

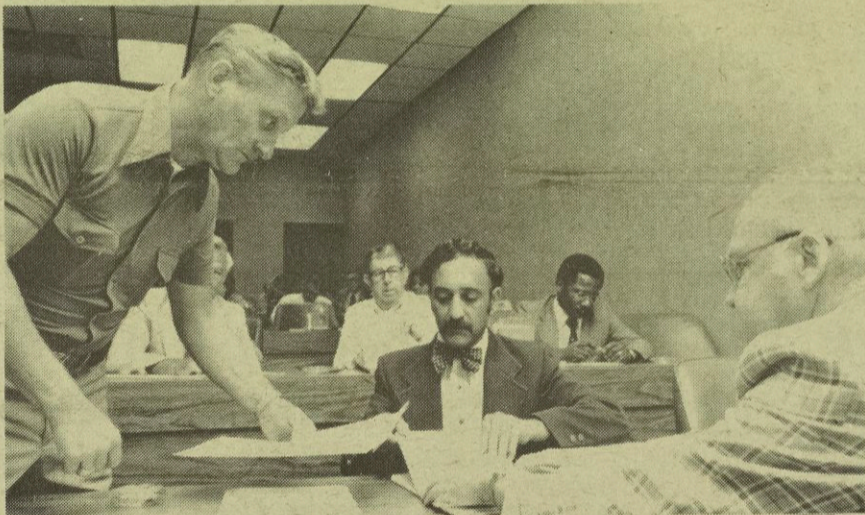


**MEET THE CANDIDATES** — At a recent program in Melville, Long Island, these were among the candidates in attendance. Seated, center, are Barbara M. Fauser, candidate for statewide treasurer; incumbent statewide Secretary Irene Carr and secretary candidate Ann Worthy. Standing, from left, are incumbent Executive Vice President Thomas H. McDonough, executive vice president candidate Felton King, incumbent Treasurer Jack Gallagher, Arthur Loving Jr., candidate for Region I second vice president; Lou Mannellino and Jack Cassidy, both candidates from DOT on the union's Board of Directors. Also, Kenneth Cadieux, who is a candidate for statewide president of CSEA; incumbent CSEA President William L. McGowan, Region I President Irving Flaumenbaum, who is seeking re-election; and James Corbin, a candidate for statewide executive vice president as well as Region I first vice president.

# Public SECTOR

Official Publication of The Civil Service Employees Association

Vol. 1, No. 44 25¢ (ISSN 0164 9949) Wednesday, August 15, 1979



**AFFIDAVITS** concerning civilian employees falsely charged with participating in the recent strike by AFSCME Council 82 are turned in by Bob Comeau, left, President of Eastern Correctional Facility CSEA Local 159. CSEA Director of Field Services Jerry Rogers, right, prepares to receive the document as CSEA Region III Director Thomas Luposello, center, checks additional papers. Austin Donovan, President of Auburn Correctional Facility CSEA Local 153 and Region II Director George Bispham are visible behind Luposello.

## Affidavits are filed in defense of 600

ALBANY — More than 600 affidavits covering CSEA-represented civilian employees in 20 correctional facilities and three psychiatric centers have been delivered to the Governor's Office of Employee Relations in defense of civilian employees falsely charged with participating in a job action earlier this year conducted by AFSCME Council 82 security personnel.

CSEA regional directors and field staff assigned to civilian employees at the correctional facilities met earlier this month in Albany to review the documents with union officials from the facilities involved.

It is now up to OER to review each affidavit to determine if charges will be dropped or a hearing scheduled. CSEA President William L. McGowan has directed that the union represent the individuals at any hearings scheduled, and pledged the full support of the union's legal facilities in defending the individuals.

CSEA contends that virtually all those charged actually could not get to work assignments because of concern for health and safety due to the job action by the security personnel, and that as such they are being falsely charged with participation in the strike.

## Election in progress, ballot deadline Aug. 30

ALBANY — Some 185,000 official ballots in CSEA's 1979 election of statewide officers and members of the State Executive Committee were delivered to the post office for mailing on schedule on August 6.

A potential delay in the election was avoided on August 8 when State Supreme Court Justice John Casey denied an injunction request sought by former CSEA president Theodore C. Wenzl and CSEA Region II President Solomon Bendet. They had sought to stop the election on the grounds that "irregularities" had taken place at an April 21 Delegates meeting in which the union's by-laws were changed to prevent retired members from holding elected office.

Deadline for returning the ballots is August 30. August 16 is the last day to request replacement ballots. Results of the election will be announced September 7.

Regional offices are also to be contested at the same time. A list of candidates for the various regional offices may be found on page 5.



**BALLOT DELIVERY VERIFIED** — Genevieve Clark, right, Chairperson of the Special Elections Procedure Committee, notes delivery of one of eighteen mail pallets containing 185,000 statewide election ballots, while Joseph Dolan, CSEA Executive Director, discusses the special mailing procedure with Karen Pellegrino, Statewide Elections Committee representative from Region IV. All ballots were delivered promptly to the new U.S. Post Office facility in Colonie Monday, August 6.

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.

# Appellate court expands maternity benefits

The improvements in maternity benefits recently negotiated by CSEA have apparently formed the basis of a court settlement requiring retroactive maternity benefit payments. The Appellate Division of the New York Supreme Court has issued an order requiring the State Health Insurance Program to provide maternity benefits for any enrolled female employee (not a female dependent spouse) whose pregnancy terminated on or after April 1, 1978, regardless of whether such an employee was enrolled for individual or dependent coverage.

The order stems from an action brought by a female employee who had individual coverage. Known as the Wolfson Case, the action was originally brought before the Civil Service Department which denied the benefits based on the exclusions then existing in the policy for females with individual coverage. The case then proceeded to the Human Rights Commission and eventually to the courts where a series of decisions and appeals ensued. Finally, in the Spring of 1979, the Court issued their ruling and when no further appeal was brought by the State, the order was issued.

The order directs the State Health Insurance Program to provide "for the payment of an amount equal to the difference between the benefit, if any, heretofore paid under such Health Insurance Program . . . and the amount which would have otherwise been paid under such Program consistent with the benefits then in effect for such employee for expenses arising from illness or disease." This is essentially what was recently agreed to in CSEA-State negotiations.

The order is applicable to all female employees with individual coverage who participate in one of the State Health Insurance Programs, including local government. All State and participating agencies have been advised of this order. If you are a female employee who may be affected by this determination and order, you have until August 1, 1980 to file claims. Claims and information requests concerning this order should be directed to the Employee Insurance Section, New York State Department of Civil Service, 1220 Washington Avenue, Albany, New York 12239. The notation "Wolfson Case" should appear on your correspondence with the Department.

