

Public SECTOR

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Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

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LAYOFFS IN LIMBO

ALBANY — With New York State's newly enacted \$32.7 billion budget firmly in place, Cuomo Administration officials have still not made final determinations on the number of state employees still targeted for layoffs or where those layoffs will occur.

The pressure of the layoff threat and its April 7 deadline was eased somewhat when Gov. Cuomo and administration officials agreed to a CSEA request to defer all layoffs until after May 5. This was intended to allow state officials to reassess their earlier layoff plans in the light of the new budget and to fully assess work force reductions from early retirements which will also impact on actual layoffs required.

As adopted, the state's 1983-84 fiscal budget still requires the elimination of some 11,000 state jobs. And plans still call for an estimated 3,100 actual layoffs of current employees to reach that work force target, but that is about all that is clear so far as administration and legislative officials sort out exactly where appropriations are modified and what impact, if any, those modifications will have on jobs.

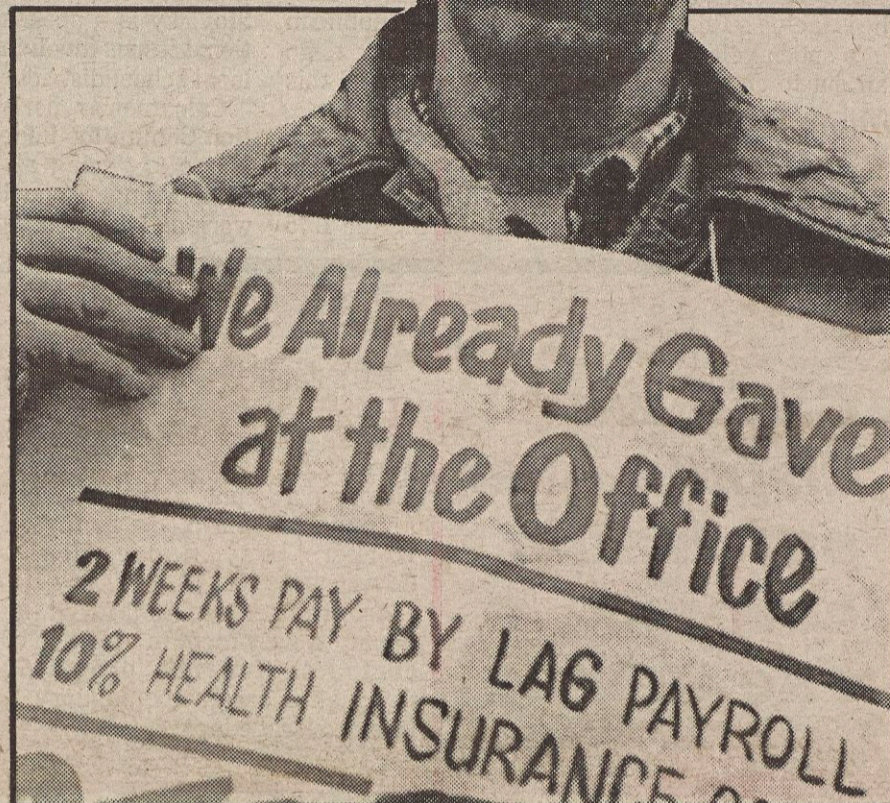
For the 7,000 state employees who received layoff notices last month, there was continuing anxiety. While all knew that the effective date of April 7 had been deferred until early May, they also knew that about one half of those notices would be repealed. But no one knew which layoff notices would be cancelled.

The state is reportedly pressing ahead with plans to send new notices out to affected employees advising them that their original notices have been cancelled or simply deferred to May.

Meanwhile there were growing indications that when the May layoff deadline arrives, less than the 3,100 remaining layoffs will actually be required. The optimism is based on a flood of activity in Cuomo's early retirement incentive program, a first for state workers.

The program offers an additional three years of service credits for eligible employees retiring in a "window period" between March 1 and May 31, 1983. That means higher pension benefits for those who retire, in some cases beyond the normal "maximum benefits" to which they might otherwise be entitled.

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BUFFALO CSEA LOCAL 003 member Tom Rogalski lets his protest sign say it all during a public employees rally in Buffalo recently to protest layoffs under the new state budget. Similar demonstrations were conducted by CSEA members at scores of locations statewide in recent weeks (see page 14).

AVALANCHE OF EARLY RETIREMENTS

ALBANY — It's not quite two weeks old, but already New York State's first early retirement incentive program is showing signs of being a victim of its own success.

After mostly procedural delays, the New York State Legislature has approved Gov. Mario M. Cuomo's proposal for offering special retirement benefit incentives to state employees retiring after March 1, 1983, but before May 31, 1983.

The administration projected that about 4,200 state employees could be coaxed into early retirement by awarding any eligible retiree a special three year service credit in addition to their earned service credits if they retired now, at the outset of the state's fiscal year.

Meanwhile, non-judicial court employees have been made eligible to choose the early retirement incentive option program. The Office of Court Administration this week elected to include its non-judicial court workers in the list of state workers eligible to select early retirement under the special program.

The idea behind the program was to reduce the need for layoffs by encouraging normal attrition to accelerate.

CSEA projected that the target retirements could be easily exceeded and apparently that projection was right. In fact, officials at the New York State Employees' Retirement System have been inundated with retirement applications, requests for official estimates of pension benefits, and requests for personal retirement counselings.

One day last week, one official explained, requests for official pension estimates were arriving at the rate of 300 per day. By early this week, they estimate applications were arriving at the rate of more than 1,200 per day!

In a system geared to handle less than that number of estimates a month, applications began backing up despite the best efforts of

system employees, many of them CSEA members, pressed into overtime to try to deal with the massive demands on the agency.

Retirement System officials notified state personnel offices that any requests for official pension estimates received after April 11 could not be answered prior to the May 2, 1983 filing

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TIER III: PAY MORE, GET LESS

ALBANY — "It's just another useless report" is CSEA President William L. McGowan's description of the latest Tier III recommendations released by the Permanent Commission on Public Employee Pension and Retirement Systems.

"We're very disappointed with the report," McGowan explained. "The Commission is tinkering with details of the onerous Social Security offset formula and recommending administrative reforms, but they're still not adequately addressing the basic inequities in the system. They're still proposing that Tier III members continue to pay more now and get less later."

CSEA officials will begin testifying next week at public hearings on proposed changes in the Tier III retirement system. Hearings are scheduled for April 12 in Albany and April 14 in New York City.

The hearings will focus on the 87-page report issued by the pension commission. In general

terms, the Commission reversed its 1982 position and recommended that the employees' 3 percent contribution be continued, but proposed that the complicated Social Security offset formula be changed.

"They're still integrating the pension benefits with Social Security, but now instead of calling it an 'offset' they're labeling it an 'aggregate' integration. They can call it anything they like, but it's still Tier III and it's still not acceptable."

"The Legislature must take action on Tier III before the plan's scheduled June 30 expiration date," the CSEA President added. "We'll be testifying at the hearings, we're planning a major lobbying effort, and we'll continue to work hard to abolish Tier III."

Stavisky clear choice in race for state senate seat

NEW YORK CITY — CSEA has endorsed Assemblyman Leonard Stavisky in his bid for the State Senate in a special election to be held on April 12 to fill the seat vacated by Rep. Gary Ackerman.

Metropolitan Region II President George Caloumeno stressed the importance of electing Stavisky. "As an assemblyman, Stavisky proved he was a true friend of CSEA," Caloumeno said. "Now he is facing a Ronald Reagan sponsored Republican in a special election for the Senate. We have to go all out to ensure that Stavisky is elected and this seat doesn't fall to the Republicans."

An outstanding assemblyman for 18 years, Stavisky, Chairman of the Assembly Education Committee, is credited by many with having saved the New York City school system during the 1975

fiscal crisis. He has been recognized nationally for his expertise in education.

Stavisky is a Commissioner on the Education Commission of the States and past Chairman of the Education Committee of the National Conference of State Legislatures, which represents 7,500 lawmakers in all 50 states. In these capacities, Stavisky is a spokesman for the states on educational issues involving the federal government and local school districts throughout the nation.

Caloumeno reports that Region II's Political Action Committee under the chairmanship of Robert Nurse is "going all out" for Stavisky, including establishing phone banks, door-to-door volunteer work and distributing literature.



Assemblyman Leonard Stavisky . . . running in a special election April 12 for state senate seat.

CSEA wins dispute over psychiatric coverage in Erie County

BUFFALO — CSEA and AFSCME, representing nearly the entire 10,000 member Erie County work force, have won a clear-cut victory in a dispute with the County Administration over the halting of Workers' Psychiatric Health Coverage.

Arbitrator Alice Grant found the County Government in violation of contracts for not providing psychiatric care since January 1, when coverage lapsed.

The county must now resume its psychiatric health care coverage and reimburse county workers for their out-of-pocket expenses for that coverage since the beginning of the year.

The dispute originated in parallel lawsuits by both CSEA Local 815 and AFSCME Local 1095. The lawsuits were dropped in return for speeded-up contract arbitration hearings.

Arbitrator Grant said it was "perfectly clear" according to contract language that the county should provide the coverage, and ordered purchase of a special rider that became necessary when Blue Cross/Blue Shield changed policy, at the end of December.

Local 815 represents about 4200 white collar workers and Local 1095 represents about 5000 blue collar workers.



EMPLOYEES, STUDENTS AND ALUMNI of the New York City Campus of Empire State College gather in front of State University of New York (SUNY) Chancellor Clifford Wharton's New York City office to await official word, which never came, on their status. The SUNY budget called for the closing of the campus and the 15 employees there, including three CSEA

members, received layoff notices effective July 1. Despite the restoration of funds for SUNY by the legislature, the layoff notices have not been rescinded. CSEA members Jay Chaisen (left) discusses the situation with his co-workers.

Mandatory surgical opinion program to begin

ALBANY — Public employees who belong to the Statewide Health (Metropolitan) Option are reminded that the mandatory second surgical opinion program goes into effect April 1.

Second medical opinions will, thereafter, be required to receive maximum benefits for the following elective procedures: bunionectomy, cataract removal, deviated septum, hysterectomy, knee surgery and prostatectomy.

The cost of the second opinion will be paid in full by the Health Plan, and the medical consultant will be an independent expert certified by the State Civil Service Department. Arrangements should be made at least two weeks before the surgery is scheduled.

To arrange for the second surgical consultation, or to get answers to any

questions about the program, call one of the following toll-free telephone numbers:

New York City area (including Long Island and Rockland/Westchester counties): 1-800-832-4650.

Other areas: 1-800-342-3726.

If, after the second opinion is given, a person decides to have the elective surgery, hospital expenses will be paid in full by Blue Cross, and Metropolitan medical/surgical will pay 80 percent of covered charges for surgery, anesthesia and other related expenses.

Payments will be made regardless of whether or not the second opinion confirmed the need for surgery. But, if a person does not arrange for a second opinion, then only 50 percent of covered hospital and surgical/medical charges will be paid.

Cornell hosts Labor Studies during July

ITHACA — Labor Studies Summer School will be conducted this July for the seventh year by the New York State School of Industrial and Labor Relations. Classes are held on the Cornell University campus in Ithaca.

Courses scheduled for July 10-15 are: Labor Movements During the 19th Century, Labor and Technology, and Preventing Occupational Cancer.

Scheduled for July 17-22 are courses on Labor Movements During the 20th Century, Quality of Work Life, Women at Work, and Career Planning.

Dormitory accommodations are available at \$18 per night single and \$3.25 double. Tuition for a 1.5 credit hour course is \$92.50. Classes are held Monday through Friday from 8:30 a.m. to 12:30 p.m., with orientation on Sunday evening.

For additional information contact Ann Herson at NYSSILER Extension Division, Cornell University, Ithaca, N.Y. 14853, phone (607) 256-3287.



MONROE COUNTY EMPLOYEES UNIT of Monroe County CSEA Local 828 recently overwhelmingly voted to accept a new contract. Unit member Bob Riggins, who served on the ratification committee, was among those voting in favor of the new agreement.

Employee Benefit Fund moves

The CSEA Employee Benefit Fund has moved its offices from One Park Place, Albany, to 14 Corporate Woods Boulevard, Albany, N.Y. 12211.

