

The Public Sector



A HOT TIME IN PUTNAM COUNTY has developed after the county proposed to eliminate the job of CSEA Local President Millicent DeRosa. Calling the proposal "union busting," CSEA has broken off contract talks and filed an improper practice charge against the county. Here, President DeRosa, left, discusses the situation with CSEA Region President James J. Lennon, center, and CSEA Region III Director Thomas Luposello. For details on the situation, turn to page 8.

Vote Yes on Proposition One

Vote Yes on Proposition One! That's the message CSEA is trying to get across to union members throughout the state, as Election Day draws nearer.

The Transportation Bond Issue, which will appear as Proposition One on the Nov. 6 ballot, has drawn the unanimous support of the

union's Board of Directors for the following reasons:

1. It will effect desperately-needed preservation and improvement of local streets, highways, train service and rapid-transit facilities.

2. It will help conserve energy through more efficient transportation.

3. It will strengthen the state's economy by increasing employment, because jobs must be

created to make the improvements.

"Higher employment rates are not only good for the people — they are also good for business," said CSEA President William L. McGowan. Having more taxpayers with increased purchasing power strengthens the financial prospects of all businesses."

The proposition will free \$500 million to achieve the three aims listed above. Most of that will go to

improving urban, commuter and intercity train service; the rest, to improving local streets, highways, and bridges off the state highway system.

Proposals before Congress could match these funds for still more improvements.

"Passage of this proposition will get people off the welfare rolls, and onto the tax rolls," McGowan said. "We urge all CSEA members and all citizens of New York State: Vote 'Yes' on Proposition One!"

Nurses reallocation

ALBANY — Members and staff of the Civil Service Employees Association, on behalf of more than 1300 licensed practical nurses working for the State of New York, met last Tuesday with the State Civil Service Commission in conjunction with a reallocation appeal being presented by CSEA.

The union is seeking an upgrading for the nurses from their present Grade 9 to Grade 12.

Further details on the progress of the appeal will appear in future editions of The Public Sector.

Ter Bush & Powell, Inc. has announced that a new toll-free telephone line has just been installed by The Travelers Insurance Company in an effort to improve claim service for the CSEA Disability Income Insurance Plan.

The new number is 1-800-342-4201.

CSEA members residing in the Albany area should continue to use the local number, which is 518/457-1400.

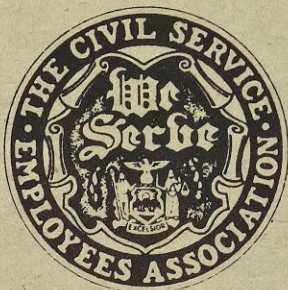
This new phone number should only be used when you have a question about the processing of your claim. The Claim Notice card should always be used to report a new claim.

This new telephone service should make it much easier for CSEA members to obtain information about the processing of their Disability Income Insurance claims.

Insurance rates to be adjusted

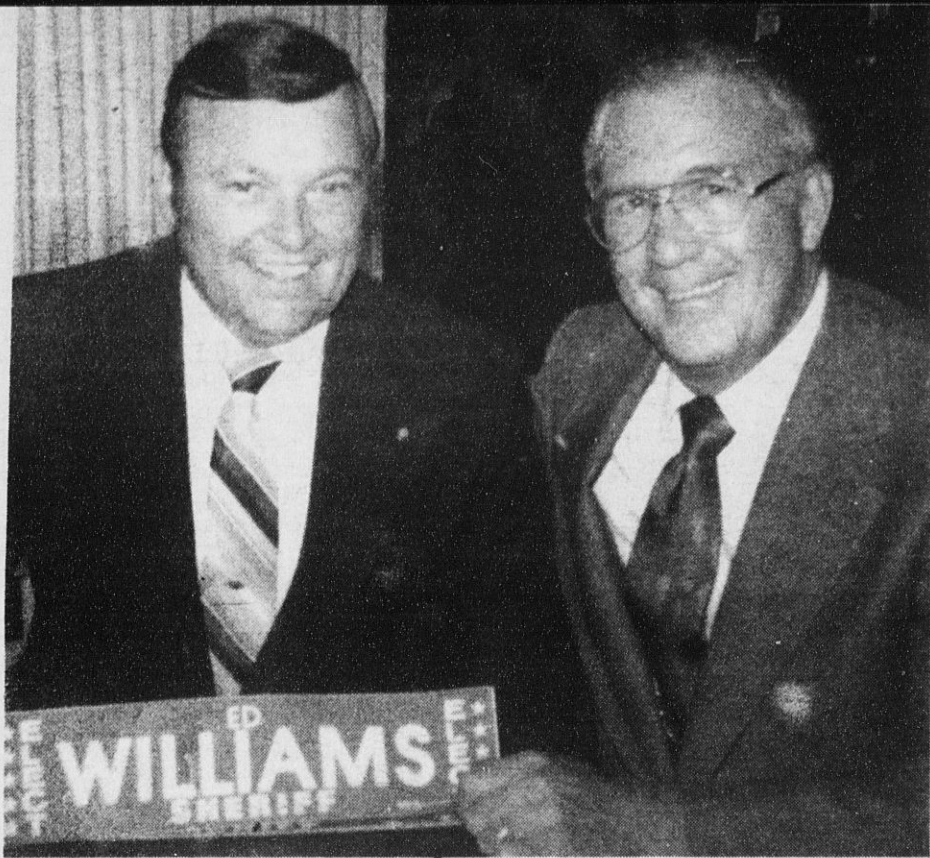
For those already participating in the membership insurance programs, other than Master Plan, this is a reminder that November 1st is the date each year when premiums are adjusted to reflect correct coverage and correct age. These adjustments will be reflected by a change in deductions and should occur on the first pay period following November 1, 1979.

Adjustments in premium will occur for one of two reasons: 1) an increase in annual salary resulting in increased coverage and 2) an advancement in age placing you in a new age bracket. Only those participating in the Basic Group Life Plan will be adjusted due to the first reason. If you have any questions on your deductions, please write to CSEA Headquarters or the main office of Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, New York 12301.



Coverage of CSEA's 69th Annual Meeting

begins this issue — see pages 6 & 7



ED WILLIAMS, left, President of the Wayne County Deputy Sheriff's CSEA Unit, receives congratulations from Congressman Frank Horton upon Mr. Williams' entry into the race for Wayne County Sheriff. Mr. Williams has been a deputy sheriff since 1963, and has been Mayor of the Village of Savannah since 1972.

Calendar of EVENTS

November

- 1 — Tompkins County Local 855 general membership meeting, 7:30 p.m., Laborers Union Hall, 622 West State Street, Ithaca.
- 2 — Nassau County Local 830 31st annual dinner dance, 7:30 p.m., Valley Stream Park Inn, Valley Stream.
- 3 — Capital Region IV School District Committee workshop, Thruway House, Albany.
- 3 — Capital Region IV State Bargaining Units committees workshops, Thruway House, Albany.
- 16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.

State has openings for qualified stenographers

ALBANY — The New York State Department of Civil Service is looking for qualified stenographers to fill positions in various State Agencies in the Albany area. Starting salary is \$7,900 a year.

Applicants must be able to take shorthand at 80 words a minute.

Stenographer examinations are conducted frequently. Anyone wishing to take the stenographer examination should phone (518) 457-2992 for a reservation.

A high school diploma and previous work experience are not required.

insurance advisor

As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Insurance Advisor." The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit our inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 33 Elk Street, Albany, New York 12224. We pledge to answer these questions as quickly as possible.

Second surgical consultation

There are few worthwhile services that are free anymore. The Second Surgical Consultation Program is one of them. It is a valuable benefit that was won for CSEA members in negotiations several years ago, and has been more accessible thanks to the recent CSEA-State contract. As a result of the recent agreement, the State Civil Service Department has increased the number of locations at which second surgical opinions can be obtained. In addition, a new toll-free number has been installed for the Upstate area for you to make an appointment or to get more information.