## CSEA volunteers at Special Olympics

**BROCKPORT** — Hundreds of CSEA members from around the state were expected to participate as volunteer chaperones, bus drivers, first-aid technicians, food service workers and "huggers" in the International Special Olympics Games at SUNY Brockport, Aug. 8 through 13.

The Games, sponsored by the Joseph P. Kennedy Foundation, are an international athletic program for mentally retarded people of all ages. More than 3,500 athletes from around the world are competing in this year's event. About 200 will be from New York State.

"Through participation in the Olympic Games, the athletes gain confidence and social skills, as well as having a good time and showing a large audience what they can do when given a chance. Their success on the playing field carries over into the classroom, the home and the job," said CSEA statewide President William L. McGowan. "I'm proud that our union has backed the Special Olympics a hundred percent."

CSEA Region 6 President Robert Lattimer will represent the statewide organization at the Games.

CSEA represents over 55,000 employees of mental hygiene facilities throughout the state, who work with and care for the retarded on a day-to-day basis. McGowan himself is a 15-year employee of West Seneca Developmental Center, in Buffalo.

In addition to many volunteers from the various mental hygiene facilities, CSEA members from SUNY Brockport itself and the university's food service employees will be there, helping to see that the Games run smoothly.

Tom Pomodoro, the CSEA Region 6 field representative who is coordinating the union's participation in the Olympics, says the response from CSEA members to the call for volunteers has been fantastic.

"Right now, our food service people are in the process of baking 14,000 Special Olympic cookies, with the Olympic Seal on each one," Mr. Pomodoro said a few days ago. "And CSEA's entire Non-Instructional School Employees Committee is coming out here to be 'huggers.' Many

other County-division CSEA members have volunteered. County-employed nurses, for example, will work at the first-aid stations. Everyone's eager to help out — which is a good thing, because there's a lot of work to do."

CSEA has raised money for the games, as well as coming up with volunteers. The leading Special Olympics fund-raiser as of last week was CSEA Local 427 — West Seneca Developmental. Local 427 is also sending volunteers to the Games.

The spirit of the Special Olympics is not confined to the CSEA membership, however. Joining union volunteers at Brockport will be a

number of celebrities, who will act in various capacities such as handing out medals. Among them are Muhammad Ali, Ron Guidry, Barbara Walters, Henry Aaron, Art Buchwald, John Denver, Penny Marshall and Cindy Williams ("Laverne and Shirley"), and many more.

In addition to participating in the athletic competition, the Olympians will be treated to a trip to Niagara Falls during their stay at Brockport. They will be staying in the dorms at SUNY Brockport, where CSEA represents about 250 employees, as well as the food service workers.



**Thomas J. Linden**

## Linden named to benefit fund as assistant director

**ALBANY** — Thomas J. Linden, Executive Assistant to CSEA President William McGowan since December, 1977, has been named Assistant Director of CSEA's Employee Benefit Fund.

The Fund, newly negotiated by the union for employees in the State's Operational, Institutional and Administrative bargaining units, administers the dental insurance and prescription-drug plans for those employees.

Linden joined the 10-member EBF staff Aug. 6 at the EBF offices at One Park Place, Albany.

A 1966 graduate of LeMoyne College in Syracuse, Mr. Linden began his career with CSEA as a research assistant in 1969. He successively held positions as research associate, collective bargaining specialist and coordinator of the legal assistance program, before being tapped by Mr. McGowan as the union's first Executive Assistant to the President.

"The EBF is one of the greatest things ever negotiated by CSEA," Mr. Linden said. "I look forward to extending its benefits to employees of local jurisdictions across the state."

In addition to helping manage the EBF office, Mr. Linden expects to be involved extensively with negotiations where CSEA units are bargaining for EBF benefits.

## Insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1979. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1979. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

**The Civil Service Employees Association**  
33 Elk Street  
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: \_\_\_\_\_  
Last First Middle Initial Maiden

HOME ADDRESS: \_\_\_\_\_  
Street City State Zip Code

PLACE OF EMPLOYMENT: \_\_\_\_\_

SOCIAL SECURITY NO: \_\_\_\_\_

SEX: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

# Wildcat job action in Westchester County leads to progress in settling issues

VALHALLA — A two-day wildcat job action by Westchester County corrections officers last month led to considerable progress on a number of union-management issues.

The job action lasted from 3 p.m. July 19 to 5:30 p.m. July 21, Westchester County CSEA Unit President Raymond J. O'Connor reported.

The corrections officers work in the Westchester County Penitentiary, Jail and Women's Prison, all in Valhalla.

Issues involved health and safety from short staffing, personal leave and upgrading.

One of the instances which led to the wildcat job action occurred during the 11 p.m. to 7 a.m. shift on July 15 when only 14 officers were on duty for 156 inmates at the penitentiary when there was a disturbance, O'Connor said.

The officers would have been unable to adequately handle a fire or a riot with only 14 men, O'Connor said, noting there are many posts at the penitentiary which require two officers but are manned by only one officer.

"This was the straw that broke the camel's back," he said.

The following day, the unit scheduled a meeting with the county for July 19 to discuss the problems of the officers.

The Thursday morning meeting was attended by O'Connor, Carmine DiBattista, business agent for the unit; Joseph Polowaski, penitentiary head shop steward; Andrew Forti, penitentiary shop steward; Donald Lockhardt, jail head shop steward; Frank Baker, jail shop steward; Dorothy Rutherford, women's prison shop steward; and top management personnel from the correctional facilities and the county executive's staff.

At the meeting, the county agreed to:

- Allow the unit Health and Safety Committee to inspect the correctional facilities and make a report.

- Hold a meeting on the personal leave problem within 20 days. The problem was personal leave days were being denied.

- Reach a decision within 20 days on whether to upgrade the corrections officers.

O'Connor said he had a 3 p.m. meeting scheduled at Valhalla that day to explain the results of the meeting. He expected to meet with corrections officers from two of the three shifts. However, word of the morning meeting reached the corrections officers before the 3 p.m. meeting. "Apparently the officers were upset over what they heard," O'Connor said.

The 3-11 p.m. shift did not report for work.

The job action continued through Aug. 21, involving approximately 250 officers. The facilities were manned by management and probationary personnel during the time, he said.

On late July 19 and on July 20, O'Connor, DiBattista and the shop stewards attempted unsuccessfully to talk the officers back on the job. He also attempted to resolve the problems with the county director of labor relations, Michael Wittenberg, without success.

