperation to avoid closings.
- Lowering of Social Security retirement age.
- Greater use of arbitration in disciplinary cases.
- As individuals find their strength is limited, union leaders will receive greater backing from their memberships.



ENJOYING THE BANQUET at the State Delegates Meeting are, from left, State Executive Committee Chairman Patricia Crandall, CSEA Executive Director Joseph Dolan and statewide Executive Vice President Thomas McDonough.

(Below) CSEA STATEWIDE SECRETARY Irene Carr, right, and Marie Romanelli of SUNY New Paltz are among those attending the meeting on the Clerical and Secretarial Employee Advancement Program (CSEAP).



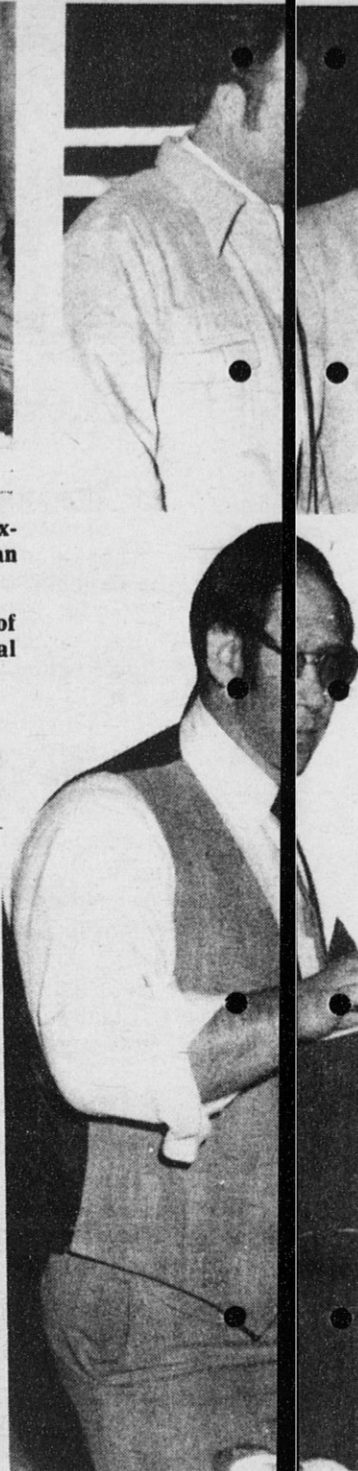
INDUSTRY STATE SCHOOL DELEGATES include Edward Gilbert and Ann Baldwin.



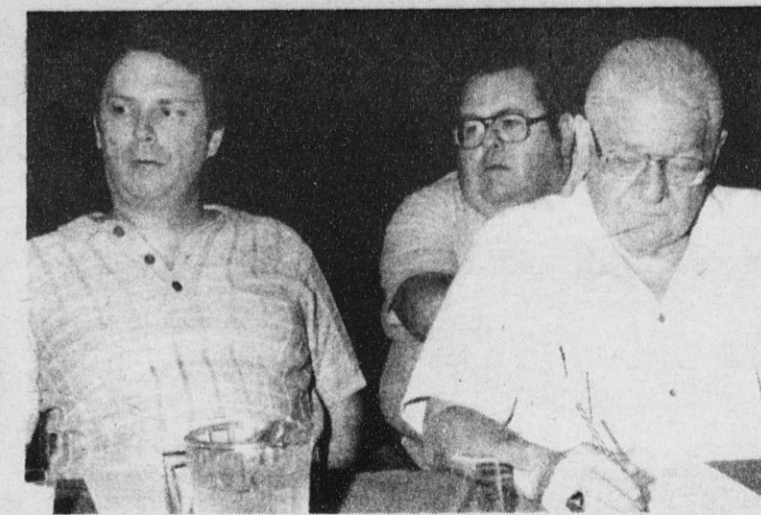
AMONG THOSE REPRESENTING THE largest CSEA state local — Local 010 — are, from left, Adele Borakove, Betty Mills and Joseph Johnson.



ROCKLAND PSYCHIATRIC CENTER delegates include, from left, Eva Katz, Doris Josephson, Pat Grondin and Edna Knightly.



CENTRAL REGION V PRESIDENT James Moore, second left, is congratulated on the award he received for his service to CSEA mental hygiene by, from left, Danny Donohue, Central Islip Psychiatric Center; Betty Duffy, Pilgrim PC; and Dorothy King, Creedmoor PC.



REGIONAL PRESIDENTS attending the general session of the CSEA State Delegates Meeting included, from left, Joseph McDermott, Region IV; James Lennon, Region III; and Irving Flaumenbaum, Region I.



GUEST SPEAKER AT THE CSEA State Delegates Meeting banquet is labor relations professor and arbitrator Joel Douglas.

