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Improper Practice charged

CSEA fighting local office closings

ALBANY — CSEA has filed an Improper Practice charge with the New York State Public Employment Relations Board (PERB) against the Governor's Office of Employee Relations for OER's attempt to deny the union office space at State facilities.

In an Improper Labor Practice charge filed by CSEA lawyers with

PERB on July 15, the union demanded that PERB order the State to "cease and desist" from threats to close offices at State facilities that have been provided to CSEA locals so membership problems can be dealt with quickly and efficiently at work locations.

"The deprivation of the right to representation by CSEA, by deprivation of space necessary for the conduct of such representation, constitutes a unilateral change in terms and conditions of employment, in violation of Section 209 of the Civil Service Law," the union said.

CSEA President William L. McGowan ordered the filing of the Improper Practice as the result of the issuance of a memorandum by the Governor's Office of Employee Relations to State agencies and departments directing the agencies to deny office space to CSEA locals which have used extra space at State facilities for membership communication for more than 10 years.

"The CSEA local offices at State facilities have allowed us to effectively work on problems confronting the membership at the work site.

"After more than 10 years of successful experience with this system, the State suddenly decides that they want to deny us this condition of employment and they cannot simply decide that on their own.

"This is a negotiable item and their attempt to remove it is an Improper Practice within the meaning of the Taylor Law," McGowan said.

CSEA asked the Governor's Office

of Employee Relations to maintain the status quo pending resolution of the Improper Practice charge. The request was agreed to by OER Director Meyer S. Frucher, the author of the memo which is being challenged by the union.

"The ability to represent our

members in large State facilities requires space at the facilities for our leadership to work with the members in representation matters.

"We will not accept any unilateral attempts to interfere in this relationship," McGowan said.

Agreement on mileage allowance

ALBANY — CSEA and the Governor's Office of Employee Relations reached agreement last week on an increase in the 17-cents-a-mile allowance for State employees using their personal vehicles on State business.

The plan, signed after months of negotiation, boosts the mileage allowance by six cents in four steps under an escalator clause.

The agreement calls for the mileage allowance to rise to 20 cents retroactive to Jan. 1, 1980; to 21 cents on Jan. 1, 1981; to 22 cents on July 1, 1981; and to 23 cents on Jan. 1, 1982.

"We think this is a fair agreement, which will give some relief to our people who have been hit hard by the rising costs of gasoline," CSEA President William L. McGowan said.

Retro advancements to occur this week

ALBANY — Eligible CSEA-represented State employees who have not already received their first annual performance advancements will receive them this week retroactive to either April 1 or to the anniversary of their date of hire or promotion, whichever is appropriate.

Some 13,000 employees in CSEA's statewide Operational, Institutional and Administrative bargaining units are currently receiving the payments under the performance evaluation system in the 1979-82 CSEA contracts for the three units, according to CSEA President William L. McGowan.

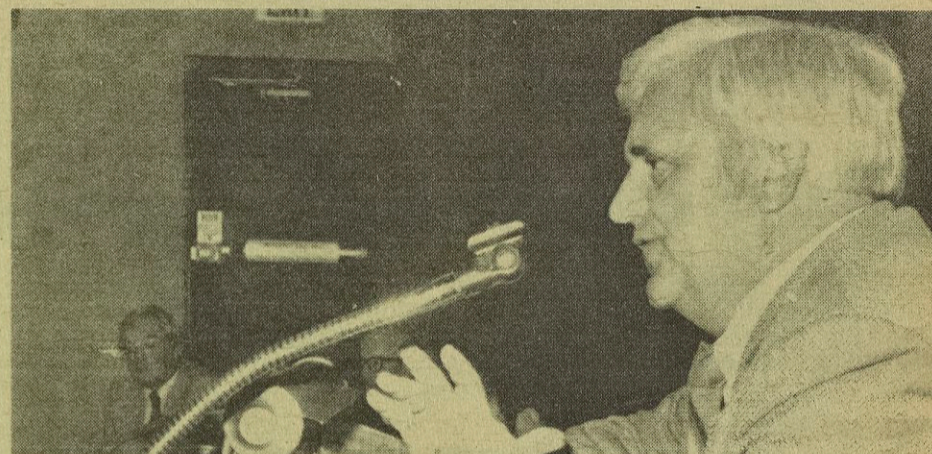
About half of these employees received the payments in the July 16 payroll. The others will get it in the payroll of July 24.

The monies are retroactive to April 1, 1980, for employees below the top of their salary scale, except for those hired or promoted on or after April 1, 1979.

The latter group's payments will be retroactive to the date of their hire or promotion, unless they already received an expedited advancement during the first round of evaluations, which began last fall.

Evaluations were suspended in January until the State and CSEA could work out the numerous bugs in the system. Had the system not been suspended, the current payments would have come in the payroll nearest April 1.

Meanwhile, a revised performance evaluation system has been worked out (as reported in the July 16 **Public Sector**). Evaluations will begin again in the fall.



CSEA PRESIDENT William L. McGowan orders the filing of an Improper Practice charge against the State for its attempt to deny CSEA locals office space. McGowan called the move by the State "a unilateral change in terms and conditions of employment."

Court job security, pay raise bills signed

ALBANY — Gov. Hugh L. Carey has signed into law two CSEA-backed bills giving court employees long-overdue pay hikes and job security.

One bill implemented CSEA contracts for about 4,000 court employees statewide — contracts

that had been ratified months ago — and are retroactive to April 1, 1979.

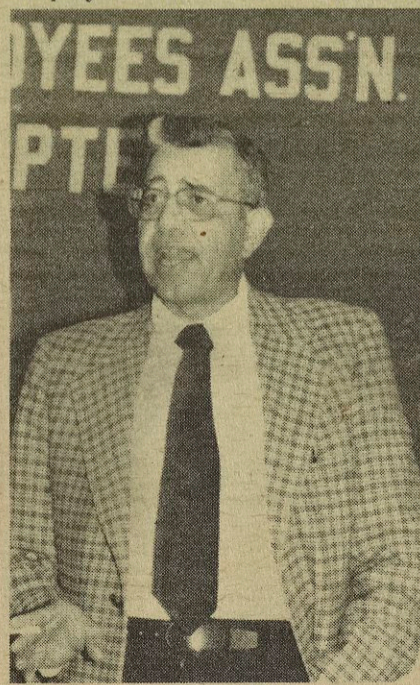
The other was the so-called "grandfather" bill, that gives permanent, competitive Civil Service status to those court employees who have held their jobs provisionally for more than a year.

More than two-thirds of CSEA-represented court employees fall into that category because the State failed to administer Civil Service examinations for many court positions for up to 20 years.

"When a person has held a job provisionally for more than a decade but, through no fault of his own, has never had the chance to take the Civil Service exam for that job, then job security for that employee is long overdue," said CSEA Collective Bargaining specialist Pat Monachino.

"We're glad the passage and signing of this bill gives thousands of court employees that security at last."

Monachino estimated that the retroactive checks for the court employees affected by the pay-bill signing will be paid beginning in September.



Pat Monachino

State OMH blocking use of training funds

ALBANY — For the past three months, the State has been blocking access of some 35,000 Mental Health employees to \$250,000 of

contractually-guaranteed training funds.