On July 21, O'Connor, CSEA Collective Bargaining Specialist Ronald Mazzola, Baker, Polowaski and three other corrections officers met with County Executive Alfred DelBello and his top staff members.

At the meeting, O'Connor said the following was agreed to:

- There will be no retaliation or reprisals.

- A meeting would be held July 25 on the personal leave problem. The meeting was held, and most of the problem was solved. Most of the officers will be able to obtain personal leave time.

- The unit Health and Safety Committee would inspect the facilities on July 25. James Verboys and Doug Hendrie of the committee made their inspection on that date.

- A decision on the upgrading was expected to be made by Aug. 8, and a modification was made in the appeal procedure to speed an appeal if the county's answer is negative.

- The county agreed to meeting on staffing problems after New York State releases its staffing requirements.

- The officers will not lose any pay but will have to work up to 15 hours extra within one year to make up for their missed time.

The officers returned to work after the meeting. They were back on the job at 5:30 p.m., O'Connor said.



OFFICERS OF THE NASSAU Police Civilian Unit are installed by Nassau County CSEA Local 830 President Nicholas Abbatiello, left. Immediate past president Julie Klein, second from left, watches as President Jay Cartman, Vice President Pat Dillon, Secretary Sue Goldfine and Treasurer Gertrude Volino take the oath of office.



REPRESENTATIVES OF CSEA RETIREES LOCALS meet recently in Albany to discuss items of mutual interest. Among those present were, seated from left, Local 909 President Tris Schwartz, CSEA Retirees Committee member Nellie Davis, Local 913 President Mary

McCarthy, Local 918 President Sarah Durantino, and Local 914 President Jim Hammond. Standing, from left, are Local 910 Vice President Sam Emmett, Local 903 President Mary Gormley, Local 905 President Helen Musto, and Local 999 President John Kennedy.

## Snag develops in compliance by Saratoga School Board

SARATOGA SPRINGS — The Civil Service Employees Association is demanding that the Saratoga Springs City School District obey in total the order of the State Public Employment Relations Board as upheld by the Appellate Court and offer reinstatement under their prior terms and conditions of employment to all school District transportation department employees terminated by the school district when the district illegally contracted out their jobs to a private contractor.

At the present time, according to CSEA Capital Region Director John D. Corcoran, Jr., the school district is only offering reinstatement to 54 workers formerly employed by the

district in full time positions. CSEA has a list of additional individuals, who were, CSEA believes, employed by the school district's transportation department in various categories and job titles on July 15, 1977, who were also terminated by the district when it illegally contracted out the transportation department to a subcontractor.

"The Court and PERB ordered the school district to offer reinstatement under their prior terms and conditions of employment to those employees terminated by the district," John Corcoran stated. "CSEA cannot accept the unilateral actions of the school district to just reinstate the full time positions and reimburse these workers for their loss. The Court ruled that all employees in the transportation department are to be offered reinstatement. The district, to this point, has yet to fully comply with the PERB and Court decision."

"Apparently," Corcoran continued, "the district is attempting to cut its financial loss in this situation by attempting to limit the Court order to employees in full time status under the contract in existence at that time. However, that is not what the Court nor PERB ordered, and CSEA cannot accept anything less than full compliance with the directive."

Due to the fact that the school district must transport its students in September, CSEA is not looking to delay the development of the necessary program for such services. However, CSEA is prepared to seek judicial guidance in an ongoing manner, even at the bargaining table, to see that the school district does fully comply with the Court ruling.

# Nayman to join Board

ITHACA — Louis Nayman, President of Tompkins County CSEA Local 855, was appointed as board of directors representative for the county local.

The Local 855 Executive Committee appointed Nayman on July 19 to replace John Wyrrough, who resigned his seat on the board after he accepted a temporary position with the U.S. Department of Labor in Albany, Nayman said.

The executive committee also appointed Edda Gray as treasurer of Local 855, and the Tompkins County Unit Executive Committee appointed James Hennerty to replace Wyrrough as first vice president of the county unit.

# Nurses awarded

Three Suffolk County Public Health Nurses have been presented awards for their meritorious performance.

The nurses who received the awards for outstanding achievement are D. Cynthia Merrick, P.H.N.; Thelma Langhorn, R.N.; and Ruth Varsha, R.N. Awards were presented in a ceremony held at the Annual Staff Meeting recently in the Bay Shore Mini Center.



**SCRAMBLED PRIORITIES**

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- 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

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Civil Service Employees Assn.

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Name \_\_\_\_\_

Street \_\_\_\_\_ Apt. \_\_\_\_\_

City, State \_\_\_\_\_ Zip \_\_\_\_\_

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

## Day care center set to open

ALBANY — The Plaza Day Care Center, established after years of negotiations between the Civil Service Employees Assn. and the State of New York, is preparing to open on September 10 for children of state employees.

Applications, which must be in by August 15 to guarantee a place, can be obtained from any department personnel office or from the center's office on the 11th floor of Agency Building No. 2.

According to Molly Hardy, a spokesperson for the day care center, the first group of classes, for infants aged eight weeks to 18 months, toddlers aged 18 months to four years and preschoolers aged four and five, will be set from applications received by the August 15 deadline. Children whose applications are received after openings occur and all others will be placed on a waiting list.

Based on the total family income, tuitions have been set as follows:	
Under \$13,000	\$35 per week
\$13,000 to \$21,000	\$40 per week
\$21,000 and up	\$45 per week

A reduced rate will be allowed for families enrolling more than one child. The center, housed in core two of the Swan Street Building will provide separate facilities for the three groups of children, and will be open from 7 a.m. to 5:30 p.m. Kitchen and bathroom facilities will be provided.

Meals and snacks will be provided for toddlers and pre-schoolers, but the parents must supply formula, baby foods and diapers for the infants.

The program is still in the planning stages, says Ms. Hardy, but is expected to include an educational session, similar to that of other nursery schools, for the toddlers and pre-schoolers and a play period outdoors once a day. The program must adhere to New York State Day Care regulations, she said.

Currently, the State is in the process of appointing a director and assistant director, who will then hire a staff of teachers, teaching assistants and aides. The number of staff members hired will be based on the number of children, allowing four infants to one caregiver, five toddlers to one and seven pre-schoolers to one.