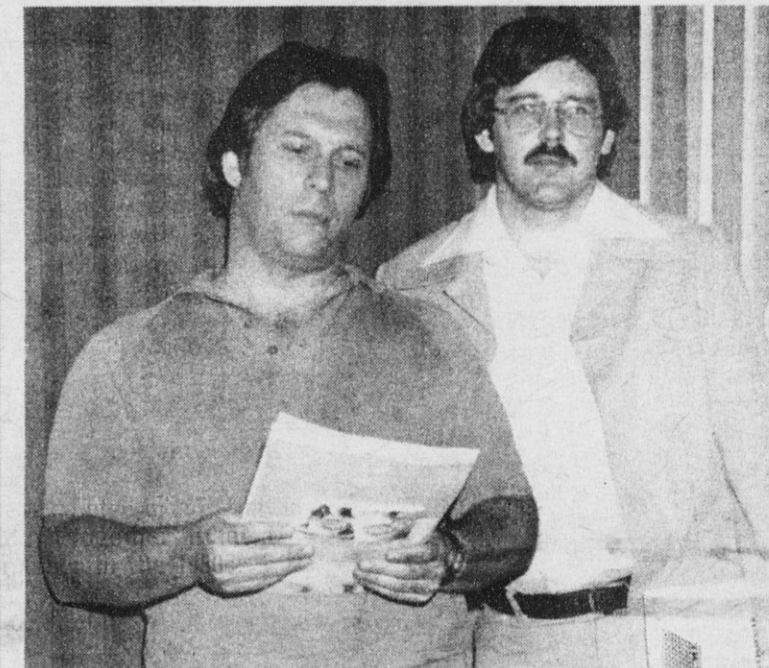
(Left) LEADING THE DISCUSSION OF THE Performance Evaluation Program is committee Chairman Martin Langer.

Donohue re-elected

MONTICELLO — The CSEA Mental Hygiene Presidents Committee overwhelmingly re-elected Danny Donohue of Central Islip Psychiatric Center Local 404 to a second two-year term when the committee met May 24 during the State Delegates Meeting.

The committee also elected Felton King of Staten Island Developmental Center Local 429 as vice chairman and re-elected Betty Duffy of Pilgrim Psychiatric Center Local 418 as secretary-treasurer.

Making up the committee are the local presidents and the representatives on the CSEA Board of Directors from mental hygiene facilities.



DEPARTMENT OF TAXATION AND FINANCE and Department of Health are represented at the State Delegates Meeting by, from left, John Gully and Al Mead, respectively.

(Left) ATTENDING THE MENTAL HYGIENE Presidents Committee meeting are Margaret Meaders, Manhattan Developmental Center; and Ben Kosiorowski, Pilgrim Psychiatric Center.



AT THE SAFETY WORKSHOP at the State Delegates Meeting are Karen Gardner and Richard Gull, both of the State Department of Transportation in Onondaga County represented by the CSEA Syracuse City Local.



DEPARTMENT OF LABOR IN ALBANY DELEGATE Ernestine Lafayette and Wassail Developmental Center Delegate James LaFave attend the safety workshop at the State Delegates Meeting.



ATTENDING THE STATE DELEGATES MEETING from Buffalo Psychiatric Center are, from left, Pat Franco and Leroy Freeman.

Committee striving to improve conditions for working women

Training workshops help committee meet objectives

ALBANY — At the start of its third year of existence, the Statewide Civil Service Employees Assn. Women's Committee, chaired by June Scott of the Department of State Local in Region IV, has been an active committee, steadily moving closer to accomplishing two major goals set when it was first formed.

It has taken an important step toward providing more promotional opportunities for all public employees and has begun the creation of a network of women's committees within the union.

From the beginning, the committee acted on its commitment to educate the women of CSEA through training seminars and workshops.

At the Fall 1979 Statewide CSEA delegate's meeting, the committee, then led by co-chairs Janice Schaff (Region III) and Joanna Williams (Region VI) was instrumental in the passage of a motion calling for the union to strive to have years of service substituted for "unnecessary college degree practices and inappropriate educational requirements" on civil service examinations.

Committee members commented that too many employees are stuck in a clerical ghetto, simply because they don't have a degree. "They have the ability to do the work of higher grades and often train the people with degrees who come in to take the higher grade positions," the committee claimed.

While the union began researching the matter, the committee was flooded with letters from women and men across the state, who felt they were unfairly trapped by educational requirements.

A victory was achieved in this area, last Spring, when the union brought several women in the Albany region to join CSEA in an appeal to the state Civil Service Department over discriminatory admissions requirements for a Computer Programmer Trainee exam. The exam, which traditionally had been opened to all workers in grade three and above, was now being restricted to those in grade seven and above. Not only was the new rule discriminating, but it also violated the ideals of CSEA Program which established career ladders for state employees. As a result of this pressure the original requirements were put into effect.

The group looks to the establishment of women's committees on regional and local levels as the most effective means

of maintaining contact with the grassroots members of the union. Working with Region presidents, the members have been able to set up such committees in Regions I, IV and VI. The region chairs — Geri Cadieux (Region I) June Scott (Region IV) and Joanna Williams (Region VI) — are members of the statewide committee.

"This is just the beginning," commented Ms. Scott. "Now we must have committees in the other regions, then in the locals."

She feels this network will serve to filter down information, get more women involved in the union, educate and offer advice and guidance to those seeking it.

A variety of subjects ranging from becoming an active women union member to fighting sexual harassment on the job, have been covered at committee sponsored workshops and training seminars, most of which have been held at conventions and other major meetings.