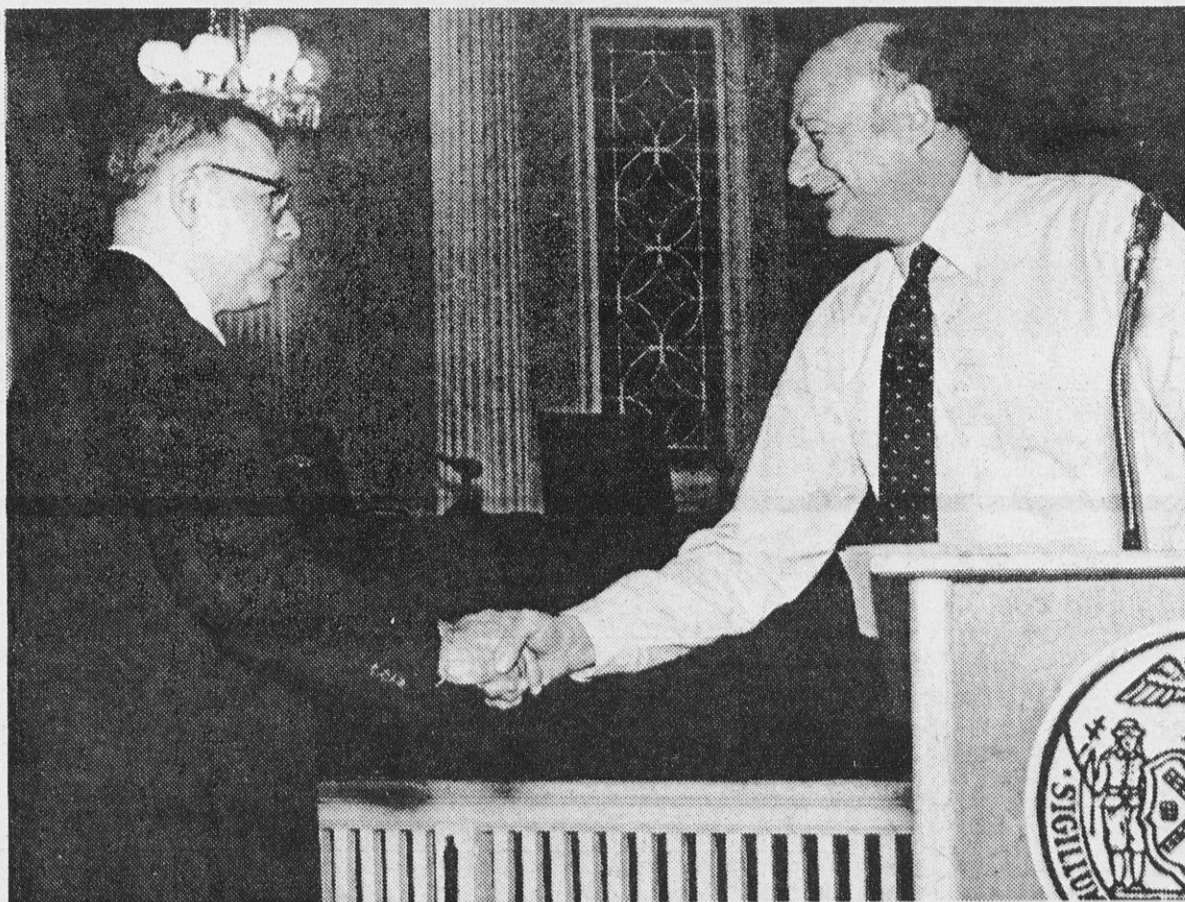
The main telephone number is now (518) 463-4555.

The toll-free number remains the same. It is:

EBF

1-800

342-4274



FORMER NEW YORK CITY (CSEA) Local 010 member Guy DePhillips accepts congratulations from New York City Mayor Ed Koch upon his swearing-in as a Judge of the New York City

Municipal Family Court. An attorney, DePhillips was a member of Local 010 from 1965 until his recent appointment to the bench.

Cuomo proposes UDC bonds for building cells

ALBANY — With prisons in New York State currently at 113.3 percent of capacity, Gov. Mario Cuomo has proposed that the Urban Development Corp. (UDC) issue up to \$150 million in bonds to finance construction of 3,000 new prison cells.

"Unless overcrowding is relieved," the chief executive told legislators, "this State will see repeats of incidents as happened at Ossining in January. And the next time, the consequences may be more severe."

UDC financing would avoid further strains on the state's financial situation while permitting quick expansion of prison capacity. It would also assure legislative oversight of prison development since construction bonds would require the unanimous approval of the three-member Public Authorities Control Board which is made up of the chairmen of the Assembly Ways and Means Committee and the Senate Finance Committee as well as the state Budget Director.

New prison sites are: Altona near Clinton, N.Y.; Lockport Air Force Base, Cambria, N.Y.; Hancock AFB near Syracuse; Stuart Park, near Newark, N.Y. and an annex to the state prison at Coxsackie. Facilities at both Watertown and Ogdensburg prisons would be expanded.

The state's prison population currently stands at 29,409 but is expected to reach 30,100 next year and increase by 1,000 annually through 1986.

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GIVING EVERY EMPLOYEE A "FAIR SHAKE"

Erie benefits upheld

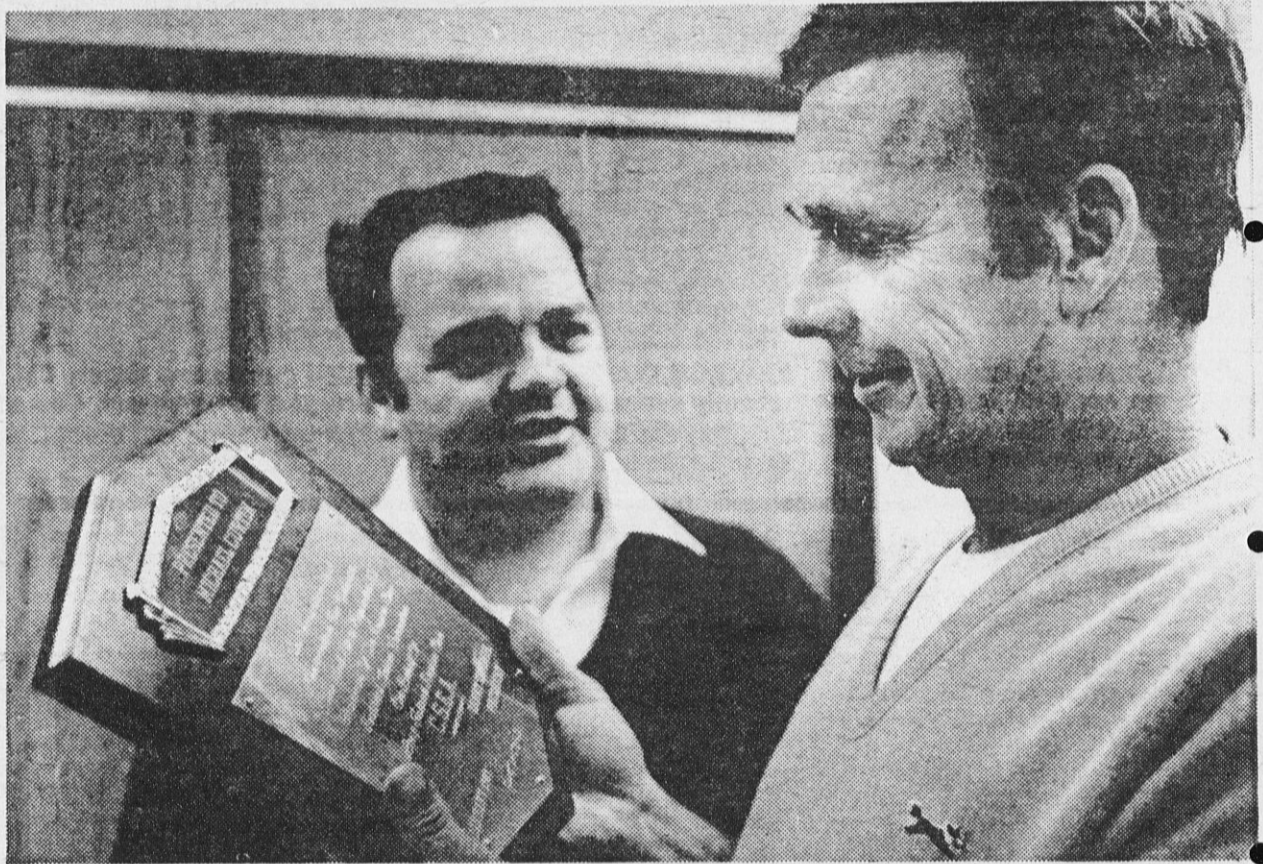
BUFFALO — "The unions did not bargain for a number as in a lottery, but bargained for a specific plan which included certain benefits."

In that one sentence, Arbitrator Alice B. Grant went to the heart of the matter and upheld a grievance against Erie County that was filed by CSEA Local 815 when employees' health insurance coverage was changed and they lost psychiatric care benefits.

CSEA argued that it bargained for specific kinds of coverage as provided by "Blue Shield Plan 50-51," and that the coverage could not be "unilaterally abrogated."

The county responded that when the insurance carrier discontinued the "50-51 Plan," it was obligated only to promise a "Blue Cross-Blue Shield Plan" and not specific coverage. This prompted Grant to note: "The County bases its principal argument on the contention that the contracts provide for a BC-BS plan and not for specific coverage. The Unions, however, did not bargain for a number as in a lottery, but bargained for a specific plan which included certain benefits . . . In its contracts . . . the County agreed that it would provide health insurance coverage under Blue Shield 50-51. When Blue Cross-Blue Shield eliminated that plan, then the County was obligated to choose a plan which provided the same benefits as the 50-51 plan."

Grant, therefore, ordered the county to purchase "Rider 16" coverage for all employees which restores the psychiatric care benefit.



CSEA REGION I Political Action Chairman Mike Curtin reads inscription on a plaque presented to him recently by Region I President Danny Donohue, background. Curtin was

recognized for his role in lobbying efforts to obtain a new contract for Suffolk County workers and for his work in lobbying against state employee layoffs in the region.

Change of Address for 'The Public Sector'

In the event that you change your mailing address, please fill out the 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.

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

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

Name _____ Local Number _____

Street _____

City _____ State _____ Zip _____

My New Address Is:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

Info Center on preferred lists opened to help layoff victims

ALBANY — The Department of Civil Service has set up a Preferred List Information Center for state employees facing layoffs. Counselors will be available 8 a.m. to 6 p.m. to answer telephone questions. The phone number is (518) 457-2973. The Center, in Room 119 in Building 1 of the State Office Building Campus in Albany, will also provide information on a walk-in basis from 8:30 a.m. to 4:45 p.m. daily.

**(518)
457-2973**

CONTRACTS OK'D

... for Pearl River Library

PEARL RIVER — A three-year contract containing a pay increase of 25 percent has been approved by both the Pearl River Public Library and CSEA employees.

A 9 percent hike retroactive to July 1 will be followed by an 8 percent increase this July 1. Another 8 percent boost goes into effect July 1, 1984.

By the third year of the agreement, the library will pay 100 percent of the employees' hospitalization plan. For the first two years, library contributions to the plan will be 65 percent and 85 percent, respectively.

Employees will be allowed to have payroll deductions made to the CSEA Masterplan insurance programs. Also, non-competitive and labor class employees who have been working at the library for at least six months will be given full protection under Section 75 of the Civil Service Law. Section 75 provides for a hearing in the event of disciplinary actions or discharge.

Collective Bargaining Specialist Manny Vitale praised the work of the CSEA negotiating team, which was comprised of Unit President Margaret K. Growner, committee chairwoman, and members Mary Ratnecht, Edna Pfaff, and Geree Rosinski.

... for City of Middletown

MIDDLETOWN — Workers in this Orange County city will be enjoying increases in pay, and meal and mileage allowances under a contract that has been ratified by unit members and the city's Common council.

The two-year pact, which took effect Jan. 1, contains wage hikes of 8 percent this year and an additional 8 percent for 1984, in addition to increments where due.

The meal allowance went up 25 cents, from \$3.25 to \$3.50. Mileage was increased from 18 cents to 20 cents.

Four positions were reallocated to higher grades. They include housing inspector, chief sewage plant operator, junior engineer and police dispatcher.

Supervisors' flat dollar "in lieu of overtime" payment will be increased by 8 percent each of the agreement's two years.

Unit President William "Pat" Osborne was chairman of the CSEA negotiating committee. Other committee members included Daniel J. Osborne, Henry Cutler, Jackie Patterson, Walter J. Maher, Ted Walters, Ronald Walrath, and Phil Pingotti. Collective Bargaining Specialist Manny Vitale is being credited by the committee for working out a fair agreement for the Middletown city workers.

GRIEVANCES WON

... by Suffolk clericals

HAUPPAUGE — Clerical personnel who work in the central records section of the Suffolk County Police Department have won a grievance they filed when the county declined to grant them overtime pay for working through meal periods.

The employees, who staff 19 telephone extensions, provide information from available records to law enforcement officials. If, for example, someone is arrested for speeding, the arresting officer will call them to find out if the speeder has a prior record or any outstanding offenses.

Beginning in mid-1981, employees began to miss breaks and lunch periods because of personnel shortages. Time-and-a-half compensation was granted instead. But on Dec. 15, the county issued a directive that "if any employee is compelled to miss her meal period or any portion thereof due to her official duties, she shall be entitled to straight time for ... for any portion so missed. . . ."

Later, rules were tightened so that "whenever there are more than two persons working a particular tour, no missed meals will be accepted. They must be taken or forfeited."

The county defended its decision to pay straight time by arguing that the job "normally" requires working through lunch breaks. Arbitrator Max Doner disagreed. He found that the employees involved are not "normally" required to do so and consequently upheld the grievance on behalf of White Collar Unit 2 of Suffolk County Local 852.