If a surgeon recommends elective (non-emergency) surgery for you or one of your covered dependents, the program provides a free second opinion from an independent consulting physician. About 80% of all surgery is elective. The program will pay all costs for the consultant, X-rays or lab tests that are needed and for any appointments that are arranged by the program. G.H.I. has a similar program for enrollees in that option. The program was started on an experimental basis in Albany several years ago and has since proved its value to employees and their families. More than 1,600 have now had free consultations through the program. About one-third of these have learned that the surgery originally proposed for them was unnecessary or inappropriate.

WHO IS ELIGIBLE?

All state and local government employees, retirees and their dependents enrolled in the State Health Insurance Program are eligible for this valuable benefit.

HOW DO I USE THE PROGRAM?

You simply call one of the numbers at the end of this article and an appointment will be made for you with a physician who is a specialist in the appropriate speciality for your condition. You will be examined by the consultant and, if needed, he will take any X-rays or other laboratory tests. He will discuss his findings with you and, if you wish, send a report to your own doctor (but he will not perform the surgery). The decision as to whether you go ahead with the surgery or not is completely yours. Your health insurance benefits are the same regardless of the consultants opinion.

WHY SHOULD I USE THE PROGRAM?

All surgery has risks. There are risks in any anesthesia, there are risks of infection and there are risks that the surgery may not be successful. Before you subject yourself to take these risks, you will want the best possible medical advice to help you decide if the risks are necessary and worthwhile, in your case. Obtaining an independent second opinion from a consulting specialist who has no financial interest in whether you follow his recommendation is

to your benefit. Even if the recommendation is to go ahead with the surgery originally recommended, you will have the piece of mind in knowing it is the most appropriate course of action for you.

HOW MUCH WILL IT COST?

If you arrange your second opinion consultation in advance through the program, it will cost you nothing. The program pays the full consultants fee. If the first physician has already made X-rays and lab tests, these frequently can be used by the consultant. If not, or if additional X-rays or lab tests are needed, the program will pay the cost.

WHAT SHOULD I ASK THE CONSULTANT?

If he does not volunteer the information, you should ask the following kinds of questions. Should I have the surgery originally recommended to me? Is there some other treatment I can try instead? Is some less radical surgery advisable? What are the chances for success for this surgery? What are the risks? Are complications likely and if so, what are they?

WHICH OPERATIONS ARE MOST COMMONLY PERFORMED UNNECESSARILY?

1. Hysterectomies
2. Gall Bladder
3. Tonsillectomies
4. Disc surgery
5. Removal of Varicose veins

6. Hernia surgery
7. Knee surgery

There is no question but that having a second opinion is worthwhile. If your surgery is needed, you will have the peace of mind in knowing that it is the best alternative and that you had the fullest information on which to make your decision.

If you would like more information or would like to make an appointment for yourself or for one of your eligible dependents, you can arrange to do so by calling the numbers listed below.

STATEWIDE PLAN CONSULTATIONS ARE NOW AVAILABLE IN THE FOLLOWING AREAS:

New York City area — (212) 488-4070 (Including Long Island and Westchester areas)

Albany area — (518) 457-3198

NEW TOLL FREE NUMBER FOR THE FOLLOWING AREAS: (800) 342-3726

Binghamton
Buffalo
Poughkeepsie
Rochester
Syracuse

GHI OPTION CONSULTATIONS ARE AVAILABLE IN MOST AREAS OF THE STATE.

New York City — (212) 760-6543
Albany — (518) 463-6623
Syracuse — (315) 422-0163
Buffalo — (716) 883-5775

Candidates endorsed in Region I

NORTH AMITYVILLE — The Long Island CSEA Region has endorsed 31 candidates in county elections Nov. 6 who were found to be most sympathetic to the CSEA program for more than 50,000 state and local government employees in the region.

Long Island Region President Irving Flaumenbaum urged members to "make your votes count" by solidly supporting the endorsed candidates.

Those endorsed had been interviewed in depth by the Long Island Region Political Action Committee, headed by Nick Abbatiello. Abbatiello said "track record" of past performances weighed heavily in the choices, along with commitments of support on specific issues.

The Nassau County endorsements were topped by the selection of Al D'Amato (R) for re-election as presiding supervisor of the Town of Hempstead. The post also makes him the leader of the county Board of Supervisors.

In Suffolk, the nod went to Peter Fox Cohalan (R) for election as county executive.

The full list of endorsed candidates follows:

In Nassau:

Al D'Amato (R) — Presiding Supervisor, Town of Hempstead

James Bennett (R) — Supervisor, Town of Hempstead

Michael Tully (R) — Supervisor, Town of North Hempstead

Leonard Austin (D) — Supervisor, Town of Oyster Bay

Vincent A. Suozzi (D) — Mayor-Supervisor, City of Glen Cove

Harold McConnell (R) — County Clerk

Abe Seldin (R) — Chairman, Board of Assessors

In Suffolk:

Peter Fox Cohalan (R) — County Executive

Jean Tuthill (R) — County Treasurer

John Finnerty Sr. (R) — Sheriff And, for the Suffolk County Legislature, by districts:

1 — **Gregory Blass (R)**

2 — **John Russo (R)**

3 — **John Foley (D, Right to Life)**

4 — **Frank LoCorriere (D)**

5 — **Ferd Geise (R, C, Right to Life)**

6 — **Siegfried Goetz (D, Ind)**

7 — **William Richards (R, C, Right to Life)**

8 — **John P. Wehrenberg (R, Right to Life)**

9 — **Pat Mitchell (D, C)**

10 — **Mike Grant (R, C, Right to Life)**

11 — **John Finnerty Jr. (R, Right to Life)**

12 — **Anthony Noto (R, C, Right to Life)**

13 — **Pat Halpin (D)**

14 — **Eugene Reed (D, L)**

15 — **Frances Brown (R, C, Right to Life)**

16 — **John J. O'Neill (R, C)**

17 — **Jane Devine (D)**

18 — **Robert Mrazek (D)**



BRONX PSYCHIATRIC CENTER CSEA Local 401's new officers are: Ernest Punter, Ferain Feliles and Edward Jones, all delegates; Thelma King, treasurer; George Cluster, first vice president; Delores Hunt, secretary; Jimmy Payne, second vice president; and William Anderson, president.

Arbitrator awards back pay

SYRACUSE — A spokesman for CSEA Local 424 at the Syracuse Developmental Center has announced that a favorable decision has been reached by an arbitrator in the case involving Joseph Iwanicki, an employee at the facility.

According to Santo DeVito, President of Local 424, Mr. Iwanicki had filed a grievance involving a Grade 11 Locksmith title, contending he held job seniority and qualifications for the open position.

After careful evaluation of the facts, Arbitrator Rodney E. Dennis directed that Mr. Iwanicki be awarded the Locksmith position, Grade 11, effective May 2, 1978, and that he be placed immediately in the position at the facility (Syracuse Developmental Center). It was also directed that Mr. Iwanicki be paid back pay at the Grade 11 rate to May 2, 1978.

DISCUSSING THE IMPORTANT ARBITRATION WIN are Joseph Iwanicki, left, who was awarded back pay from May 2, 1978, and Santo DeVito, right, President of Syracuse Developmental Center CSEA Local 424.

"We are extremely pleased with the arbitrator's award," DeVito said. "Not only was it a fair and just award — one long, long overdue — it reflects the months of effort on the part of the CSEA field representative, Terry Moxley, of Region V, CSEA legal counsel in

Albany, and particularly the determination of a CSEA Local on behalf of a member," DeVito said.

Mr. Iwanicki has been a long-time member of CSEA Local 424 and most recently was elected 1st Vice-President of his 500-member Local.



Local 828 ratifies 3-year contract

ROCHESTER — A new 3-year contract effecting more than 3500 Monroe County employees has been ratified by a 3 to 1 vote of the membership of CSEA Local 828.

Tom Pomodoro, CSEA field representative and spokesman for the 12-member negotiating team, announced the contract settlement was reached September 20 after more than four months of negotiations.

According to Pomodoro, terms of the pact include salary increases over the three years of 7, 6 and 7 percent.

"We also negotiated, what we believe to be, the best dental plan available to public employees in New

York State," Pomodoro said.