The first of these, a leadership seminar sponsored jointly by CSEA and AFSCME, took place at historic Val-Kill, the family home of Eleanor Roosevelt, a long time supporter of labor and women's rights.

Representatives of the committee have also attended workshops conducted by the Center for Women in Government.

The Women of CSEA, who feel they face unique problems as public employees, have long called for a committee to protect and promote their rights in the working world. They got their wish when, in January, 1978, a group of women approached Statewide President William McGowan about the possibility. He approved the idea and appointed Irene Carr, Statewide CSEA Secretary, as its temporary chair. A year later, committee members elected Ms. Schaff and Ms. Williams to co-chair the group.

The first year was largely one of organization, planning and goal setting. The group immediately published a questionnaire in CSEA's newspaper soliciting the opinions, feelings and needs of women in the union. Their responses have helped to shape the committee's goals.

Committee members, in addition to Ms. Scott, are Barbara Swartzmiller, Shirley Brown, Barbara Reeves, Geri Cadieux, Joanna Williams and Margaret Meaders.



Regional committees forming as liaisons

ROCHESTER — Since its own beginnings, the Statewide Civil Service Employees Assn. Women's Rights Committee has encouraged the formation of similar committees in the union's six Regions. So far, regional committees have been formed in three regions. The following is the story of one of them.

Such a committee was established in Region VI in 1978, and since has become an active and vital force in the lives of CSEA women here.

Under the chairmanship of Joanna Williams, the committee has been devoting much of its time and energy to the task of educating the women to know their rights as workers and union leaders and members. And the women in the various locals have responded with all the enthusiasm and thirst for knowledge that Ms. Williams and her committee members had expected.

So far the committee has sponsored workshops which can boast attendance figures of nearly a hundred each time. And the committee is constantly barraged with letters from members expressing their need for more promotional opportunities, work site day care centers and equal pay for equal work.

"The women are motivated, they're gung ho," said Ms. Williams. "They realize that the committee can help them and they seek that help."

Like the statewide committee, the region committee has made the needs of the members its goals.

Currently, according to Ms. Williams, they are researching and planning for a day care center at Monroe Community Hospital, where she works. The working mothers, she says, feel they would take less time off from work and have peace of mind knowing their children are being well cared for nearby.

"The center at the hospital will be a pilot project and, hopefully, the start of centers throughout our Region," she commented.

Research has also begun into the possibility of increasing promotional opportunities, mainly for secretarial and clerical workers in the region, and into charges that some women are not getting the same pay for doing the same work as the men in some areas.

The committee also serves to keep lines of communication open between local members and the statewide committee, constantly exchanging information between the two. "The committees function together. At this point one could not exist without the other," she noted.

Always looking for new ideas, Ms. Williams attends a number of workshops and seminars sponsored by other women's groups. Among these groups is the Coalition of Black Trade Union Women (CBTUW), of which she is a member. "I truly feel that by attending outside functions we become more enlightened," she explained.

Ms. Williams praised Region VI President Robert Lattimer for his support of the committee.

These articles concerning the CSEA Women's Committee were researched and written by staff writer Deborah Cassidy.

Retiree Newswatch

If you want your pension increase you'd better write a letter today

TIME HAS ALMOST RUN OUT FOR US! FEWER DAYS THAN YOU HAVE FINGERS ON YOUR HANDS ARE LEFT BEFORE THE END OF THE 1980 LEGISLATIVE SESSION. JUNE 9th IS THE LEGISLATORS' DEADLINE. FOR REAL THIS TIME.

I want you to write some letters again! When? TODAY — after reading this "special." NOW!! Not tomorrow!! WHY?? WHY THE RUSH?? I have hot and fresh news for you. In fact, more than I can tell you without revealing reliable inside sources.

MY question to YOU: Do you want a pension increase? Then, ACT IMMEDIATELY!! Not when it becomes convenient. If not, then I give up with many of you, who — I have good reason to believe — never responded to my April pleas to write, write, write. A number of legislators have said their mail has been very light from retirees. On my word. SHAME!

The hot, still in the oven, is

that, as I write this, a bill is being put together by the legislative bill writers. I HAVE FIRST HAND INFORMATION THAT IT FOLLOWS MOSTLY THE CSEA RETIREE BILL (S. 8063 — A. 9554) and is patterned to provide a supplementation increase for all who retired since the fifties (or before) close to all retirement dates to 1979 — OUR bill for the most part. Don't let certain big mouth independent retirees, some of them renegade CSEA retirees, mostly from downstate, tell you they have successfully browbeaten legislators into this action. Legislators want to be fair and to please, but don't take browbeating from anybody or group. So stay with me and the big final CSEA push.

Whose say-so will put our bill over the top or will present us another tray of crumbs? Don't you know, by now? The LEADERSHIP'S, OF COURSE: Carey, Fink, Anderson, Walsh, Emery, Ohrenstein.

Yes, some of you wrote to them

before, the same people, at my urging. BUT WRITE ONCE AGAIN; really, it is in the eleventh hour. Bags and bags of personal short notes from the retirees of the N.Y.S.E.R.S. (you!) must go to the above and reach them before June 7th or 8th. Include your year of retirement, your annual pension, and the shrinkage resulting from inflation. Include your sincere promise of a vote, regardless of party, for success of this bill, and a sincere rejection of your support if they fail us.