# The Public Sector

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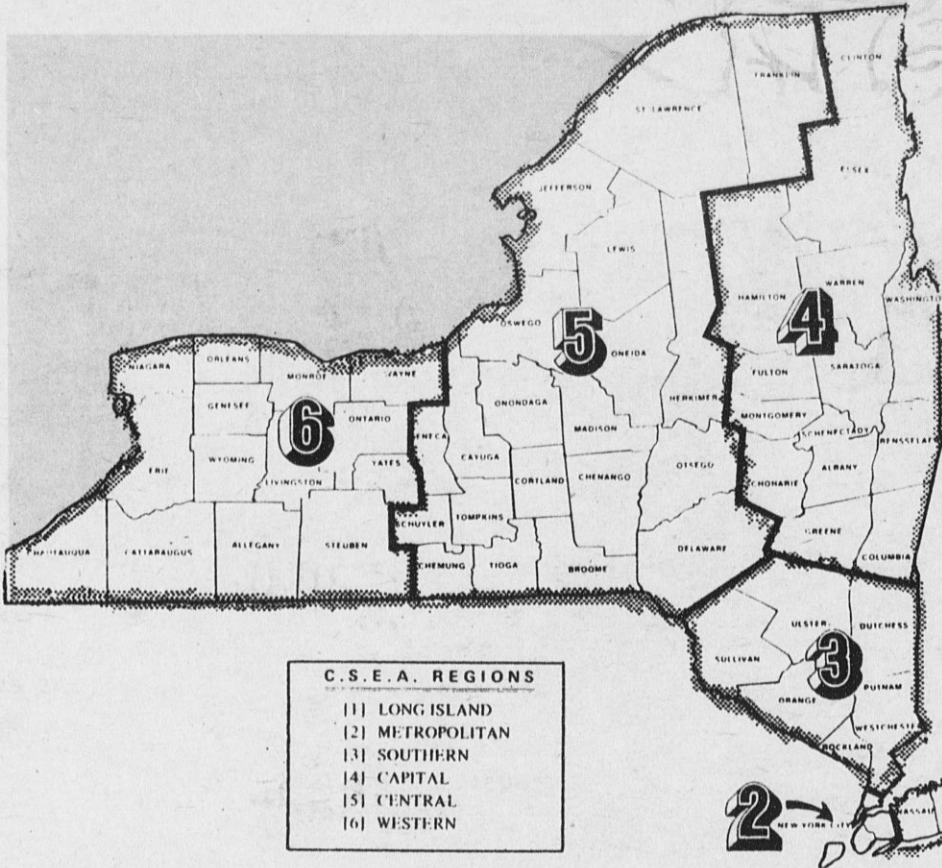
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# Ballots mailed to 185,000 CSEA members

## Region slates listed



Eligible CSEA members, nearly 185,000 in all, are in the midst of one of the most basic, but important, activities of a labor union — electing their leaders at the regional and statewide levels. And for state employees, there is the added importance of electing departmental representatives on CSEA's Board of Directors.

All full dues paying members were mailed, on August 6, ballots to elect statewide officers. This is the first time that statewide officers (president, executive vice president, secretary and treasurer) will be elected to three-year terms, as a result of CSEA constitution and by-laws changes

approved by union delegates at two conventions.

All eligible union members may also elect their regional officers. Regional officers are currently being elected to two-year terms, but that will expand to three-year terms in 1981. The various regional officer candidates are listed on this page.

And eligible employees of state departments and agencies are participating in yet a third election — departmental representative for two-year terms on the union's statewide Board of Directors. County Executive Committee members were elected earlier in local elections. Board of Director positions are being contested for two-year terms, and will increase to three-year terms in 1983.

### LONG ISLAND REGION I

### METROPOLITAN REGION II

### SOUTHERN REGION III

PRESIDENT	PRESIDENT	PRESIDENT
Julia (Betty) Duffy Irving Flaumenbaum	Jimmy Gripper Dorothy King George Caloumeno	James J. Lennon Marie Romanelli
<b>1ST VICE PRESIDENT</b>	<b>1ST VICE PRESIDENT</b>	<b>1ST VICE PRESIDENT</b>
Danny Donohue James Corbin	Robert Keeler Felton King	Lawrence Natoli Raymond O'Connor
<b>2ND VICE PRESIDENT</b>	<b>2ND VICE PRESIDENT</b>	<b>2ND VICE PRESIDENT</b>
Arthur Loving Nicholas Abbatiello	Frances DuBose Anne Wadas	Rose Marcinkowski Madeline Mackey
<b>3RD VICE PRESIDENT</b>	<b>3RD VICE PRESIDENT</b>	<b>3RD VICE PRESIDENT</b>
Ruth A. Braverman William Lewis	Willie Raye Adele Borakove	Eva Katz Carolyn Zappe
<b>4TH VICE PRESIDENT</b>	<b>SECRETARY</b>	<b>TREASURER</b>
Thomas Gargiulo Robert Conlon	Helen Cugno	Eleanor McDonald Thomas Schmidt
<b>SECRETARY</b>	<b>TREASURER</b>	<b>SECRETARY</b>
Dorothy Goetz Sylvia Weinstock	Glennie Chamble Clinton Thomas	Estelle Schmidt Grace Woods
<b>TREASURER</b>		
Sam Piscatelli		

### CAPITOL REGION IV

### CENTRAL REGION V

### WESTERN REGION VI

PRESIDENT	PRESIDENT	PRESIDENT
Joseph E. McDermott Sam Ciraulo	Richard Grieco James Moore	Robert L. Lattimer Victor E. Marr Robert W. Stelley Jr.
<b>1ST VICE PRESIDENT</b>	<b>EXECUTIVE VICE PRESIDENT</b>	<b>1ST VICE PRESIDENT</b>
J. Wayne Dessingue C. Al Meade	Patricia Crandall Dale Dusharm	Genevieve Clark Dominic Spacone Jr.
<b>2ND VICE PRESIDENT</b>	<b>1ST VICE PRESIDENT</b>	<b>2ND VICE PRESIDENT</b>
Anthony (Tony) Muscatiello Gerald Purcell John Vallee	Ralph Young Angelo Vallone	Robert C. Smith Sara Sievert John P. Eiss
<b>3RD VICE PRESIDENT</b>	<b>2ND VICE PRESIDENT</b>	<b>3RD VICE PRESIDENT</b>
Eileen Salisbury Barbara Skelly Joan Tobin	Nancy Roark Maureen Malone	Ronald M. Stanton Salvatore A. Castro Annette M. Harding Norman V. Lemke
<b>SECRETARY</b>	<b>3RD VICE PRESIDENT</b>	<b>SECRETARY</b>
Julie Braden Ronald Premo Timothy Drew	Carlo Guardi Claude Colleyacme	Judith Burgess
<b>TREASURER</b>	<b>SECRETARY</b>	<b>TREASURER</b>
Gerald Toomey Joseph Cassidy	Marjorie Coggeshall Helen Hanlon	Barbara M. Fauser
	<b>TREASURER</b>	
	Margaret Campoli Anna Mae Darby	

# Travel a big part of being a candidate

The quest for election to high office within the Civil Service Employees Assn. requires a great deal of travel on the part of the candidates for statewide office. Long before the union sent out its ballots on August 6, candidates were criss-crossing the state, and each other's paths, to speak before as many union members as possible.