Other new contract language changes included the deletion of 5 personal days and the substitution of one additional holiday and three additional vacation days; an increase in shift differential to 30 cents per hour; an increase in mileage to 19 cents per mile starting January 1, 1980, plus a floating scale effective April 1, 1980 for every 12 cent increase in the price of gasoline; also an increase for compensatory time and vacation banks from 30 to a maximum of 40 days.

Another important contract clause gives employees the option of taking time and one half in compensation

time instead of time and one half in money for any time worked over 40 hours.

"This contract contains some good benefits," Pomodoro added, "and I want to personally commend all the members of the CSEA negotiating team who helped to make it possible. They include co-chairmen Martin Koenig and Jean McAvoy, Florence Tripi, George Growney, Rachel Gaffney, Charles Di Salvo, Frank Mancuso, Howard Rooksby, Dan Flavin, Ann Lazerson, and Cynthia Plonczynski. They worked hard to make it a fine team effort all the way," Pomodoro said.

Local 010 vote

NEW YORK CITY — Ballots will be mailed to eligible members of New York City Local 010 to determine new officers shortly. Ballots are due to be mailed on October 31 and must be returned by 5 p.m. on November 14 to be valid.

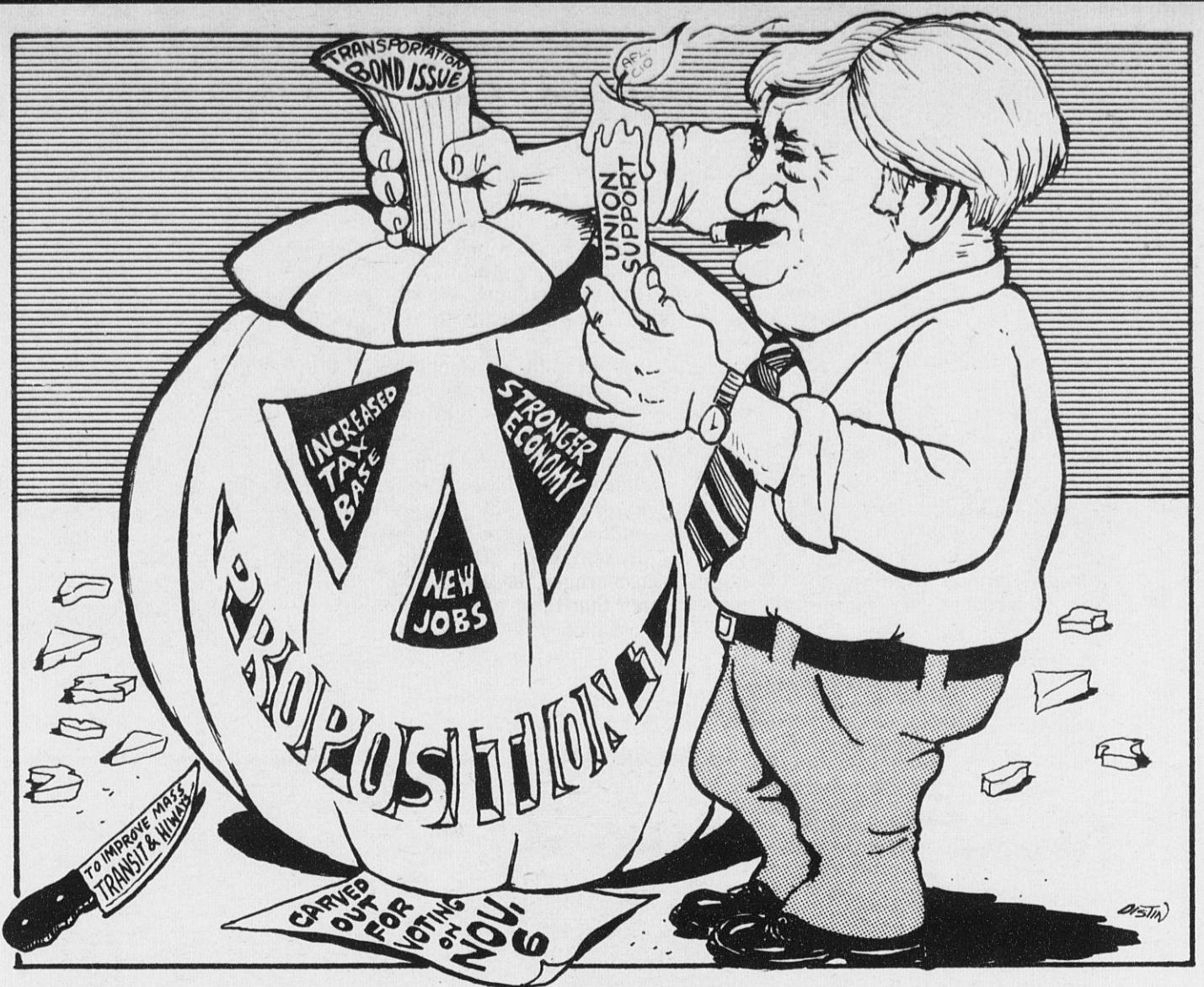
Members who do not receive ballots may obtain replacement ballots by contacting Neil D. Ammerall, Amsterdam Data Processing, Amsterdam, New York 12010.

Nominated candidates for Local 010 offices are, President, Joseph C. Johnson and Elaine Brown; First Vice President, Rose Feurnan and Francois Frazier; Second Vice President, Nancy Gonzales, Robert Diaz, Desi Grannum Jr., and Jeraldine McMillan Cherry; Third Vice President, Willie Raye; Financial Secretary, Alice DeSimone and Marie Robinson; Corresponding Secretary, Madeline Koehan; Recording Secretary, Ruth Joseph; and Treasurer, Joseph Dec.

Hennerty named

ITHACA — James Hennerty is the new president of the Tompkins County Unit of CSEA Local 855.

Hennerty replaces Louis Nayman who resigned as unit president. Nayman continues as Local 855 president.



Call Social Security To Conduct Business

Most people can take care of nearly all of their social security business by telephone, a social security spokesperson said recently.

Using the phone can be more convenient and a real time-saver the representative said. It spares people a trip to the office and a possible wait and it allows social security personnel to serve the public in a more efficient manner.

The spokesperson listed some of the matters that can be taken care of by telephone:

- Applying for social security or supplemental security income payments.
- Applying for Medicare.
- Requesting a change of name or address on social security records.
- Reporting events that may affect receipt of checks, such as starting or stopping work.
- Reporting a lost or stolen check or a delayed payment.
- Replacing a lost or missing social security or Medicare card.
- Getting help with filling out Medicare forms.
- Getting an estimate of monthly benefit amount.
- Requesting a statement of earnings reported to a person's social security record.

- Finding out if a particular health facility takes part in Medicare.
- Getting help in requesting a review of the decision made on a claim.
- Getting the answer to any question on social security, SSI, or Medicare and requesting

copies of free publications on these programs.

To do any of these things, just call any social security office. The telephone number of the nearest office can be found in the telephone directory.

questions and answers



Q. I've decided I'd like to have my social security check deposited directly into my checking account. It would be much more convenient than having to stand in line at the bank every month. How do I arrange for direct deposit?

A. All you have to do is complete a direct deposit form SF-1199. You can get the form at your financial organization and the people there will help you fill it out. Direct deposit of your checks will start about several months after you submit the form. In the meantime, you'll continue to get your social security checks at home.

Q. My uncle is 89. In the past year, his mental condition has steadily deteriorated. I don't think he's capable of handling his SSI payments. Can arrangements be made for his checks to be mailed to me?

A. If a person getting SSI checks loses the mental or physical ability to manage the money, the person who takes care of the recipient should notify social security. After an application is filed, arrangements will be made to issue the checks to a representative payee—a relative or other person who can act for the recipient.