According to Bernard Ryan, CSEA Legislative Director, the mail must be "voluminous." He KNOWS; he has been right close in there to the action. The new bill will have a different number, but when writing refer to our bill by its number, as it is the model.

Write to:

Honorable Governor Hugh Carey, The Capitol, Albany NY 12224.

Hon. Daniel Walsh, Majority Leader, the Assembly, Room 341,



By Thomas Gilmartin
CSEA Retiree Coordinator

The Capitol, Albany, NY 12224.

Honorable Speaker Stanley Gink, Room 349, The Capitol, Albany, NY 12224.

Hon. James Emery, Minority Leader, Assembly, Room 340, The Capitol, Albany, NY, 12224.

Honorable Warren Anderson, Room 330, The Capitol, Albany, NY 12224.

Hon. Manfred Ohrenstein, Minority Leader, Senate, Room 314, Capitol, Albany, NY 12224.

What are you waiting for? Come on, let's win this one — or don't you need it? The timing is too close for comfort. CSEA HAS BEEN WORKING ITS HARDEST. Now it's up to you.

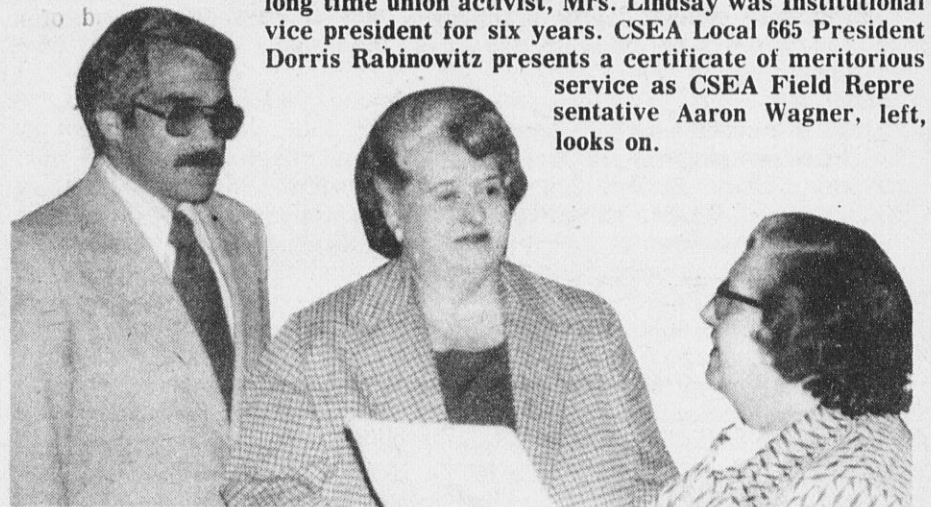
Cortland County retirees recognized

CORTLAND — Cortland County CSEA Local 812 recently sponsored a dinner dance in honor of 14 CSEA members who have retired after a combined total of 247 years of service to Cortland County.

Participating in the program honoring the retirees were Cortland County Veteran's Officer Ted Doty, CSEA Local 812 President Keith Poole, County Clerk John Kimmich, and CSEA Region V Executive Vice President Patricia Crandall.

County Unit retirees included Robert W. Burleigh, Manpower Office; Harold R. Campbell, Highway Department; Virginia A. Colton, Civil Service Office; Ludwig Denkenberger, Jr., Highway Department; Camilla M. Henry, County Clerk's Office; Henrietta K. Thomas, County Clerk's Office. McGraw School Unit retirees are Aden P. Ferris and Willis B. Streeter. Retirees from the Cortland Enlarged City School District include Louise P. Canestero, Pomeroy School; Esther Fabrizio, Pomeroy School; Elisabeth L. Lash, Barry School and Cortland High School; Stanley L. Perry, Cortland Senior High School, and Frances Stevens, Cortland Senior High School. Lt. Edward K. LaShomb retired from the Cortland Sheriff's Unit.

MRS. MARJORIE LINDSAY, center, was honored recently upon her retirement as a senior lab technician in the Division of Labs and Research, State Health Department after 36 years of service. A long time union activist, Mrs. Lindsay was Institutional vice president for six years. CSEA Local 665 President Dorris Rabinowitz presents a certificate of meritorious service as CSEA Field Representative Aaron Wagner, left, looks on.



Retirees honored at SUNY Oswego

OSWEGO — Thirteen retirees during the past fiscal year were honored recently by SUNY Oswego CSEA 611.

Local 611 President Dale Dusharm was toastmaster for the dinner program honoring those who retired from SUNY Oswego between April 1, 1979 and March 31, 1980. Dusharm presented service certificates, and Robert Stirling spoke as representative of the college administration. Personnel Associate Donald Sherwood also represented the administration during the program.

Retiring members included Peter Burza, Michael Pauldine, George Norton, Margaret Schwartz, and Helen Nichols. Also, George W. Carr, Charles Miner, Ruth Hagen, Francis Thayer, and Helen Plata. Also, Clayer Bond, Stanley Wengen, and Carl Wight.



