

## Labor expert supports new PS&T election bid

ALBANY — A nationally recognized expert on union representation elections and labor law has asked the New York Public Employment Relations Board to conduct a new election to determine representation for some 46,000 state employees in the state's Professional, Scientific and Technical bargaining unit.

Julius G. Getman, a Professor of Law at Yale University, told PERB in a brief filed in support of CSEA's bid for a new election in the PS&T bargaining unit, that despite his usual opposition to the overturning of representation elections, this case demanded that a new election be held.

"I would urge the Public Employment Relations Board to support the proposition of free and fair elections to determine employee choice," Professor Getman wrote, "I would urge that a new election be ordered herein in order that the employees be allowed to make a free, knowing and genuine choice of employee organization representative."

Professor Getman has been recognized as an expert in representation elections by the National Labor Relations Board which has cited his opinions in several cases. What makes his opinion in this matter more compelling, is that he is known for his opposition to the overturning of representation elections.

"Because of the differences in this case," Professor Getman told PERB, "in spite of my general opposition to setting aside elections on the basis of misrepresentations, if the allegations which CSEA raises in its motion to reopen are true, I would be in favor of ordering a new election so that the employees would have an opportunity to make a free, knowing and informed choice as to their representative."

CSEA petitioned PERB last month to reopen its hearings into the conduct of the election based on new evidence supporting the union's contention that the April 1978 election was not an accurate

reflection of the choice of the unit. CSEA said in its papers filed with PERB that an independent probe of PEF "President" John Kraemer by the New York State Commission of Investigation found that Kraemer had been conspiring with the state's top labor department officials in an effort to decertify CSEA.

CSEA also produced evidence supporting its contention that PEF lied to PS&T employees about dues structure, internal union structure, and other matters.

In his brief to PERB, Professor Getman wrote, "If the facts as alleged in CSEA's motion to reopen are true, and had the voters been aware of these facts, the electorate would perceive the PEF union as untrustworthy. The impact of this perception would be greatly increased by employee concern over criminal behaviour involving collusion with the state by the local Union President."

PERB has asked the Public Employees Federation to respond to the CSEA petition and Professor Getman's brief. It is expected that PEF will not respond for several weeks and that PERB will take no action until the response is received.



Mary E. Sullivan  
County Division Chairperson



Patricia Crandall  
State Division Chairperson

New chairpersons have been elected to head the State Executive and the County Executive Committees of the CSEA Board of Directors.

Elected at Executive Committee meetings in Albany September 26 were Mary E. Sullivan as chairperson of the County Executive Committee and Patricia Crandall as chairperson of the State Executive Committee. Ms. Sullivan succeeds Joseph Lazarony of Rensselaer County and Ms. Crandall succeeds William F. Deck, an employee of the Utica-Marcy Psychiatric Center.

Ms. Sullivan is the Board of Directors representative from Herkimer County and is also President of Herkimer County CSEA Local 822. Ms. Crandall is a Universities representative on the Board of Directors and is also President of SUNY Cortland CSEA Local 605.

## State school gets good news

BATAVIA — The future of 120 students in the New York State School for the Blind appears a lot brighter this week after the New York Board of Regents decided, as CSEA had suggested, that the School for the Blind remain open.

The Regents cleared the way for continuation of the special services provided to about 120 blind students at the school when it ordered that plans to contract-out the school's operations to a private corporation be abandoned and that rehabilitation of the school's campus begin.

CSEA President William L. McGowan had called upon the Regents to postpone a hasty decision when it was learned that administrators in the State

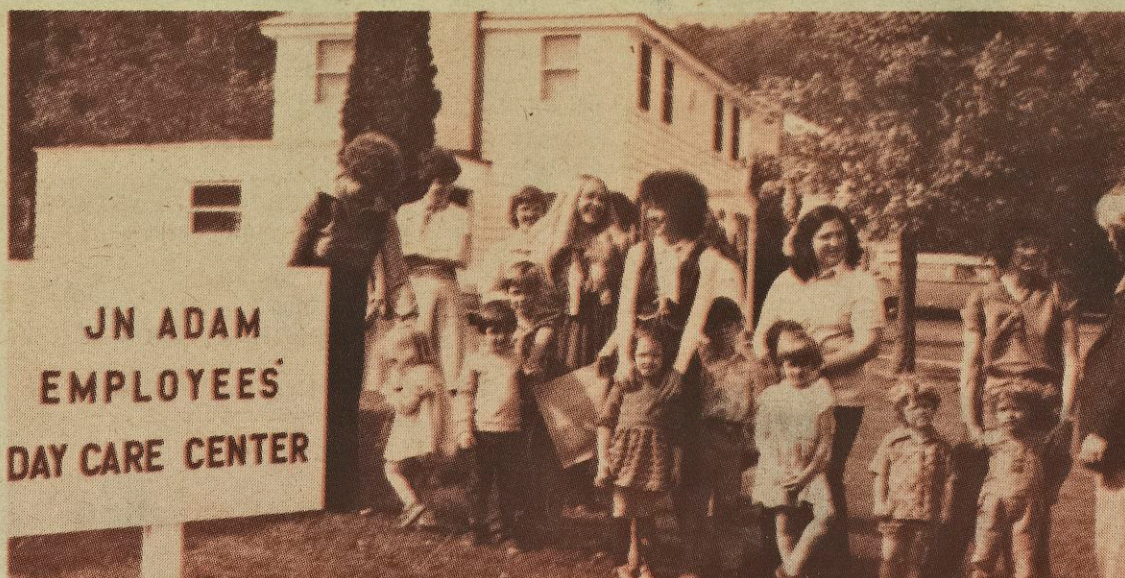
Education Department would ask the Regents to close the school and turn over the pupils and the program to United Cerebral Palsy. But before anything could be done, the Regents, apparently swayed by Regent Willard A. Genrich of Amherst, voted to continue operation of the present facility and ordered a detailed study of rehabilitation needed to update the school.

The decision assures the 120 students of the school, nearly all are multiply-handicapped, of continued programs. About 120 staff members, represented by CSEA, are also assured that the programs they worked so hard to establish would be continued.

"We're really positive about this," commented Local President Linda Kingsley, "we really give the Regents credit for seeing through this thinly veiled plan and doing what was right." Ms. Kingsley and president-elect Helen Tolejko have been working on the rumored closings for months. Through their efforts, a position paper on the closing proposals was prepared by CSEA's Research Department in support of continuation of the school.

Research Associate Tim Mullens prepared information showing that while the average annual cost per pupil at the Batavia School was \$17,000 per year, the average annual cost per pupil in other similar schools was \$30,000. The position paper also showed that the services available to the students at the New York School for the Blind were not available anywhere else in the area. The research also questioned estimates used by the state for rehabilitation of the school's facilities.

"It became clear that what we were dealing with was not an attempt to improve the quality of care for the pupils, but rather an effort by a state agency to unload a bureaucratic chore that it no longer wanted to deal with," Mr. Mullens said.



A UNIQUE EMPLOYEE-RUN DAY CARE CENTER has been dedicated at the J.N. Adam Developmental Center in Perrysburg, and these mothers, children and teachers were among those on hand to mark the opening of the only day care

center of its kind in western New York. CSEA leaders and members at J.N. Adam played a major role in the development of the day care center. For more details on this unusual union achievement, see page 12.

# Tompkins job study requested

ITHACA — The administration of Tompkins County Hospital has agreed to request a complete job classification review of nursing department personnel by the State Department of Civil Service, Tompkins County CSEA Local 855 President Louis Nayman said.

The announcement was made at a Sept. 17 hospital labor-management meeting which followed a number of labor-management meetings on the subject. At the meeting, the union was represented by persons in each of the job titles in the nursing department.

The local was planning to propose to the county a number of possible alternatives to speed the review process.

OTHERS AT STEWARD SESSION were, from left, CSEA Field Representative Michael White, new stewards Karen Phenes and Linda Washington, Section Vice President Esther Howe, steward Terry Lee, and Tompkins County Local 855 President Lou Nayman, who conducted a portion of the information session for stewards.



SHOP STEWARDS at Tompkins County Hospital are undergoing an intensified training program, with a number of new stewards recently receiving special training. Plans are also being made for a grievance workshop and training seminar in the near future. Among those attending the recent program were, front, from left, Jean Brown, President of the Tompkins County Hospital Section; Katie Stearns and Linda Crumb, both new stewards. Standing, from left, are Marnie Kirchgessner, President of the Social Services Section and the steward trainer; and new steward Liz Small, Hospital Section Secretary Sally Partridge, Section Treasurer Linda Wilson, and new stewards Linda Cole and John Daube.



# Region II sets installation for Oct. 12

NEW YORK CITY — The officers of Metropolitan Region II will be installed at a dinner-dance Oct. 12 at the Terrace on the Park in Flushing Meadows.