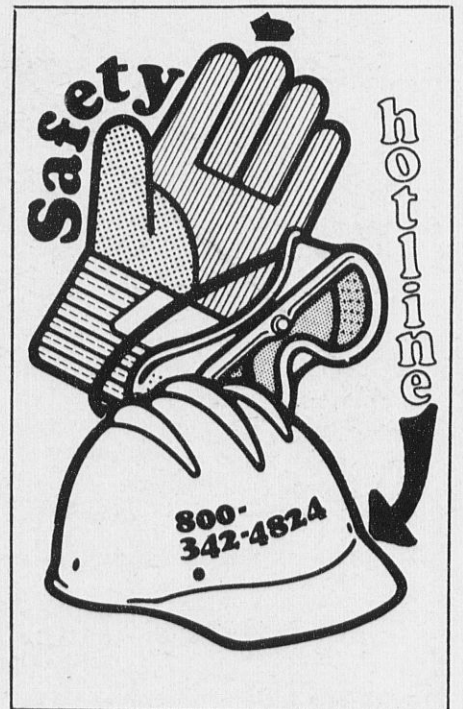
questions and answers



Q. I'm trying to decide whether to enroll in the medical insurance part of Medicare. I'll be eligible for Medicare in a few months. I already have health insurance through my union, so I can't see paying a monthly premium for Medicare medical insurance if I don't need it. Can you give me any information to help me decide?

A. Many private health insurance companies point out that their policies for people entitled to Medicare are designed only to supplement Medicare. They recommend that their policyholders sign up for the medical insurance part of Medicare to get full protection. Your private insurance may not pay for some medical services that are covered by Medicare. You should contact your insurance agent or the office where you pay health insurance premiums to find out what your private insurance will cover after you become eligible for Medicare.

HERKIMER — Current officers of Herkimer County CSEA Local 822, elected earlier this year, are President Mary E. Sullivan, who also was elected as the representative on CSEA's Board of Directors, Vice President Linda Fiorentino, Secretary Harriett Hilliard, and Treasurer Mario Gazzilli.



The Public Sector

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

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

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The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York.
Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.
Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢.

Region VI cited for a "tremendous job"

By Dawn Le Pore

BATAVIA — Citing the "tremendous job" Region 6 has accomplished in investigating and reporting on safety hazards in Western New York, CSEA President William McGowan presented Regional President Robert Lattimer with an award plaque at the region's recent meeting here.

The citation read in part: "to CSEA Region 6 in recognition of valuable efforts in response to CSEA Safety Hotline reports, made on behalf of public employees in New York State to maintain safe working conditions and to safeguard human lives from the risks of present and potential hazards."

Regional Director Lee Frank, who spearheaded the investigations, explained that of 260 complaints funneled through Nels Carlson's office in Albany to Buffalo, he and his staff were able to follow up on 254 with reports. Approximately 70 percent of these have been resolved, Frank said. "The field reps deserve all the credit. They really did their homework," he said.

Frank noted that under the terms of the present contract, CSEA has no power to grieve on a safety problem. "We can only report them," he said.

During the two-day meeting held Oct. 12 and 13 at the Batavia Holiday Inn, Lattimer installed the new regional officers and stressed the

importance of all members working together.

"I pledge to work with everyone to better Region 6, but I will need your cooperation," he said. "We can't operate in a vacuum. We're never going to agree all the time, but we have to act as a team."

The Friday evening session included a comprehensive explanation of legal services offered to members by Steven Wiley, an associate with Roemer and Featherstonhaugh, the law firm which represents CSEA. During a question and answer period following the presentation, Lattimer strongly discouraged the use of attorneys other than those authorized by CSEA to handle grievances.

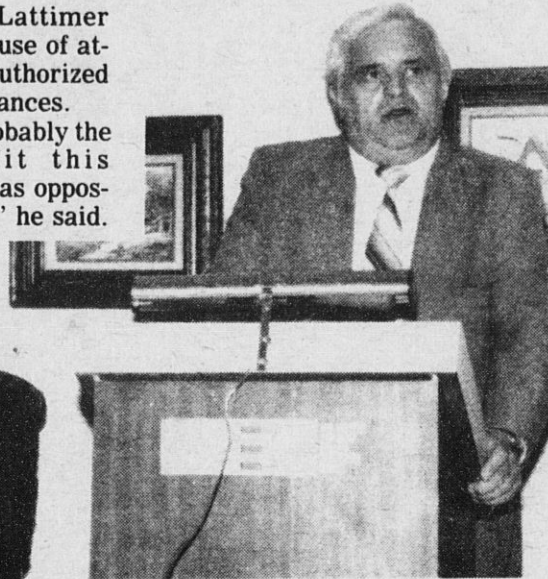
"Legal assistance is probably the most unique benefit this organization has to offer as opposed to other labor unions," he said.

He emphasized that CSEA policy since 1976 requires that regional attorneys only be used to represent members. Requests to use other attorneys will be reviewed by CSEA staff and approved only when sufficient legal and or other compelling reasons are present, he said.

Saturday's sessions included addresses by CSEA Collective Bargaining Specialist Nels Carlson on new grievance procedures, Steve Wiley on disciplinary procedures and Ed Draves, from the CSEA/AFSCME combined

legislative and political action office, on political action.

On other topics, Lattimer commended CSEA members for their efforts in working on the Special Olympics held at SUNY Brockport last August and urged members to vote for the transportation bond issue which CSEA has gone on record to support.

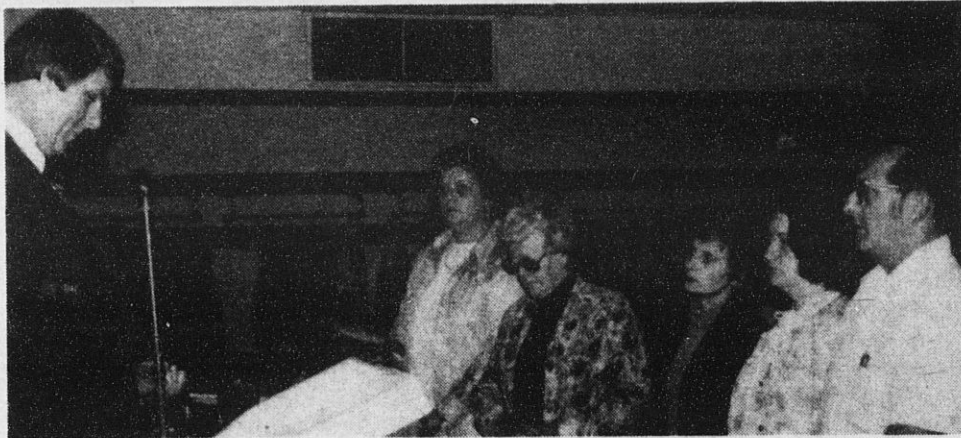


CSEA PRESIDENT WILLIAM L. MCGOWAN, right, tells participants in CSEA Region VI meeting that the Region has an outstanding record in investigating and reporting on safety hazards throughout Western New York. At left is CSEA Region VI President Robert L. Lattimer, who accepted a plaque from President McGowan on behalf of those involved in the safety program.

REGION VI DIRECTOR LEE FRANK said "the field reps deserve all the credit" for the region's outstanding record in investigating reports of safety problems throughout the western part of the state.

REGION VI OFFICERS were installed during the recent regional meeting in Batavia. Region VI President Robert L. Lattimer, left, delivers oath of office to, from left, Treasurer Barbara Fauser, First Vice President Genevieve Clark, Secretary Judy Burgess, Third Vice President Annette Harding, and Second Vice President Bob Smith.

ANTHONY CINQUEGRANA, President of Newark Developmental Center CSEA Local 417, which hosted the regional meeting, addresses the group. At left is Region VI First Vice President Genevieve Clark.



SOME OF THE NEW REGION VI LOCAL PRESIDENTS are, from left, first row, Arthur Jeziorski of Hamburg DOT Local 514; Patricia Pflieger of Buffalo City Local 003; Marilyn McFee of Rochester DOT Local 506, and Harold Towner of Hornell City Local 007. Second row, from left, are Lee Ryan of SUNY Alfred Local 600; Helen Tolejho of Batavia School for Blind Local 200; Leland Winchell from Allegheny County Local 802; and Sylvia Ebersold of Rochester City Local 012. Third row, from left, are Mary Ann Bentham of SUNY Fredonia Local 607; James Wiley of Cattaraugus County Local 805; Gary Clark from Genesee County Local 819; William Dugan of Attica Correctional Facility Local 152. Also, Lori Hartrick of SUNY Buffalo Local 640; James Jayes of Health Research Local 315; and Jim Lindsay of Steuben County Local 851.