WESTCHESTER COUNTY LOCAL 860 President Pat Mascioli welcomes Rockland-Westchester Retirees Local 918 President Agnes Durantino to the Local 860 headquarters in White Plains. More than 80 retirees attended the April 10 meeting, including, from left, Vivian Renalver, formerly of the Westchester County Unit; Robert Doherty, formerly of the City of White Plains Unit; Mary Gale, formerly of the Westchester County Unit; and Charles Peeks, formerly of the City of White Plains Unit. President Durantino said it was the first meeting of Local 918 in Westchester County.

Union will conduct workshop series on the CSEA program

ALBANY — CSEA will be conducting workshops throughout June and July on the Clerical and Secretarial Employees Advancement ("CSEA") Program, part of the union's contract covering the 38,000 state workers in the Administrative Services bargaining unit.

One workshop will be held in each region, with two representatives from each state-division local eligible to attend. The schedule is: Region 4: June 16, from 10 a.m. to 3 p.m. at the 1st floor meeting room of the DOT, State Office Campus Building No. 5, Albany; Region 5: June 17, 10 a.m. to 3 p.m. at the Hutchings Psychiatric Center auditorium, Syracuse; Region 6: June 18, from 9:30 a.m. to 2:30 p.m. in the Genesee Community College conference center, Batavia; Region 2: July 9 from 10 a.m. to 3 p.m. in Rm. 4430, World Trade Center; Region 1: July 10 from 10 a.m. to 3 p.m. in State Office Building Rm. 2843, Hauppauge; and Region 3: July 11 from 10 a.m. to 3 p.m. at SUNY New Paltz Lecture Center Rm. 100, New Paltz.

Included in the workshops will be information on the six different concepts that make up the CSEA Program; the history and philosophy of the program; how the individual can use the program to his or her best advantage; examples of successes the program has already had; and a list of the components of a proposal an agency can use to implement part or all of the program.

The innovative Progoam was designed to provide meaningful training, development and advancement opportunities for women, minorities and the disadvantaged within state service. About 85% of the Administrative unit is female.

"The purpose is to improve morale, mobility and productivity for these groups, who have not had great opportunities for training or promotions in the past," said Jack Conoby, CSEA's collective bargaining specialist who negotiated the Administrative Unit agreement.

"The program has already had some excellent results. Most recently, 70 people have been appointed to Grade-13 traineeships that will ultimately lead to Grade-18 administrative positions. The program is definitely off the ground, but we want to make sure everyone in the bargaining unit understands what it's all about, and how they can use it," he added.

The workshops are being run by the joint CSEA/State Committee on the CSEA Program, so that both labor and management will be available to provide information and answer questions.

Scholarship winners listed

ALBANY — Twelve talented high school seniors from around the state have been chosen as recipients of \$500 CSEA College Scholarships for the 1980-'81 academic year.

They are: From CSEA Region I (Long Island) — Patricia Anne Casey, daughter of Marion Casey, a teacher aide with the Southeast Elementary School in Brentwood, N.Y. Patricia will attend the College of Mt. St. Vincent; and Tuneen Elase Chisolm, daughter of Doris Chisolm, a clerk at the College of Old Westburt. Tuneen will attend Brown University.

From CSEA Region II (Metropolitan) — Michael Robert Brown, son of Eileen G. Brown, a senior clerk with the New York State Liquor Authority. Michael will attend Catholic University; and Gregg Schneider, son of Eileen Schneider, a stenographer with the Office of Vocational Rehabilitation. Gregg will attend New York University.

From Region III (Southern) — Susan DiVirgilio, daughter of Beverly DiVirgilio, a stenographer at Middletown Psychiatric Center. Susan will attend Orange County Community College before transferring to SUNY at Potsdam; and Laurie Hewlett, daughter of Edwin H. Hewlett, a bridge maintenance employee of the State Department of Transportation. Laurie will attend SUNY at Cortland.

From Region IV (Capital District) — Kevin Brian Costello, son of Earl Costello, Sr., a tugboat captain with the State Department of Transportation, Canals Division. Kevin will attend Siena College; and Mark W. Schnellbaecher, son of Jude Schnellbaecher, a senior office assistant with the Rensselaer County Surrogate Court. Mark will attend Georgetown University.

From CSEA Region V (Central) — Timothy Samuel Oey, son of Arliene Oey, a caseworker instructor for the Franklin County Social Services Department. Timothy will attend Harvard College; and Suzanne Smith, daughter of Karin S. Stathatos, a senior court typist with the Office of Court Administration 4th Judicial District, in Syracuse. Suzanne will attend Cornell University.

From CSEA Region VI (Western) — Francis M. Conway, son of Fred M. Conway, a carpenter with the Office of General Services in Buffalo. Francis will attend Canisius College; and Matthew Douglas Farrell, son of Kenneth Douglas Farrell, a senior environmental health technician with the Erie County Health Department. Matthew will attend Case Western Reserve University.

The Special CSEA Scholarship Fund Committee sifted through 625 applications and chose the two winners from each CSEA region based on a number of criteria, including academic achievement, financial need and extracurricular activities.

"There were many excellent candidates, and it was a tough choice for the committee to make," said committee chairman Dominic Spacone, Jr. "But they devoted many hours of hard work to the project, and CSEA can be proud of the scholarship recipients."