The regional officers are: Jimmy Gripper, president; Felton King, first vice president; Frances DuBose, second vice president; Willie Raye, third vice president; Helen Cugno, secretary; and Clinton Thomas, treasurer.

Speaker at the installation will be William Lucy, Interational Secretary-Treasurer of AFSCME.

Tickets and reservation information for the event, which will run from 8 p.m. to 1 a.m., may be obtained from Region II local presidents and from CSEA Regional Director George Bispham at the regional headquarters, 11 Park Place.

Other noted guests are CSEA President William McGowan, Lillian Roberts of AFSCME, OER Director Meyer Frucher and Congressman Robert Garcia.

## Ready To Retire?

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

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Date of Retirement \_\_\_\_\_

# Health transfer option

In accordance with article 9.8 of the 1979 CSEA-State contract, the State has once again designated the month of October as the health insurance option transfer period. During this transfer period, employees may change health insurance options by selecting among the Statewide Health Plan Option, the GHI Option or a Health Maintenance Organization, if available.

In the previous issue, the benefits available through the basic health insurance options were summarized. Listed below, now, are the names and addresses of all HMO's recognized by the State Health Plan. If you have any questions concerning the benefits available through a particular HMO, please contact them directly.

### CAPITAL AREA COMMUNITY HEALTH PLAN

Capital Area Community Health Plan  
1201 Troy-Schenectady Road  
Latham, NY 12110  
(518) 783-3110

### COMMUNITY HEALTH PLAN OF GREATER NY

Community Health Plan of Greater NY  
Blue Cross/Blue Shield, 5th Floor  
475 Park Avenue South  
New York, NY 10016  
(212) 281-2786

### COMMUNITY HEALTH PLAN OF SUFFOLK COUNTY

Community Health Plan of Suffolk County  
3001 Express Drive North  
Hauppauge, NY 11787  
(516) 582-9800

### GENESEE VALLEY GROUP HEALTH ASSOCIATION

Genesee Valley Group Health Association  
41 Chestnut Street  
Rochester, NY 14647  
(716) 454-1700

### HEALTH CARE PLAN INC. (ERIE COUNTY)

Health Care Plan Inc. (Erie County)  
664 Ellicott Square Building  
Buffalo, NY 14203  
(716) 847-1480

### HEALTH INSURANCE PLAN OF GREATER NY

Health Insurance Plan of Greater NY  
625 Madison Avenue  
New York, NY 10022  
(212) 754-1144

### MANHATTAN HEALTH PLAN, INC.

Manhattan Health Plan, Inc.  
425 East 61st Street  
New York, NY 10021  
(212) 355-7711 Ext. 201

### PREPAID HEALTH PLAN OF CENTRAL NY

Prepaid Health Plan of Central NY  
344 South Warren Street  
P.O. Box 4809  
Syracuse, NY 13220  
(315) 424-3880

### ROCHESTER HEALTH NETWORK

Rochester Health Network  
500 East Avenue  
Rochester, NY 14607  
(716) 442-0100 Ext. 200

### WESTCHESTER COMMUNITY HEALTH PLAN

Westchester Community Health Plan  
145 Westchester Avenue  
White Plains, NY 10601  
(914) 682-0700

## Contract meeting

ROCHESTER — Details of a tentative agreement were scheduled to be released to members of Monroe County CSEA Local 828 at a ratification meeting set for 7:30 p.m. Wednesday, October 3, at the Monroe Community College, second floor cafeteria, 1000 East Henrietta Road. All members of Local 828 are invited to this meeting.

# Pay restored to Albany Co. members

ALBANY — Five members of the Albany County Social Services Unit of CSEA have been restored to their full salaries and given back the money the County wrongly deducted from their pay for over a year, as the result of a successful arbitration by the union.

On Jan. 1, 1978, the five were transferred for administrative reasons from the County Probation Department, which is unorganized, to essentially similar jobs within the

Social Services Department, which is represented by CSEA. They were all paid at the rate called for by the CSEA Social Services contract until suddenly, on July 21, 1978, the County unilaterally reduced their pay as though they had not been members of the CSEA bargaining unit. The pay cuts ranged from \$600 to \$3,800 per year.

When unit grievance chairman Charles Shrader alerted the union, the

County filed suit in State Supreme Court to avoid arbitration, saying that the subject was not grievable. Justice John Pennock found that it was, however, and on Aug. 27, Daniel G. Collins heard the matter.

The County maintained its position before the arbitrator that the employees had no right to arbitrate the issue, claiming that they had never become members of the bargaining unit. But Mr. Collins agreed with CSEA Attorney William Reynolds that the employees had "accreted" into the unit.

In his decision, Mr. Collins wrote that an established principle of the doctrine of accretion is that "employees should be accorded an opportunity to determine whether, and by whom, they wish to be represented." In the case of the five Social Services employees, they did not object to being included in the CSEA bargaining unit. Also, he pointed out, "it is well established that parties' practical application of a contract provides an important guide to its interpretation," and the County

had treated the five in every way as though they were bargaining-unit members from January to July, 1978 — including paying them at union scale.

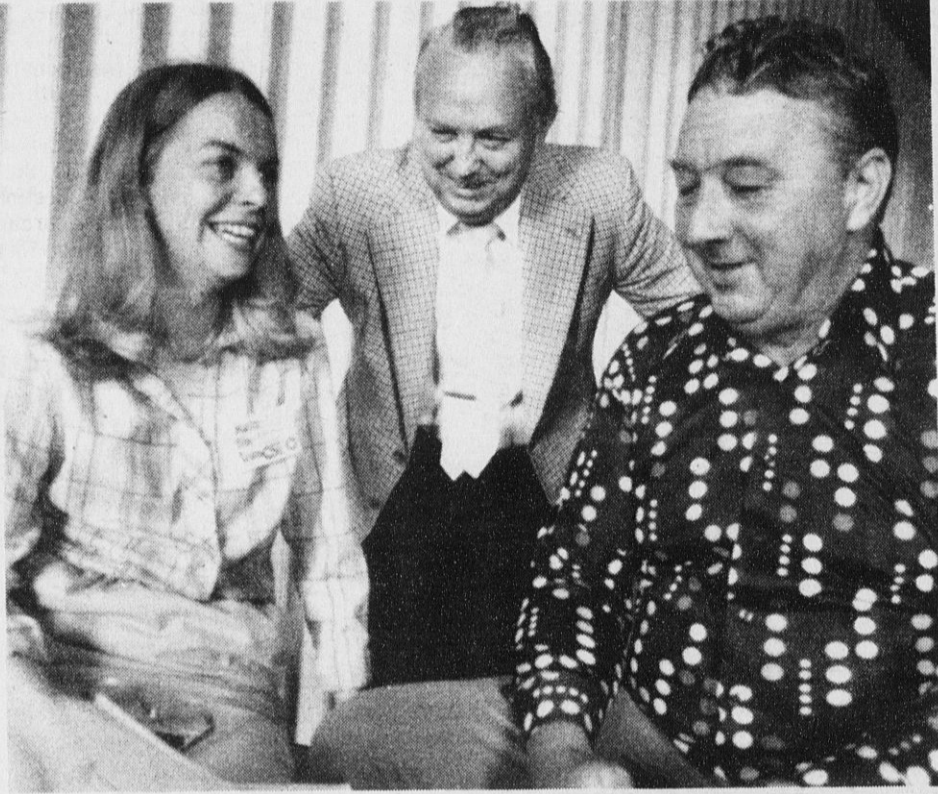
"The County applied the Agreement to the grievants for almost seven months," Mr. Collins wrote. "The employees did not object; on the contrary, they subsequently indicated, by bringing the present grievance, that they wished to be covered by the Agreement."

He added, "Furthermore, they now work side by side with Union-represented employees, who perform essentially the same functions as they do." The five, who are Support Collectors at Family Court, are: Elizabeth Polansky, Marie Collins, Mary Perrone, Shirley McCoy and Mary Hagen.

The CSEA Social Services Unit President, Jerome Gregory-Pindell, said he was pleased with the decision. "The reduction in pay was a completely unilateral action, for which no reasonable explanation was ever given to the employees," he said.

CSEA Attorney William Reynolds, who handled the case, said that Mr. Collins' decision was significant "in its discussion of the principle of accretion — that is, his decision that these non-represented employees accreted into the bargaining unit by reason of the manner in which the County treated them and the actions of the employees themselves in not objecting to their inclusion in the unit."

**CSEA'S NONTEACHING SCHOOL EMPLOYEES COMMITTEE** recently held a workshop for school employees in Suffolk and Nassau Counties, the second in a series of workshops being conducted across the state by the committee. CSEA's Arne Wipfler, left, Coordinator of School District Affairs, goes over the program with Region I Acting Regional Director Bill Griffin, center, and Walter Weeks, President of Suffolk County Educational Employees CSEA Local 870.