KIAMESHA LAKE — As this edition of The Public Sector was moving to press, CSEA's 69th Annual Meeting was concluding. Nearly 1,200 official delegates representing CSEA members across the State were in attendance during the Oct. 21-26 annual meeting. On these pages are articles and photographs from the early portion of the meeting. In subsequent issues, we will report in depth on the various actions of the delegates during the all-important general business sessions which concluded the meeting.

69th ANNUAL MEETING

Status report given on unemployment insurance

KIAMESHA LAKE — The status of the Unemployment Insurance situation for non-instructional school district personnel was updated at the CSEA Annual Meeting at the Concord Hotel.

- Through the efforts of CSEA, non-instructional school employees who were denied benefits are able to submit Form 1. This form enables the employees to request a hearing and to withdraw their request without prejudice until the court renders a decision.

In this way the employees are able to keep their cases open without having to attend a hearing.

- The oral arguments in the precedent-setting Claire Hess case were heard Sept. 15. Normally, the Appellate Division does not hear oral

arguments. It is anticipated a decision will be handed down before the end of the year.

After the decision is handed down, CSEA will advise the employees as to what the next step will be.

- CSEA has filed approximately 30 Improper Practices with the Public Employment Relations Board (PERB) on the use of letters of continued employment by school boards. CSEA has contended the letters violate the Taylor Law by attempting to bargain individually with members of collective bargaining units.

The PERB Board, in a 2-1 decision, upheld the hearing officer's decision that the issuance of such letters does not violate the Taylor Law. CSEA is proceeding with an Article 78 in State Supreme Court.

McGowan to leaders: step up communications

KIAMESHA LAKE — CSEA President William L. McGowan has called upon the leadership within the union to increase communication to rank-and-file members.

He made the statement at the CSEA Board of Directors' seminar at the Concord Hotel on Oct. 22. CSEA Executive Vice President Thomas McDonough moderated the seminar.

"Information given at the convention has to get down to the rank and file. Rank and file have to know more about CSEA. They have to be told about the things we do, our accomplishments," McGowan said.

To facilitate increased communications, McGowan said regional bargaining unit committees were being established and were being coordinated by Collective Bargaining Specialist Nels Carlson.

The committees will review grievances, disciplinarys, contract problems and other union ac-

tivities, Carlson said.

The first regional bargaining committee meetings are scheduled on Nov. 3 for Region IV in Albany.

McGowan said: "Get back in step with the membership. Talk to rank and file. Hear their ideas and come forward with new ideas."

Also at the seminar, CSEA Chief Counsel James Roemer explained that CSEA uses 21 regional attorneys in addition to the nine attorneys in the law firm of Roemer and Featherstonhaugh.

Roemer identified six liaison attorneys from his law firm to the CSEA regions as: Marge Karowe, Region I; Pauline Rogers, Region II; William Wallens, Region III; Richard Burstein, Region IV; Michael Smith, Region V; and Stephen Wiley, Region VI.

Other speakers at the seminar were CSEA Treasurer John Gallagher, Executive Director Joseph Dolan, Director of Member Services John Carey, Burstein and Celeste Rosenkranz, parliamentarian of the delegates meeting.



Above, AMONG UNION LEADERS participating in a variety of ways during the annual meeting were CSEA Region IV President Joseph E. McDermott, left, and CSEA statewide Executive Vice President Thomas H. McDonough.

Left, CSEA PRESIDENT WILLIAM L. MCGOWAN, who presided over the 69th Annual Meeting, stressed the importance of increased and improved lines of communication between union officials and the rank-and-file.

Below, TWO REGIONAL PRESIDENTS participate in the union's Board of Directors meeting. At left is Region I President Irving Flaumenbaum and at right is Region II President Jimmy Gripper.



Above right, AMONG THE NEARLY 1,200 official delegates to CSEA's 69th Annual Meeting were Joseph Conway, left, chairman of the union's Legal Committee, and Board member John J. Weidman representing the Department of Agriculture and Markets in Albany.



Above left, SERGEANTS AT ARMS play a major role throughout the annual meeting. John Vallee, the chief sergeant at arms, checks credentials of delegates entering a meeting room.



Left, A BOARD OF DIRECTORS luncheon meeting opened the 69th Annual Meeting on October 21. Shown during that session are CSEA Secretary Irene Carr and CSEA Region V President James Moore.

Below, GEORGE DELONG, right, has been Sergeant at Arms for CSEA's Board of Directors meetings for the past seven years, and an active member of the union in various capacities since 1952. In recognition of his long years of service to CSEA, President William L. McGowan, left, presented a certificate of appreciation to Mr. DeLong at the Board of Directors meeting which opened the 69th Annual Meeting.



Above, DISCUSSING AN ISSUE before the Board of Directors are, from left, CSEA Region III President James J. Lennon and CSEA Treasurer Jack Gahner.



"Fight the new right"

KIAMESHA LAKE — Inside the packet of materials given each delegate to the CSEA Annual Meeting at the Concord Hotel was a blue and white button which read: "Fight the new right, AFSCME."

That little button is very important to the members of CSEA and to all members of organized labor in the United States.

The button is a small part of the effort by AFSCME, under the direction of Lawrence E. Reinhold, to educate its members to the tactics of the new right and to politically fight the new right.

Reinhold identified the new right as "anti-union, anti-public employee and anti-social programs." Some of the causes these groups espouse are anti-collective bargaining, anti-agency shop, anti-abortion, anti-ERA, anti-gun control, anti-Panama Canal Treaty and pro-Taiwan, he said. They are the same people behind Proposition 13 and the tax-payer groups, he said.

He explained how the new right works: Computerized mailing operations, such as that of Richard Viguri's in Virginia, send out appeals for donations on single issues, for example, anti-abortion.

Such an appeal might be sent to a working-class Catholic Area which contains many union members. Some of these people will contribute to the anti-abortion fund appeal. This money, once received, is legally "misdirected" to political candidates who, while against abortion, also are against any legislation which is pro union.

"While people believe they are donating to a cause they believe in, they are really donating to groups who oppose their very existence in organized labor.

"Our members have to consider how does it (the donation to the cause) affect them economically and socially," Reinhold said.

To dramatize the ties between the various right-wing causes, Reinhold said Paul Wyerich, the chairman of Americans Against Union Control of Government, also is the top advisor to the National Right to Life Committee's political action fund.

He pointed out that Phyllis Schlafly, a leading spokesman against the Equal Rights Amendment, is a member of the board of the John Birch Society.

Reinhold also pointed out that a lot of financial support for the new right comes from the anti-union National Association of Manufacturers and the National Right to Work Committee.

Also among the materials in the CSEA delegate's packet was a form for CSEA locals and units to make donations to PEOPLE (Public Employees Organized to Promote Legislative Equality), the political arm of AFSCME.