The decision was another victory for CSEA's Legal Assistance Program.

... by Nassau correction officer

MINEOLA — The punitive transfer of a Nassau County employee has been condemned by a grievance hearing officer.

The ruling declared that "it is apparent to the arbitrator that the reason for the employee's transfer was because he was circulating a petition advocating an action. . ." The arbitrator said that it was a "general" rule that "a transfer cannot be used as a form of discipline."

The case involved a Nassau County correction officer who had been transferred from a desirable to a less desirable assignment after circulating a petition advocating a separation of the sheriff's and correction services into two separate departments.

CSEA had offered evidence that the officer had been rebuked by superiors for his action, and had been transferred the following day.

The case was successfully argued by Barry Peek of the law firm of CSEA Regional Attorney Richard M. Gaba.



NEWLY-APPOINTED SAFETY COMMITTEE members in CSEA Region VI held their initial meeting recently. Among those present were, from left, Art Cousineau, Sharon Cordaro, Regional Safety Coordinator John Bieger,

Robert Schaff, Gilbert Collins and Stephen Carvana. Committee members not pictured are Mike Curtis, Jack Schlenker, John Brandits, Margaret Dale, John Wallenbeck, Thomas Finger and Dick Maggio.



WOMAN ON THE GO — From a busy desk at SUNY Potsdam, Mary Lauzon, Region V Education Committee Chairperson, uses some free time to evaluate a film or audio tape for use at a future CSEA training session or workshop. Lauzon reports her committee has already planned a series of training workshops and programs to carry through the next nine months.

The making of a strong education committee: Region V's Mary Lauzon the 'natural choice'

SYRACUSE — The ultimate success of a program or plan, most experts agree, depends upon a key person or committee for the job.

Region V President Jim Moore knew where to turn when he needed someone to serve as chairperson to strengthen the regional education committee. He appointed Mary Lauzon, a dedicated union activist and president of CSEA Local 613 at SUNY Potsdam.

"In selecting the right chairperson we wanted someone with the right background experience — someone with drive who could work with a committee to formulate a series of informative programs, workshops and seminars and then follow through," Moore said. "Since Mary had been actively involved in educational committee work on the statewide and local level, and also works in an educational atmosphere as a state employee, she was a natural choice," Moore added.

In discussing her role as committee leader, Lauzon quickly pointed out that her group members represent state, county and school district employees who are compatible and eager to work.

"Our first step," Lauzon explained, "was to request input from CSEA members as to types of educational training they wanted. The committee reviewed all suggestions as they arrived, then proceeded to plan a series of training sessions and programs throughout the region," she continued.

"As the largest CSEA region in terms of area, we agreed that the interests of the members would best be served if most sessions, other than steward training, were conducted in Syracuse, a central location near regional headquarters," Lauzon added.

The most recent training program March 19 drew nearly 100 persons to Syracuse and offered two sessions. A 10 A.M. to noon segment entitled "Coping with Job Displacement" was presented by Janice Frank, Clinical Director, Onondaga County Mental Health Department. It centered on dealing with the emotional trauma of facing job displacement and was geared to state and other employees who have been or expected to be, notified of layoff.

An afternoon session entitled "Employment Rights," presented by Joseph Tortelli, concentrated on marketing individual skills to benefit the employee in retaining or securing a position.

Following the state workshop at Grossinger's, April 13-15, the schedule of future regional training sessions includes:

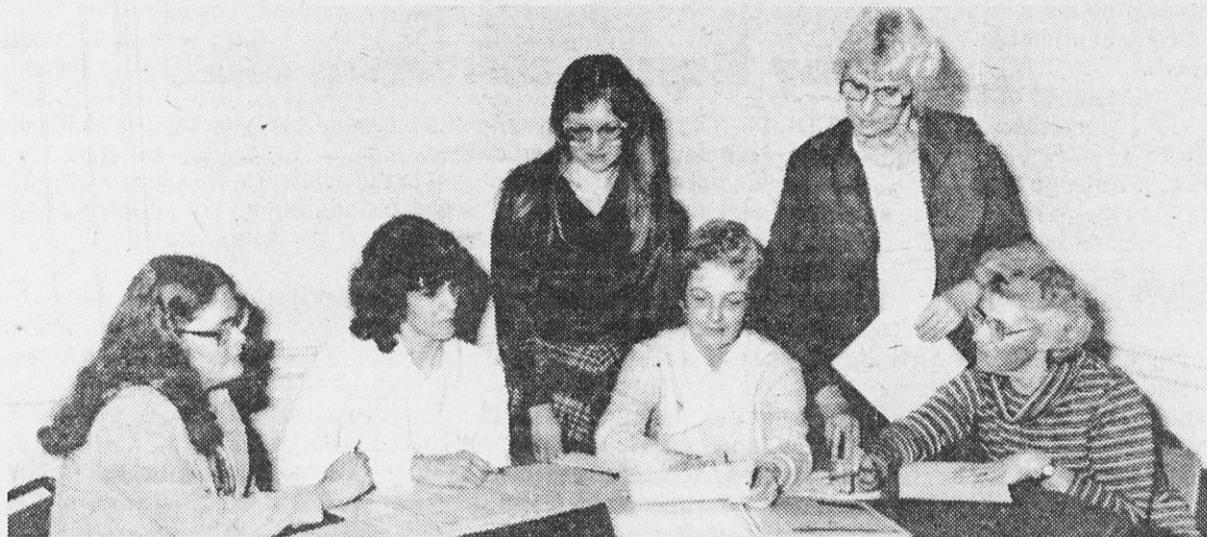
- May 14 — "Personal Growth Inventory", Marilyn Kratz, speaker Hotel Syracuse
 - June 17-19 — Region V Conference, Lake Placid (program to be listed in conference agenda)
 - July 22-23 — Officers Training, Syracuse
 - Aug. 12-13 — Officers Training, Syracuse
- An introduction to CSEA that will include seminars for all elected officials, parliamentary procedures, plus sessions for audit and budget committees.

Judging by the enthusiasm at recent meetings and growing interest in future sessions, the education committee is obviously producing good results.

"Our primary goal is to offer as many interesting and informative training sessions as possible. Hopefully, with the cooperation of local and unit officers, and stepped up communication among CSEA Region V members, we can be successful," Lauzon said.

'In selecting the right chairperson, we wanted someone with ... drive who could work with a committee to formulate a series of informative programs ...'

—Region V President James Moore



PLANNING AHEAD — Region V Education Committee members go over plans for future training sessions and workshops at a recent meeting in Syracuse. Seated left to right, Cynthia Hammond, Carol Uhlig, Committee Chairperson Mary Lauzon,

Dolores Herrig. Standing are Donna Tuthill and Clara Pruitt. Other committee members include: Mark Smacher, vice-chairman; Dick Brown, regional advisor; Merwin Stevens, Rosemary Baker.

Arbitrators twice favor employees in two cases involving Brookhaven

BROOKHAVEN — Two different arbitrators have handed this Suffolk County town two separate defeats and upheld the rights of two individual employees thanks to CSEA's Legal Assistance Program.

In the first instance, Marion Hamilton was awarded a \$200 longevity payment after completing five years service as a legal stenographer. In the second instance, Vincent Stilletti won the right to be promoted.

Hamilton's grievance stemmed from the town's refusal to pay the \$200 because it maintained her service was twice interrupted due to back injuries. But CSEA countered that during these authorized leaves, the town continued to pay her benefits and credit her with vacation time. Moreover, Unit President Gerry Mott testified that another employee was absent 10 weeks and still received credit for the time worked towards longevity.

Arbitrator Vito Competiello concluded that based on these facts, "The grievance of Marion Hamilton is granted retroactively," and he

noted that contract language as it relates to longevity is "clear and unambiguous. There is no mention that the employee must be physically performing his or her job for five continuous years in order to be eligible. It merely states that the employee must be fulltime."

Stilletti's grievance arose because the town refused to promote him to be a "heavy equipment operator B even though he was the most senior person to apply. But the grievance took on an extra twist because he was, initially, awarded the promotion but told after eight days on the job that since he couldn't run a blacktop paver "satisfactorily," he wouldn't be promoted.

CSEA argued, however, that the job posting contained no indication that the position would be limited to the operation of a blacktop paver. Moreover, as a heavy equipment operator Stilletti had successfully operated scrub grinders, sweepers, payloaders and other heavy equipment. Finally, he was never given any training to use the paver but was, instead, placed almost immediately into the "combat area."

In making a decision, Arbitrator William Waite observed that there is a "general assumption" in both civil service and the private sector that, "management will provide instruction and/or experience to all employees which will enable them to advance in the organization." Finding that Stilletti was not afforded proper instruction, the arbitrator upheld the grievance and noted "it is the town's right to refuse to promote a man because he cannot perform the job. But, when they gave this applicant training in the work, it was not the right kind."


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## New York State Employees Brotherhood Awards Luncheon

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NEW YORK CITY LOCAL 010 1st Vice President Rose Sutro, left, Local 010 President Joseph Johnson, Jr., Metropolitan Department of Labor Local 350 President Denis Tobin and Metropolitan Region II President George Caloumeno.



CENTRAL REGION V PRESIDENT James Moore, left, Metropolitan Region II 1st Vice President and Downstate Medical Center Local 646 President Frances DuBose-

Batiste, CSEA Secretary Irene Carr, Local 646 member Audley Batiste and State Insurance Fund Local 351 President Harriet Hart.

CSEA comes to rescue of Warwick police chief

WARWICK — An effort by Town Supervisor Mary Murtie to undermine the authority of Police Chief James Eckerson has been halted with the assistance of CSEA's legal assistance program.

An arbitration panel consisting of Arthur T. Jacobs, Philip S. Demarest and Roger G. Phillips unanimously concluded that the police chief suffered a "reduction of benefits or privileges" when the supervisor changed his work schedule and ordered him to begin working rotating shifts. Traditionally, Eckerson worked on a fixed weekday schedule but always remained "on call."

The arbitrators' decision was based on what they described as, "past practice sanctified again and again by the Town." They also noted that a town witness himself admitted that the chief was always available when he worked the fixed schedule so that "there was no evidence presented to show he would have been more available when needed by the men if he had been on a rotating shift."

But the decision also had wider implications as Regional Attorney Barton Bloom explained. "The supervisor made an effort to undermine the authority of the police chief and disrupt morale, but in so doing violated the CSEA contract and had to be stopped."

The Town of Warwick CSEA Unit is part of Orange County Local 836.

Local 872 reaches accord

NIAGARA FALLS — The Niagara Falls Schools non-instructional unit has reached agreement on a two-year contract, ending negotiations that stretched from March, 1982, through January, 1983.

The new pact for the 350-member unit of Local 872 calls for wage increases of 6.5 percent in the first year, and 7.5 in the second year, in addition to service and longevity increments as scheduled.

Local President Dominic Spacone said the unit also negotiated a retention of Blue Cross coverage and a change from Blue Shield to a GHI plan that includes optical coverage.

The Major Medical coverage will increase from \$20,000 to \$50,000, and savings derived from the switch to GHI will provide a \$15,000 sum from which to provide upgrade pay to workers following a job survey by a labor-management committee.

Cafeteria cooks have been given a 35 cents per hour upgrading above the general wage boost, and repairmen required to perform the duties of shopman will receive an additional 25 cents per hour when shopman job specifications have been completed.

Thomas Christy was chief negotiator, along with Committee members, Russ Bettis, unit President, Florence Lennox, Robert Hughes and Eugene Percy, for the unit that contains clerical, custodial, maintenance, nurse, cafeteria, groundsman and stationary engineer job titles.



LOCAL 507's IRVING LOCKE, who is retiring after 34 years with the State Dept. of Transportation, was recently honored at a dinner in Pleasant Valley. Locke, center, is surrounded by, from left: Shop Steward Cecil Van Wagner, Local Treasurer Frank Straley, Unit President Bill Wells, Local President Jack Shaw and Local Vice President Bill Shaw.

COPING with LAYOFFS

Some facts you should know if you are facing job uncertainty

The question of how many layoffs, if any, and who will actually be affected under the next state budget is still unresolved at press time.

What is known is that thousands of state workers recently received layoff notices, but the final number of layoffs, if any, will not be as large as the number of notices actually sent out.

Too, due to the bumping process involved in a layoff situation,

the person receiving a notice may not in fact be the person eventually laid off.

For anyone facing the prospect of going off the payroll, there are a great many things to consider. Insurance and benefits are certainly among those concerns.

The following information should be beneficial to everyone facing job uncertainty during the budget crisis.

Answers to some common questions about health insurance

ALBANY — What happens to my health insurance if I go off the payroll? Although the number of state layoffs is expected to be less than once feared, many employees are still asking that question. To set the record straight, the Employee Insurance Section of the Civil Service Department has provided answers to the following questions:

(1) Am I eligible to continue coverage in the New York State Health Insurance Program if my job is abolished?