That's the accusation of Thomas Quimby, CSEA director of training and education, who charged the elimination of three positions in the Office of Mental Health's (OMH) Training Department in May has had that effect.

In a letter to OMH Commissioner James Prevost, Quimby charged the layoffs resulted in "drastic reduction in the number of Agency Experimental grants being processed; failure by OMH to process applications for Employee Benefits Training courses; and inaction on the forwarding of training announcements and application forms to mental hygiene facilities."

The funds being blocked are part of the \$1.8 million per year guaranteed for training and education purposes to members of CSEA's statewide Operational, Institutional and Administrative bargaining units.

Quimby warned Prevost that "the State of New York is obligated to deliver these benefits to CSEA-represented employees, yet it is not

doing so. CSEA would like to know what you plan to do about it."

The union has received many complaints and inquiries about the lack of OMH involvement in training programs lately, Quimby said.

"There are usually dozens of applications for grants, programs and training courses each month, but recently there have been virtually none in Mental Health. Our investigation shows this can be traced to the layoffs in OMH's Training Department.

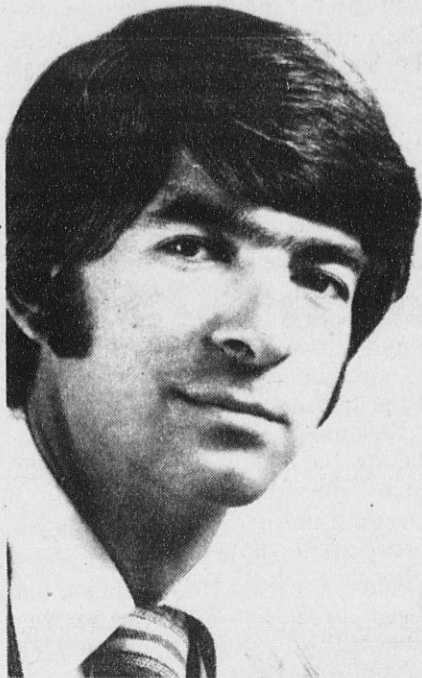
"But CSEA will not permit that to be used as an excuse to deny contractually-guaranteed benefits to thousands of workers," he said.

The three laid-off employees evaluated Agency Experimental grant applications, processed applications for Employee Benefit Training courses and coordinated training programs at the agency level.

Agency Experimental grants are proposals by joint labor/management teams at the facilities for training designed to meet the unique needs of that facility's employees.

The purpose of the Employee

Benefits Training Program, first negotiated by CSEA in the 1980 contracts, is to develop and fund expanded promotional opportunities; improve morale; produce educational, development and training programs; and increase productivity for employees in the three bargaining units.



Thomas Quimby

Syracuse DC political action brings results

SYRACUSE — Following an alert by members of the CSEA Syracuse area Political Action Coalition, representatives of four State legislators recently met with the chief administrator at Syracuse Developmental Center (SDC) to investigate a case of alleged patient sexual abuse there.

The case, according to Syracuse Police records, involved a 32-year-old male patient at the facility who allegedly sexually assaulted a female patient.

The male patient was arraigned in Syracuse City Court on charges of first degree sexual abuse and was released on his own recognizance.

Officials of SDC CSEA Local 422 were concerned the patient might return to the facility and were critical of the administration for the lack of action in transferring the accused to either a more restrictive or more highly staffed setting sooner.

In a matter of hours following the meeting of legislators with the SDC administration, the Political Action Coalition members were notified the charged resident "is to be transferred to a more appropriate setting."

At the same time it was also made public that the hiring freeze was lifted, effective immediately.

Apparently, the "decision" to transfer the charged patient to another facility and the lifting of the hiring freeze was aided by the CSEA Political Action Coalition, the immediate investigation of legislative representatives and the accurate reporting by both Syracuse newspapers.

CSEA continuing exam fee battle

ALBANY — Despite the governor's veto of a bill eliminating the \$5 fee recently imposed on public employees who take open-competitive Civil Service exams, CSEA plans to continue its fight to abolish this charge.

The bill, a top union priority this session, passed both houses of the legislature.

However, the governor vetoed the measure, saying it discriminated against non-public employees, whom the bill did not exempt from the charge.

"If he feels it's not fair to charge newcomers the fee when incumbents don't have to pay it, then the governor

should order the Civil Service Department to waive the fee for one and all," CSEA President William L. McGowan said.

The optional fee, which the Civil Service Department had waived since 1963, was re-instituted in late 1979.

The union drew up a bill permanently eliminating the charge for all incumbent employees of the State and its political subdivisions.

"Thousands of public employees must take open-competitive exams in order to keep their jobs, and many other incumbents use the exams as a means of getting into a job series where they would be more suitable

and more efficient. Why should these people have to pay to take such an exam?" McGowan asked.

The governor stated in his veto message that the union's bill was motivated by its desire to circumvent a recent Public Employment Relations Board hearing officer's decision denying that the fee for incumbents was an Improper Labor Practice under State law.

The governor was wrong on two counts: CSEA drew up the bill and published it as one of its top priorities last winter. The hearing officer's decision was handed down on June 5.

Also, the Improper Practice charge affected only employees of the State. The bill affected State and local employees.

In addition to asking the governor to remedy the situation administratively, CSEA has also appealed the hearing officer's decision. Attorney Stephen Wiley of the law firm of Roemer and Featherstonhaugh has filed a brief in the case and he expects PERB to review the matter in the early fall.

"We're not giving up on getting this unfair charge eliminated," McGowan said. "The Civil Service Department thought the fee would stop people from filing for the exams, and then not showing up to take them.

"But our members are not the no-shows. Incumbent public employees know the system, and they know that these exams are their ticket to greater financial security."

The union's position has been adopted by newspaper editorialists from Long Island to Watertown who have pointed out that the fee is bad for employee morale, undermines the principle of merit and fitness in public employment and discriminates against the poor who are less able to pay to take the exams.

Calendar of EVENTS

July

- 23—Saratoga County Local 846 general membership meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 23—Capital District Retirees Local 999 clam steam and steak roast, 1-8 p.m., Krause's Halfmoon Beach and Grove, Crescent.
- 23—Capital Region Employee Assistance Program pre-implementation program, Empire State Plaza, Albany.
- 24—Rockland Psychiatric Center Local 421 retirement dinner for Ruverna Ward, 7:30 p.m., Villa Venece, Orangeburg.
- 24—DOT Barge Canal Local 503 officers meeting, 5:45 p.m., Seneca Marina, Hayes Road off Route 370, Baldwinsville.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.
- 26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.
- 26—Southern Region III workshop, "women in the labor movement: issues and problems," 9 a.m.-2:30 p.m., Holiday Inn, Newburgh.
- 26—Franklin County Local 817 annual picnic, 10 a.m., Malone Recreation Park, Malone.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.
- 16—Rensselaer County Local 842 annual steakroast, 1 p.m., Krause's Halfmoon Beach, Crescent.
- 20—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 23—Brooklyn Developmental Center Local 447 disco and fashion show in honor of James Gripper, 10 p.m.-3 a.m., Midwood Terrace, 1143 Flatbush Ave., Brooklyn.

Mediator joins Oswego talks

OSWEGO — After failing to reach an agreement after five months of negotiations, CSEA and the Oswego City School District have submitted their proposals to a mediator.