**SUFFOLK COUNTY CSEA LOCAL 852 OFFICERS INSTALLED** — CSEA Region I President Irving Flaumenbaum, right, swears in new Suffolk County CSEA Local 852 President Ben Boczkowski, center front, and other officers of the local. Others, from left, are Executive Vice President Robert Kolterman, Sergeant at Arms George Kuyava, Recording Secretary JoAnn Fleischman, Third Vice President Ken Horsford, Fourth Vice President Richard Protosow. Also, Treasurer Dorothy Victoria, First Vice President Frank Kost, Corresponding Secretary Barbara Rotunno, Second Vice President James Farrell, and Executive Board Representative Edward Garcia.



## AFSCME film available from CSEA headquarters

ALBANY — In February, 1968, sanitation workers represented by AFSCME Local 1933 in Memphis, Tennessee, went on strike to protest intolerable working conditions. Before the strike had ended, the workers had endured enormous hardships, America agonized over the racial overtones of the strike, and Martin Luther King had been assassinated after protesting with the strikers.

The story of this historic confrontation is presented in a 30-minute documentary film, titled, "I Am A Man." The title was the slogan used throughout the strike in Memphis by the AFSCME sanitation workers. The film is a compelling story of public

employees versus oppressive politicians, blacks uniting against prejudice, and Martin Luther King's sacrifice of his life to further a cause he believed to be just.

CSEA, Local 1000 of AFSCME, has received copies of this moving film for use by CSEA Regions, Locals and Units. The film is an inspiring work that draws parallels between the social struggle of black Americans and the economic struggle of public employees.

The Memphis sanitation strike was described by AFSCME President Jerry Wurf as "A struggle for freedom, for dignity, for decency, and for equality." It dragged on for weeks

with the city refusing even to recognize the right of its public employees to organize. As one AFSCME official put it, "This was more than an economic and recognition strike, it was a social struggle."

Recognizing that struggle, Dr. Martin Luther King came to Memphis in March to demonstrate that the social struggle and the labor struggle were one. "You are reminding not only Memphis, but you are reminding the nation," Dr. King told the strikers, "that it is a crime for people to live in this rich nation and receive starvation wages."

Before the struggle was over, Dr.

King had been assassinated in Memphis after addressing AFSCME strikers.

The Memphis strike ended soon after the trauma of the assassination brought the city to its senses. But by then it was too late.

"I Am A Man," is a compelling story about the Memphis sanitation strike and Dr. Martin Luther King's work on behalf of the oppressed.

Limited copies of the film are available, so Locals wishing to reserve a copy for a meeting should make a reservation well in advance by contacting the Communications Department, CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224.

# Labor's double standard

ALBANY — If you never thought there was a "double standard" separating New York's public sector and private sector workers, make sure you read this.

In a recent Labor Newsletter published by the National Safety Council, there is a report that a federal district court judge in New Hampshire has ordered private sector workers fired by their employer for refusing, in good faith, to work under hazardous conditions, reinstated to their jobs.

The judge ruled that the protections of the federal Occupational Safety and Health Act (OSHA) prevented a private sector employer from firing workers who have refused, in good faith, to perform dangerous jobs. That type of ruling has now been made three times by federal judges and, presumably, applies to New York's private sector workers protected by OSHA.

It's a very different story, however, in the public sector. Not only do public employees have no OSHA protections, such as the right to refuse hazardous jobs, they potentially face Taylor Law penalties — including the infamous two-for-one fines — for trying to protect themselves.

So while OSHA provides New York's private sector workers with direct occupational safety and health protections, including the right to refuse dangerous jobs, New York's public sector workers are not only unprotected by OSHA, they potentially face severe financial reprisals for trying to protect themselves by refusing hazardous duty.

Now that is a double standard!

## Local 609 elects Zarod

MORRISVILLE — The 186 members of Local 609 of the Civil Service Employees Association (CSEA) at State University (SUNY) Morrisville have elected new officers to serve the 1979-1981 term.

Elected to his sixth consecutive term as President was Stephen M. Zarod, of Madison.

Other newly elected officers include Mary Lou Wasilewski, of Erieville, Vice President; Deborah J. Schroer, of Eaton, Secretary; Helen Odell, also of Erieville, Treasurer.



## J. P. Stevens boycott rally set October 11 in NYC

NEW YORK CITY — A large contingent of CSEA members are expected to participate in the "Mile-Long Billboard for Justice" demonstration on behalf of oppressed J. P. Stevens workers to be held from 11:30 a.m. to 1:30 p.m. Thursday, Oct. 11, in New York City.

Mid-town plans call for a "Human Billboard" (hundreds of sign carriers standing side by side) to extend along the edge of the sidewalk up Park Avenue from 46th Street to 58th Street.

Wall Street plans call for the "Human Billboard" to extend along the edge of the sidewalk down Broadway from Liberty Street to Bridge Street. Leaflets will be distributed on the corner of every block as well as in areas targeted because of their access to transportation.

Signs reading "Break the J. P. Stevens/Seamen's Bank Connection" will be distributed by the Amalgamated Clothing and Textile Workers Union (ACTWU).

Contact ACTWU soon as possible at 777-3600, ext. 255 or 256. You may request to be assigned to a particular block. If a block is already covered, they will assign you to a nearby block. Extra signs and leaflets will be available at each site for persons who show up without a sign and want to participate.

The "Mile-Long Billboard For Justice" is catching the imagination of a lot of people. The media is already showing interest and widespread coverage of activities is expected.

The ACTWU has urged as many volunteers as possible to help stop J. P. Stevens' assault on the human dignity and rights of working people by forming a link in the "Mile-Long Human Billboard" to gain justice for J. P. Stevens workers.

### 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 _____

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

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# CSEA and the Olympics

For two weeks this coming February, much of the attention of the world will be focused on the tiny Adirondack Mountain hamlet of Lake Placid, site of the 1980 Winter Olympics.

As athletes from around the world race for gold and glory in events in which winners are determined by tenths, even hundreds, of a second, conditions for the events themselves are all important.

So, too, must be conditions for the influx of not only the athletes themselves, but visitors by the tens of thousands daily. Services of all types, security, communications, transportation and parking, press facilities, maintenance of a huge variety of facilities are all examples of behind the scene efforts necessary to enable a production of the scope of the Olympics to succeed.

Many of these services are being prepared by public employees in and around the Lake Placid area, and many of those same public workers, represented by CSEA, who have been working for months in preparation for the event will also be working on the job through the Olympics to help insure continuity and success.

A gigantic undertaking, preparations for the 1980 Winter Olympics are going on virtually around the clock to not only provide the finest facilities possible, but to exceed the exacting standards required of Olympic facilities. We salute our public employees who are making this possible.



The articles on pages 5, 6 and 7 of this issue depicting the activities of public workers represented by CSEA as they prepare the Lake Placid area to accommodate the 1980 Winter Olympics was researched and written by Public Sector staff writer Deborah Cassidy. Photographer Jim Barry of Lake Placid photographed the activity in his home town area for The Public Sector.