If you have been separated from service with the state and your name has been placed on a Civil Service Preferred List, you are eligible to continue your enrollment in the Health Insurance Program. If you are a state employee not eligible for preferred list status, but you were employed on a permanent full-time basis and are separated from service as a result of the abolition of your position, you are also eligible to continue your health insurance coverage.

(2) What if I don't meet the requirements described in Answer No. 1?

Your coverage in the State Health Insurance Program will end 28 days following the last day of the last payroll period in which you worked. You will automatically receive a written notice to convert your health insurance coverage to direct-payment contracts with the health insurance companies.

(3) If I continue coverage in the State Health Insurance Plan, what type of coverage will I be offered?

Your benefits will remain the same as when you were in active service with the exception of coverage for prescription drugs. Your coverage under the CSEA Employee Benefit Fund will cease 28 days following the last day of the last payroll period in which you worked. Coverage for prescription drugs under the State Program will begin the day following the date coverage under the CSEA Employee Benefit Fund program ceased.

(4) What is the cost to continue my State Health Insurance coverage?

If you are eligible to continue your health insurance coverage, you may do so by paying the employee's required contribution, if any. The State of New York will continue to contribute 90 percent of the cost of your coverage and 75 percent of the cost of any dependent's coverage. The Employee Insurance Section will bill you on a quarterly basis any premium charge you may owe.

(5) How long am I eligible to continue my State Health Insurance coverage?

You may continue coverage for a maximum period of one year or until you are re-employed on a full-time basis by a private or public employer, whichever comes first.

(6) What must I do to have my state coverage continued?

Your agency will notify the Employee Insurance Section that you are eligible to continue your coverage. You will then receive a letter informing you how long you are eligible to continue coverage, what benefits you will receive and procedures to follow when filing claims. You must also complete an eligibility certificate concerning your current employment status and return it to the Employee Insurance Section with your quarterly premium.

(7) Prior to my position being abolished, I met the service requirements for retirement. May I continue my health insurance as a retiree?

If your most recent date of employment in state service is prior to April 1, 1975, you may retire and continue coverage as a retiree, or may defer any retirement allowance due and continue coverage on a direct-pay basis until such time as your retirement is effective. At that time, you may then continue as a retiree on a deduction basis. In either case, you are only required to contribute the employee's share of health insurance premium.

(8) Prior to my position being abolished, I had 10 years of state service credited with the Retirement System, but I am under retirement age. Am I eligible to continue health insurance as a vested employee?

You would be eligible to continue coverage for a maximum of one year or until re-employed by a public or private employer by contributing only the employee's share of premium charge. If you reach retirement age on or before that date, you may continue coverage as a retiree. If you do not qualify for retirement by that date, you may continue in vested status until attainment of retirement age and then continue coverage as a retiree. Vested enrollees must pay both the employee's and employer's share of premium until they are eligible to retire.

Other questions concerning continuation of health insurance coverage should be directed to your Personnel Office or the Employee Insurance Section, Department of Civil Service, State Office Building Campus, Albany, N.Y. 12239.

How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-342-6272. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

You may be eligible for dues-free membership

ALBANY — A year's dues-free membership is available to any CSEA member who is laid off and placed on a Civil Service Preferred List.

Applications, available at CSEA Headquarters or any of the six regional offices, require the signature of the employee's personnel officer to verify layoff status.

Once completed, the forms should be returned promptly to: CSEA, 33 Elk St., Albany, N.Y. 12224.

Dues free membership expires if an employee is returned to the payroll.

How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

NAME _____

ADDRESS _____

CITY _____

SOC. SEC. NO. _____

STATE _____ ZIP _____

Mail to: CSEA Employee Benefit Fund
14 Corporate Woods Blvd.
Albany, NY 12211

(Do not send payment at this time)

A 'SNAPSHOT' CHRONICLE OF BLACK WORKERS IN THE AMERICAN LABOR MOVEMENT



AFSCME Secretary-Treasurer William Lucy.

By Richard Chernela
Communications Associate

NEW BRUNSWICK, NJ — Compressing nearly 150 years of social, economic and political turmoil into one hour is no easy feat. But AFSCME Secretary-Treasurer William Lucy did just that recently in an address to the students, faculty and alumni of the Rutgers University Center for Labor Studies.

Lucy, in his own words, provided a "snapshot vision" of the role of black workers in the American labor movement, highlighting the progress of black unionists from the early 19th Century to the present day and offering an agenda for black workers that has yet to be fulfilled.

NORTH AND SOUTH

Lucy started his chronicle in the pre-Civil War days when there were two Americas: the slave South and the North. "In the slave South," he said, "most of the work force, including the skilled work force, was black. There were no unions as slavery and trade unions cannot co-exist."

In the North, where blacks were free, the picture was quite different. According to Lucy, northern blacks were forming labor organizations before the Civil War. The American League of Colored Laborers was founded in 1850 and eight years later the Association of Black Caulkers was established.

But, Lucy pointed out, "Northern blacks were excluded from white labor organizations," and, as a protest, "black workers in 1869 established the Colored National Labor Union."

With exclusion remaining the norm well into the 20th Century, blacks organized hundreds of their own unions, Lucy said. "A few did affiliate with white dominated organizations," he noted, "but these almost always segregated into 'Jim Crow' locals."

However, trade unionism hardly swept black America, according to Lucy, because "until the 1930's most unions were organized by skills . . . and the great majority of blacks were systematically barred from acquiring those skills."

And blacks were by no means united on the issue of unionism. "In those early years, the black trade union movement was carried forward by a relative handful of people," Lucy said. He cited Booker T. Washington as one prominent black leader who "didn't hold much truck with unions. He (Washington) wanted blacks to concentrate on education," which he believed "was the better ticket to economic and social equality."

MODERN BLACK MOVEMENT

Lucy dated the modern black labor movement to 1925 when A. Philip Randolph founded the Brotherhood of Sleeping Car Porters and "forged it into a social movement that highlighted the basic problems faced by black workers and the institutionalized, systemic discrimination they faced," he said.

Randolph's emergence as the pre-eminent leader in the black labor movement coincided in the 1930's with the development of a "new kind of labor organization — the industrial union," Lucy said. He explained that the traditional labor union organization by skills had resulted in the exclusion of black workers because black workers had been denied the opportunity to acquire the requisite skills needed to obtain a job with union representation.

Industrial unions, according to Lucy, changed that. "Industrial unions," he said, "emphasized where you worked rather than what you did, and because of this the union became, potentially at least, accessible to

far greater numbers of workers." Industrial unions were also "a response to intense social, economic and workplace changes, and thus they tended to be much more progressive and politically active than the older craft organizations," he said.

Despite the emergence of industrial unions and the powerful presence of A. Philip Randolph on the labor scene, Lucy believes that "there was very little real headway against entrenched discrimination in trade unions, or anywhere else, for that matter, until World War II."

THE INFLUENCE OF RANDOLPH

Lucy credited Randolph with using his influence to "coerce" President Roosevelt into signing an Executive Order setting up the first fair employment practices body to fight racial discrimination. This step, taken "on the eve of war," and the war itself, "enabled thousands, perhaps millions, of blacks to enter the skilled labor force as defense workers," Lucy said. "And when they did, they usually joined a union."

Today, with "a great array of federal laws enacted to protect the rights of minority workers and to ensure their access to employment and training, and with some 3.3 million black trade unionists, it would be nice," Lucy said, "to end with some stirring generalization about Americans of all colors marching in solidarity toward a new tomorrow. It would be nice," he concluded, "but it would be an exercise in fantasy."

MORE INVESTMENT THAN RETURN

Lucy summed up the reality of the black workers' role in today's labor movement by asserting, "Blacks have invested one hell of a lot more in the labor movement than they have gotten in return."

He pointed out that while 12 percent of the civilian workforce is black, blacks constitute about 15 percent of the membership of the national unions in the AFL-CIO. He went on to note that "blacks seem to be much more receptive to the trade union message than whites these days" with 32 percent of the black workforce organized, compared with 25 percent of the white workforce.

While the statistics indicate the increasing participation of black workers in the American labor movement, another statistic reveals, according to Lucy, black influence in the top-ranks of the movement has not risen accordingly. "The percentage of blacks in leadership positions has been and remains alarmingly small," he declared.

Lucy described himself, a top-elected officer of AFSCME, one of the largest unions in the AFL-CIO, as "not so much a trail blazer as an anomaly."

WHY NO BLACK PRESIDENTS?

"In fact," he continued, "not a single major union in this country has a black president, and the situation within the councils of the AFL-CIO is little better." Of the 35 members of the AFL-CIO Executive Council, just two are black, Lucy said.

The reasons for the absence of blacks from full participation in the upper echelons of labor unions stem, according to Lucy, from labor's losing, to a great extent, its role as the primary force for social progress in the country. "In the last generation or so," he said, "the American labor movement lost a good deal of the fire in its belly . . . labor, in effect, moved to the suburbs, planted a front lawn and joined the Rotary Club."

Lucy also cited a loss in the labor movement of the "need to band together for mutual protection," due in large part to "continuing relative prosperity" which has led increasing numbers of workers to lose "the sense of their own vulnerability." A phenomenon,

Lucy believes, will change to a degree as a result of the current recession.

He said that unions "have gotten a false sense of security, and in their sense to preserve it, have come to defend the status quo. There has been a turning inward, and I think this has been most evident in the area of organizing."

Lucy sees organizing as "the life force of a union. Attracting new members is the means by which a labor institution can maintain its social and intellectual vitality," he said.

But, Lucy pointed out, "new members mean new ideas, and that always threatens the web of existing power relationships. And new members are viewed as particularly threatening if they are minority workers."

Lucy maintained that the basic purpose of organizing became "perverted" as, "instead of reaching out for the unorganized, unions reached in upon themselves and expended their energies and their dollars in raiding each other's memberships."

A FEW RAYS OF SUNSHINE

Despite providing what he termed "a rather bleak snapshot of minorities in the American labor movement," Lucy did provide "a few rays of sunshine." He asserted that with the passing of former AFL-CIO President George Meany, "the labor movement reached the end of one era and has been entering a new and hopeful time."

Of particular encouragement to Lucy is the decision of the AFL-CIO to play a more active role in the 1984 presidential campaign by endorsing a candidate early in the process. He believes that black workers will be substantially involved in that process.

Lucy also pointed to the increased "talk about the need for unions to put their own houses in order. There is more talk about organizing the unorganized, and even the beginnings of a coalition effort," he said. "There is more talk, and more action, about social issues."

He is optimistic that "the talk will produce something more than echoes." Lucy thinks that "the Darwinian imperative is beginning to sink in: In the world we live in, you adapt, or you perish."

Lucy sees minority workers as having "a crucial stake in the revitalization of the labor movement, because, whatever its faults, labor has been one of the chief forces pressing for social and economic equality in this society."

He called on black workers to accelerate their efforts "to effect change from within, using such time-tested political devices as intra- and inter-union caucuses, coalition building, and through plain, old-fashioned political horse trading."

The victory of Harold Washington, a black congressman, in the Chicago Democratic mayoral primary is one recent "ray of sunshine" that Lucy said restores his faith in the democratic political process. He noted that Washington's victory came as "a result of a coalition effort by minorities and labor, and AFSCME was one of the chief players on labor's side."

Lucy concluded his talk on an upbeat note, re-emphasizing his point that blacks have made "substantial contributions to the American labor movement and, therefore, to the quality of life in this country, and I see great things to come."



THE CLOSING OF CRAIG & GOWANDA

Much more at stake than just a facility closing

Craig closing disastrous for clients, community, employees

SONYEA — If New York State succeeds in closing Craig Developmental Center, it may very well be a death sentence for between 35 and 120 severely handicapped people there.

The reason? "Relocation Syndrome" or "Transfer Trauma" aggravated by the resident's level of disability, severity of additional handicaps, isolation, and age.

Indeed, of the 358 developmentally disabled people there, fully 75 percent are severely or profoundly retarded, 65 to 70 percent suffer from epilepsy in addition to mental retardation, 51 percent are non-ambulatory, and 32 percent are over 51 years old and 12 percent over 71 years.

In more human terms, 75 percent of the residents have IQs below 35 and a maximum mental age of less than four years. Over 2/3 are subject to unexpected life-threatening seizures and more than 1/2 cannot walk. Still others cannot hear, speak or see, and many suffer from acute emotional or behavioral disorders. Nevertheless, the state has put a \$2.3 million price tag on their lives — the actual money it will "save" by closing the developmental center.

The total 1983-1984 state budget is \$31.6 billion. These possible deaths are just one of the conclusions reached by an impact study, "If They Close Craig . . ." made public on April 6 by Region VI President Robert Lattimer. It was done by AFSCME's public policy department.

The study describes Craig residents as "a fragile population" and notes that 39 percent of them have received fewer than two family visits in the last eight years. For them, Craig is home; the staff, with a historically low turnover rate of 8 percent, their only family. For others, particularly the 91 residents who originally lived in the surrounding

The impact study has been detailed to employees at Craig Developmental Center by Western Region President Robert L. Lattimer and other union officials. Following a presentation to employees, members of CSEA Local 405 determined that they would distribute the report material throughout the community and through the news media to bring the information to the general public.

area, relocation would cause even greater isolation, especially as they and their families grow older. There is also another impact.