On page 1, group photographs show all the candidates for

statewide office in attendance at a "meet the candidates" program held in Melville, Long Island for CSEA Region I members.

On this page are photographs of nearly all the candidates in attendance at another "meet the candidate" program held at the Holiday Inn, Newburgh a few days later. In between, before and after, all the candidates were making appearances at other meetings and other places.



**PRESIDENTIAL CANDIDATES** Kenneth Cadieux, left, the challenger from Rockville Centre, and incumbent President William L. McGowan meet each other head to head at meetings all across the state in their effort to discuss the issues with as many members as possible.



**EXECUTIVE VICE PRESIDENT CANDIDATES**, in the order they appear on the ballots, are, from left, incumbent Executive Vice President Thomas H. McDonough of Albany, and challengers Felton King of Brooklyn and James L. Corbin of East Moriches.



**STATEWIDE SECRETARY CANDIDATES** are Ann Worthy, left, of South Ozone Park, and incumbent Secretary Irene Carr of Oneonta.



**INCUMBENT TREASURER** Jack Gallagher of Mohawk is shown talking with Barbara Swartzmiller, President of the Ulster County CSEA Local during a meeting recently in Newburgh. Challenger Barbara M. Fauser, of Buffalo, was unable to make this meeting but is shown at the Long Island meeting on page 1 and has appeared at other sessions across the state.

## Elections Timetable

### Statewide Officers and State Executive Committee

- August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered
- August 30—Return of ballots — 6:00 p.m. Deadline
- August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period
- September 7—Return of Replacement Ballots — 6:00 p.m. Deadline
- September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11
- September 7—Official Results Announced
- September 17—End of Protest Period (10 days after Official Results are announced)

**NOTE:** Those eligible to vote shall be dues paying members in good standing as of June 15, 1979

# 'There must be enough stuff here to kill half the population of Livingston County'

By Dawn LePore

SONYEA — A recent call to the CSEA Safety Hotline has revealed several potential hazards centering around the use of pesticides at Craig Developmental Center.

CSEA Local 405 President Robert Love is charging that a lack of proper supervision over the application of pesticides on the center's grounds could prove dangerous to both employees and clients there.

Under state law, even relatively simple over-the-counter pesticides, such as Raid, must be applied with the supervision of a qualified person, when used in the vicinity of mental retardees.

But, according to Love, since the grounds supervisor at Craig retired last April 12, such regulations have not been followed. State law requires that only a person holding a commercial pesticide applicator's license may be allowed to supervise the storage and application of pesticides. Gross misuse of the permit carries a \$25,000 fine and a one-year jail term.

Love claims that instead of immediately hiring a replacement for the grounds supervisor (a Grade 12 position) who held such a permit, management at Craig, in an economy move, named the center's heavy equipment operator (also a Grade 12 worker) as his acting replacement. Under current terms of the state contract, anyone doing out-of-title work for more than 60 days must be paid an equivalent salary.

It was not until July 27 that the heavy equipment operator and another worker, a mechanical stores clerk, took the test for the permit and passed it. Although Love, a Grade 6 groundworker with more than 30 years experience at Craig, already holds such a permit, he says he was never asked to assist in supervision of pesticide application.

"It's only an act of God that no

one has been seriously injured or killed yet," Love said. "I can show you where, within the past week or two, 24-D has been used to kill poison ivy on the grounds."

An examination of the area surrounding several buildings which house clients revealed dead brown leaves of poison ivy still clinging to the fences where it had earlier climbed.

Love says that because the heavy equipment operator is busy doing grounds work, his own work is being handled by other employees.

"Last week, I watched as a mason, a man who just returned to work after several months off, operated a backhoe to rip up the sidewalk in front of the community store," he said.

According to George Rice, institutional manpower director at Craig, a senior groundworker from downstate New York has been appointed to the position of grounds supervisor, awaiting budget approval. Rice said that the man was planning on getting his commercial permit within the next few weeks.

When asked why a replacement was not hired sooner, Rice responded that "it was not envisioned that more than one (commercial applicator) was needed at this time."

"Part of the problem is the test (for the permit) is open book. If you can read, you can pass it," Love said. "Whether you go back to the manual later, is the real question."

Love said that in speaking recently to one of the men who just passed the test, the man admitted that, if asked, he wouldn't know how to calibrate the pesticide sprayers properly.

On a related charge, Love says that he has been unable to find any records pertaining to the storage or usage of pesticides at Craig.

"After an extensive search, I couldn't find any inventory or records of past usage of pesticides

CSEA LOCAL 405 PRESIDENT BOB LOVE peers through glass of door to building, a former slaughterhouse, on grounds of Craig Developmental Center where dangerous pesticides are currently being stored. "When the grounds supervisor lost his keys last winter, they never even changed the locks," charges Love.



anywhere," Love said. "There must be enough stuff here to kill half the population of Livingston County."

Until three years ago, pesticides used when Craig operated a farm on the grounds were stored "all over the place," Love said. At that time, they were gathered up and locked in a brick building once used as a slaughterhouse.

"It (the building) was a good choice, but because it's behind a coal pile, it's far from security," he said. "When the grounds supervisor lost his keys last winter, they never even changed the locks. Those keys could have been in the hands of a resident." Because there is no inventory, Love says it is impossible to tell if anything has been removed from the building.