## Union keeps tabs on Placid preparations

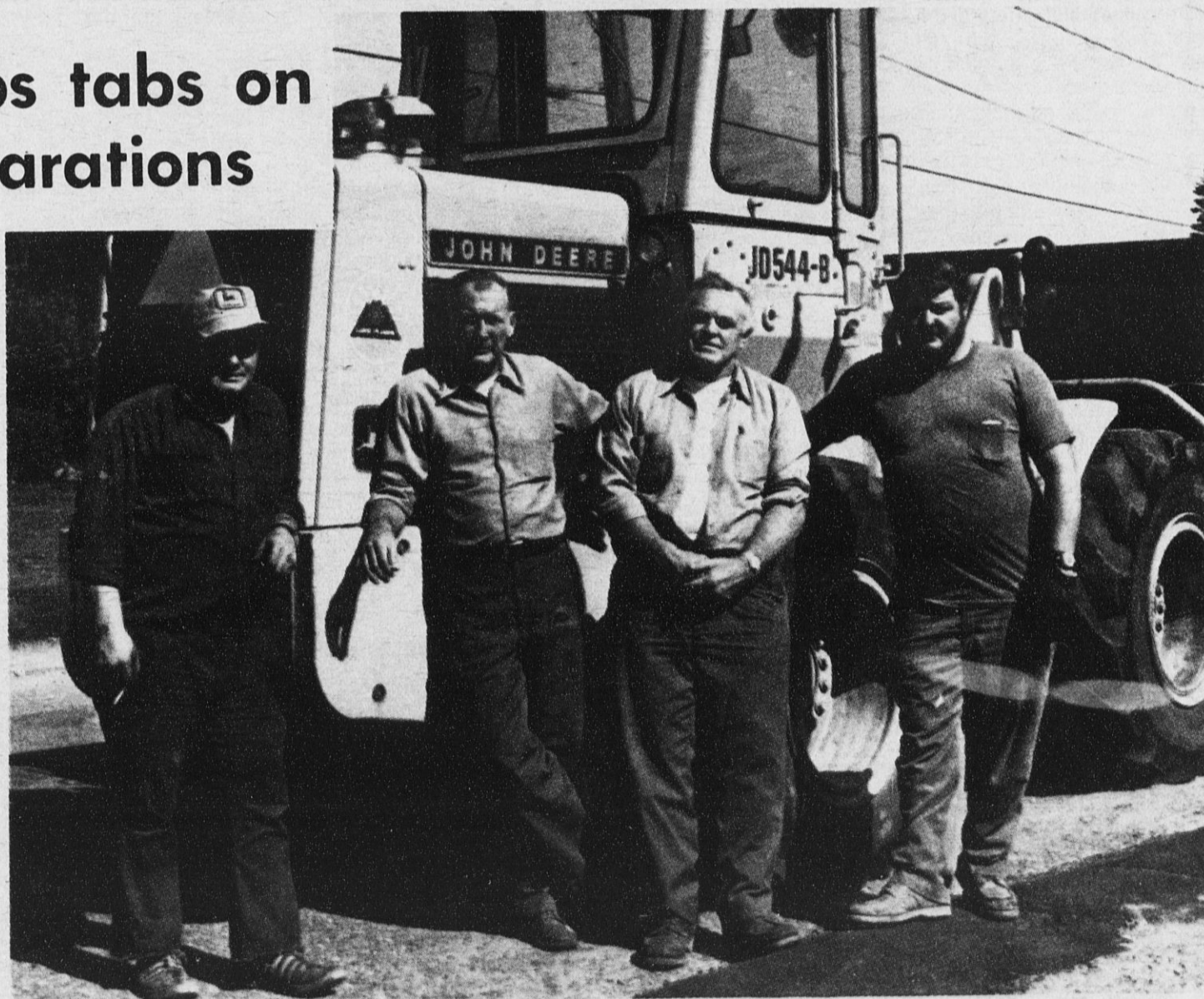
LAKE PLACID — As Civil Service Employees Assn. represented workers become more involved in Olympic preparations and operations, the union has become increasingly more concerned about the possibility of difficulties, says Charles Scott, a Capital Region CSEA field representative who works with many of the employees involved.

The union has been contacting representatives to be sure they are aware of employees rights and union policies.

Problems, so far, have been minor, reports Scott. "In some cases a representative has had to make sure that the work will go to our employees rather than private contractors, but as far as we are concerned those issues have been worked out," he said.

The union is now keeping tabs on the amount, if any, of overtime the employees are working and the rate of pay they are getting for it. This will also be a concern during the Olympics.

"This is a once in a lifetime opportunity for the employees and the CSEA is proud of the jobs they are doing and will be doing," said Scott. "We've had no major complaints, but if there are any we'll be right there."

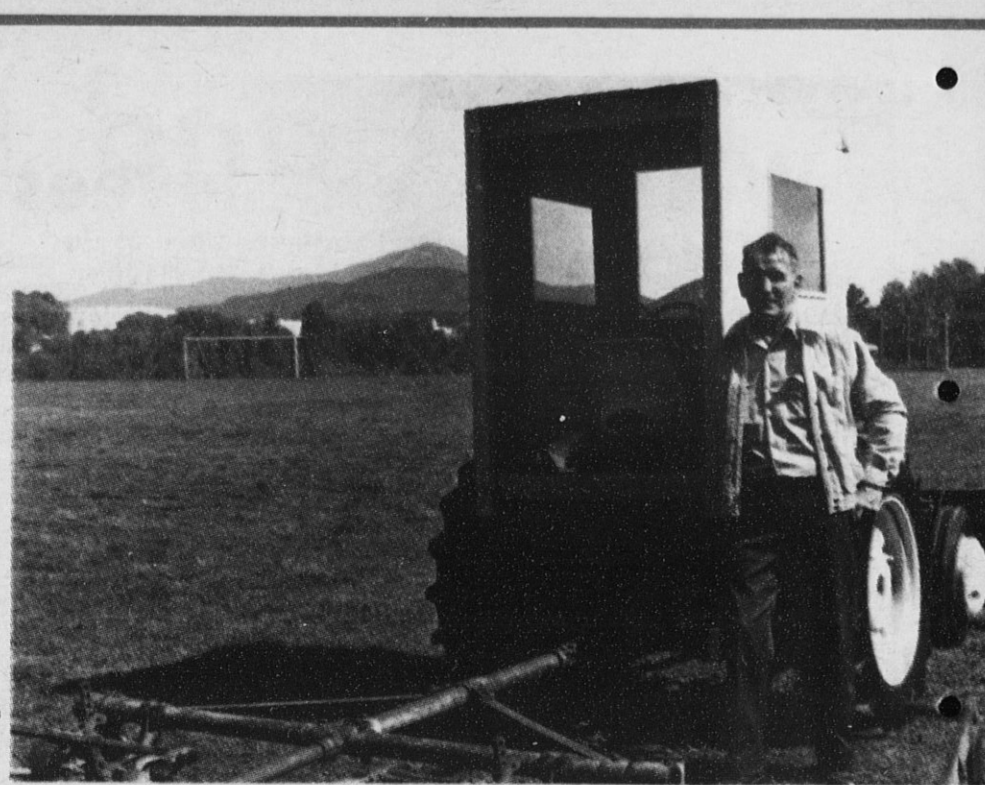


VILLAGE OF LAKE PLACID EMPLOYEES are busy repairing roads to handle the increased traffic expected during the Olympics in February. Among them are these CSEA-represented employees. From left are Leander Lawrence, CSEA Shop Steward Robert Mullarney, George Beattie and Leo Jewtraw. They are among hundreds of local, county and state employees represented by CSEA working to prepare for the 1980 Olympics in the Lake Placid area.

# Lake Placid Olympic Games



CSEA MEMBER RODNEY COOPER pauses in front of a ticket booth he has been constructing at Whiteface Mountain for use during the Olympics.



GIL SHEFFIELD, President of the Lake Placid School District CSEA Local, says the employees are proud to be working on the Olympic site.

## 'We're looking forward to being in heart of the event'

LAKE PLACID — Many local public employees will find themselves in the Olympic spotlight for two weeks in February when the 1980 Winter Olympic Games are held in Lake Placid.

The employees are generally proud of the role they are playing in getting ready for the Games and in the operation of some of the events.

"We're looking forward to being in the heart of this event," said Gil Sheffield, president of the Lake Placid School District Local of the CSEA. "We've been getting ready for about a year now and as it keeps getting closer I can feel the excitement mounting."

Most employees, he says, are glad to be doing the work themselves for the weeks rather than having it be assigned to outsiders.

Whiteface employees, too are excited, but feel more pressure. "It's been a hard year getting ready," said Rodney Cooper, a Whiteface employee. And it's not going to be easy during the Games. Employees will have to make some pretty serious decisions. We don't expect any real problems, but it's not going to be a picnic either."

time to get out there and get the job done properly."

School district employees will have a small part in the operations, handling the maintenance, custodial and some communication duties at the Lake Placid High School which will be turned into a temporary press center for the events.

Due to the activity that will be taking place throughout the building, it will be necessary to use as many school employees as possible to keep the area clean. This includes bus drivers, non-teaching aides and the maintenance staff. Most of the clerical staff will be on hand to do their normal work and to handle paperwork for the communications people when necessary.

Other employees, according to Arthur Thompson, principal, will be needed to escort people around the building and deliver messages.

Since the schools, of course, will be closed for the two weeks of the Olympics, the employees can choose to work or take the time off for vacation. Most of the employees, reports Gil Sheffield, president of the Lake Placid School District CSEA Local, have chosen to take the extra work.



## Lake Placid Olympic Village

# Whiteface employees provide major effort

LAKE PLACID — The work of transforming the tiny New York State Village of Lake Placid into an Olympic Village calls for the efforts of many people, among them the public employees of Whiteface Ski Center, the Village of Lake Placid and the Town of North Elba, all represented by the Civil Service Employees Assn.

Whether it be minor preparations, such as altering public buildings to accommodate the larger crowds, or laying the actual groundwork, such as forging new ski trails on Whiteface Mountain, the role of these employees is an important one, which could have a bearing on the very success of the Olympics.

Construction and reconstruction at Whiteface Ski Center, where the

alpine events will be held, began several months ago and has required the skills of all Whiteface employees.