Ron Smith, CSEA field representative and chief negotiator for the more than 300 non-instructional employees in the Oswego Schools Unit of Oswego County Local 638, said:

"We are not overly optimistic about a quick settlement. We have been negotiating since late February and, at this point, our main problems still concern wages, fringe benefits for hourly employees and job security provisions."

At NYC DFY

Discipline out of control

NEW YORK CITY — The administration of discipline against employees of the State Division for Youth in CSEA Metropolitan Region II 'has gotten completely out of control without any reason, logic or justice existing in recent actions,' CSEA Field Representative Al Sundmark reported.

Sundmark said the division's Office of Employee Relations, facility directors and supervisors "are totally out of touch with both the letter and the spirit of the Article 33 disciplinary process, with progressive discipline and with knowing the difference between right and wrong. The penalties don't even fit the alleged crimes."

Division for Youth (DFY) CSEA members in Region II are part of New York City Local 010.

He called DFY Office of Employee Relations representative Robert Kennedy "an incompetent amateur who doesn't even know the contract he is employed to enforce."

"At a recent third step hearing, Kennedy claimed an arbitrator could impose a penalty greater

than the penalty sought by management.

"Doesn't he know that that practice came to an end with the signing of the CSEA-State contracts in 1979?"

"I wish the State Executive Department would assign a competent and experienced person to represent management with its labor relations in the Division for Youth with CSEA."

"The State is needlessly squandering thousands of taxpayer dollars in costly arbitrations because one man in an extremely sensitive position is totally incompetent."

Sundmark said Kennedy has no concept of progressive discipline and makes "no meaningful attempts to settle disciplinarys at the third step."

"In one case his idea of a settlement was reducing a \$100 fine to \$90."

Two recent disciplinarys which will be going to arbitration were explained by Sundmark as follows:

DFY is attempting to terminate seven-year employee Victor A.

Reid of the DFY Bushwick (Brooklyn) facility on six "charges" which Sundmark called "absolutely without merit."

In this case, Kennedy refused to entertain any settlement, Sundmark said.

Among the charges against Reid are that one day he forgot to log himself off the unit and that he failed to record the AWOL status of a resident when he came on duty when Reid had not been informed of the AWOL of the resident.

"Can you believe that Division for Youth wants to terminate Reid for forgetting once to log out? If I worked for management, I'd be embarrassed to go before an arbitrator with such a charge," Sundmark said.

DFY also is attempting to terminate employee Luis Marcano of the DFY Bronx Secure Facility.

Marcano is facing two charges involving his duty watching an empty building at Pilgrim Psychiatric Center in West Brentwood on Jan. 27, 1980.

DFY claims Marcano was not at his assigned post between 7 p.m.

and 11 p.m. and that he falsified his daily attendance record to indicate he had been on duty during that time.

Kennedy offered to reduce the termination to a one-month suspension and a one-year probation.

While DFY claims Marcano left four hours early, Marcano did not. His only "crime" was that his lunch break lasted for approximately two hours because he had to wait for a taxi to return him to Pilgrim from Brentwood.

Sundmark said: "Since when is taking too long a lunch a charge punishable by termination?"

"Also, isn't it ridiculous that when DFY drew up its charges against Marcano they included his lunch break in the time he was allegedly illegally missing from his post?"

Local 010 President Joseph Johnson said his local "would not sit back while management is abusing and harassing our members. The full weight of CSEA will be used to protect the membership from these tactics."



NEW YORK CITY LOCAL 010 President Joseph C. Johnson goes over the agenda of the leadership conference with Local 010 Education Committee Chairman Fabia Calderon.



AFSCME REPRESENTATIVE Anita Patterson, 010 members attending the conference are, from left, Frances Manner, Mental Health Information Service; and Rose Feuerman, first vice president.

NYC local 010 holds conference

NEW YORK CITY — Approximately 80 members of New York City Local 010 recently attended a two-day leadership conference.

The conference was conducted by Marsha Anderson of the AFSCME Education Department in Washington, D.C.; and by Anita Patterson of the AFSCME New York City office.

Subjects discussed at the conference included consensus problem solving, the role of the steward on the job and grievance filing.

Coordinating the agenda for the conference were Local 010 President Joseph C. Johnson and Local 101 Education Committee Chairman Fabia Calderon. Also attending the conference was Metropolitan Region II President James Gripper.

Local 010 is the largest CSEA State Division local with almost 5,000 members.



ATTENDING THE LOCAL 010 leadership conference are, from left, Francois Frazier, Motor Vehicles Department; Joseph Dec, Judiciary Department; and Mel Sheppard, Education Department.

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MEMBERS OF THE NEWLY ELECTED Parks and Recreation Department Unit of Nassau County Local 830 are joined by Local 830 President Nicholas Abbatiello, top left, at the unit installation, including, from left top, President William Keanna, Corresponding Secretary Helen Pappas, Director

John Walker, Treasurer Bart Piccininni, Recording Secretary Evelyn Palumbo, Director James Barnett and Second Vice President Raymond Shelton. Not attending the installation were First Vice President Nicholas Dellisanti and Director Kenneth Badger.



ATTENDING THE INSTALLATION OF OFFICERS of the Town of Smithtown Unit of Suffolk County Local 852 are from left standing, Town Supervisor Pat Vecchio, Past President Al Stein, First Vice President John Stein, Second Vice President Doug

Hallack, CSEA Field Representative John Cuneo and Third Vice President John Salerno; sitting, Councilman Ira Block, Unit President James Carthy, Local 852 President Ben Boczkowski, Secretary Joan DiBernardo and Treasurer Karin Tonnessen.

Labor Studies offerings

BINGHAMTON — The New York State School of Industrial and Labor Relations — Cornell University is holding two labor studies courses at Broome County Community College.

The courses, Collective Bargaining II and Labor History, are offered as part of the Binghamton Labor Studies Program and each course completed earns 1.5 credit hours.

The courses start Sept. 10 and end Dec. 3. They meet on Wednesday evenings except Nov. 26.

The Collective Bargaining course meets 7 to 8:30 p.m. This Labor History course meets 8:45-10:15 p.m. Each course costs \$45 plus books.

For additional information, call Debi King at (607) 256-2125 or write her at NYSSILR-Cornell, Conference Center, Ithaca, N.Y. 14853.

Collective Bargaining II will emphasize preparation for collective bargaining and contract language. Students do not have to have taken Collective Bargaining I to take Collective Bargaining II.

Broome labor exhibit

BINGHAMTON — "Working Lives: Broome County, 1800-1930," an exhibition on the social history of Broome County from the point of view of its working people, opens June 28, 1980, and continues through Oct. 26, 1980.

The exhibit is at Dickinson Galleries, Robertson Center, 30 Front Street, Binghamton.

The exhibit will be open Tuesday through Friday from 10 a.m. to 5 p.m.; and on Saturday and Sunday from noon to 5 p.m.

In conjunction with the exhibit, two films: "In White Collar America," a look at the world of office workers; and "Temiscaming, Quebec," one community's response to a plant closing; will be shown 8 p.m. on Aug. 1 and at 3 p.m. on Aug. 3.

The opening of the exhibit at 5 p.m. on June 28 will include a concert by the Broome County Pops followed by a fireworks display. Rain date is June 29.