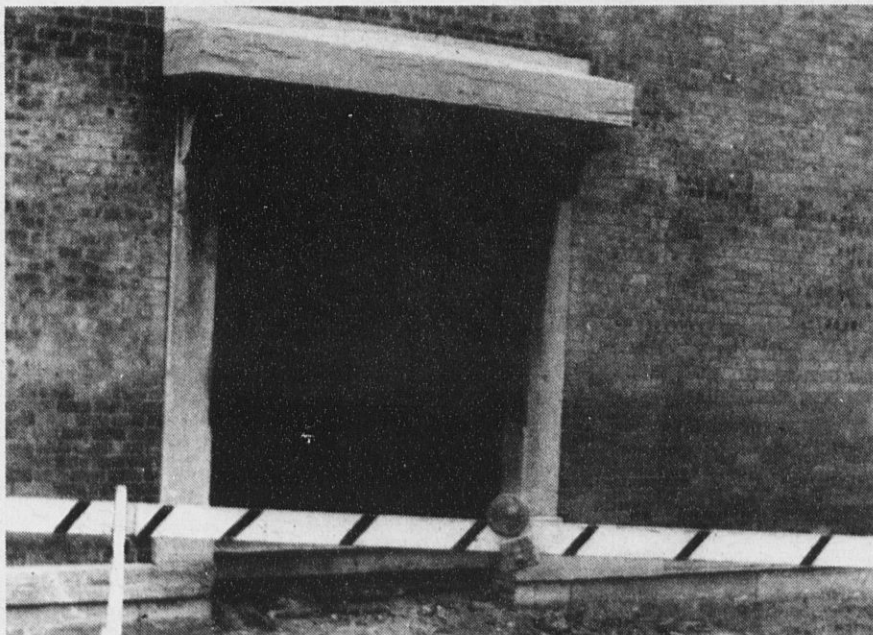
According to Joseph Burgio, deputy Director at Craig, when the administration was notified of the

situation a few weeks ago, the locks were changed.

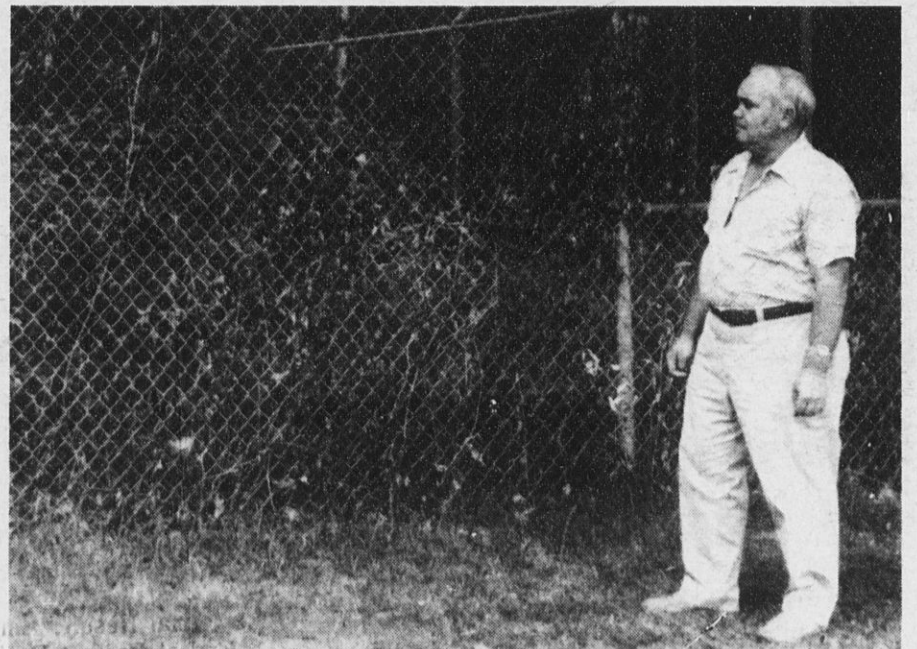
The slaughterhouse contains several dangerous restricted pesticides, such as Chlorodane and Tersan OM. After Love recently contacted a Department of Environmental Conservation officer, plans were made to remove the restricted items.

Love also questioned the legitimacy of the operation of a private nine-hole golf course on the grounds by a group of Craig workers using state equipment.

Burgio responded that the Keshequa Golf Course is a non-profit corporation, run with the permission of the Office of Mental Retardation and Developmental Disabilities. The course is open to a limited number of people from the community as well as to employees and clients at Craig.



A MASON operated a backhoe to rip up this sidewalk, charges Craig Developmental Center CSEA Local 405 President Bob Love, because the facility's heavy equipment operator was busy doing grounds work instead.



BOB LOVE examines poison ivy at Craig Developmental Center. He charges that pesticide was applied without proper supervision.

# Watertown council imposes unfair contract; some wages reduced five cents an hour



WATERTOWN — A contract was imposed on the city of Watertown Unit of Jefferson County CSEA Local 823.

The Watertown City Council voted on Aug. 6, 1979, to impose a one-year settlement which will

CSEA COLLECTIVE BARGAINING SPECIALIST Roger Kane addressed the Watertown City Council during a legislative hearing concerning contract negotiations with the City of Watertown CSEA Unit. In spite of the efforts of Kane and members of the unit, the council voted to impose a negative contract upon the unit.

reduce the wages of approximately one-fourth of the 200-member unit by five cents an hour.

The council voted 3-2 in support — word-for-word — of the city manager's position. The councilmen who supported the CSEA unit said the imposed contract was very unfair, Local 823 First Vice President Richard Brown said.

Brown is a member of the unit and of its negotiating team.

Under the imposed contract, City Hall employees will be required to work an additional 2.5 hours a week without additional compensation. With all employees receiving a seven percent increase, the hourly

wage of the City Hall employees was reduced five cents from what it was prior to the imposed contract.

Brown said the unit's executive board will meet on Aug. 15 and a general membership meeting probably will follow.

He expects some action by the unit will be taken. He said possibilities for the action might be work-to-rule and enforcing the imposed contract to the letter.

The imposed contract expires June 30, 1980. Negotiations on a new contract probably will start in January, Brown said.

## Some benefit cards not delivered

ALBANY — State employees who have not received Employee Benefit Fund (EBF) information and a prescription drug card should contact the Employee Benefit Fund, P.O. Box 11-156, Albany, N. Y. 12211, or call (518) 459-8463.

Please include your name, address, zip code and social security number.

EBF staff members indicate the post office has returned many letters due to incorrect or insufficient address information.

## Westchester unit demanding wage readjustment talks

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 is seeking a wage readjustment from the county, Unit President Raymond J. O'Connor said.

He said the unit accepted an approximate 10.5 percent pay increase over three years based on what proved to be inaccurate economic projections at the time of negotiations.

Since that time inflation has risen considerably and the county has accumulated a surplus in excess of \$11 million, O'Connor said.

In a letter to Westchester County Executive Alfred DelBello, O'Connor said:

"As you are aware, the agreement between Westchester County and CSEA, which has a term of January 1, 1978 through December 31, 1980, was negotiated during a period of time when cost of living and annual projection rates were running in the 5 to 6 percent bracket.