Using all types of heavy equipment, skilled employees have been at work transforming the rough terrain of previously unused sections of the mountain into slopes and trails, specially designed for Olympic events.

According to Robert Paron, director of Whiteface Mountain and Olympic Development, it is essential that Whiteface employees be the ones to do the work.

"These employees are the ones who know the mountain," he said. "Most of the men have been working here for years and they, more than anyone else, know how the work must be

done." He added that they are working within specifications set by the Olympic Committee.

In accordance with Olympic regulations, the trails will be completed well in advance of the Games, so that they can be tested out, and altered if necessary.

Elsewhere on the mountain, those with technical knowledge and skills, are installing newer, more efficient snow-making equipment.

"Again," says Mr. Paron, "the regular Whiteface employees are the ones most qualified to handle the job. This equipment absolutely must be installed and maintained properly, if conditions for the events are to be exact."

The Whiteface staff is also building

scoreboards, ticket booths, gates and warming sheds, all needed for the events. Some electrical work, required for communications and monitoring systems and scoreboard, is also being done in part by the employees.

Back in the village, employees of the Town of North Elba are repairing and painting four indoor ice sheets, which will be used for the skating events.

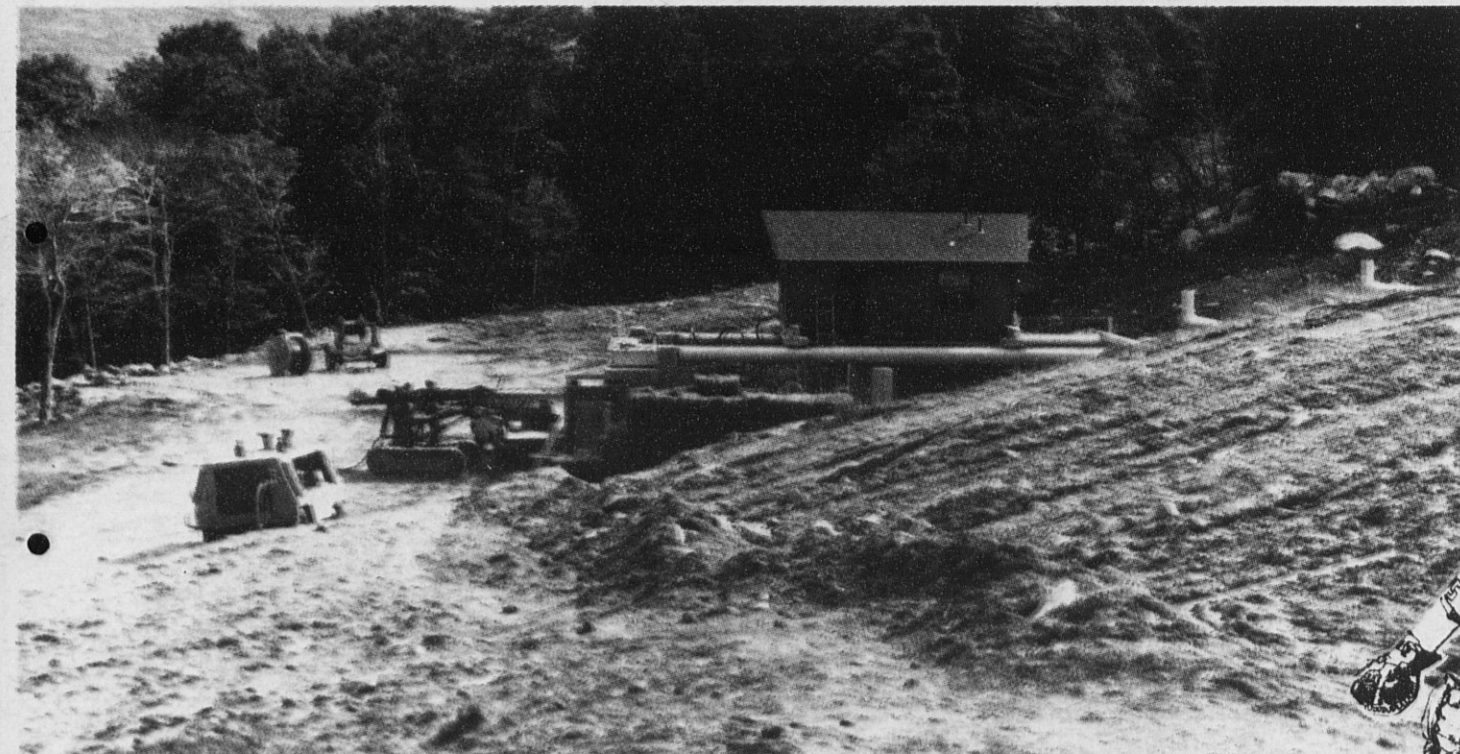
These artificial sheets, the largest in the world, are normally maintained by the Town for the use of residents and schools, and required minor repairs and alterations in order to make them suitable for Olympic skating. Some cosmetic work will also be done by the employees to add to the attractiveness of the events.

Village employees are also getting into the act in a small, but important way, by repairing the backroads and streets to accommodate the increased flow of traffic.

"There is a phenomenal amount of work to be done in preparation for the Olympics and each job, no matter how large or small, is critical and essential. Not surprisingly a great portion of the work has been relegated to the public employees," said Charles Scott, a Capital Region Field Representative for CSEA.



THESE PUBLIC WORKERS all use their skills in welding, electricity, construction and communication to contribute to the overall Olympic preparation efforts. From left are Whiteface Ski Center employees Larry Granish, Charles Terry, Dick Sibalski, Charles Johnson and Don Colby.



Left, CSEA-REPRESENTED WORKERS use hand tools and heavy equipment to forge new ski trails on Whiteface Mountain, a key location for events of the 1980 Winter Olympics. Trails and other facilities must meet exact Olympic specifications and be ready for crucial pre-Olympic events also. Small white dots help locate some of the employees who are virtually camouflaged against the mountainside. Shortly the area will be literally buried in snow.

SNOW CONDITIONS MUST BE EXCELLENT, so public employees at Whiteface install new snowmaking equipment to help out Mother Nature just in case the right snow conditions fail to materialize naturally.



# 'As long as I'm able, this is what I'll do.'

By Deborah Cassidy

**SCHENECTADY** — As the first retiree member of the Civil Service Employees Assn. ever to be appointed to the Statewide Political Action Committee, Elizabeth Steenburgh, or Betty as she likes to be called, has, in the words of CSEA Retiree Coordinator Thomas Gilmartin, "played a starring role in the passage of legislation affecting her peers."

Bernie Ryan, Director of

**"Quietly, by being sincere and just plain nice, she has accomplished so much."**

Legislative and Political Action for CSEA, and Mr. Gilmartin have recently recognized Ms. Steenburgh, now over 70 years old, for the tremendous effort she has been putting into her role as a member of the committee over the past two years.

The issues facing the elderly in

our society today, such as an inadequate income and a lack of health and community services, became real to Ms. Steenburgh shortly after she retired in 1965 from her position as a senior stenographer for the State of New York, and she realized that radical changes could be brought about only through legislation. After having served for several years as an officer for the Albany CSEA Local of Retirees, she took up the matter of political action on her own in 1973 and was officially appointed to the committee by CSEA President William L. McGowan in 1977.

Now convalescing in a Schenectady County retirement home following a stroke nearly a year ago, she cannot get out to pursue her regular political action duties, but keeps busy calling and writing letters to the members of her local to inform them of the progress of bills in the legislature, and looks forward to resuming her committee work by next year.

"The elderly haven't gotten what they deserve," said Ms. Steen-

burgh in an interview with The Public Sector. "So we must become advocates. When you talk and have money, you can get what you want and need."

She is pleased with the effort CSEA has put into political action on behalf of the retirees, but feels the union should become even more active and vocal in its fight.

"They must keep at everyone from the governor on down if they want to accomplish anything," she said. "As long as I'm able, this is what I'll do."

Having lived in the area for the past ten years, Ms. Steenburgh was well acquainted with many legislators and was able to introduce Mr. Gilmartin to them when she joined the committee. She also advised him how to deal with the members in her local.

During the past two years, she kept abreast of the status of all retiree bills in the legislature, and through newsletters, phone calls and visits kept Mr. Gilmartin, Mr. Ryan and the membership informed.

As CSEA's representative to the Senate Committee on the Aging, she attended countless hearings on bills and personally visited or wrote letters to legislators who could help in any way.

"Betty has been an assiduous worker before the committee," commented Mr. Gilmartin. "She

**"She has a way with people, she's able to work effectively with everyone..."**

has a way with people, she's able to work effectively with everyone and has drawn much praise for the way she gets around and covers her territory."