Winners and CSEA regional presidents have been notified of the selections, and presentation ceremonies involving the recipients and their parents, CSEA officials and dignitaries will be held at regional offices shortly.

The scholarships this year will be presented in memory of Geraldine Dickson, a long-time CSEA activist from Region IV.



OFFICIAL CSEA/AFSCME JACKETS adopted by the Metropolitan CSEA Region II executive committee at its May meeting are modeled by, from left, Dorothy King and Ronnie Smith. Looking on are Region II President Jimmy Gripper, center; Region II First Vice President Felton King, and Southern Region III President James Lennon, right, who was a guest at the meeting.



REGION II OFFICIALS attending the May executive committee meeting included, from left, Treasurer Clinton Thomas, Third Vice President Willie Raye, and Regional Director George Bispham.

Region II establishes workshop dates

NEW YORK CITY — Metropolitan Region II will hold its annual regional workshop at the Playboy Resort in Great Gorge, N.J., Sept. 12-14, the regional Executive Committee voted at its May 12 meeting.

The committee also made tentative plans for an Executive Committee workshop at the Playboy Resort on Sept. 11.

A regional jacket design was adopted by the committee following a presentation by Southern Region III President James Lennon who's region adopted a jacket earlier in May.

Region II President James Gripper urged all local presidents to bring full delegations to CSEA delegates meetings to give the region full representation at those meetings.

LONG ISLAND REGION I PRESIDENT Irving Flaumenbaum, left, swears in Frank Fasano as president of Nassau County Education Local 865. Fasano recently replaced Edward Perrott who stepped down as president of the more than 2,000-member local.



Calendar of EVENTS

June

- 4-6—County Delegates Workshop, Kutsher's Country Club.
- 16—Region IV State Division Local president's meeting (tentative).
- 20-22—Region IV workshop, Otsega Hotel, Cooperstown.
- 21—Wassaic Developmental Center Local 426 training workshop, Wassaic Developmental Center.
- 21-22—New York City Local 010 training workshop, Sheraton Center, New York City.

July

- 5—Genesee Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Dansville.
- 11—Syracuse City Local 013 annual clambake, 5 p.m., Hinerwadel's Grove, Taft Road, North Syracuse.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.

Union identifies proposed bills detrimental to members

This year, as in years past, the Civil Service Employees Assn. has been one of the most active of all groups conducting organized lobbying efforts during the annual session of the State Legislature. CSEA this session was successful in having introduced a package of more than 30 specific proposed pieces of legislation. But, as in each year, the union's lobbying effort is not limited to efforts on behalf of its own package of bills. In fact, the effort is actually conducted in three distinct

segments, each very important to the union membership. In addition to its own package of more than 30 proposed bills, CSEA also has taken stands for and against many other bills. In the previous edition, *The Public Sector* published a list of 27 proposed bills strongly supported by CSEA but not part of the union's own package. The following is an even longer list of proposed bills that the union has been working to defeat throughout the current legislative session.