In fact, the cost of living for Metropolitan New York-New Jersey area from August 1977 through August 1978 was 5.6% and the projection for the remainder of the year was 7½ to 8%.

"As you will recall, the thrust of negotiations centered around the effort of the County to have the CSEA accept a limited wage settlement, based on the projected cost of living and impact to the taxpayers.

"Reasonableness and responsibility were the key ingredients to the discussions, and, in fact, words of praise were resplendent from not only yourself, but members of the County Legislators, the media, and taxpayers alike.

"All parties recognized that the CSEA, while accepting tremendous criticism from the rank and file membership, acted in the most professional and responsible manner to the needs of both the County and the taxpayers.

"However, as we can both see by reading the newspapers, the cost of living is not only now up to 8.3 percent and by the end of the year it will probably reach double digit figures, 1980 is already projected to be up-wards of 15%.

"Without going into details of energy costs, mortgage and interest rates, food and clothing costs, etc., this fact comes home to roost when one attempts to pay their monthly bills and finds that they are rapidly falling deeper in debt. The impact is felt even greater on the rank and file employee who is trying to raise a family.

"As reported in the media the County, through economy reasons and productivity improvements, ended the 1978 fiscal year with an 11.2 million dollar surplus, which to my understanding, will be applied to the 1980 budget.

"It is our opinion that this surplus was due in part to the increased productivity of County employees (CSEA) and the limited wage settlement of 1.7% for the 1978 contract year.

"While neither party anticipated the uncontrolled spiral of cost of living projections, I believe it is imperative that you the County Executive, along with members of the Board of Legislators, apply the same code of reasonableness and responsibility, and meet with the union to consider an adjustment of the wage settlement in the last year of the contract, to help offset the unprecedented erosion of your employees purchasing power.

"Everyone agrees that a 5% increase due February 1, 1980 will only continue the undue financial hardship and would not give relief in overcoming the severe economic constraints being forced upon your employees.

"We are prepared to meet with you upon a moments notice to reach an amicable solution. Looking forward to your anticipated cooperation."



BARBARA PICKELL talks with Deputy State Comptroller John S. Mauhs after she was named a member of the Advisory Council for Retirement Systems by State Comptroller Edward V. Regan.

## Retirement advisor named

ALBANY — Barbara Pickell, President of the Broome County Unit of the Civil Service Employees Association Local 804, has been named a member of the Advisory Council for Retirement Systems by Edward V. Regan, New York State Comptroller.

The announcement was made by John S. Mauhs, Deputy State Comptroller, at a meeting held recently in Albany.

Ms. Pickell, an employee of the Broome County Social Services Department, will be the only council member from CSEA, which represents 250,000 public employees in New York State.

In addition to serving as unit president, Ms. Pickell has also served as CSEA delegate and committee member on local, regional and statewide levels.



# Is Westchester County plotting whitewash of employee killed working out-of-title?

WHITE PLAINS — The Westchester County CSEA Unit is still awaiting an official response by County Executive Alfred DelBello to the job-related death of CSEA member Alfred K. Jaroszewicz on June 5 on the Westchester County Medical Center grounds in Valhalla.

And, according to Unit President Raymond J. O'Connor, he is also awaiting DelBello's response on CSEA charges relating to out-of-title work at the Westchester County Medical Center. The late Mr. Jaroszewicz died from electrocution on June 5, 1979 while performing out-of-title work on the medical center grounds.

While O'Connor had not received an official response from the county executive as of Aug. 6, more than two months since the death, he has accumulated some documentation which indicates the county may be attempting to whitewash their responsibility in the death. Some of that information follows:

A memorandum from Frank C. Bohlander, commissioner of Public Works, to J. Robert Dolan, county executive officer, states in part:

"Mr. Jaroszewicz (sic) was employed by this

department . . . as a Maintenance Mechanic, Grade 2 (Heating Plant and Air Conditioning) . . .

"Although the title indicates heating plant and air conditioning, the specifications . . . require knowledge and skills in electrical work."

O'Connor said close examination of those specifications reveals only "good knowledge of electrical plumbing," which he said involves the installation of electrical conduits.

"Nowhere in Jaroszewicz's job description does it call for him to be skilled in working with electricity, especially high voltage — 400 volt — current," O'Connor said.

A memorandum from Eugene M. White, director of operations, to Bohlander attempts to blame Jaroszewicz for his own death without sufficient evidence, O'Connor said. The memorandum states in part:

"We do not know for certain who energized feeder number 1 but we feel Jaroszewicz did so himself. We base this on the fact that a voltmeter was with him when he was moved away from the splice box."

O'Connor said Jaroszewicz, who died in the mid-

afternoon, had been working on the electrical problem since the early morning and probably had the voltmeter with him for any number of reasons.

That same memorandum states that Jaroszewicz had 39 years experience in electrical maintenance. A close examination of his work record revealed he had worked in the 1940s and early 1950s as a maintenance electrician. However, from 1958 to 1978 he had worked as a computer operator and supervisor, his records stated.

O'Connor finds fault with the logic the documents are attempting to support. He said:

"The county appears to be attempting to build a case that Jaroszewicz was an expert electrician. On the other hand they are trying to prove — without evidence — that he turned on the current that killed him.

"In either case he was working out-of-title.

"If he was the expert they claim he was, it is hard to believe that he would have acted as incorrectly and carelessly as the memorandum claims.

"On the other hand, employees are not supposed to work out-of-title to protect the unskilled from killing themselves."



CSEA EXECUTIVE DIRECTOR JOSEPH J. DOLAN, right, conveys an objective of the new CSEA Standing Education Committee during a recent committee meeting in Albany. From left are Sylvia Weinstock from Region I, Jeanne McGarry, CSEA staff secretary; Stella Williams from Region II, Natalie Yaskow of Region VI, Richard Fila from Region IV, and newly appointed committee chairperson, Mary Lauzon, President of SUNY Potsdam CSEA local 613. Also present but now shown in photo were Jerry Frieday from Region VI and Roger Watkins from Region II.

## State to undertake review of Civil Service Commission

A review of the organization and mission of the State Department of Civil Service has been announced by Victor S. Bahou, President of the New York State Civil Service Commission. It will be carried out with the assistance and support of the State Division of the Budget and is the latest phase in the continuing comprehensive review of the New York State civil service system undertaken in 1976.

The Civil Service Employees Association has its own ideas concerning civil service reform. CSEA Atty. James Featherstonhaugh has just testified before a public hearing of the Senate Committee on Civil Service and Pensions. In the next issue of *The Public Sector* we'll report verbatim that testimony containing constructive suggestions toward meaningful changes and reform.