Her work, says Ryan, "has been unbelievable, incredible. As soon as you talk with Betty you realize how dedicated to the retirees she really is. Quietly, by being sincere and just plain nice, she has accomplished so much," he said.



Eleanor McDonald

## In Greenburgh

# Increments restored

**ELMSFORD** — Merit increments are being paid to members of the Town of Greenburgh Unit of Westchester County CSEA Local 860, thanks to a recent arbitrator's decision. Arbitrator Jonathan S. Liebowitz ruled:

"The Town violated the contract by unilaterally changing the standards of employee evaluation, and failing to pay to employees ... contractual

salary increments. . . ."

Unit President Eleanor McDonald said through 1977 merit increases were paid to all employees below the top step who received satisfactory or better evaluations.

In 1978, the second year of the contract, the town stopped paying increments to eligible employees, including those with high evaluations, Ms. McDonald said.

Official town memorandums of April 14 and May 24, 1978, explained "recommendations for merit increments for ... employees had been discussed with the Town Board and considered and rejected it," the arbitrator's decision said.

A 1974 town memorandum states: "An employee should only be awarded a merit increase if his performance in the past year is more than satisfactory."

The arbitrator wrote: "The evidence shows that Greenburgh made its change in standards mid-contract and unilaterally ... On review and discussion of Town records, it appears that there were no 'satisfactory' evaluations ... Evaluations under the new system seem to have lacked any objective standard. . . ."

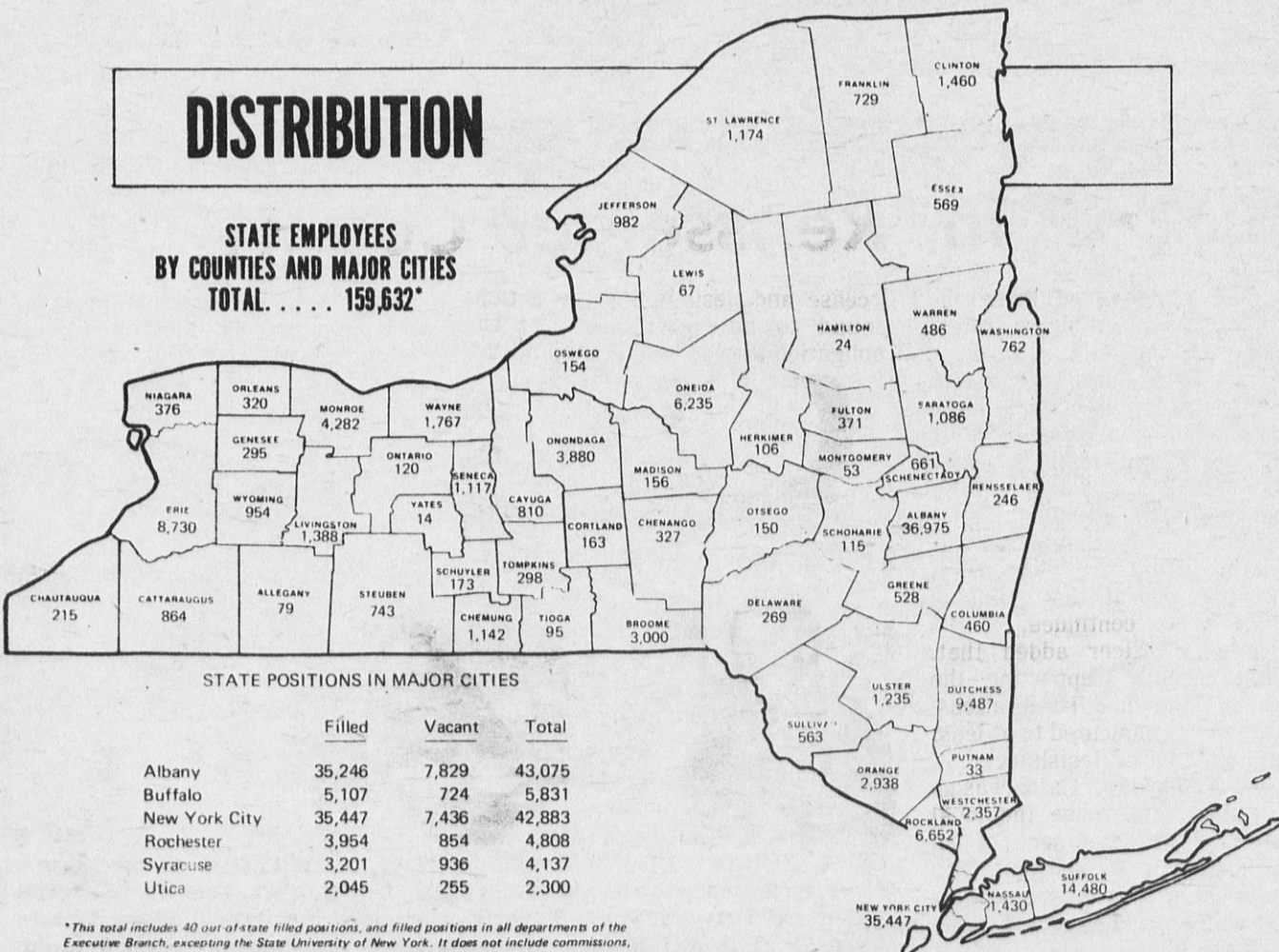
"Thus, Greenburgh's position does not reasonably reflect compliance with contract or with unwritten practice under it."

The arbitrator ordered the town to pay merit increments to all eligible employees and to return to its pre-1978 system for evaluations.

The arbitration involved more than two days of hearings. CSEA was represented by Regional Attorney Arthur Grae.

## HOW THE STATE WORK FORCE IS DEPLOYED —

According to the latest available statistics, this map of New York State shows the location of State employees by counties, and also lists state positions by major cities. The distribution listing is from the 1978 annual report of the State Department of Civil Service.



# Court, PERB back CSEA in Westbury Unit

WESTBURY — A Nassau County Court and PERB have upheld CSEA actions against a Long Island Village recently as CSEA Region I units successfully overturned illegal management initiatives against CSEA Members.

The Nassau County Supreme Court

agreed with CSEA that the Incorporated Village of Westbury acted beyond their authority and violated the collective bargaining agreement when the village sent employees home on a regular workday claiming there was no work because of "inclement weather conditions."

The four CSEA members — Bob Elliot, Anthony Marinucci, John A. Cloudman and Dennis T. Maher — all laborers from the Village Department of Public Works and Sanitation Department, were unable to come in for overtime work on a Saturday, according to CSEA Field

Representative Harold Krangle, and when they reported to work on the following Monday "they were sent home by the Village as a punishment."

Nassau County CSEA Local 830 took the Village to Supreme Court and won a judgement for back pay for the time the men were not allowed to work.

In another Westbury development, an improper practice charge by CSEA against the Westbury Water and Fire District that changing non-contractual benefits was in violation of the Public Employee's Fair Employment Act was upheld PERB.

One of the newest units of Nassau Local 830, the Westbury Water and Fire District unit had entered negotiations with the District for their first collective bargaining agreement when the District posted a memo prohibiting several past practices that were part of CSEA demands including: time off to cash pay checks; use of district vehicles during lunch hours; use of district shop facilities for repair of their personal vehicles and use of district tools for private purposes.

The district claimed that the 15-minute period could only be used for check cashing and not for free time and that the other three items were privileges never permitted to employees.

"Trying to take away long established rights was retaliation by a paternalistic district against the man for joining CSEA," said Krangle.

PERB ordered the district to rescind its memorandum and "negotiate in good faith and that the district pay each affected employee for the additional 15 minutes worked each Friday since the memorandum was issued."

The two "wins" cheered the leadership of the Nassau Chapter. "By these two victories we mean to send a message to other towns and villages in Nassau that CSEA will fight for every members right and that we will not be intimidated by small-town party politics," said Nicholas Abbatiello, president of Nassau County Local 830.

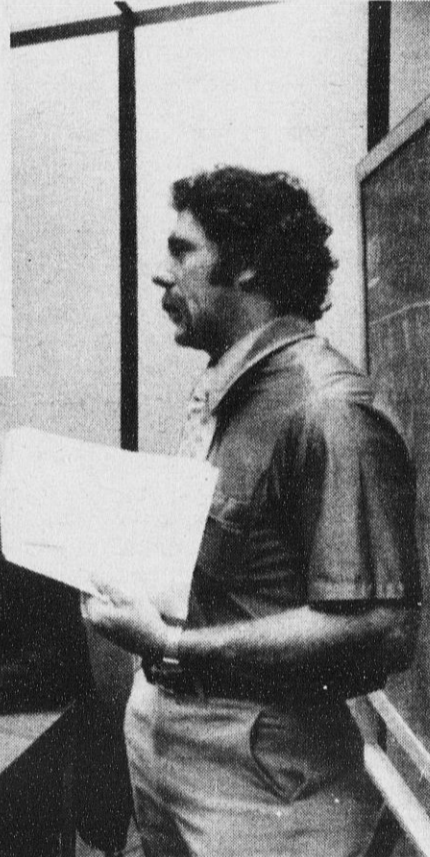
## Compressed work week opposed

ALBANY — An exploratory and explanatory meeting concerning a proposed compressed work week for State Department of Transportation employees was held recently in Albany. The proposal, presented by management personnel of DOT, met opposition from CSEA officials and from CSEA DOT Local presidents from across the state who attended the briefing. Under the proposal,

work days would be lengthened to allow one additional day off every other week, a proposal that the union says it does not look favorably on.