Information on Tier III

Members of Tier III of the New York State Employees Retirement System can receive retirement credit for previous service as follows:

Paragraph 8, Section 513, of the Retirement and Social Security Laws of the State of New York, states that a member shall be eligible to obtain retirement credit for previous service with a public employer if retirement credit had previously been granted for such service, and the member has rendered a minimum of five years of credited service after July 1, 1976, or after last rejoining the retirement system.

The credited service may be added to the service rendered after July 1, 1976 to add to the ten-year total service required to qualify for retirement.

In St. Lawrence County

Workday extension averted

CANTON — Some 650 employees of St. Lawrence County, members of CSEA Local 845, appear to have won a limited victory from the St. Lawrence County Legislature, which reportedly will not add an extra half hour to the work day when it imposes a settlement for the 1980 contract year.

However, CSEA Field Representative Thomas Dupee was unsuccessful in an attempt to get the County Legislature to publicly drop its demand for a longer work day, so that the two sides could negotiate an agreement.

Until June 21, County Administrative Assistant William P. Collins handled the bargaining chores as chief negotiator for the county, while Dupee led the CSEA delegation at the bargaining table.

Union members blame Collins' steadfast refusal to yield on the proposal for a longer work day with no extra compensation as the prime reason for the impasse.

But Collins left for an extended vacation June 21, dropping the contract stalemate in the hands of County Legislature Chairman Donald Livingston who wasted no time tossing the political hot potato to Finance Committee Chairman Ralph Greco.



Thomas Dupee

It also became clear during the hearing that few of the 22 members of the legislature had detailed knowledge of the bargaining session, offers and counter-offers which preceded the hearing.

None were aware of CSEA's attempts to reach an amicable settlement, and only two members of the board — Greco and Livingston — were aware of the last offer which Dupee made in a meeting with them just hours before the hearing.

The key part of that offer was a union pledge to shelve a dental plan in return for the county's agreement to back away from its insistence that the work day be lengthened by 30 minutes without a corresponding increase in pay.

Dupee said Livingston, Greco and County attorney Charles Palm left that 11th hour negotiating session after promising to canvass other board members to see if the union's offer was acceptable.

But at the hearing, which got underway six hours later, Dupee forced

CANTON — As expected, the St. Lawrence County Legislature imposed a one-year contract on its CSEA-represented employees retroactive to Jan. 1, 1980. The imposition included a seven percent pay increase with no increase in the work day. The vote came on July 14, 1980.

Greco to admit the legislators had never been canvassed, and indeed had not even been informed of the offer before they were asked to sit in judgment.

School Unit pact in Broome

BINGHAMTON — A spokesman for the Civil Service Employees Association recently announced a new two-year contract has been ratified by the Binghamton City School Unit of Broome Education Local 866 and Binghamton School District representatives.

The new contract, effecting more than 200 non-instructional school employees, began July 1, 1980.

According to James Corcoran,

New contract in Ogdensburg

OGDENSBURG — A spokesman for the Civil Service Employees Association (CSEA) recently announced that non-instructional employees of the Ogdensburg City School District have voted to accept a new 3-year contract.

Roger Kane, CSEA collective bargaining specialist and chief negotiator for the school unit which is part of St. Lawrence County Local 845, said the new agreement became effective July 1, 1980, for the more than 60 employees in the bargaining unit.

The new pact includes across the board salary increases of 9.5 percent the first year; nine percent in the second year; and nine percent the third year.

Other employee benefits include an Agency Shop clause; an improvement in holiday pay to double time and one half; 15 cents per hour pay differential for employees working in the dome arena; and one additional holiday.

In a comment following the contract announcement, Kane acknowledged the six months of effort by Unit President Larry Bouchey and the members of his negotiating team.

"We worked hard to hammer out a good contract, one of the employees can live with in face of inflated costs," Kane said.

"We, in good faith, took back every offer to our membership that we were supposed to, and I sit here tonight and I didn't even have the courtesy of a yes or no on the proposal that we made this morning," Dupee said.

After some not-too-subtle pressure from a former legislator, Ernest LaBaff, international vice-president of the Aluminum Workers International Union who was speaking on behalf of the AFL-CIO Central Trades Council, the legislature withdrew to a 50-minute closed-door executive session, supposedly to consider the

offer made by CSEA that morning.

But when they reconvened the hearing, Greco announced it was "the consensus of a large majority of the board . . . that we may be able to finalize a contract with one more meeting of the parties."

CSEA field representative and chief negotiator for the employees, the new pact includes an increase of 9.5 percent plus increments where due for salaried employees.

Second and third shift employees will also receive \$150 and \$200 shift differential pay.

Hourly employees will receive an hourly increase of 50 cents the first year and 20 cents per hour the second year.

Hourly employees will also get an increase of 10 cents per hour after 10, 15 and 20 years of service.

New contract language for cook managers calls for an increase of 10.1 percent the first year and 9.5 percent the second year.

Other benefits include: Improved Dental Plan; one additional personal

"Are you going to drop the half hour?" Dupee demanded repeatedly.

Greco would only say: "We certainly are going to consider that if we meet one more time."

"I'm sorry, that's not specific enough," Dupee replied. "I'm not going to deviate from my position. Either we agree to the CSEA proposal or legislate a settlement."

That's the way it ended, with Greco calling a sudden halt to the hearing, and the legislators filing out of the packed County Courthouse.

Later that night, the seven-member Finance Committee and four other legislators huddled behind closed doors and decided on terms of a settlement.

An estimated 450 CSEA members and supporters turned out for the hearing, making the largest attendance at a county legislature meeting in history.

day; all unused personal days can be accumulated and added to sick days; overtime distribution to be based upon a rotating seniority list; minimum of five percent increase for promoted employees; new lay off procedure for non-competitive employees; and seven calendar days notice of involuntary transfer.

The new agreement also specifies that in the event the school district hires employees above the hiring rate, no employee in the effected title will receive less money.

In addition to Corcoran, members of the CSEA negotiating team included: Unit President and team chairman Michael Igo, Carlo Guardi, John Pasquale, Virginia Malinowski, Carol Fancher, Donna Yudin and Jennie Herrick.

Sick leave grievance won

SYRACUSE — A spokesman for Syracuse City Local 013 announced a settlement has been reached between the Governors' Office of Employee Relations and CSEA in regard to a grievance filed on behalf of Florence Kulik, an employee of NYS DOT, who was involved in a job-related accident in December 1977.

Claire McGrath, president of Local 013, recently received official confirmation of the settlement that restored 18½ days of vacation accruals to Ms. Kulik.

The settlement also stated she would receive the difference in pay received by reason of being on sick leave at ½ pay for the period Dec. 28, 1977, to Feb. 23, 1978, and the pay she would have received if compensated on a full-time basis.

It was also agreed that Ms. Kulik did not utilize any sick leave at ½ pay as set forth in the Rules and Regulations of the New York State Department of Civil Service.

McGrath said CSEA filed the grievance after the State had denied Ms. Kulik had been injured on the job. The CSEA legal department argued Ms. Kulik had, in fact, sustained injury while in the State parking lot assigned to employees and was entitled to full benefits under the contract.

Following the favorable settlement, CSEA withdrew its demand for arbitration.

"Naturally we are pleased with the settlement," Mrs. McGrath said. "It not only means a considerable financial return for Florence Kulik, but serves as another reminder to the members of Local 013 that CSEA goes all out to correct an employee problem."