BILL NUMBER	SUMMARY OF PROVISIONS	STATUS
A. 4161A	This bill significantly expands the category of individuals who could be placed in exempt class.	A. Governmental Employees
A. 4162B	This bill would require that appointment or promotion from the eligible list to a position in the competitive class be made by selection of 1 of 10, instead of 1 of 3.	A. Governmental Employees
A. 4163A	This bill would allow government to adopt its own provisions for the consolidation of bargaining units.	A. Governmental Employees
A. 4164A	This bill would amend the Civil Service Law, regarding the prohibition of bargaining on management rights.	A. Governmental Employees
A. 4154B	This bill would amend the Civil Service Law regarding the designation of certain employees as managerial and would repeal a provision designating certain fire department personnel as managerial.	A. Governmental Employees
A. 2965	This bill would amend the Civil Service Law in relation to exempting CETA employees from Agency Shop.	S. Civil Service
A. 3257	This bill would amend the 1 of 3 provisions of the Civil Service Law.	A. Governmental Employees
S. 2535		S. Civil Service
A. 6169A	This bill would redefine employer.	A. Governmental Employees
A. 4155B	This bill would delete the provision in the Civil Service Law against transferring a civil service employee without his consent.	S. Civil Service
A. 4156	This bill would amend the Civil Service Law altering layoff and re-instatement procedures for public employees.	A. Governmental Employees
A. 4157	This bill would amend the Civil Service Law to state that employees appointed in any one calendar year shall be considered to have the same date of appointment.	A. Governmental Employees
A. 5908A	This bill would amend the Civil Service Law and the Public Officers Law regarding review challenges to civil service examination answers and access to examination questions and answers.	A. Governmental Employees
A. 1217	This resolution proposes to add a new Article 20 to the Constitution to require the legislature to provide by Law the powers of initiative and referendum.	Dead
A. 1025	This resolution would require a 2/3 vote of the full membership of the Senate and Assembly in order for any state tax increase, enactment of new tax or the extension of any existing state tax law to become law.	Dead
A. 3981	This bill would allow Monroe County to amend its Charter subject to mandatory referendum, to provide for initiative and referendum procedures through which the county electors could petition for the enactment of amendments to the county charter.	A. Local Governments
S. 2059		S. Local Governments
S. 57	This bill would require applicants for positions as officers or employees of various departments to undergo written and oral psychological examination, and to be retested at least once every five years.	S. Mental Hygiene
A. 266		A. Labor
S. 238	Excludes individuals not members of employee organizations involved in a strike from punitive provision of law relating to the suspension of the accumulation of unemployment insurance benefits.	S. Labor
A. 756	This bill would exempt employers from liability for compensation when the injury was sustained by participation in an athletic activity conducted off the employers premises unless employer requires or pays the employee to partake in the activity.	A. Labor
S. 607		S. Passed 3-10-80
S. 646	This bill would eliminate the \$100 maximum fine that may be deducted from the salary or wages of an officer or employee found guilty of incompetency or misconduct.	S. Civil Service
S. 669	This bill would require that a transportation quota be established for transport conducted by BOCES to be apportioned and paid when the transportation is provided by joint transportation systems composed of two or more school districts. The aid will be provided under the same conditions as apportionments to individual districts and all students will be considered residents of the district providing the transportation.	S. Education
A. 800	This resolution provides for direct initiative procedures.	Dead
A. 2239A	This bill would amend the alternative county government law, providing direct initiative procedures in Nassau County.	A. Local Government
S. 875		S. Local Government
A. 1687	This resolution provides for direct initiative procedures and stipulates that the legislature may amend or repeal an initiative statute when approved by electors or if initiative statute permits amendment or repeal without their approval.	Dead
A. 73	This resolution grants initiative powers to electors enabling them to propose statutes and amendments to the Constitution and to adopt or reject the same.	Dead
A. 215	This resolution proposes to amend Article 13 of the Constitution by providing the electorate with the power of recall, allowing them to remove certain elected officials.	Dead
A. 20	This resolution proposes to amend Article 19 of the Constitution by allowing for amendments to the Constitution by petition and vote of the electorate.	Dead
A. 74	This resolution proposes to amend the Constitution by providing the electors with the powers of initiative referendum and recall.	Dead
A. 1964	This resolution proposes to amend the Constitution by providing the electorate with the power of initiative, indirect initiative and referendum.	Dead
S. 1046		Dead
A. 1026	This resolution proposes to amend Article 9 of the Constitution by allowing local government to determine that it shall not be bound by any law taking effect on or after enactment of this resolution which calls for an appropriation by the local government or any law that imposes additional duties on local government without providing state aid to carry those duties out, such determinations to be made by 2/3 vote on referendum.	Dead
A. 2682A	This bill would amend the Civil Service Law, regarding the availability for public inspection of past civil service examinations.	A. Governmental Employees
S. 1960A		S. Civil Service
A. 2847	This bill would amend the Education Law regarding the amount of money that may be raised by taxation without a vote of the electorate for school purposes.	A. Civil Service
S. 2136		S. Civil Service
A. 2848	This bill would amend the Education Law regarding the amount of revenues a school district can request on the ballot if a previous request has been rejected by a certain percentage of votes cast.	A. Education
S. 2137		S. Education
A. 844A	This bill would amend the Education Law, in relation to qualifications for school bus drivers.	A. Education
S. 4810		S. Education
A. 897	This bill would repeal Section 15-b of the Correction Law relating to the Director of Education.	Dead
A. 1452	This bill would amend the Education Law, regarding a vote upon school taxes.	A. Education
S. 444		S. Education
A. 2258	This bill would amend the Civil Service Law to require persons who work for the state to reside in the state.	A. Governmental Employees
A. 2266	This bill would amend the State Finance Law by creating the New York State Management Advisory Board.	A. Ways & Means
A. 3041	This bill would amend the Civil Service Law regarding disability leaves.	A. Governmental Employees
A. 3194	This bill would amend the Education Law regarding a limitation on increases in per pupil expenditures and in staff personnel in districts operating on contingency budgets.	A. Education
S. 3000		S. Education
A. 4160	This bill would allow a Civil Service Department of municipal commission to appoint managerial employees without examination for a period of up to 36 months.	A. Governmental Employees
A. 1744	This bill would exclude non-professional school district employees in determining unemployment insurance benefit rates when the employee has a "reasonable assurance" that he will perform his duties the following academic year, thereby excluding such employee from the collective bargaining process.	A. Labor
S. 1276		S. Labor
S. 1341	This bill would amend the Education Law concerning items for which a transportation quota or transportation aid may be paid to school districts.	S. Education
A. 1905	This bill provides that whenever the voters of a union free school district reject part or all of a proposed budget, it may not be resubmitted for another vote more than once. Also trustees or the board of education may not exceed the previous year expenditure on any purpose if the voters neglect or refuse to vote a sum of money for that purpose.	A. Education
S. 1428		S. Education
S. 1463	This bill provides point advantages in competitive examinations to individuals who have served in the peace corps.	S. Civil Service
S. 1480	This bill provides that no budget rejection in whole or in part by the voters of a school district may be submitted for another vote more than once.	S. Education
A. 2200	This bill amends the Education Law regarding the responsibility of the Education Department in providing transportation for people to sheltered workshops.	A. Education
S. 1581		S. Education



ASSEMBLYMAN RICHARD N. GOTTFRIED of New York City's 67th Assembly District, second from left, hosted these CSEA members for a discussion on OSHA. From left are Tyrone Daniels, Clarence Marsh and Lennox Tammas.