In the adjacent photos, a group of union and management people listen as a DOT representative discusses the proposal. Shown at the head table are, from left, CSEA Collective Bargaining Specialist Paul Burch, DOT's John Connery; Esther Swanker, Asst. Commissioner of Manpower and Employee Relations for DOT, DOT's Bonny Cawley, CSEA Director of Member Services Jack Carey, CSEA President William L. McGowan, and DOT's Daniel Mencucci, standing right.

In the other photo, CSEA Region VI Director Lee Frank, left, discusses the proposal with Mitchell Dudley, center, President of Chautauqua County DOT Local 509, and Gerald Dusel, President of Genesee-Orleans County DOT Local 513.



## PERB upholds IP in Rensselaer County

TROY — A Public Employment Relations Board hearing officer has upheld a charge by the Civil Service Employees Assn. that Rensselaer County Sheriff Eugene Eaton committed an Improper Practice when he failed to actively support passage of a bill giving competitive civil service status to 70 deputy sheriffs and corrections officers in the county.

CSEA filed the Improper Practice charge with the Public Employment Relations Board after the County and the union had negotiated a new contract for the employees last year. Eaton verbally agreed to support passage of the bill, in addition to supporting adoption of the contract by the county legislature. At the Dec. 28, 1978 meeting of the legislature, the contract was adopted but the bill was tabled.

PERB Hearing Officer Robert J. Miller found that by the end of February, "Eaton's position with respect to the bill appeared to shift in

response to a perceived threat by CSEA that labor problems might arise if he implemented his decision to open a substation in the eastern part of the County. Eaton made copies of CSEA's warning, dated Feb. 23, and distributed them to each legislator.

"Two legislators believed, after conversing with him, that Eaton was ambivalent about the wisdom of enacting the law at that point in time," Mr. Miller continued.

The hearing officer added that, "Although initially supporting the law, Eaton later had reservations, which were communicated to at least two members of the legislature . . . By the end of February, Eaton was no longer willing to espouse the local law. Such an abandonment of an agreed position is inconsistent with the obligation of affirmative support and may well have contributed to the tabling of the bill."

Mr. Miller ordered that Eaton

"cease and desist from the actions found to be in violation of the obligation to negotiate in good faith."

At press time, the bill still had not been enacted by the Rensselaer County Legislature.



CSEA REGION VI POLITICAL ACTION COMMITTEE members met recently. Seated, from left, are Gary Clark, Lee Sapienza, Tom Warzel, James Wiley and Patsy Howard. Standing, from left, are June Ferner, Barbara Justinger, Ramona Gallagher, Grace Steffen-Boyer, Domonic Sararino, Kathy Fetzer, and Joe Hartman.



## 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 I, Albany, New York 12239 (518) 457-6216.  
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.  
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

## COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS OCTOBER 9, 1979

	Salary	Exam No.
Computer Programmer/Analyst Trainee	\$ 9,481	36-780
Computer Programmer Trainee	\$10,624	36-781
Dentist III	\$34,220	39-395
Dentist IV	\$38,035	39-396
Drafting Technician	\$ 9,330	36-829
Senior Medical Records Clerk	\$ 9,330	36-827
Assistant Director of State Payroll Audit	\$26,390	36-855
Employees' Retirement Benefits Exmr. II	\$11,695	36-830
Employees' Retirement Benefits Exmr. III	\$13,885	36-831
Senior Bank Examiners	\$21,345-\$23,755	36-851
Principal Bank Examiners	\$26,390-\$29,270	36-852
Supervising Bank Examiners	\$32,475-\$34,095	39-394
Drafting Aide	\$ 7,900	00-029
Drafting Aide	\$ 7,900	00-028
Assoc. Mechanical Construction Engineer	\$26,390	39-368
Golf Course Maintenance Supervisor B	\$11,695	36-029
Golf Course Maintenance Supervisor C	\$ 9,865	36-029
Golf Course Maintenance Supervisor A	\$13,885	36-030
Senior Cytotechnologist	\$13,125	39-382
Employment Security Claims Trainee	\$10,624	00-021
Employment Security Claims Trainee		
(Spanish Speaking)	\$10,624	00-022
Employment Security Placement Trainee	\$10,624	00-023
Employment Security Placement Trainee		
(Spanish Speaking)	\$10,624	00-024
Senior Rural Employment Representative	\$16,420	36-588
Rural Employment Supervisor	\$21,345	36-589
Senior Compensation Claims Examiner	\$16,420	36-839
Associate Compensation Claims Examiner	\$19,210	36-840
Principal Compensation Claims Examiner	\$22,500	36-841
Insurance Fund Distribution Claims Manager	\$21,345	36-853
Workers' Compensation Review Analyst	\$13,125	36-842
Workers' Compensation Examiner	\$13,125	36-846
Senior Workers' Compensation Review Analyst	\$16,420	36-843
Senior Workers' Compensation Examiner	\$16,420	36-847
Assoc. Workers' Compensation Review Analyst	\$19,210	36-844
Assoc. Workers' Compensation Examiner	\$19,210	36-848
Principal Workers' Compensation Review Analyst	\$22,500	36-845
Principal Workers' Compensation Examiner	\$22,500	36-849
Social Services Medical Assistance Specialist	\$16,420	36-837
Sr. Social Services Medical Assist. Specialist	\$21,345	36-838
Teachers' Retirement Benefits Examiner II	\$11,695	36-832
Teachers' Retirement Benefits Examiner III	\$13,885	36-833

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

## STATE OPEN COMPETITIVE JOB CALENDAR

OPEN COMPETITIVE EXAMS

Filing Ends October 15, 1979	Salary	Exam No.
Compensation Claims Examiner	\$13,125	25-072
Computer Programmer/Analyst Trainee I	10,624	25-008
Compensation Claims Examiner, Senior	14,075	25-073
(Upstate Area Only)		
Computer Systems Analyst Trainee I	10,624	25-009
Drafting Aide	6,773	25-065
Drafting Technician	7,997	25-066
Electrocardiograph Technician	9,330	25-067
Employment Interviewer	11,250	25-021
Entrevistador de Trabajo (de Habla Hispana)	11,250	25-022
Employment Security Claims Trainee	10,624	25-023
Employment Security Claims Trainee	10,624	25-024
(Spanish Speaking)		
Employment Security Placement Trainee	10,624	25-025
Aprendiz de Asegurar Trabajo (de Habla Hispana)	10,624	25-026
Golf Course Maintenance Supervisor A	11,904	24-471
Golf Course Maintenance Supervisor B	10,024	24-470
Golf Course Maintenance Supervisor C	9,865	24-470
Rural Employment Representative	11,250	24-865
Rural Employment Representative Trainee	10,624	25-042
Social Services Medical Assistance Specialist	14,075	25-070
Title Searcher	11,250	25-063
Unemployment Insurance Claims Examiner	11,250	25-028
Unemployment Insurance Claims Examiner	11,250	25-029
(Spanish Speaking)		
Workers' Compensation Examiner, Associate	16,469	25-074

# PERB orders retro overtime

NASSAU COUNTY — Nassau County's Fire Communications Bureau must revert to its old shift schedule and pay retroactive overtime to employees who worked hours in excess of that schedule since July 14, 1978, as the result of a successful Improper Practice charge leveled against the County by CSEA.

The recent decision by Public Employment Relations Board Hearing Officer Robert J. Miller will give retroactive checks to 15 fire marshalls, members of CSEA Nassau Local 830.

Under their CSEA contract, the men were entitled to four straight days off after working five straight days on the midnight-to-8 a.m. shift. But on July 14, 1978, the County unilaterally reduced the number of days off after that shift from four to three.

Mr. Miller agreed with CSEA's argument that the County's action amounted to changing the worker's terms and conditions of employment without negotiating with the union — an Improper Practice under the state's Taylor Law.

"While the County was free to alter the timing of the shifts, it was not free to extend or diminish the number of work hours unilaterally," Mr. Miller wrote.