Region IV workshop

COOPERSTOWN — Nearly 200 delegates from county and state locals throughout CSEA Capital Region IV gathered at the Otse-sa-ga Hotel, June 20-22, to explore the subject of communications at a workshop organized by the Region IV Education Committee.

Topics included dealing with the news media and preparing news releases which were addressed separately by CSEA Assistant Director of Communications Melinda Manning Carr and CSEA Region IV Communications Associate Daniel X. Campbell. Mary Altpeter of the New York State School of Industrial and Labor Relations — Cornell University provided delegates with a background for effective public speaking.



WORKSHOP ATTENDEES are listening as various groups of speakers debate the pros and cons of an issue at the Capital Region IV workshop in Cooperstown.



CANDIDATES TO BE EXCHANGE VIEWS — Prior to the Region IV banquet, Carmen Bagnoli, our Tax Local 690 president; and John Vallee, vice chairman of the Capital Region Political Action Committee; exchange views on weekend activities. Both vied with other regional leaders for the Regional third vice president position Sunday morning. Vallee won the balloting.



OTSEGO COUNTY CSEA LOCAL 839 President and Representative to the CSEA Board of Directors Mabel Wannamaker, left, joins CSEA statewide Secretary Irene Carr and Capital Region IV President Joseph McDermott at the regional workshop in Cooperstown. Cooperstown is in Otsego County.

Establish positive relations with press

COOPERSTOWN — Establish "an ongoing, positive relationship with the press," is the advice of Melinda Manning Carr, CSEA assistant director of communications gave to CSEA delegates learning skills for dealing with the media at the Capital Region IV workshop.

"You should act first. Get to know your local reporters," Ms. Carr told the delegates. Leave your name and work and home phone numbers for

Vallee new VP

COOPERSTOWN — John Vallee of Rensselaer County Local 842 was elected third vice president of Capital Region IV by delegates to the region's annual summer workshop in Cooperstown, June 20-22.

Vallee fills a vacancy left when Third Vice President Joan Tobin took over the position of second vice president following the death of Gerald Purcell.

them and get theirs. Then contact the reporter whenever you feel an item is newsworthy.

She also advised the union members not to "be afraid of the media. 'They're human too.'"

Ms. Carr cautioned her listeners to always know all the facts and details of a story. "You only have one shot. You can't take back what you've said."

If you don't have an answer for a question, she said: "Say, I don't know, but I'll get back to you, and do it." This helps to establish the credibility which the relationship must be built on.

It is important to provide reporters with a written press release so you're sure they are getting the facts straight.

She urged the local representatives to utilize their regional public relations offices as consultants or their contact with the media. "Use it in whatever way you feel is necessary," she said.

Public speaking easy with proper training

COOPERSTOWN — "If you think of your everyday conversations with co-workers, family and friends as a form of public speaking, you will realize just how easy it is, with the proper training, to speak effectively in public," Mary Altpeter, of the New York State School of Industrial and Labor Relations — Cornell University told delegates to a CSEA Capital Region IV communications workshop.

Ms. Altpeter listened while the audience listed for her some of the 10 most common problems they encounter when speaking. She then proceeded to tell them how to handle the difficulties.

Concerns about getting the attention of the entire audience, avoiding the use of jargon, equipment failure and having a poor voice, were some of the major ones mentioned.

The four basic elements of speechmaking, Ms. Altpeter pointed out, are: content preparation, self confidence, sincerity and controlling nervousness.

All speeches should have an introduction, body and conclusion, she said. The introduction should give the listener something to think about. The body should tell what you are promoting and what direction you want listeners to take. The conclusion should summarize what you've already said.

She said a good speaker respects what he will say and does not read the speech. To avoid "put down" phrases, such as "I'd like to say a few words," the speaker should state in the beginning what he will be talking about.

One effective way to overcome nerves is to wear good comfortable clothing that you feel attractive in, she said.

Another is to keep an object in your pocket to squeeze. This trick focuses your energy and nervousness into one area, thereby controlling it, she said.

She instructed those who are absolutely terrified of speaking publicly to practice by getting into the middle of conversations at all sort of gatherings.



WORKSHOP PARTICIPATION — A Peterson, Board of Directors Representative and Greene County Local 842 delegates to the workshop include Elizabeth Henry Wyszynski, and Kay Stanzione.

Agreement reached in Troy negotiations

TROY — The City of Troy Unit of Rensselaer County Local 842 and city officials have come to agreement on the terms of a two year contract proposed by a Public Employment Relations Board fact finder, after the two sides declared an Impasse in negotiations in February of this year.

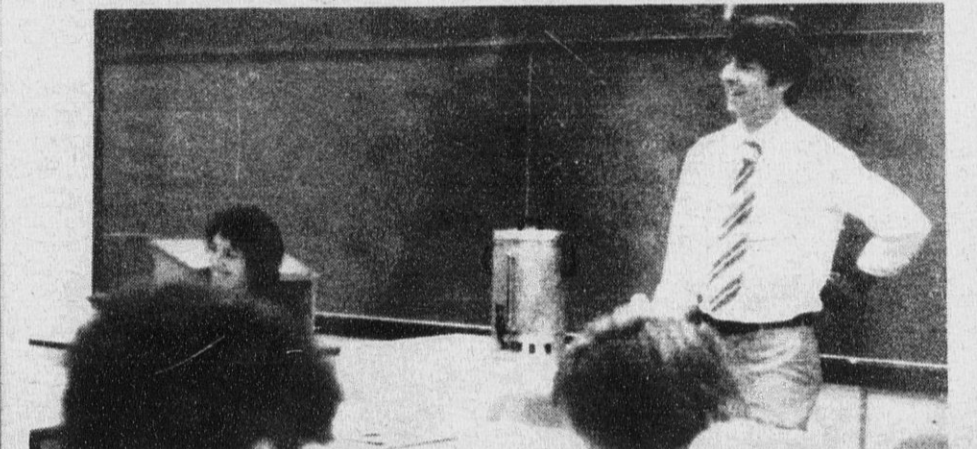
The contract calls for an immediate seven percent salary increase, retroactive to Jan. 1, 1980, as well as a cost of living adjustment payable in October 1980 and added to salary schedules for January 1981.

The adjustment, according to Joseph Cassidy, chief negotiator for the Unit, will equal one cent per hour for each half percent rise in inflation between seven and 12 percent for 1980.

Salaries for the nearly 400 city employees will be increased by eight percent in January 1981 and another cost of living adjustment of two cents per hour for each half percent rise in inflation between 8.5 and 12 percent in 1986 will be paid in October 1981 and then added to salary schedules.

Cassidy said all existing benefits will be retained. In addition, employees on Tiers I and II of the New York State Retirement System will be eligible for the 751 retirement plan as of June 1981, and longevity payments for 10 year employees will be increased by \$100 in July 1981.

The collective bargaining specialist for the Unit negotiations was Joseph Reedy. Other members of the Unit negotiating team were Sam Ciraulo and Jim Hayes.



CSEA DIRECTOR OF EDUCATION Thomas Quimby leads a discussion at the recently held Capital Region IV staff day-long training session at SUNY Albany. Also participating in the training session, which demonstrated new ways to generate membership participation, was Josephine Musicus of the New York State School of Industrial and Labor Relations — Cornell University.