Closing Craig and eliminating 616 jobs would take millions of dollars out of the local economy and cause Livingston County's unemployment rate to rise another 4 to 5 percent. The impact would be devastating on a county already hard hit by higher-than-average unemployment.

The ultimate folly is that eliminating the jobs would cost the state at least \$6.1 million in such additional expenditures as:

- \$2.6 million in unemployment insurance benefits;

"We'll be doing all we can to make sure the local community is aware of all the negative effects the Craig closing will have. The most important problems are the pain that will be inflicted on the clients.

Secondly, the local economy will suffer, along with our members who stand to lose their jobs, through no fault of their own."

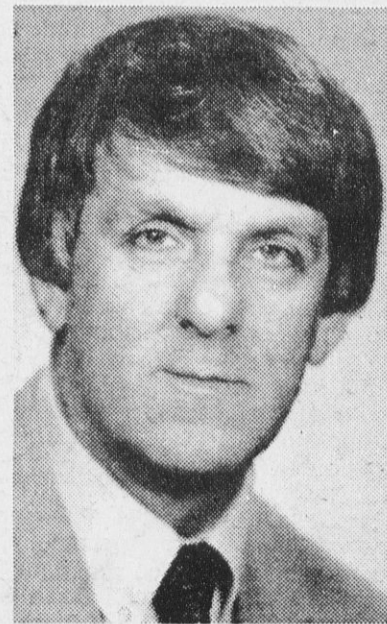
—Robert Dunlap
Acting President, CSEA Local 405

- \$1.8 million in required pension fund payments;
- \$1 million in accrued benefits, worker's compensation and administrative costs; and
- \$700,000 for continued health insurance coverage for those who qualify. In addition, the

state would lose \$500,000 in tax revenues. And, this does not include long-term expenditures for public assistance, Medicaid and social services that can be expected by laying off state workers with high specialized skills not easily transferable to other jobs in the Livingston County area.

But what are the alternatives? To quote the impact study: "According to Craig Developmental Center officials, the facility now has approximately 200 Medicaid reimbursable beds, and 150 beds which do not qualify for Medicaid reimbursement. The current daily Medicaid rate for Craig is \$156.64 of which \$79.71 is federally reimbursable. If the cost of bringing these 150 beds into compliance with Medicaid regulations is \$800,000 — as have been estimated by Craig staff members — this expenditure could result in a \$4.4 million annual increase in federal Medicaid assistance."

Impact study indicates that closing could impose a death sentence on some clients and would cripple economy of the community and county



"We hope to convince the citizenry and elected representatives of Western New York that it is important for the sake of all concerned, the clients, community and employees, to prevent or amend the implementation of such an ill-conceived plan (to close Craig as a mental institution).

We have still not seen the final stages of this plan, but it should be plain to see, by this Impact Study, the future of the Sonyea community hangs in the balance.

The closing is a bad decision, which seems to be based in part on media reports of the last year or so, that focused on the failures of the top Administrators of Craig and other area mental facilities to provide the adequate medical care the clients deserve.

The State didn't do their job of monitoring properly in the past and now seems to be making more misdirected decisions.

In fact, if one wonders who is orchestrating all these destructive moves, an educated guess would seem to point to the Department of Correctional Services.

When our impact study regarding the Gowanda Psychiatric Center closing is complete, a similar pattern of orchestrating seemingly-total community support will become apparent.

But CSEA is not buying the bill of goods they are attempting to sell to the general public."

CSEA Region VI President
Robert L. Lattimer

Union pulls out of Gowanda Task Force as dispute intensifies

GOWANDA — Charging that the state is misleading the community on many issues, CSEA has withdrawn its membership on a task force created to deal with state plans to convert Gowanda Psychiatric Center into a state prison.

CSEA Western Region VI President Robert L. Lattimer declared "We will continue to monitor the state's activities regarding Gowanda, but we will not be put in a position of appearing to condone their actions, because we definitely do not. They have misled this community on too many issues."

CSEA announced its withdrawal from the task force, which included State representatives, following a recent meeting of the task force. That meeting was picketed by some 50 members of Gowanda Psychiatric Center CSEA Local 408 members upset over plans to close down the psychiatric center facility and convert it into a prison.

The State Department of Corrections was

The State Department of Corrections was blasted by Lattimer for "not working in the best interests of the clients, community and employees" at Gowanda.

blasted by Lattimer for "not working in the best interests of the clients, community and employees" at Gowanda.

Lattimer pledged that CSEA would intensify its fight to prevent the total conversion of the Gowanda Psychiatric Center into a prison. "There can be no doubt in the mind of anyone with a realistic view," said Lattimer, "that this facility will soon disappear as a Mental Health operation if the DOCS agenda is carried out."

Lattimer praised the members of Local 408 for "hanging in there against the State's efforts to wear them down."

"Doris Smith (Local 408 president) and her fellow members have worked very hard to stay abreast of what is actually happening, and to inform the community, in the face of the State's smoke screen. They have maintained their integrity in a very difficult situation."

The latest expansion plan would take another 600 patient beds for prisoner use, bringing the Collins Correctional Facility Prison population to about 930 inmates.

The psychiatric center presently houses about 600 patients.



New York State
Employees' Retirement System

Edward V. Regan
State Comptroller

Early retirement popular

(Continued from Page 1)

deadline for the early retirement incentive program. In fact, some officials were expressing concern if estimate applications on hand even prior to April 11 could be answered in time.

By April 5, the retirement system was advising interested employees who had not received estimates in the mail before late April to bring wage statements (W-2 forms are best) and any official estimates they may have received previously, to Retirement System counseling centers where staff members would make rough estimates of what potential retirees could expect in pension benefits under the system.

As the filing deadline loomed nearer, it was becoming increasingly clear that the overwhelming interest in the early retirement incentive program was overloading a system that was not designed to handle the "peak demand" from the program, a first for New York State public employees.

CSEA is advising its members that the unique benefits of the program mean enriched pension benefits for those who choose to retire. While a retirement decision is obviously the kind of choice that can only be made on an individual

basis, the union has advised its members that in view of the special benefits of the program, it certainly is in their interest to consider retirement now, while the special benefits are in place.

With the estimate process beginning to backlog, CSEA officials are advising any members who have not received their estimates by April 18 to visit retirement counseling centers personally to work out a rough estimate, or to work with the Retirement System's estimation chart — which should be available in personnel offices by then — to help reach a retirement decision.

CSEA stressed that to participate in this program an eligible employee must retire prior to May 31, 1983 and to retire by that effective date, the employees actual retirement application must be received by the New York State Employees' Retirement System no later than May 2, 1983!

Whether an employee has filed for an estimate or not makes no difference. To participate in the early retirement incentive program, an employee's actual retirement application must be received on or before May 2, 1983.

Retirement Benefit Chart for use with the Retirement Incentive Program for State Employees Tier 1 Members Only

This chart shows the amount of the annual retirement allowance payable, per \$1,000 of final average salary, to Tier 1 members under the Retirement Incentive Program.

To use the chart, three steps are required.

1. Determine your actual years of service. Do not add any extra years.
2. Determine your final average salary — probably your last three years of earnings divided by three — and divide this by 1,000.
3. Find the line showing your years of service and multiply the figure shown in the last column by the number calculated in step two.

For example, if a Tier 1 member with 18 years of service determines that he or she has a final average salary of \$17,500, he or she would divide \$17,500 by 1,000. This produces 17.5. The figure in the last column for 18 years of service is \$420. Multiplying \$420 by 17.5 produces \$7,350, that member's annual no-option retirement allowance under the Program.

Tier 1 member Retirement Allowance per \$1,000 of Final Average Salary
(assuming Required Contributions (if any) are intact.)

Years of Service	Service Retirement Allowance - No Option	+	Retirement Incentive Program Addition No Option	=	Annual Retirement Allowance With Retirement Incentive Program - No Option
10	166.60		49.98		216.58
11	183.26		49.98		233.24
12	199.92		49.98		249.90
13	216.58		49.98		266.56
14	233.24		49.98		283.22
15	249.90		49.98		299.88
16	266.56		49.98		316.54
17	283.22		116.78		400.00
18	299.88		120.12		420.00
19	316.54		123.46		440.00
20	400.00		60.00		460.00
21	420.00		60.00		480.00
22	440.00		60.00		500.00
23	460.00		60.00		520.00
24	480.00		60.00		540.00
25	500.00		60.00		560.00
26	520.00		60.00		580.00
27	540.00		60.00		600.00
28	560.00		60.00		620.00
29	580.00		60.00		640.00
30	600.00		60.00		660.00
31	620.00		60.00		680.00
32	640.00		60.00		700.00
33	660.00		60.00		720.00
34	680.00		60.00		740.00
35	700.00		60.00		760.00

The following New York State Employees' Retirement System units are best equipped to handle telephone inquiries regarding the Early Retirement Incentive Program:

INFORMATION SERVICES: (518) 474-7736.
 SERVICE RETIREMENTS: (518) 474-4449; (518) 474-4932; (518) 474-3621.
 GENERAL ESTIMATES: (518) 474-7699; (518) 474-4467.

RETIREMENT INFO

Where to find out about
**STATE RETIREMENT SYSTEM
 SOCIAL SECURITY BENEFITS**

REMEMBER — the state retirement process is separate and distinct from any potential benefits an individual may be entitled to from the Social Security Administration. Therefore, individuals seeking information on the early retirement incentive program should also obtain information separately on options for Social Security benefits. There are dozens of district Social Security offices throughout New York State. Check your telephone directory for the office nearest to you — to obtain necessary information.

Retirement information service schedule listed

Due primarily to the recently announced early retirement incentive program for state employees, there has been a tremendous increase in the number of employees seeking information on their potential benefits under the New York State Employees' Retirement System. System Information representatives are available to discuss the retirement incentive program and individual retirement specifics on the following schedule.

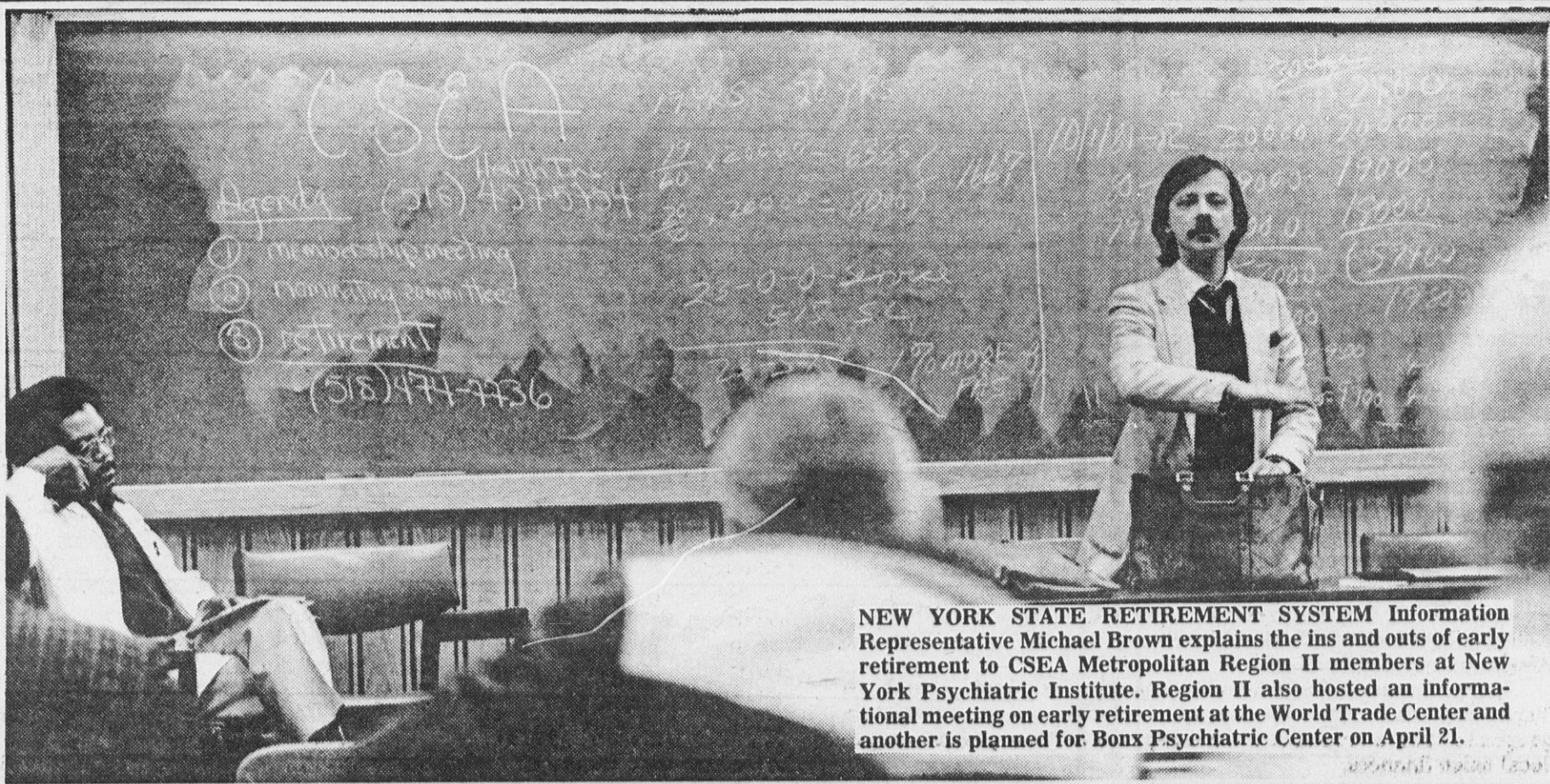
The schedule shows the locations and visiting days for Retirement System Information representatives.