## Region IV Board

ALBANY — Delegates at a business meeting of the Capital Region of the Civil Service Employees Assn., held in September, elected the following individuals to serve on the Capital Region Executive Board: From the State Division, John Francisco, Carmen Bagnolia, Shirley Brown, Betty Lennon, Jean Book, June Scott and Charles Knox and from the County Division, Sam Ciraulo and Joe Blair.

The board will meet monthly with the Region officers to handle business.

A motion was passed at the meeting making Ronald Premo the permanent sergeant-at-arms for the Capital Region at future statewide CSEA conventions.

## Region IV Chairmen

ALBANY — Region IV President Joseph McDermott has appointed the following committee chairpersons to serve two-year terms:

Activities, Eileen Salisbury; Auditing, Anthony Muscatiello; Constitution & By-Laws, Barbara Skelly; County, Jeanne Kelso; Downtown, Richard Weiss; Education, Betty Lennon; Finance, Joseph Cassidy; Political Action, Timothy Drew; Social, Jane Perry; Uptown Sandra Sokoloski, and Women's, June Scott. Vacancies for chairpersons on the Special Transportation and Adirondack Committee still exist.



DEPARTMENT OF LABOR CSEA LOCAL 350 officers were installed in New York City on Sept. 20 by Long Island Region I President Irving Flaumenbaum, on right, and New York City Comptroller Harrison Goldin, third from right. The new officers are, from left, Florence Ritter, treasurer; Steve Tanzer, second vice president; Tina Packer, secretary; Betty Mathews, first vice president; and George Caloumeno, president. Third Vice President Dennis Tobin is not pictured. Among the speakers at the installation were AFSCME District Council 37 Executive Director Victor Gotbaum, pictured on right.



DEPARTMENT OF HEALTH CSEA LOCAL 664 officers installed recently are from left, Anthony W. Muscatiello, treasurer; Sandy Droper, secretary; Cele Belmonte, executive committee; Tom McMahon, vice president; Linda Rolfe, executive committee; Al Mead, president; and Margaret Lynch and Stan Ziobrowski, both executive committee. CSEA Field Representative Joe Bakarian, right, swears officers in. Executive Committee member Rebecca Goldman is not pictured. At the officers meeting which followed the installation, Mead, McMahon, Muscatiello, Droper, Belmonte and Ziobrowski were selected as delegates to the CSEA annual meeting.

## Calendar of EVENTS

### October

- 12 — Metropolitan Region II installation dinner-dance, 8 p.m., Terrace on the Park, Flushing Meadows.
- 12 — Hudson River Psychiatric Center Local 410 Annual Dinner Dance and Installation, Meadowbrooke Lodge, Newburgh.
- 12-13 — Region 6 Conference, Holiday Inn, Batavia.
- 16 — Hudson River Psychiatric Center Local 410 monthly meeting, Fairview Firehouse, Poughkeepsie.
- 17-19 — Public Employee Conference meeting, Concord Hotel, Kiamisha Lake.
- 18 — Local 002 general membership meeting, First Ward Legion, Clinton and Grace Streets, Binghamton, 7:30 p.m.
- 21 — Board of Directors meeting, Concord Hotel, Kiamisha Lake.
- 21-26 — Annual Meeting, Concord Hotel, Kiamisha Lake.

### November

- 3 — Capital Region IV School District Committee workshop, Thruway House, Albany.
- 3 — Capital Region IV State Bargaining Units committees workshops, Thruway House, Albany.
- 16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.

## Court back Nassau Local on eligibility for increments

MINEOLA — Nassau County CSEA Local 830 has won the first round in a legal battle with Nassau County over whether approximately 200 county employees are eligible for increments.

CSEA Regional Attorney Richard Gaba said State Supreme Court Justice Arthur Spatt ruled Sept. 24 the employees involved, who had been CETA employees before being hired into permanent positions, were eligible for increments.

Gaba expects Spatt's decision to be appealed by the county.

The problem developed when the

contract between CSEA and the county which went into effect on Jan. 1, 1977, provided increments only for employees hired before the contract went into effect, Local 830 President Nicholas Abbatiello said.

Nassau County refused to pay increments to those who had been CETA employees when the contract went into effect and later filled permanent positions. The Nassau County Civil Service Commission classified those employees as new employees, Abbatiello said.

In June 1978, Local 830 sued the county over the issue.

# Employee—run day care now at Adam DC

By Dawn LePore

**PERRYSBERG** — After two years of planning, lots of hard work and more than just a few stumbling blocks, an employee-run day care center has finally become a reality at the J.N. Adam Developmental Center.

The day care center — a grass roots effort from the beginning — is the only program of its kind known to operate in the 25 counties of Western New York.

A ribbon-cutting ceremony officially opening the center was held Sept. 13. Attending the ceremony were CSEA Region 6 President Robert Lattimer, Regional Field Supervisor Lee Frank, and Local 400 President Paul Christopher along with Frederick Zasyoki, Deputy Director of J.N. Adam, and Grace Martin, a representative from the N.Y.S. Department of Social Services. Ms. Martin presented the state license to Phyllis Badurek, the director/teacher of the day care center during the ceremony.

"The idea for the center originated in June 1977" said Dave Polisto, a member of the day care center's Board of Directors and past president of Local 400. According to Polisto, a needs assessment survey was conducted and received a good response. Management supported the idea and a steering committee was established, with Polisto as co-chairman.

"Part of the reason the union got involved was because we found something in our contract that indicated partial funding might be available for the project," Polisto said. "When we discovered there were no funds set aside specifically for our purpose, we turned elsewhere."

Committee members were able to develop CETA programs that would sponsor a teacher and two aides, but the limited salary allowance of \$6,500 made it difficult to fill the teacher's position with someone meeting New York State qualifications in Early Childhood or Elementary Education.

In addition, Local 400 contributed \$500, the Fisher-Price Corporation donated toys and staff members gave furniture, paint, paper, etc., as well as their time. Management at J.N. Adam assisted in locating an available building on the Center's grounds that could meet state safety standards and agreed to pay for utilities. An unused staff house was agreed upon and remodeled to fit the center's needs.

The day care program, which was been operating at near capacity since its unofficial opening July 16, has room for a dozen children, ages three to five. Children as old as six or seven will be able to participate during the summer months.

A structured schedule provides for "classes" in music, art, literature and history, free play time and naps. Hot lunches and snacks for the children are paid for through a tuition plan — \$25 a week, \$6 a day, or \$1 an hour. The center is open from 6:30 a.m. to 5 p.m., but plans to keep the facility open 16 hours a day, seven days a week are in the works.

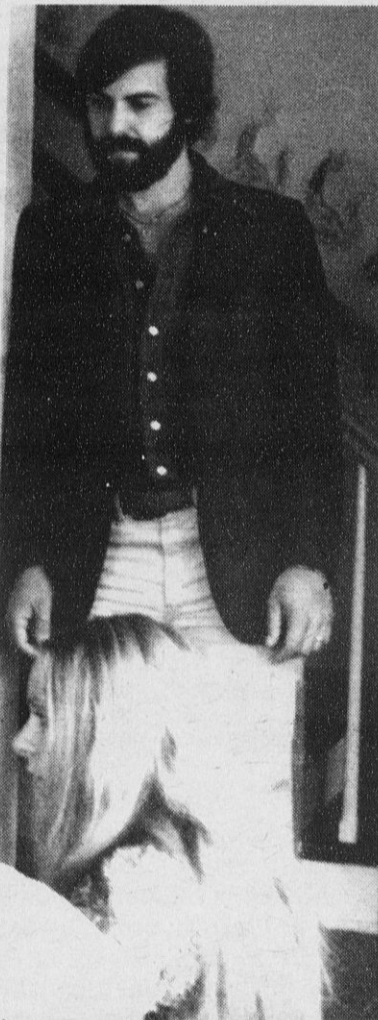
Right now the major concern of the center's board of directors lies in locating continuing funding for the project. The one year CETA pilot program runs out next summer, although the aides positions will probably be able to be renewed.

A grant application to the Appalachian Regional Commission has been labeled "low priority," although the final word will not return until December 1.



HELPING WITH OPENING CEREMONIES to mark the dedication of the unique employee-run day care center at J.N. Adam Developmental Center were, from left, CSEA Region VI Director Lee Frank, CSEA Region VI President Robert Lattimer, Paul Christopher, President of CSEA Local 400 at J. N. Adam, and Dave Polisto, past president of Local 400 and co-chairman of the steering committee for the day care center. A group of happy children who benefit from the day care center join in the photo.

DAVE POLISTO, co-chairman of the steering committee for the day care center, looks in on a group of children and their teacher and a teacher aide.



A TEACHER AIDE works with children at the employee-run day care center at the J.N. Adam Developmental Center.

HELPING A CHILD get a proper perspective on life is an important objective of this teacher aide at the day care center.