CAPITAL REGION IV FIELD REPRESENTATIVE Donald McCarthy, right, makes a point at the recently held regional staff training session while Collective Bargaining Specialist Joseph Reedy listens.



PREPARING TO ANSWER QUESTIONS at the recently held training sessions are CSEA staffers, from left, William Lochner, Charles Scott and John Cummings.

Westchester Unit heading to Impasse

WHITE PLAINS — CSEA's 5,000-member Westchester County Unit is in the process of declaring Impasse in negotiations for a new contract with Westchester County.

The present contract expires at the end of 1980.

County Unit President Raymond J. O'Connor said the situation was reached six months before the expiration of the contract because the county refused "to seriously discuss financial issues."

O'Connor and John Whalen chair the negotiating team. CSEA Collective Bargaining Specialist Ronald Mazzola is the chief negotiator.

In a statement issued to the press on June 30, O'Connor said:

"The Westchester County Unit of the Civil Service Employees Association is in the process of declaring an Impasse in its current contract negotiations with the county.

"Several negotiating sessions ago, the county asked us to review our demands, and in a spirit of cooperation we did so,

and put on the table a revised package which we believe realistically addresses the economic needs of our members and their families.

"Unfortunately, the county has refused even to respond to our revised package, so we are requesting that the Public Employment Relations Board intervene and appoint a mediator.

"It should be noted that the current three-year contract reflects a total pay raise of only 10 per cent, while during the last 29 months of the contract inflation has risen by 23.6 per cent.

"When you take into consideration the rate of inflation, along with the fact that Westchester County has one of the highest standards of living in the country, you can fully understand why we want the services of a mediator in order to get simple justice for our membership.

"The decision to declare an Impasse was taken unanimously by the union's 21-member negotiating team. Stonewalling is not negotiating!"

Wassaic MHTA winner of out-of-title grievance

WASSAIC — An employee at the Wassaic Developmental Center (WDC) who claimed she was assigned to out-of-title work over a long period of time has won her grievance and will be partially reimbursed for her out-of-title work.

CSEA Local 426 member Shirley Adrian, a Mental Hygiene Therapy Aide, said she had been functioning as a night shift building charge for about six years except for a brief period when the Wassaic facility assigned a Mental Hygiene Therapy Assistant to replace her as building charge.

Ms. Adrian filed her grievance on Dec. 10, 1979 asking the facility either assign a Grade 11 Mental Hygiene Therapy Assistant as building charge or to appoint her as a provisional Mental Hygiene Therapy Assistant.

Thomas M. Hines, assistant director of the Governor's Office of Employee Relations, handled the case for OER. He sought the opinion and recommendations of the Director of Classifications and Compensation.

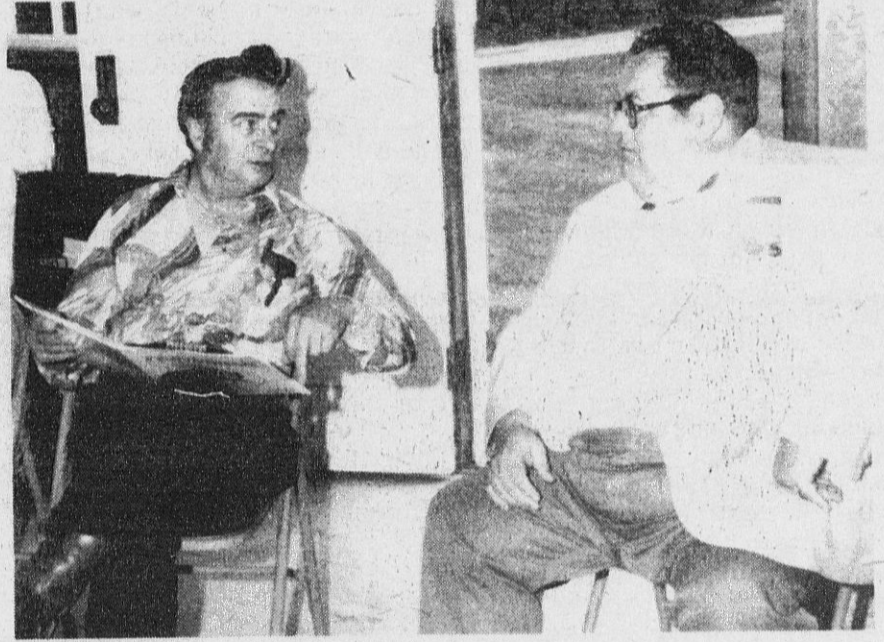
He then recommended to OER Director Meyer S. Frucher that Ms. Adrian's grievance be upheld and that WDC be ordered to cease the practice of assigning a Mental Hygiene Therapy Aide to perform the work of a Mental Hygiene Therapy Assistant over a long period of time.

OER also recommended Ms. Adrian be compensated for the difference between Grade 9 and Grade 11 for a total of 40 days between Dec. 2, 1979 and Feb. 6, 1980.

It was pointed out that although Ms. Adrian had performed out-of-title work prior to Dec. 2, 1979, her grievance was not filed until Dec. 10.



CSEA BOARD OF DIRECTORS MEMBER Richard Snyder and Ruth Gordon, both of Wassaic Developmental Center (WDC) Local 426, attend the recently held training workshop at WDC.



SOUTHERN REGION III PRESIDENT James Lennon, right, chats with Wassaic Developmental Center Local 426 member Chris Pelky at a recently held training workshop.



AMONG THOSE FROM WESTCHESTER DEVELOPMENTAL CENTER Local 432 attending the training workshop at Wassaic Developmental Center are Joan Breyer and Robert Fiero.

Training workshop for Locals 426, 432

QASSAIC — Members of Wassaic Developmental Center Local 426 and Westchester Developmental Center Local 432 attended a training workshop recently at Wassaic Developmental Center.

Speaking at the workshop were Southern Region III Director Thomas Luposello; CSEA Field Representatives Thomas Brann and Flip Amodio, both of the Region III staff; and Ronald Coder of AFSCME.

Region III President James Lennon, who moderated the workshop, spoke on the value of belonging to a union.

Luposello said the workshop was part of the steward training program in the region, which is conducted through workshops at

the work locations and at the regional level.

"Stewards guard the rights of persons given a notice of discipline. Stewards have a responsibility to those persons," Luposello said.

Brann said: It is the job of the steward to find the truth.

He stressed the importance of the investigative function of the steward, finding out what really happened in a grievance or a disciplinary. He emphasized getting signed statements from witnesses.

Amodio stressed the importance of responding to disciplinaries within the contractually agreed upon time limits. He told of actual cases where members waited too long to bring a notice of discipline to the attention of the union.

Gerald Purcell's widow extends thanks to CSEA

ALBANY — The widow of Gerald L. Purcell, Second Vice President of CSEA Region IV, has extended thanks to those CSEA members throughout the state who have sent her and her son, Michael, many expressions of sympathy during their recent bereavement.

Alicia Purcell said in a letter to the members of Local 660, Mr. Purcell's own CSEA local: "In this day and age, when it seems that everyone is just looking out for himself, the knowledge that there are caring, loving people in the world makes it a little easier to pick up the pieces and go on with my life."

Local 660 (Office of General Services) was just one of many groups of CSEA members statewide that offered condolences and also contributed to the Memorial Fund established in Mr. Purcell's name, which will help further Michael's education.