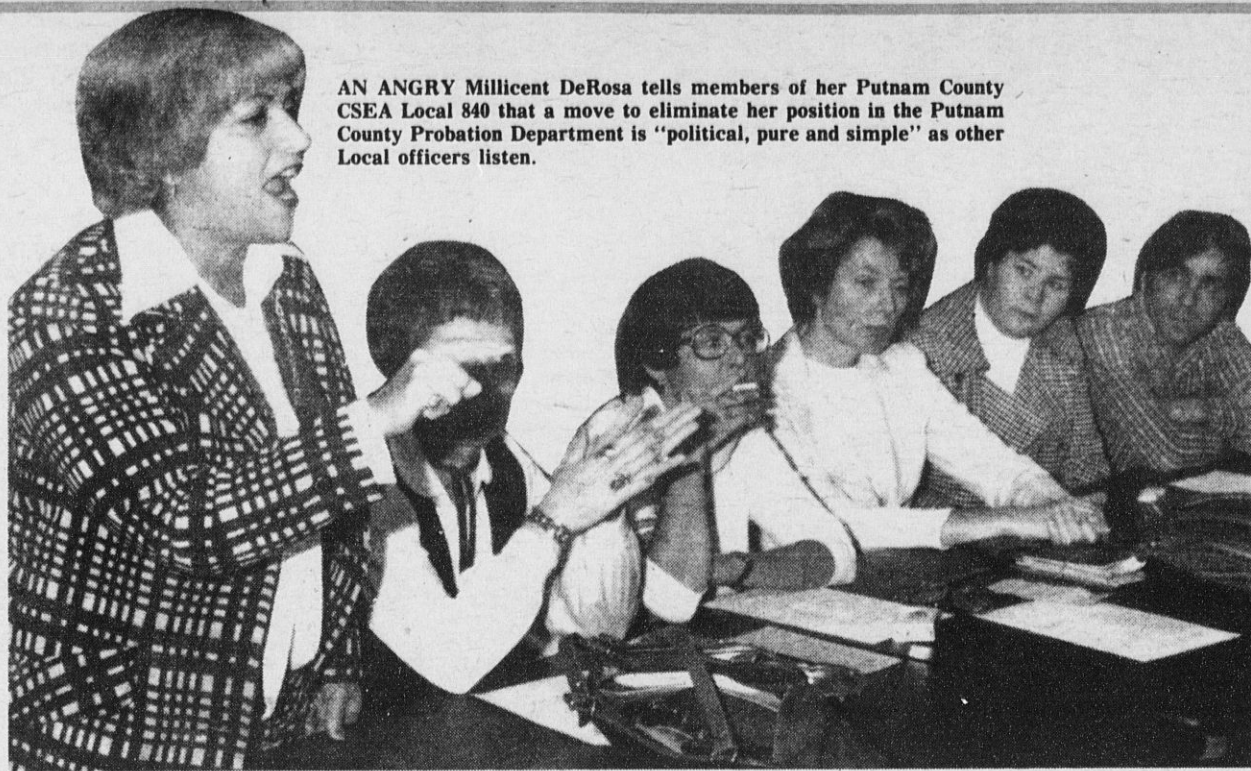
Reinhold, the PEOPLE fundraising director, explained that federal election law allows AFSCME and other unions to contribute only voluntary contributions to candidates in federal elections.

An AFSCME publication, "This right-wing extremist is out to destroy your job," goes into further details on the actions of the new right. Parts of that publication follow:

The publication points out the right wing has acquired millions of dollars, including more than \$23 million by corporate political action committees, National Conservative Political Action Committee, Citizens for the Republic, Public Service Research Council (anti-union group) and Committee for the Survival of a Free Congress.

The publication also pointed out how Sen. Jesse Helms of North Carolina, who received \$7 million in contributions for his last campaign, is called the "abominable no-man" because he votes "no" on legislation which would benefit ordinary people.





AN ANGRY Millicent DeRosa tells members of her Putnam County CSEA Local 840 that a move to eliminate her position in the Putnam County Probation Department is "political, pure and simple" as other Local officers listen.



CSEA REGION III DIRECTOR Thomas Luposello, right, pledges full staff support to whatever action the Putnam County Unit takes in regards to the proposed elimination of the job of the unit's president. CSEA Region III President James J. Lennon, left, earlier pledged the full support of CSEA to halt what he termed "union busting tactics" in Putnam County.

"... a deliberate unfair labor practice."

CARMEL — Action termed as "union busting tactics of the most blatant kind" has resulted in a break down in contract talks between CSEA and Putnam County and the filing of improper practice charges against the county.

The union busting action is the elimination in the 1980 county budget of the position of administrative assistant in the probation department, a post held by Millicent DeRosa, President of CSEA's Putnam County Unit and Putnam County Local 840. The county board of supervisors voted to delete the position — the only such job elimination they undertook — despite the fact that the post was included in County Executive David Bruen's proposed budget.

According to Mrs. DeRosa "It's a deliberate unfair labor practice to eliminate the job of the union president."

At a special meeting of the Putnam County CSEA members shortly after the board's vote, Region III president James Lennon vowed the support of the region and the entire CSEA to insure that justice prevails and Putnam County's union busting tactics be halted in their tracks.

Regional Director Thomas Luposello added that any staff help needed would be available to the county unit. The membership at the meeting authorized the executive committee to undertake any action necessary to resolve the matter.

For Mrs. DeRosa, who heard of her job's elimination in a radio news report, the threat to her job is not a new one. "They tried to do it last year," she said, "but at the last minute the board backed down."

The union president, who says she's known as a president who

won't make deals, contends "the whole thing is political, pure and simple." The board maintains the probation office is overstaffed, but Mrs. DeRosa dismisses that argument by saying "this board doesn't know what's going on in my department — it doesn't know what's going on in any department."

Putnam County will elect a county legislature this November, but in the meantime the supervisors who have the main function of running the various town governments double as a legislative body.

The union president says the county has a long record of "acting in bad faith in practically every area." She said "before all this we have seven cases in arbitration, three pending grievances, and two improper practices. They just don't want to deal with CSEA in a proper fashion."

Attacking the union through the president's position is not a new tactic with Putnam County. Several years ago the county disposed of Mrs. DeRosa's predecessor in the union post by putting him into a management confidential position so he could no longer work for the union, a union spokesperson noted.

The contract that was under discussion before the decision to break off talks is due to go into effect on Jan. 1.

"This impasse," said Mrs. DeRosa, "is not a money thing. It's about improper practices and fairness."

She pointed out that the county executive could veto the decision to eliminate the job if he acts prior to Nov. 1. "We're hoping that a solid, unified display of displeasure by the CSEA membership in Putnam County will convince him to take the right action."

Union to investigate state cafeteria prices, quality

ALBANY — After receiving numerous complaints from members about poor quality and high prices of food served in cafeterias on the New York State Campus and the Empire State Plaza, CSEA Capital Region President Joseph McDermott has requested that the union's Uptown and Downtown Committees look into the matter.

The cafeterias are run by private concerns, but regulated by the State Office of General Services.

Committee chairperson Sandra Sokolowski, Uptown, and Rick Weeks, Downtown, will meet with OGS officials to make them aware of the complaints and see what can be done.

If no changes are made, says Ms. Sokolowski, the union plans to boycott the cafeterias, particularly the one on the Campus.

Ms. Sokolowski recently assisted a State Campus Advisory Committee in preparing a survey questionnaire aimed at determining what employees feel can be done to improve work life on the campus.

The questionnaire, which is scheduled to be distributed late this

month asks employees to rate services now and entertainment now available on campus and to indicate

the kinds of services, entertainment and sports and recreational facilities they would like to have on campus.

CSEA will participate in evaluating the survey results, says Ms. Sokolowski.



NEW OFFICERS OF BROOME COUNTY LOCAL 804 were sworn in recently by CSEA Region V President James Moore, right. Accepting the oath of office are, from left, Treasurer Jennie Passemate, Secretary Madelyn Lane, Vice President Robert Densmore, and President S. Joan Brower. In the adjacent photo, Local 804 President Ms. Brower presents a gift to retired past president Mary Batista in recognition of her union service.

CSEA
works for you





MEMBERS OF THE CSEA REGION III Legislative and Political Action Committee include, from left: (standing) Len Gerardi, SUNY Purchase Local 637; Albert J. Ruggiero, Orange County Local 836; C. Scott Daniels, Dutchess County Local 814; and James J. Lennon, Region III president; (sitting) Eleanor McDonald, Westchester County Local 860; Eva Katz, Rockland Psychiatric Center Local 421; Chairman Carmine DiBattista, Local 860; Millicent DeRosa, Putnam County Local 840; Bill Bunce, Sullivan County Local 853; and Judy Murray, Ulster County Local 856.

Region III endorses over 100 candidates

NEWBURGH — More than 100 political candidates running for office in the Nov. 6 election were endorsed by the Southern Region III Legislative and Political Action Committee at its Oct. 18 meeting.

Region III consists of Westchester, Rockland, Putnam, Orange, Sullivan, Dutchess and Ulster counties.

In attendance at the meeting were Region III President James Lennon, committee Chairman Carmine DiBattista, Len Gerardi, Albert J. Ruggiero, C. Scott Daniels, Eleanor McDonald, Eva Katz, Millicent

DeRosa, Bill Bunce, Judy Murray, Rena Kobe and Region III Director Thomas Luposello.