OSHA

Union effort gears up as legislative session begins to wind down

Safety in the workplace has been a primary objective of The Civil Service Employees Assn. for years. In recent years, and especially the last two, achievement of comprehensive Occupational Safety and Health Act (OSHA) legislation has become the top priority legislative objective of the union.

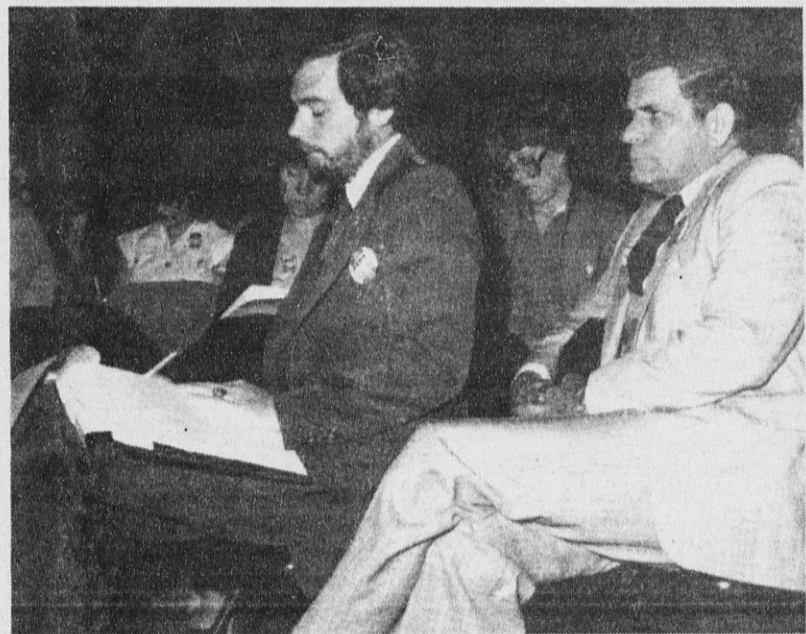
As the current legislative session winds toward adjournment, a proposed OSHA bill remains in legislative committees. CSEA is seeking to bring that proposal out of committee to be acted upon in the Assembly and Senate. Toward that end, rank-and-file union members recently converged upon Albany for a full day of lobbying efforts with one main objective — talk with as many state legislators as possible about why the OSHA bills is needed now — by both public workers who would be protected by it and the taxpayers who would realize a substantial savings through reduced occupational deaths and injuries to public workers.

An independent consultant commissioned by CSEA concluded, in a report released to legislators earlier this year, that reduced incidents of occupational accidents would save New York State at least \$6.7 million annually, and perhaps more than \$100 million annually, if a meaningful occupational safety and health standard were adopted for public workers in the state.

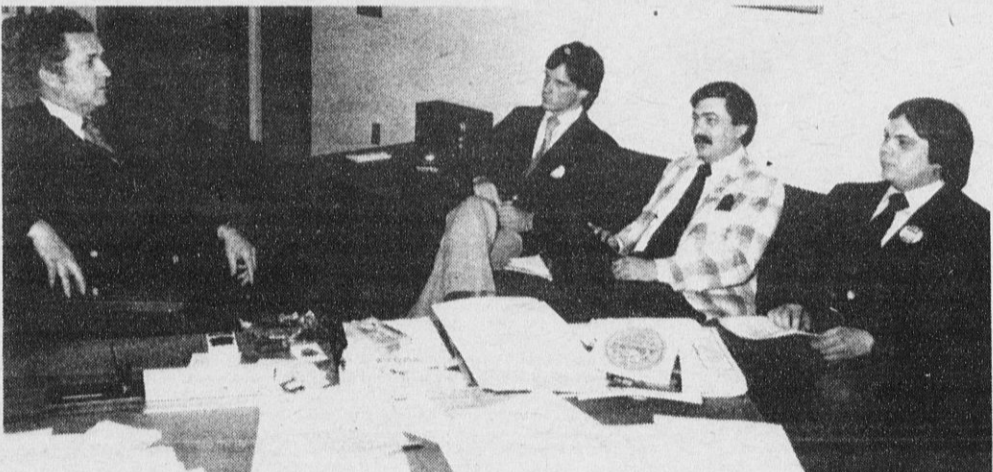
CSEA has an extensive program in place to push for OSHA legislation this session. Its central theme is "OSHA . . . because it's right." It is also humanely necessary.



ASSEMBLYMAN STEPHEN R. GRECO, left, of the 142nd Assembly District in Erie County, talks with union representatives Grace Steffen Boyler and Barbara M. Fauser.



CSEA MEMBERS listening to briefing on OSHA lobby effort included, from left, Timothy Drew and John Vallee.



SENATOR DALE M. VOLKER, left, representing parts of Livingston, Wyoming and Erie Counties, talks about the proposed OSHA bill with Lee Sapienza, Dominic Savarino and Toem Warzel.

CSEA CHIEF LOBBYIST James Featherstonhaugh, right, briefed scores of union representatives about the OSHA issue prior to visits with individual legislators.

**IS A SAFE PLACE
TO WORK
TOO MUCH TO ASK?**