Note that this is an expanded schedule compared to the one listed in the previous edition of The Public Sector. The expanded schedule affects the Albany area, in that the Albany office of the State Employees Retirement System in the Gov. Smith State Office Building will be open on Saturdays during April. Additionally, information representatives will be available each Friday during April in the Roosevelt-Cleveland Room of Building 1 at the State Campus.

While services at each location are offered on a "first come, first served" basis, appointments are urged for the Saturday sessions by calling (518) 474-7736. Basic information by telephone may be obtained by calling the same number from any location.

**For info by telephone:
 (518) 474-7736**

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day and all Saturdays in April
Albany	Bldg. 1, State Campus	Every Friday in April
Binghamton	Broome County Center	First and Third Wednesday
Buffalo	Buffalo State Office Bldg. (65 Court Street)	First, Second, Third & Fourth Wednesday and Friday
Canton	County Courthouse	First Thursday
Goshen	County Center	Third Thursday
Hauppauge	State Office Building	First and Fourth Wednesday
Horseheads	Village Hall	Second and Fourth Tuesday
Little Valley	County Office Building	Second and Fourth Monday
Lockport	Municipal Building	First and Third Monday
Mayville	Chautauqua County Health and Social Service Building	First Tuesday
Mineola	222 Willis Ave.	First and Fourth Monday
New York City	State Office Building 270 Broadway (23rd Floor)	First and Third Tuesday
	11 world Trade Center (44th Floor)	Second and Fourth Tuesday
Plattsburgh	County Center	Third Thursday
Pomona	County Health Complex (Bldg. A)	First and Third Friday
Poughkeepsie	DOT Headquarters	First Thursday
Riverhead	County Center	Third Wednesday
Rochester	Rochester City Hall (Room 102-A)	Second and Fourth Thursday
	County Courthouse	Second and Fourth Friday
Syracuse	State Office Building	First, Second, Third and Fourth Tuesday
Utica		First Friday
Watertown	State Office Building	Second and Third Monday (except July)
White Plains	Westchester County Center	



NEW YORK STATE RETIREMENT SYSTEM Information Representative Michael Brown explains the ins and outs of early retirement to CSEA Metropolitan Region II members at New York Psychiatric Institute. Region II also hosted an informational meeting on early retirement at the World Trade Center and another is planned for Bonx Psychiatric Center on April 21.



TIRED OF POLITICAL GAMES — Rensselaer County highway employees, at left, assemble in the county's main highway barn to hear a talk by Capital Region President C. Allen Mead about the union's concern over "politically-inspired" layoff plans. Below, WRGB-TV reporter Mary Beth Wenger in a live interview with Shop Steward James Michael, and Field Representative Aaron Wagner, Mead and Rensselaer County Unit President Carol Larpenteur at the barn.

In Rensselaer County: Union seeks to avert highway dept. layoffs

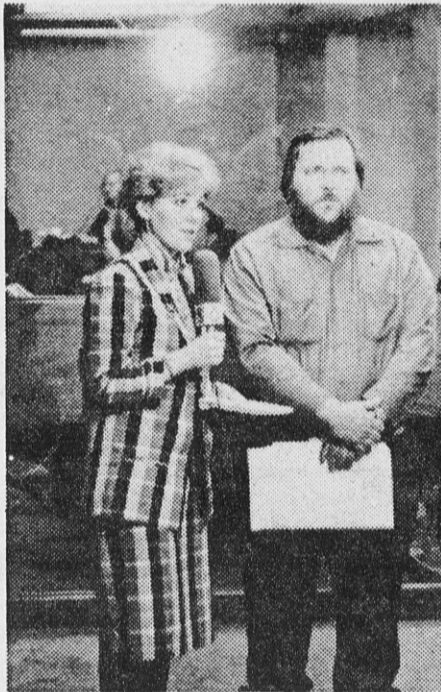
TROY — C. Allen Mead, president of CSEA's Capital Region, has pledged the full support and resources of the union to help 50 Rensselaer County highway workers facing what he says are "politically-inspired" layoffs.

"Capital Region is not going to allow either party in Rensselaer County to use our members as chips in a political poker game of brinkmanship," Mead said.

"We are prepared to provide our members with our full resources ranging from a budget analysis of the current document to political action and paid advertising to alert the county residents to the dangerous games politicians on both sides of the aisle are playing with their personal safety."

Recently, the Rensselaer County Legislature split along party lines, 12 Republicans and 8 Democrats, concerning the funding of major road and bridge repair projects in the county. For the past decade, when the Democrats controlled the Legislature, such projects were financed through bonding. The county had bonded more than \$9 million during that time period.

However, the Democrats, now in the minority but controlling the two votes needed to get the required three-fourths majority required to pass bonding requests, have successfully stopped the Republican majority in two attempts to pass bonding



legislation. The first request for \$1.56 million went down by pure party line votes and a second attempt for \$1.17 million met a similar fate.

Claiming that if the bonding requests aren't passed the County Highway Department laborers will not have any work to do, the Republicans removed funds equal to the workers' salaries from the department's budget and put the monies under the personal control of the County Executive William Murphy. Due to these actions, the county administration has notified the workers that layoffs would be necessary due to a lack of funds.

CSEA's Capital Region has sent a copy of the current budget, a list of recent legislative resolutions concerning the county highway department and the contents of a cost-cutting resolution to CSEA statewide headquarters for

thorough review with the goal of finding funds to continue the employment of the 50 workers.

"We are attempting to see if alternatives to bonding are available as a means of financing the projects. And we want to know which projects have to be addressed immediately versus those which can be done later," Mead said.

The region is also attempting to have the politicians live up to their public statements that they are willing to talk about the situation and hopefully resolve the problem before the workers and their families are affected.

"We have 20 politicians all saying they want to talk. We're looking for one or two that want to listen and work for a solution," Mead said.

Schedule set for State Delegates Workshop

Topics range from labor's political clout to solving time and attendance problems

LIBERTY — A dozen workshops, as well as information tables and business sessions, will attract hundreds of state delegates to their annual workshop at Grossinger's April 13-15.

Workshop topics include: Utilizing Regional Labor/Management Facilitators; Solving the Problems of Misuse in Time and Attendance; Defensive Driving Lowers Your Insurance Cost; and Using Affirmative Action to Your Benefit.

Representatives of the CSEA Employee Benefit Fund and of the New York State Health Insurance Program will discuss new aspects of their programs, and a treasurer's workshop will address problem areas of local union finances.

Other workshops will focus on the CSEA Legal Assistance Program, communications and the media, and how job classifications are established.

Barry Feinstein, chairman of the Public Employee Conference, will conduct a workshop on Labor's Political Clout in the '80s.

Registration for the event begins at noon Wednesday, April 13. The three-day workshop concludes with the State Delegate meeting on Friday morning, with reports by Pat Crandall, State Executive Committee chairwoman; James Roemer, chief counsel; Thomas Quimby, Training and Development Program director; and James Murphy, union advisor to the statewide Employee Assistance Program.

Adversity welds members together

Welded together again in a common cause, the underlying strength of CSEA — the membership itself — emerged with undeniable visibility and determination across New York State over the past few weeks. In the face of extreme adversity caused by a proposed state budget that would cost thousands of jobs and many important public service programs, members rose up in opposition in many, many places and in several different ways. The budget as finally adopted stands as a tribute to the tens of thousands of members who wrote letters to state legislators, sent postcards, made phone calls, signed petitions, lobbied on a personal level, and marched in displays of unity at scores of work locations statewide. Depicted on this page are some of those efforts that helped frame a final budget far different from the one first proposed.



BIG CSEA TURNOUT AT CANTON RALLY — Members of CSEA Locals at SUNY Canton ATC and Potsdam joined hundreds of the teaching staff, students and others who recently protested the Cuomo Budget which threatened the layoff of many state employees. Taking part in the afternoon rally at the St. Lawrence County Courthouse in Canton were, front and center, Loretta Rodwell, president of Local 603, Canton ATC, and Mary Lauzon, president of Local 613, SUNY, Potsdam.



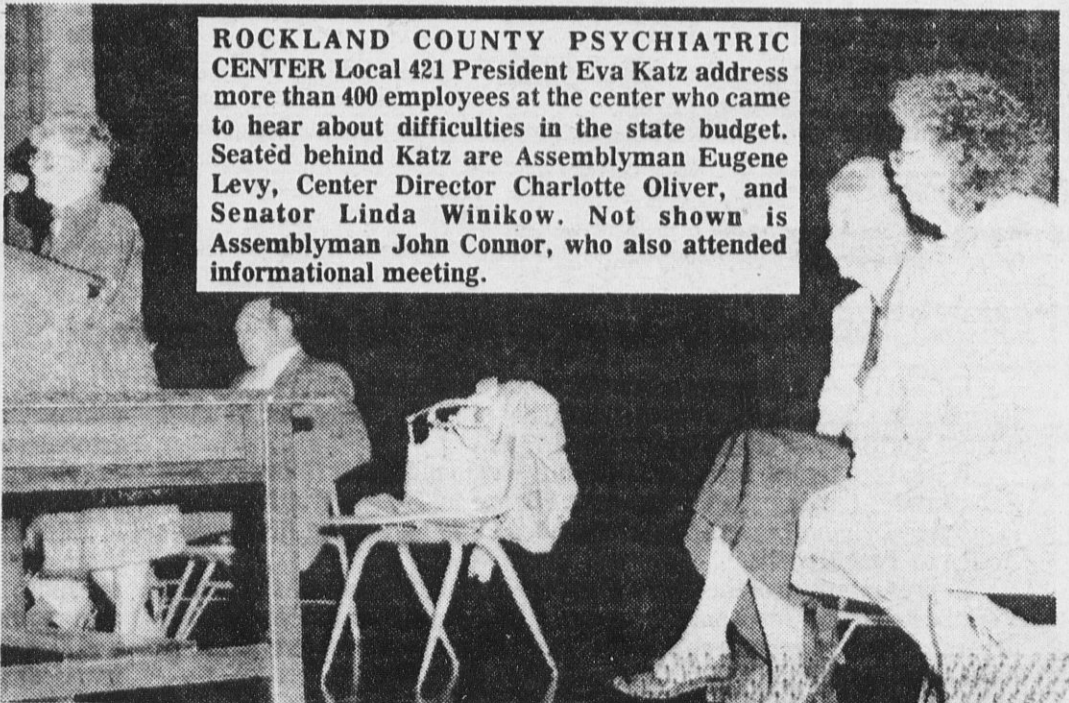
REGION III PRESIDENT Ray O'Connor, facing camera, confronted Gov. Cuomo (checked hat) when the governor met pickets during Cuomo's recent visit to Hyde Park.



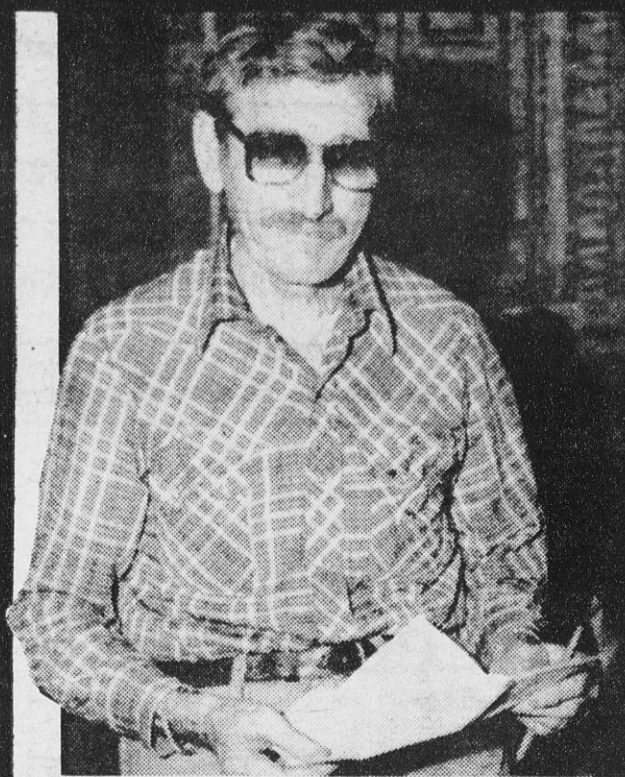
REGION I President Danny Donohue talks with news media about problems associated with layoffs during recently rally in Islip.