Some of the endorsements made at the meeting included:

Sullivan County Town Supervisors

Town	Candidate
Bethel	George Newhouse
Callicoon	Ludwig Grupp
Cocheton	Jean McCoach
Delaware	William Dirie
Fallsburg	Sam Rosenshein
Forestburg	John Galligan

Freemont
Highland
Liberty
Lumberland
Mamakating
Neversink
Rockland
Thompson
Tusten

Rudolph Lindberg
H.R. Oset
A. Friend
Paul Kean
Dennis Greenwald
F. Smith
Saul Schwartz
David Kaufman
Fred Tegeler

County Treasurer
Peter Gozza
Rockland County
County Clerk
Joseph Holland, Rep.

Orangetown Supervisor
Michael Clark, Dem., Lib.

Westchester County
New Rochelle Mayor
Leonard Paduano, Rep.

New Rochelle
Councilman-at-Large
Charles Blazer, Dem.

Among the many other endorsed candidates were 32 Ulster County legislators and 12 Kingston councilmen. For additional information, contact DiBattista at (914) 682-3376.

YONKERS — Carl Calvi (R-C), a candidate endorsed by the CSEA for the 16th legislative district in Westchester County, charged last week that his opponent was attempting to imply that he, rather than Mr. Calvi, had the CSEA endorsement.

According to Mr. Calvi, James McPoland (D), who had been endorsed by the CSEA in the past, has been circulating old campaign literature.

"We endorsed Mr. McPoland in the past but his opposition to the East Hudson Parkway Authority and his position on other issues of importance of the CSEA, lost him the endorsement which went instead to Mr. Calvi who made a better presentation and impressed the CSEA leaders," said Mr. Edward Carafa, co-chairman of Local 860's political action committee.

Local endorses

HUDSON — The Columbia County Local 811 of the Civil Service Employees Assn. has announced the following endorsements for local political offices: Hudson Mayor, Democrat Michael Yusko, Jr.; Hudson City Judge, Independent John G. Leaman; Clermont Supervisor, Republican Clarence H. Beavers; Canaan Supervisor, Republican Richard Lingler; Kinderhook Supervisor, Democrat John "Bud" Scheriff; Kinderhook Councilman, Democrat Robert Secovnie; Columbia County Sheriff, Republican Paul Proper; Claverack Supervisor, Democrat Angelo Tiberio, and Hudson Supervisor (Fifth Ward) Democrat William D. Troy.

TROY — The Rensselaer County Local of the Civil Service Employees Assn. has endorsed four candidates for the Troy City Council, all of whom have expressed concern for public employees' working conditions and salaries and for a more equitable Taylor Law.

The endorsements announced

recently by Local President Richard D. Evans are: Republican Pat M. Casale, Republican V. Donald Cunningham, Democrat incumbent Steven Dworsky and Democrat William F. Fagan.

All candidates, except Fagan, have a union background, said Evans.

On the issue of the Taylor Law,

Dworsky told union representatives he believes in lessening the financial penalty for public employees who strike. Cunningham said he would like to see the Taylor Law abolished.

Letters have been sent to some 4,500 public workers in Troy, urging them to support CSEA's endorsements.

Endorse four for Troy Council seats



NORTH HEMPSTEAD Town Supervisor Michael J. Tully, Jr. affixes his signature to a two-year contract negotiated with Town employees as representatives from the Civil Service Employees Assn. look on. From left are: CSEA Field Representative Michael Aiello, Supervisor Tully, North Hempstead Unit President Alex Bozza and CSEA Nassau Local President Nicholas Abbatiello.

Local calls for new Essex County supervisors

PLATTSBURG — Picking up on public sentiment against members of the Essex County Board of Supervisors for granting themselves a substantial raise recently, the Essex County CSEA Local 816 has placed ads in local papers urging voters to elect a new slate of members.

The ads, asking voters "Isn't it time for a change?" are composed of several small newspaper articles in which concerned citizens, not connected with the union, criticized the board's actions.

The Essex County CSEA Unit was

forced to accept a small salary increase from the board at the same time its raise was voted in, said Local CSEA President Margaret Bronson.

This is the Local's first political action effort, and its goal is to make the public aware of its right and power to vote changes in government.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Specialist (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

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

Send the coupon for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St., Albany, N.Y. 12207

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

Directory of Regional Offices

REGION 1 — Long Island (516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 4 — Capital Region (518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 2 — Metro Region (212) 962-3090

Jimmy Gripper, President
George Bispham, Regional Director

REGION 5 — Central Region (315) 451-6330

James Moore, President
Frank Martello, Regional Director

REGION 3 — Southern Region (914) 896-8180

James Lennon, President
Thomas Luposello, Regional Director

REGION 6 — Western Region (716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS NOVEMBER 5, 1979

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

Call for increased political action

EAST SYRACUSE — Central Region V Legislative and Political Action Committee Chairman Moira Greiner has called on each local in the region to have a political action chairman.

Ms. Greiner spoke at the recent

CENTRAL REGION V Legislative and Political Action Committee chairperson Moira Greiner.



Region V Fall Conference here. Also speaking was committee member Barbara Pickell of Broome County CSEA Local 804.

Ms. Greiner was critical of some unnamed locals who have not yet involved themselves in the November election but are already planning their Christmas party.

In addition to many county and local elections next month, CSEA is supporting the transportation bond issue.

Ms. Greiner, referring to the State Legislature (which is not up



for re-election until next year), spoke of CSEA's efforts lobbying for and against proposed legislation.

She emphasized that CSEA's legislative record included successes in defeating and killing harmful bills.

She also reminded her audience that during the last legislative session, The Public Sector printed information weekly on CSEA's action.

Ms. Pickell shared her 1978 political action experiences with the audience. Some of the points she made follow:

- Be selective in endorsing candidates. An endorsement to the wrong candidate could prove damaging later on, such as in negotiations.

- Before making endorsements,

assess what you can deliver for a candidate and determine what you can gain through an endorsement.

- Candidates may be more interested in the union being able to supply volunteers for telephone banks and other activities, than in financial contributions.

- When you invite candidates to a meeting, also invite the news media.

- When evaluating candidates for endorsements, check past voting records against their statements to you.

- Decide who, among the candidates, are your friends and who are not your friends. Remember, no candidate will agree with the union position on every issue.

- Before making an endorsement, be sure the candidate wants it.

- Both political friends and enemies will gain considerable respect for the union if it can deliver in the campaign and in the election.

STATEWIDE AND REGIONAL Legislative and Political Action Committee member Barbara Pickell, from Broome County. Listening at right is Region V President James J. Moore.



Evaluation system to greatly speed up increments

The new Performance Evaluation system for CSEA's statewide Operational, Institutional and Administrative bargaining units will greatly speed up the increments paid to employees in those units, and also provide a meaningful appeals procedure for those who don't like the rating upon which the increments are based.

Those are two of the system's benefits, as outlined by Martin Langer, executive director of the committee that developed the plan.

"Under the old rating system," he said, "your supervisor gave you an annual rating on a 'pass/fail' basis that was often based on personality, attitude or any number of other extraneous factors.

"And you could only appeal to the State Civil Service Commission, which of course has no union members on it. You weren't guaranteed a chance to appeal, and if you were allowed to, you weren't guaranteed union representation."

By contrast, under the new system:

1. Ratings by supervisors, every 6 months, are based on performance alone. They will be done in writing after a face-to-face meeting with the employee, and they will be based on the employee's job descriptions, which are being distributed to all employees in the three units this week, as the first step in the performance evaluation system.

2. Employees are no longer rated merely "Satisfactory" or "Unsatisfactory." Two new levels — "Highly Effective" and "Outstanding" — have been added, to recognize ex-

ceptional workers. In addition, the "Unsatisfactory" label has been changed to "Needs Much Improvement."

3. At the in-person meeting, supervisors will provide employees with a list of specific tasks based on the job descriptions, and illustrate them with examples of performances that would lead to each of the four categories.