Anyone wishing information on how to contribute to this fund should contact the Albany CSEA regional office at 489-5424.

Grants procedures improved

ALBANY — Approval procedures for Agency Experimental grants have been improved and streamlined, according to CSEA Education Director Tom Quimby.

The Agency Experimental program

is part of the Employee Benefits Training Program negotiated in the ASU, OSU and ISU contracts. The other three elements of the program are High School Equivalency, Tuition Support and Employee Benefit Train-

ing courses.

"AE courses are designed to meet the unique needs of employees of a particular agency or facility," Quimby explained. For example, the courses can facilitate retraining necessitated by technological change or perhaps help employees prepare themselves for promotional opportunities within the agency.

Under the AE approach, agencies work closely with leadership of CSEA locals, with labor and management jointly developing programs and filing grant applications.

Quimby explained that under the new streamlined procedures, a statewide labor/management committee will review all local grant applications.

"This will enable us to determine if patterns are developing, either for good or bad," Quimby commented. "For example, we might be able to pinpoint problems developing within a certain agency."

Members of the joint State/CSEA Committee on Employee Development and Training are:

Institutional — John Weidman (chairperson), Felton King, and Genevieve Clark;

Operational — Larry Natoli (chairperson), William Fetterling and Mitchell Dudley;

Administrative — Loretta Rodwell (chairperson), Dolores Farrell, and Mary Doyle.

The Agency Experimental program is funded at approximately \$300,000

CSEAP seminars conducted

ALBANY — Seminars have now been held in every region of the state, explaining the new Clerical and Secretarial Employees Advancement Program for CSEA's statewide Administrative Services bargaining unit.



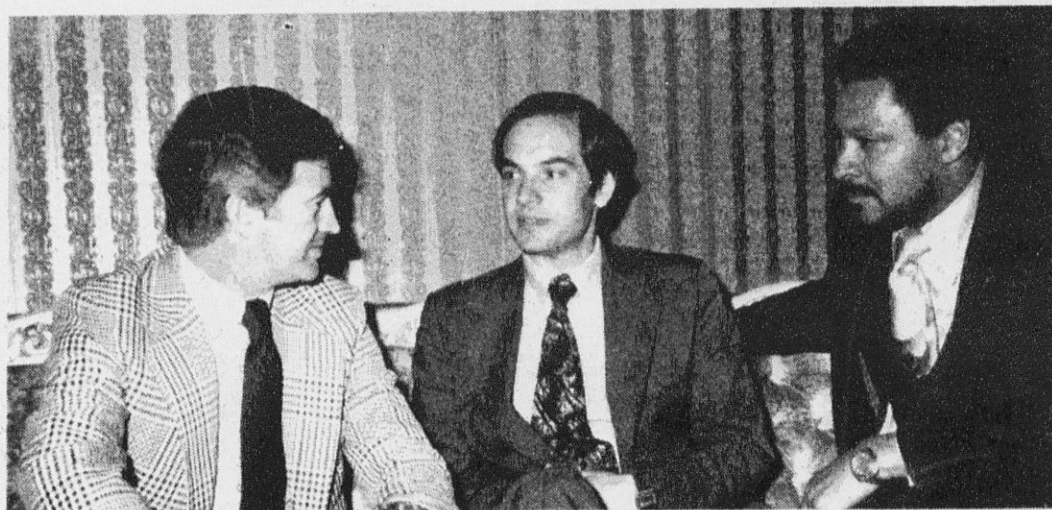
JACK CONOBY, Collective Bargaining Specialist, has conducted a series of seminars throughout the state recently.

The program was negotiated for the unit in its current (1979-82) CSEA contract. It provides innovative training, development and advancement opportunities for women, minorities and the disadvantaged in that unit, which has about 38,000 members.

CSEA's Jack Conoby, Collective Bargaining Specialist for the Administrative unit, has been conducting the seminars in the union's six geographic regions, along with negotiating unit chair Elaine Todd of Buffalo and members of the negotiating team. Management representatives have also participated in the explanatory sessions.

The most recent seminars were held in New York City, Hauppauge and New Paltz, where Conoby reported attendance and enthusiasm were both excellent. Previous seminars, similarly well-attended, were held in Albany, Batavia and Syracuse.

Bronx PC Local 601 hosts legislative meeting



CSEA LEGISLATIVE AND POLITICAL ACTION DIRECTOR Bernard Ryan, left, and Metropolitan Region II Legislative and Political Action Committee Chairman Ronnie Smith, right, speak with Assemblyman G. Oliver Koppell at a recent Bronx Psychiatric Center CSEA Local 401 legislative meeting. Koppell is chairman of the Assembly Corporations, Authorities and Commissions Committee.

(Below left) AT THE RECENT Bronx Psychiatric Center Local 401 legislative meeting, George Austin of CSEA, left, greets State Senator Joseph Galiber.

(Below) AMONG THOSE ATTENDING the recent legislative meeting of Local 401 were, from left, standing, Doris Fields and William Anderson, both Local 401; Councilman Joseph Savino; Assemblyman George Friedman; Dr. Pedro Ruiz and Ira Shulman, director and deputy director, respectively, of Bronx Psychiatric Center (BPC); State Senator John Calandra; sitting, J. Arrendale and Harriet Windman, both Local 401; Dennis Harris, BPC deputy director; and Sondra Edwards, Local 401.



STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
Aging Services Representative	\$20,555	24-910
Cable Television Specialist I	\$14,860	25-244
Cable Television Specialist II	\$18,535	25-245
Public Health Sanitarian	\$14,045	25-224
Safety Field Representative (Fire), Assistant	\$12,830	25-235
Sanitarian Senior	\$17,570	25-225
Sanitarian Trainee	\$13,265	25-223
Training Technician, Senior-Commission of Corrections	\$17,570	25-220

EVALUATIONS OF TRAINING AND EXPERIENCE AND ORAL TEST		Exam No.
Title	Salary	No.
Cytotechnologist	\$11,695	29-288
Cytotechnologist, Senior	\$13,125	29-289
Director of Mental Health Rehabilitation Services, Assistant	\$26,344	28-111
Director of Mental Rehabilitation Services	\$36,019	28-112
Photogrammetric Technician	\$ 9,655	28-105

COMPETITIVE PROMOTIONAL EXAMS

State Employees Only

Title	Salary	Exam No.
Cashier	\$ 9,865	37-011
Principal Biostatistician	\$26,390	39-451
Assistant Director of Plant Industry	\$23,755	39-467
Senior Food Bacteriologist	\$16,420	37-074
Senior Food Chemist	\$16,420	37-075
Weights and Measures Specialist II	\$14,680	37-063
Associate State Accounts Auditor	\$21,345	37-059
Principal State Accounts Auditor	\$26,390	37-060
Employees Insurance Reviewing Clerk II	\$ 9,330	37-052
Motor Equipment Mechanic (No Filing Deadline)	\$11,695	30-217
Director of Educational Finance	M-6	39-470
Associate Bacteriologist	\$21,345	37-048
Prescription Examining Clerk II	\$ 9,865	37-049
Principal Sanitarian	\$21,345	37-062
Senior Bacteriologist	\$16,420	37-046
Senior Bacteriologist (Virology)	\$16,420	37-047
Senior Sanitarian	\$16,420	37-061
Mental Hygiene Therapy Assistant I	\$11,060	36-969
Director of Mental Health Rehabilitation Services	\$34,220	39-465
Mental Hygiene Therapy Assistant I	\$11,060	36-968
Chief Withholding Tax Accounts	\$20,255	37-051
Principal Clerk (Estate Tax Appraisal)	\$11,060	37-056
Senior Clerk (Estate Tax Appraisal)	\$ 8,825	37-055

OPEN CONTINUOUS STATE JOB CALENDAR

Senior Medical Records Technician	\$10,624	20-107
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 (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
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 (Spanish Speaking)	\$9,029	20-174
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 (salary varies with location)	\$11,250-\$12,025	20-226
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 (salary varies with location)	\$8,454-\$10,369	20-334
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 (Spanish Speaking)	\$7,204	20-394
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 (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
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 (Spanish Speaking)	\$12,670	20-894
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.