MIDDLETOWN PSYCHIATRIC CENTER Local 415 members and retirees conducted informational picketing outside that facility to protest original plans to lay off almost 60 employees at the facility.



ROCKLAND COUNTY PSYCHIATRIC CENTER Local 421 President Eva Katz address more than 400 employees at the center who came to hear about difficulties in the state budget. Seated behind Katz are Assemblyman Eugene Levy, Center Director Charlotte Oliver, and Senator Linda Winikow. Not shown is Assemblyman John Connor, who also attended informational meeting.



KIRKBRIDGE HALL HOUSEKEEPER John Macky, who wrote a poignant letter to Gov. Mario Cuomo urging the governor to use means other than layoffs to close a state budget gap. Macky was a resident at Letchworth for 25 years, and says he sees how much love, care, and understanding employees today put in to patient care.

JOHN MACKY: The view from both sides

'If you only knew the love and understanding'

THIELS — John Macky, a housekeeper at Kirkbridge Hall at Letchworth Village Developmental Center here, remembers how it once was at Letchworth. So he recently wrote a poignant letter to Gov. Mario Cuomo, and sent a copy to the local newspaper, urging the governor to find ways other than through layoffs to balance the budget. Otherwise, he fears, the clock will begin turning backwards as the staff is reduced.

"If you only knew the love and understanding that all the employees give to the residents, you would think twice about the layoffs," Macky wrote. John Macky knows, because he was a resident at the facility for 25 years himself. "I was a resident from 1933 to 1958; I did not have the love, caring, understanding and programs that the residents have now . . ." he told the governor.

Letchworth Village Developmental Center was slated to be the hardest-hit facility in New York State under the governor's original layoff plan —

400 employees out of work in the first round of layoffs scheduled. That number has since changed substantially, but the final number of layoffs at Letchworth, as at other work locations around the state, is unknown under the state budget as finally adopted last week.

John Macky doesn't want to see any reduction in the workforce or programs at the facility. Remembering his time as a resident at Letchworth, he told Gov. Cuomo, "As a former resident, I am deeply upset about the layoffs. When you have had nothing most of your life, and are finally given something and someone, (you are) given a reason to live. If you take it away, you will deeply hurt a lot of people, maybe even break and destroy a lot of lives. I know. I was almost there."

Macky closed his letter to Cuomo by asking, "from the bottom of my heart, that the Almighty God will provide another way besides layoffs for you to cut costs. Please don't cut off someone's love!!! Reconsider the layoffs!"

IMPORTANT REMINDER FOR ANYONE CONSIDERING THE EARLY RETIREMENT INCENTIVE PROGRAM

• To participate, you **MUST** file a notarized "application for service retirement," form RS-6037, which **MUST** be received by the retirement system no later than **May 2, 1983.**

• Your retirement must take effect prior to **May 31, 1983.**



REGION III PRESIDENT RAY O'CONNOR, at microphone, discusses potential crisis situation at Letchworth Village that would be caused by employee layoffs. Several hundred Letchworth employees attended meeting and also heard an

area state legislator voice opposition to layoffs at Letchworth. Assemblyman Eugene Levy, a Rockland County Republican, said "I'll walk with you, march with you, knock on Albany's doors with you to avoid these layoffs."

REMINDER

Eugene Hallock choice in 105th AD

ALBANY — CSEA's Capital Region Political Action Committee has endorsed Eugene Hallock in the April 12 special election for the 105th Assembly District.

"Gene Hallock's 35 years of service to the people of Schoharie County speaks for itself," said John Francisco, Region IV PAC chairman. His experience as county clerk, town supervisor and school board member gives him broad experience in many areas of government which will enable him to represent all of the people in the 105th Assembly District."

The district is composed of Schoharie County and parts of Montgomery, Schenectady and Albany counties. The Capital Region covers 14 counties including all of the 105th Assembly District. More than 2,500 public employees represented by the union reside in the district.

Hallock has been endorsed by both the Republican and Conservative parties.



By their very nature, the labor committees of the state Senate and Assembly deal with some of the bills and issues of foremost interest to public employees. Following is a look at some of the views held by the

ranking members of these committees. This is the third in a series of reports describing the various legislative committees.

The Senate Labor Committee

Both ranking members of the Senate Labor Committee believe the controversial "Whistle Blower" Bill, one of CSEA's major proposals for the current legislative session, will be reported out of committee this year, as it was last year.

While ranking minority member William T. Stachowski (D-57th Dist.) is "not sure" how the bill will fare on the Senate floor, the sponsor and partial architect of the bill, Committee Chairman Joseph R. Pisani (R-36th Dist.), says, "I will try to overcome the responsible objections that have been made to the bill, and will endeavor to have it considered by the whole Senate."

The Whistle Blowers Bill would provide that an employer not take retaliatory personnel action against an employee who discloses certain policies or practices which may pose a threat to public health or safety, or for disclosing substantial mismanagement, gross waste of funds or abuse of public authority.

As for other key bills the union supports — such as the elimination of Tier III of the State Employees Retirement System, the proposal to make Agency Shop permanent and mandatory for all public employees and the Martin Luther King Day bill, which would designate the day a state holiday — Pisani anticipates that they will pass.

"They say that every proposal has its time," the Westchester senator said. "With respect to these bills, I think the time has arrived."

Stachowski was positive about Tier III Elimination and Agency Shop, but expressed uncertainty about the Martin Luther King bill.

"The Martin Luther King Day matter once again seems clouded by multi-bill confusion," said the Buffalo legislator. "I feel the Tier III problem will be dealt with this session, hopefully to our satisfaction. I also hope positive action is taken on the Agency Shop bill."

Both men were optimistic that the maximum Unemployment Insurance benefit will be raised, a proposal originally made by Gov. Mario Cuomo and supported by CSEA. The maximum benefit has not been increased since 1978; such a raise could affect some 750,000 New Yorkers.

Said Pisani: "I, along with Senator (Frank) Barbaro, have proposed a substantial increase in unemployment insurance benefits. I do not believe it will cause any significant increase in rates of in-

surance. We will pass a bill in both houses this year providing for increased unemployment benefits."

Commenting on the relationship between Gov. Mario Cuomo and the Legislature, both committee leaders expressed hope that it would be a productive one.

Pisani says he and Cuomo "enjoy the highest mutual respect for each other and I see no reason why that should change in any regard."

Says Stachowski: "Hopefully, the governor will work closely with the Legislature to make this a very successful session in spite of the many problems we have to face."

SENATE LABOR COMMITTEE FOR 1983

NAME	ADDRESS
JOSEPH R. PISANI, CHAIRMAN (R)	251 North Ave. New Rochelle, N.Y. 10801
NORMAN J. LEVY (R)	30 S. Ocean Ave., Room 305 Freeport, N.Y. 11520
JOHN E. FLYNN (R)	30 S. Broadway, Rm. 430 Yonkers, N.Y. 10701
RONALD B. STAFFORD (R)	162 Margaret St. Plattsburgh, N.Y. 12901
HUGH T. FARLEY (R)	LOB 903 Albany, N.Y. 12247
WALTER J. FLOSS, JR. (R)	318 State Office Bldg. 65 Court St. Buffalo, N.Y. 14202
MICHAEL J. TULLY (R)	392 Hillside Ave., Suites 4-5 Williston Park, N.Y. 11596
WILLIAM T. STACHOWSKI (D)	2030 Clinton St. Buffalo, N.Y. 14212
THOMAS J. BARTOSIEWICZ (D)	861 Manhattan Ave. New York, N.Y. 11222
MARTIN CONNOR (D)	270 Broadway New York, N.Y. 10007
MARTIN MARKOWITZ (D)	527 Ocean Ave. Brooklyn, N.Y. 11226



Senator Joseph R. Pisani
Committee Chairman



Senator William T. Stachowski
Ranking Minority Member

Court ruling for former CETA employee a first

CSEA has won its case for a former CETA employee, in whose behalf a court directed Suffolk County to pay into the New York State Employees' Retirement System.

The case was the first court interpretation of the law which allows former CETA employees, after serving five years as regular public employees, to obtain retirement credit for up to four years of their CETA service if they meet certain conditions and eligibility requirements.

The 1975 law provides that the employee and his or her employer make contributions into the retirement fund in an amount equal to what each would have contributed, plus interest, had the CETA been creditable

service under the retirement plan.

"The CSEA member met all the requirements under the law and wanted to buy back her service," explained CSEA Attorney Marjorie Karowe, who handled the case for the union. "But when she made a request to the employer to contribute the necessary money on her behalf, Suffolk County refused to do so.

"The judge, however, indicated that the language of the law is clear and that the employer has an obligation to pay the determined amount. The payment isn't optional as the county had contended."

The Committee: An Overview

Legislative committees within the Senate and Assembly play a major role in the process of a bill becoming a law.

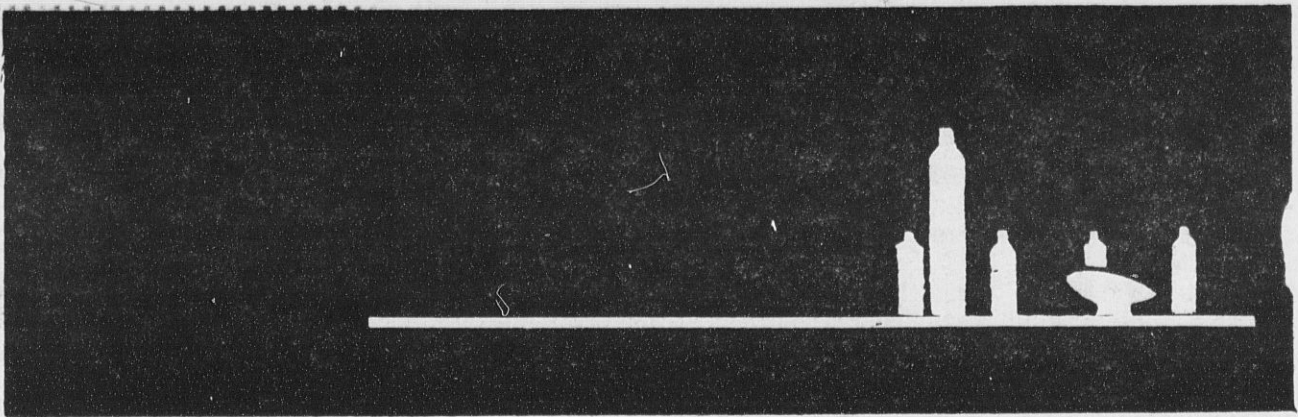
Both the Senate and Assembly have 30 committees. These committees deal with a wide and diverse range of topics, from aging to transportation.

Legislative committees are comprised of a chairman and members. The number of members within the various committees range from eight to 27, depending upon the importance of the committee and the number of bills that must be reviewed by the committee.

The main function of a committee is to review bills which fall within its particular field of expertise. Committee meetings are usually held on a weekly basis, with certain bills being reviewed at the upcoming meeting.

At the meeting, the bills on the agenda are voted on by the members. There are several ways a bill is dealt with. The members may vote to pass the bill, otherwise known as "reporting the bill" out of committee to first reading on the legislative calendar. In some instances, usually at the end of the legislative session, the bill may be reported directly to third reading for immediate action by the legislature.

A bill may be reported to another committee for their review. Or, a bill may be "held" by the committee. This means no definite action is taken on the bill. It is held for further discussion and may appear on the agenda for action at a later date. It can also be "killed" in committee. This term applies when a bill is held in committee and no action is taken on it. The bill is never allowed to the floor of the legislature for a vote.



The Assembly Labor Committee

Like their fellow legislators in the Senate Labor Committee, the two ranking members of the Assembly Labor Committee are optimistic about the fate of the Whistle Blower bill.

In fact, Committee Chairman Frank J. Barbaro (D-47th Dist.), sponsor of the bill, states, flatly, that it "will pass." Co-sponsor George H. Madison (R-22nd Dist.), the ranking minority member, echoes this certainty. "I fully expect to see a Whistle Blower bill signed into law this year," he says.

Barbaro also sees a "favorable" future for the Tier III Elimination, Agency Shop and Martin Luther King Day bills, while Madison says "it is difficult to predict their eventual fate."

Commenting on working with the state's new governor, Brooklyn Legislator Barbaro anticipates a "good working relationship" between Mario Cuomo and the Legislature, while Madison praised Cuomo's style of leadership.