4. Appeals of "Needs Much Improvement" or "Satisfactory" ratings can be made to a local committee that includes union representation. In addition to the appointee of the local CSEA president, the committee consists of one representative of management from the facility and one upper-level management person, usually from outside the facility but within the same department. The burden of proof for "Needs Much Improvement" ratings rests upon management.

The decision of the local appeals board must be made within 14 days after the case is heard. "Needs Much Improvement" ratings can be further appealed, within 14 days after the local appeals board decision, to a neutral statewide committee, consisting of one union representative, one management representative, and one person agreed upon by both sides. Union representation is guaranteed, every step of the way.

"A major improvement in this system is that no one can be hurt by it," Mr. Langer said. Those rated "Needs Much Improvement" now are guaranteed a chance to appeal to a neutral body, which they never had before. For everyone else, the in-

crements ("performance advancements") will come at least as fast as they did before, and in many cases, much faster.

Increment-eligible employees who are rated either "Highly Effective" or "Outstanding" will get their performance advancements every six months, and will reach the top of their pay scale ("job rate") in just a year and a half. Four years is the most it will take anyone to reach job rate now, and in fact, most employees will reach job rate in three years or less, according to Mr. Langer. It used to take five years, no matter how effective the employee was.

For the purpose of receiving performance advancements, employees will fall into one of 3 categories:

1. those who were not yet at job rate as of Oct. 16, 1978. Those who are rated "Satisfactory" or better will get their performance advancement retroactive to July 1, 1979.

2. those who were hired or promoted by the state between Oct. 16, 1978 and March 31, 1979. Those who are rated "Satisfactory" will get their regular, annual performance advancement on April 1, 1980. "Highly Effective" or "Outstanding" employees in this category will receive their performance advancement effective Oct. 1, 1979.

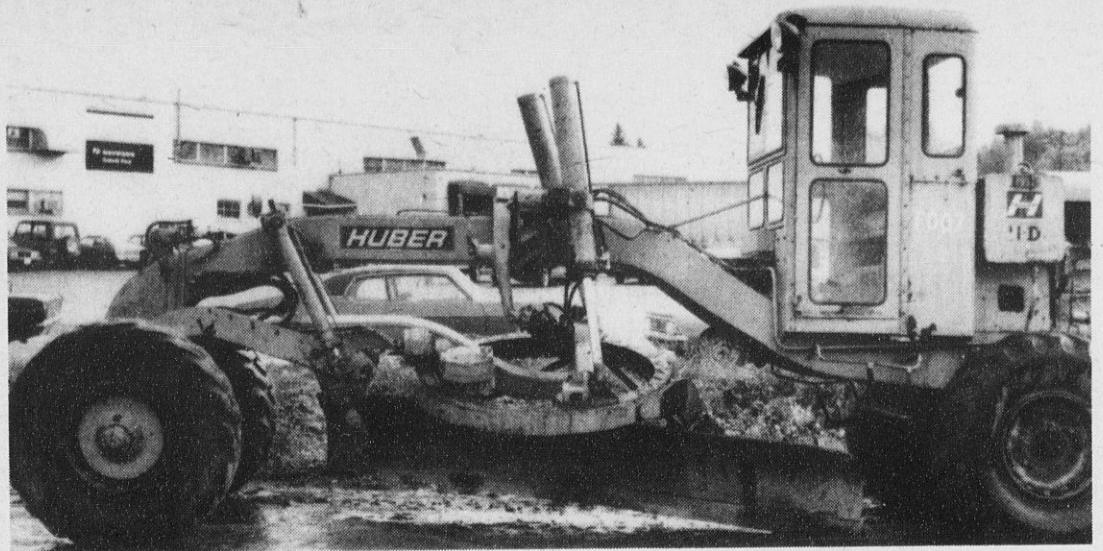
3. those who were hired or promoted by the state AFTER March 31, 1979. Many in this group are not being rated right now, since they don't have 6 full months of service yet. But when they are rated, those

found "Satisfactory" will get a regular annual performance advancement about 6 months later, if they're still at the "Satisfactory" level; those found "Highly Effective" or "Outstanding" will get a 6-month performance advancement shortly after their interim rating is completed.

Employees at the top of their pay scale, of course, are not eligible for a performance advancement.

Only about 27% of the workers in the three bargaining units are NOT at job rate, according to Mr. Langer. But the committee has worked out a system of \$300 annual bonuses ("Performance Awards") for those who ARE, to give them incentives for excellence, for the first time. The performance award system was detailed in last week's issue of the **Public Sector**, which noted that eligible "Outstanding" employees automatically receive the performance awards. For eligible "Highly Effective" employees, the performance award depends on a complex formula that takes into account a number of factors, including the number of employees found to be in the two highest categories in one's own facility; the number of such employees in one's own bargaining unit; the numbers of people receiving "Outstanding" ratings; and seniority, which will be used as the "tie-breaker" factor.

CSEA staffers assigned to the committee are collective bargaining specialist Jack Conoby and assistant research director Thomas Coyle.



THE FRONT END of this 13-year-old obsolete Town of Union grader has broken off and has had to be welded back together twice. On one occasion when the front end broke off, Densmore was using the grader to scrape ice. He said had the blade not been down, he would have been thrown through the windshield and in front of the moving grader.

Left, TOWN OF UNION UNIT PRESIDENT Bob Densmore, right, explains to CSEA Field Representative James Corcoran how the speed mixer is thrown into reverse to stop it from moving. Densmore said the vehicle, used in road paving, has not had brakes in four years. Densmore told of one incident when the "braking" procedure failed, forcing the operator to jump off the vehicle before it crashed into a tree.



COFFIN ON WHEELS? It just might be if this Town of Union tank truck is involved in an accident. Unit President Bob Densmore demonstrates how the driver's door has to be opened from the outside because the inside door handle does not work.

Because of unsafe equipment

Every working day is filled with danger in Town of Union

The Occupational Safety and Health Act (OSHA) provides stringent protections for employees in the private sector. On the other hand, public employees are left with hardly any protections regarding health and safety hazards. Work and grieve it later is the general rule. Private sector working conditions which would bring down the wrath of government many times are ignored when those working conditions involve public employees. What follows is one such situation.

ENDWELL — For the 12 operators and laborers of the Town of Union Highway Department, every working day is filled with potential danger because of unsafe equipment. And, charges Bob Densmore, President of the Town of Union CSEA Unit of Broome County CSEA Local 804, the safety of the public also is placed in jeopardy by the condition of some of that equipment.

Some of the safety and health hazards were identified and explained by Densmore as follows:

- A speed mixer used in road construction has not had brakes for four years. The vehicle, which travels public roads to reach its jobs, is stopped by throwing it into reverse gear and by lowering the mixer part of the vehicle onto the pavement.

One time the "braking"

procedure failed, causing the driver to jump off the vehicle. Luckily, the mixer only crashed into a tree.

- A tank truck has become a potential coffin on wheels. The door on the driver's side can only be opened from the outside. In an accident, it would be very difficult for the driver to escape the truck. Parts for the door are on order.

- The Town of Union owns two obsolete, 13-year-old graders. One grader is partially disassembled on the floor of the highway garage waiting for parts from the manufacturer since spring.

The other grader's front end broke off while in use last winter when Densmore was scraping ice off a road. Had the blade not been down, the grader would have tipped over probably sending Densmore through the windshield of the moving vehicle. The front end has been welded back on.

The Town of Union has borrowed a grader from the City of Binghamton, and Densmore has heard that the town may purchase a new grader.

- The system to handle exhaust fumes in the Highway Department Garage has not worked in recent years. The system, when operational, involves placing intake hoses over the ends of vehicle exhaust pipes and pumping the exhaust out of the garage.

Also there is no ventilation at the garage other than the bay doors.

Field Representative James Corcoran explained another aspect of the problem: "Some of the men are afraid of losing their jobs, so management can always find somebody willing to drive unsafe equipment."

Corcoran also pointed out that the town wastes thousands of dollars in lost manhours due to down time of the equipment.

Below, THE INOPERATIVE SYSTEM in the Town of Union Highway Garage for removing the exhaust from vehicles warming up includes a broken hose (arrow) which does not even reach the vehicles. Below the hose is a second 13-year-old and obsolete grader which is inoperative while parts have been on order since spring.