Orange County Unit wins lag payroll case

ALBANY The State Court of Appeals has ruled that Orange County cannot unilaterally institute a lag payroll.

On Nov. 24, 1978, CSEA, on behalf of the Orange County Unit of CSEA Local 836 members, filed an Improper Practice charge maintaining that instituting a lag payroll would be "a change in the terms and conditions of employment, and, therefore, subject to negotiations."

A Public Employment Relations Board (PERB) hearing officer initially upheld the county's action, but that decision was later reversed by the full

PERB Board.

The county next went to the courts to appeal the decision, and last month the appeal was dismissed as, "academic."

In its decision, the court maintained that PERB's action to uphold the CSEA was founded on substantive evidence, including the county's concession of its obligation to negotiate the extent and impact of the payroll lag.

Orange County Unit President Katherine Cayton hailed the decision as "quite a victory" and said it "upholds the principle of collective bargaining."

Mrs. Cayton also said approximately one-third of all county employees would have been affected and "are now spared from the economic hardship that would have resulted."

CSEA had previously won a court injunction staying the county from implementing the lag payroll.

**Safety Hotline
800-342-4824**

Brookhaven layoff attacked; \$1.5 million found in budget

BELLPORT — A plan to merge three departments that will result in the layoff of 13 employees in the Town of Brookhaven was attacked as a "pork barrel" by Suffolk County Local 852 President Ben Boczkowski.

CSEA represents approximately 800 Towns of Brookhaven employees divided into three units: white collar, blue collar and highway.

The plan was approved at a July 8 Town Board meeting in Bellport that was attended by more than 200 CSEA members and Town employees.

Under that plan, the Environmental Protection Department and the Department of Traffic and Safety will be merged into the Planning Department with the resulting loss of 13 jobs.

The terminations will take place in the next 60 days.

If it goes through, other departments, including the buildings, commercial and industrial development, airport and zoning board of appeals would be placed under the new "superagency" which will be called the Department of Planning, Housing and Development.

Nine other "superagencies" will be created according to the Town proposal which was drafted by Councilman Eugene Dooley. Joel Lefkowitz, Town supervisor, cast the deciding vote.

Boczkowski, who was only allowed to speak after the vote, lashed into the board:

"This consolidation is nothing more

than the first step in setting up another level of government and patronage. It is exactly the kind of government that ruined the financial health of New York City.

"Brookhaven is planning to create 25 management jobs that will have salary levels of \$30,000 and above. This is raw political greed."

Using a budget analysis prepared by the AFSCME Department of Research and Collective Bargaining Services, Boczkowski was able to challenge the Town's assertion that the job cuts were a savings by showing the Town's current budget had "excess" appropriations of \$1.5 million and the elimination of jobs would bring the savings of only \$110,000.

The Town had claimed a savings of \$303,000 in salary and fringe benefits.

Also addressing the Board were CSEA White Collar Unit President Ruth Kempf and Highway Unit President Charles Novo.

He said CSEA attorneys were looking at the legality of the town's setting up a new department before a local law authorizing them to do was passed.



Ben Boczkowski

New program for diabetics

UTICA — A unique program designed to improve the quality of life of diabetics and to help cut their medical care costs is available at St. Luke's Memorial Hospital Center in Utica according to a CSEA representative who was recently invited to tour the facility.

Program participants attend classes Monday through Friday from 8 a.m. to 4 p.m. and may be accompanied by one or two family members.

Costs of the program are covered in full or in part by third party insurers.

The comprehensive 5-day educational program has been approved by the American Diabetes Association, CNY Chapter, Inc.

For complete information regarding the Diabetes Out-Patient Education Program enrollment, without obligation, write:

Mrs. Nancy E. Fay, RN
St. Luke's Memorial Hospital
Center

Community Health Services
Building
P.O. Box 479

Utica, N.Y. 13503
Or phone (315) 798-6220 (Monday through Friday between 8 a.m. and 4 p.m.)

Safety training set for Parks Local members

BABYLON — Members of Long Island State Parks CSEA Local 102 will receive safety training in the fall, Local 102 President Arthur Loving reported.

Loving said the Long Island State Parks management agreed to the training at the first meeting of the Local 102 Safety Committee with management. The meeting was recently held at Long Island State Parks headquarters in Belmont Lake State Park.

Representing CSEA at the meeting were Loving, First Vice President Alex Kosiczky, Second Vice President Stanley Meadows, committee member Mickey Walsh and CSEA Field Representative Nat Zummo.

Leading management at the meeting was Daniel Lynch, assistant parks supervisor who is in charge of safety, Loving said.

Also as a result of the meeting, both management and the union will monitor work locations on the correction of safety hazards, he said.



RECENT RETIREES OF SUNY Farmingdale Local 606 were honored recently at a picnic where Long Island Region I President Irving Flaumenbaum presented awards. At the awards ceremony

are, from left, Lucille Kreck, CSEA Field Representative Nicholas Pollicino, Leona Canda, Flaumenbaum, LaVerne Vost and Joan Ciofalo.



MEMBERSHIP MEETING OF THE Atlantic Beach Bridge Authority Unit of Nassau County Local 830 is attended by, from left, Harry Veltri, Unit vice president; Nicholas Abbatiello, Local president; John O'Sullivan, CSEA field represen-

tative; Danny Gagliardo, Unit president; and Martin Boyle, Unit secretary and treasurer. At the meeting, two recent retirees, Salvatore Gaglio and Rocco LaSalle, were awarded watches by the unit.

CSEA wins dispute over Mount Sinai pact

MOUNT SINAI — The Mount Sinai School District, after a meeting with Suffolk Educational Local 870, has agreed to unify salaries for all positions in the CSEA contract and to hire new personnel in strict accordance with the terms of the contract in the future, according to Midge Blasko, president of the Mount Sinai CSEA Unit.

In January, when the bargaining unit was represented by an independent union, the School District created two senior custodial positions at salary levels other than those prescribed for the position by the contract.

Shortly after CSEA won representation rights to the unit, CSEA Field Representative James Walters, acting on order of Ms. Blasko and Local 870 President Walter Weeks, filed an Improper Practice charge with PERB claiming the school district had violated the terms and conditions of the contract.

At a June meeting, the school district agreed to place the two new positions as separate job titles and to list their salaries in the contract. The district also agreed to raise all starting salaries to meet the requirements of the contract, Weeks said.

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 program of training and competition 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:*

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Albany, New York 12224

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

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| <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) | |

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CITY _____

STATE _____

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