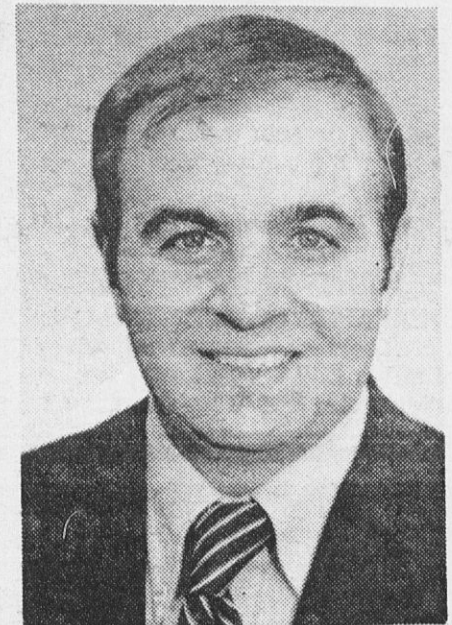
"The Legislature welcomes Gov. Cuomo's sense of balance of dealing with the three branches of government," said Madison, of Nassau County. "He has made a very favorable impression upon many in this area."

How much attention do the two legislators pay to the concerns of their constituents, particularly special interest groups who often urge their members to write their legislators? Barbaro says, "(I) respect the views of responsible groups, especially pro-labor, pro-worker, and pro-civil rights."

Says Madison: "I pride myself with having a very close relationship with those whom I represent, and carefully weigh their opinion on all legislation. Very often, ideas for legislation begin in the community and are expressed by letters and at meetings. In my opinion, that's the way a democratic government works."



Assemblyman Frank J. Barbaro
Committee Chairman



Assemblyman George H. Madison
Ranking Minority Member

ASSEMBLY LABOR COMMITTEE FOR 1983

NAME	OFFICE
FRANK J. BARBARO, CHAIRMAN (D)	7705 Bay Parkway Brooklyn, N.Y. 11214
ANGELO DEL TORO (D)	129 E. 106th St. New York, N.Y. 10029
DENIS J. BUTLER (D)	31-59 47th St. Long Island City, N.Y. 11103
GARY PROUD (D)	459 Central Park Rochester, N.Y. 14605
ELIOT L. ENGEL (D)	4100-11 Hutchinson River Pkwy. E. Bronx, N.Y. 10475
ANTHONY S. SEMINERIO (D)	109-56 11th Street Ozone Park, N.Y. 11420
CLIFFORD E. WILSON (D)	60-53 68 Road Ridgewood, N.Y. 11227
GERALDINE DANIELS (D)	45 W. 132nd St. New York, N.Y. 10037
EILEEN C. DUGAN (D)	122 2nd Place Brooklyn, N.Y. 11231
RICHARD S. RUGGIERO (D)	131 Westminster Place Utica, N.Y. 13501
WILLIAM S. BOYLAND (D)	1636 Pitkin Avenue Brooklyn, N.Y. 11212
VINCENT MARCHISELLI (D)	4309 A White Plains Road Bronx, N.Y. 10466
HELEN M. MARSHALL (D)	103-02 27th Ave. E. Elmhurst, N.Y. 11369
FRANCIS J. PORDUM (D)	3444 Emerling Drive Blasdell, N.Y. 14219
JOSE RIVERA (D)	2076-78 Creston Ave. Bronx, N.Y. 10453
GEORGE H. MADISON (R)	791 Third Ave. Franklin Square, N.Y. 11010
WILLIAM R. SEARS (R)	107 West Court St. Rome, N.Y. 13440

Local seeks to recoup interest earned on misused pension funds

SCHENECTADY — The Schenectady County local of CSEA is evaluating the feasibility of a lawsuit and other appropriate actions to recover the interest earned by the county through its improper use of funds contributed by county workers and allocated to the Employee Retirement System.

Many Schenectady County employees are members of the Tier III retirement system, which means they contribute 3 percent of their salaries toward their future retirement costs.

"By withholding these and other contributions from the county toward the retirement program, the county has prevented the state's retirement system from making its own investments to help pay the current benefits of Schenec-

tady County retirees and to help keep the system solvent," said Frank Tomecko, Local 846 president. "The county has instead chosen to make a profit on the workers' contributions."

The union indicated that the county had made a gross profit of \$182,000 in interest on some \$2 million it withheld from the retirement system. Even after paying a late penalty of \$60,000, the county was left with a net profit of \$122,000 from the misuse of funds.

"This was done without the knowledge of the County Legislature, the state comptroller or the employees' representative," said Tomecko. "Who would have been left holding the bag if the investment had gone sour?"

Exam prep tapes to be offered by regions

ALBANY — If you missed the four-part television series on how to pass a Civil Service promotional exam when many New York public television stations broadcast it earlier this month, it's still not too late to take advantage of this educational opportunity.

Videotapes of the series have been distributed to each of CSEA's Regional Offices, where they will be available for showings at workshops, conferences and Local meetings.

In addition, several of the state's public television stations and cable outlets are planning to work the series into their Spring and early Summer broadcast schedules.

Two stations have already announced their re-broadcast schedules:

Members in the Capital area will be able to spend their Saturday mornings watching rebroadcasts of the series, when the programs are shown by WMHT, Channel 17 in Schenectady, 11:30 a.m. to noon, April 23 and 30 and May 7 and 14.

Members in the North Country will get another opportunity to view the series when WCFE in Plattsburgh repeats the programs. Parts I and II will be shown 9-10 a.m., Saturday, April 30, and Parts III and IV will be broadcast in the same time slot the following Saturday, May 7. The four segments will also be repeated from 6 to 6:30 p.m., May 2, 3, 9 and 10.

Two new booklets geared for May promotional exams

Two new, important, instructional booklets in a series of booklets designed to assist people in taking civil service exams will become available next week. The two latest booklets (numbers 9 and 10 in the adjacent order form) should prove especially helpful for those planning to take the May promotional exams for positions in OMH and OMRDD.

Booklets 9 and 10 will begin to be distributed April 13, but orders should be placed

immediately. Booklets 1 through 8 are available immediately.

The instructional booklets, together with a videotapes instructional series being shown on several public television stations (see related story), have been prepared for CSEA by the New York State School of Industrial and Labor Relations, Cornell University. The project is part of a program funded by the Committee on the Work Environment and Productivity (CWEP).



VIDEOTAPE INSTRUCTIONS to help prepare for civil service exams are shown to University of Buffalo CSEA Local 602 members by Doris Williams and Pat Walp from the Local. More

than 30 members viewed the program for help in preparing for an exam being given before the videotape was shown on public television stations in the Buffalo area.

Order today

CIVIL SERVICE EMPLOYEES ASSOCIATION

Date _____

**ATTN: CSEA EDUCATION DEPARTMENT
33 ELK STREET,
ALBANY, NEW YORK 12207**

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered, and I have enclosed a check or money order for \$_____ to cover the cost of this order.

- #1 BASIC MATH
- #2 ARITHMETIC REASONING
- #3 UNDERSTANDING AND INTERPRETING TABULAR MATERIAL
- #4 UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL
- #5 PREPARING WRITTEN MATERIAL
- #6 SUPERVISION
- #7 PURCHASING AND PAYROLL PRACTICES
- #8 BASIC ALGEBRA
- #9 CONCEPTS AND PRINCIPLES OF NORMALIZATION FOR THE MENTALLY RETARDED / DEVELOPMENTALLY DISABLED: THERAPEUTIC APPROACHES USED
- #10 PRINCIPLES AND PRACTICES IN THE TREATMENT OF THE MENTALLY ILL / EMOTIONALLY DISTURBED

Send to:

Name _____

Address _____

City _____ State/ZIP _____

Social Security Number _____ CSEA Local _____

Employer _____

COMPETITIVE PROMOTIONAL EXAMS

{State employees only}

Detailed announcements and applications may be obtained from the following locations:

ALBANY: Examinations Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.

BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.

NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.

LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).

Special Test Arrangements Will Be Made For Saturday Religious Observers And Handicapped Persons When A Written Test Is Held.

Competitive Promotional Exams

FILING ENDS APRIL 25, 1983

TITLE AND SALARY GRADE	DEPARTMENT	EXAM. NO
Library Clerk II G-7	AUDIT/CONTROL	37-957
Chief of Environmental Conservation		
Facilities Engineering M-3	ENCON	39-691
Petroleum Engineer, Assistant G-20		30-275
Petroleum Engineer, Senior G-24		30-276
Library Clerk II G-7	CORRECTIONAL SERVICES	37-959
	EXECUTIVE	
Library Clerk II G-7	—Human Rights Division	37-958
Assistant Heating & Ventilating Engineer G-20	—OGS	37-935
Facilities Management Assistant G-14		37-078
Food Inspector II (Surplus Foods) G-16		37-941
Assistant Mechanical Construction Engineer G-20		37-936
Assistant Plumbing Engineer G-20		37-937
Library Clerk II G-7	HEALTH	37-960
Library Clerk II G-7	LAW	37-954
Chief Clerk (Corporations) G-20	STATE	37-919
Head Clerk (Corporations) G-15		37-917
Head Clerk (Corporations Search) G-15		37-918
Principal Clerk (Corporations) G-11		37-916
Principal Clerk (Corporations Search) G-11		37-263
Library Clerk II G-7	SUNY	37-931
Library Clerk II G-11		37-932



PROTEST — Members of the Albany County Social Services Department local, above, take to the picket line. At right, employee carries sign addressed to Albany County Executive James Coyne.

In Albany County: Social Services pickets for pact

ALBANY — Albany County Social Services Department employees, dissatisfied with their current contract negotiations, staged a noontime informational picket in front of the county office building here recently. Some 150 members joined the line.

The Social Services Department is currently in fact-finding, while two other units in the county local, health and jail civilian employees, are at an impasse. The fourth unit, the highway employees, is the only one still at the bargaining table.

"We've been at the bargaining table for months and very little progress has been made. The county refuses to budge on many issues," Alexander Oliver, president of both the Social Services unit and the Albany County local, said.

During the past several months, CSEA has filed a series of improper practice charges against the county for various actions it has taken during the negotiations process.

"The county has unilaterally changed the terms and conditions of the employees' health insurance without negotiations. The county has announced its predetermined contractual settlement to the press before it has even put it on the bargaining table. And while crying poverty, the county has bonded money for sports facilities without once considering the needs of its workforce," Oliver said.

The president charged that every time the union has come forward with a suggestion to save time and money in the bargaining process, the county has "dragged its feet."

"If the county would even now consider coalition negotiations on salaries and health insurance, the savings would be substantial," he said. "But it will most likely continue individual unit bargaining until the County Legislature becomes involved."

'We've been at the bargaining table for months, and very little progress has been made.'

—Alexander Oliver



How many layoffs, and where?

Employees' Retirement System officials reported that requests for official benefit estimates had skyrocketed since the program was announced from an average of 1,000 requests per month, to more than 1,000 requests per day! Actual retirement applications were also pouring in as applicants hurried to beat the final filing date of May 2 to participate in the program.

The Cuomo Administration has publicly pledged that any retirements in excess of the 4,200 anticipated for the early retirement incentive program would be used to offset layoffs.

So despite the passage of two months since the Executive Budget was revealed and despite the lengthy legislative budget process and despite the two weeks that have passed since the actual budget agreement was reached, even today the State of New York still does not know how many layoffs it intends to make or who will be laid off. Meanwhile 7,000 previously targeted workers remain unsure of what their fate will be when all of the details are sorted out.

Last call to apply for CSEA scholarships

ALBANY — April 29 is the deadline for high school seniors to apply for \$500 CSEA scholarships.

Each year, the union awards 18 scholarships — three in each of the six regions — to the dependents of CSEA members to help students and parents meet the spiraling costs of higher education.

Financial need, academic performance, class rank, test scores and outside activities are the primary factors which determine winners.

Applications for the one-time award are available by calling the regional offices, contacting local presidents, or writing to: Scholarship Committee, 33 Elk St., Albany, N.Y. 12224.

Local presidents who have not yet received applications are advised to contact CSEA Headquarters immediately.

Retire Tier III

The Pension "Reform" that Went Haywire

How would you feel about paying three percent of your gross income into a retirement system that may never pay you a dime? Sound ridiculous? It is, but very possible under the current Tier III pension program for public employees hired after July 1, 1976. And that's why 500,000 public employees across New York State are demanding changes in Tier III of the state retirement program.

Tier III was created in 1976 to "reform" earlier public employee pension programs that some people claimed were too expensive. The "reformed" plan, costing about 10 percent of salary, was about right, they said. It was rammed through the Legislature in the waning hours before adjournment without a hard look at its long range consequences. Unfortunately, after Tier III was enacted, the Social Security "offset" to which it is linked changed dramatically.



It's been changing ever since. The result? While salaries for public employees have been going up—although slower than private sector salaries—pension benefits paid by Tier III are going down.

The "reform" program is costing less than expected, but at the expense of exploiting retired public workers. For employees this means lower retirement income. For the public, it means qualified, competent, productive "career" employees are looking elsewhere for employment.

Last year the average pension paid by the New York State

Employees Retirement System was \$5,251 a year! Is that what the "reform" was supposed to do? Of course not!

Even some of our most conservative leaders in Albany agree that it is time to overhaul Tier III before we create more impoverished retirees and drive career employees out of public service.

The longer we delay, the more it will cost to correct our mistakes later.



The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

William L. McGowan, President