Commissioner Bahou said, "the purpose of this joint project is to seek ways to revitalize the operations of the State Department of Civil Service and to modernize the administration of the merit system in New York State."

Specific goals are:

- A review of the mission of the Department of Civil Service and its roles, relationships and

responsibilities in regard to its client agencies and the State Civil Service Commission.

- The development of a Department re-organization plan which is expected to produce more efficient use of resources, establish more clearly its roles and responsibilities and place greater emphasis on its personnel management functions.
- The development of new directions for civil service reform which may be formulated principally as internal administrative changes.

The first meetings with representatives of Budget's Organization and Management Unit are expected to take place within two weeks. Initial discussions will focus on the general approach of the project and the specific procedures necessary to carry it out.

The Budget Division estimates that the major components of this review could be completed early in 1980.

In commenting on the prospects of this joint undertaking, Howard F. Miller, Director of the Budget, said, "I look forward to a successful effort which will provide the Department with both a structure and approach which will enable it to better address the personnel management concerns of State government."

## Meet on compressed week

It has recently been brought to the attention of CSEA that the State Department of Transportation intends to recommend to many of its employees that they agree to participate in a pilot project involving a major modification in the employees existing work week and work day.

To insure all DOT employees will receive complete details of the proposal, President McGowan plans to call an emergency meeting of DOT representatives of CSEA Locals in Albany in the near future.

Although the State Department of Transportation has suggested that the project is "voluntary" in nature, CSEA is extremely concerned with the possibility that the project might involve violations of existing contract articles.

Among the many union concerns are implications involving attendance rules, rules of the Budget Director, method of use and accumulation of vacation and sick leave credits, and the all important method of overtime payment.

## Calendar of EVENTS

### AUGUST

- 16 — CSEA Board of Directors meeting, Thruway House, Albany.
- 20 — Brooklyn Developmental Center Local 447 election, 6 a.m.-6 p.m., Conversation Pit, Building 5.
- 23 — Saratoga County Local 846 general membership meeting, 7:30 p.m., County Complex Building, Balston Spa.
- 29 — Westchester County Local 860 Political Action Seminar, 6 p.m., White Plains Hotel, White Plains.
- 30 — Region III Political Action Seminar, 6:30 p.m., Holiday Inn, Newburgh.

### SEPTEMBER

- 8 — Saratoga County Local 846 Clam Steam and Steak Roast, 12:30-9 p.m., Krause's Half Moon Beach, Crescent.

## Local 447 election Aug. 20

BROOKLYN — Brooklyn Developmental Center CSEA Local 447 will hold its election of officers between 6 a.m. and 6 p.m. on Monday, August 20, in the Conversation Pit, Building 5, it has been announced by Virginia Casey, chairperson of the election committee.

## STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS AUGUST 27, 1979

Aquatic Biologist, Supervising.....	\$18,301	25-041
Beverage Control Investigator .....	\$11,250	25-019
Beverage Control Investigator (Spanish Speaking) .....	\$11,250	25-019
Beverage Control Investigator Trainee I.....	\$10,024	25-020
Building Construction Engineer, Assistant .....	\$14,850	25-037
Building Construction Engineer, Senior .....	\$18,301	25-038
Compensation Claims Investigator .....	\$11,695	24-947
Compensation Claims Legal Investigator I.....	\$13,325	24-948
Compensation Investigator .....	\$11,695	24-949
Medical Conduct Investigator .....	\$11,250	25-034
Medical Conduct Investigator, Senior .....	\$14,075	25-035
Rent Examiner .....	12,395	25-031
Rent Examiner, Senior .....	\$12,583	25-032
Superintendent of Construction, Assistant .....	\$11,904	25-039
Traffic Supervisor, Assistant .....	\$12,744	25-018
Wildlife Biologist, Supervising .....	\$18,301	25-001
Weights and Measures Specialist I.....	\$10,624	25-036
Natural Disaster/Civil Defense Radiological Representative .....	\$11,250	27-931

FILING ENDS SEPTEMBER 10, 1979

Coastal Engineer, Senior .....	\$18,301	27-942
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You can also contact your local Manpower Services Office for examination information.

## COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS AUGUST 20, 1979

Fiscal Administrations.....	\$19,420-20,366	36-636
Sr. Motor Vehicle License Clerk .....	\$7,565	36-777
Motor Vehicle Cashier .....	\$8,454	36-778
Institution Steward.....	\$18,301	36-611
Admin. Officer, Trans. Region.....	\$18,301	36-796
Prin. Civil Eng'r. (Highway Mtce.) .....	27,842	39-386
Prin. Civil Eng'r. (Structures).....	\$27,842	39-387
Prin. Civil Eng'r. (Traffic) .....	\$27,842	39-388
Chief, Safety Standards & Systems Bur. ....	27,842	39-388
Dir., Safety Capitol Projects Bur. ....	\$27,842	38-388
Regional Highway Mtce. Eng'r. B .....	\$25,095	39-389
Regional Highway Mtce. Eng'r. A .....	\$27,842	39-390
Institution Steward.....	\$18,301	36-786
Supervising Wildlife Biologist .....	\$18,301	36-738
Assoc. Aquatic Biologist .....	\$16,469	36-797
Supervising Aquatic Biologist.....	\$18,301	36-798
Prin. Aquatic Biologist .....	\$20,366	36-799
Prin. Fish & Wildlife Biologist.....	\$20,366	36-800
Assoc. Wildlife Biologist .....	\$16,469	36-801
Prin. Wildlife Biologist .....	\$20,366	36-802
Sr. Rent Examiner.....	\$12,583	36-779
Asst. Bldg. Construction Eng'r.....	\$14,850	36-792
Sr. Bldg. Construction Eng'r.....	\$18,301	36-793
Sr. Supt. of Construction .....	\$14,850	36-794
Sr. Medical Conduct Investgtr.....	\$14,075	36-785
Sr. Comp. Investgtr.....	\$11,904	36-775
Comp. Claims Investgtr. ....	\$10,024	36-787
Sr. Comp. Claims Investgtr. ....	\$11,904	36-788
Comp. Claims Legal Investgtr. I .....	\$11,250	36-789
Comp. Claims Legal Investgtr. II .....	\$14,075	36-790
Comp. Claims Legal Investgtr. III.....	\$19,420	36-791
Sr. Law Dept. Investgtr.....	\$16,469	36-783
Chief Budgeting Analyst.....	\$22,623	39-361
Chief Budgeting Analyst.....	\$22,623	39-362
Traffic Supervisor.....	\$15,065	36-773
Sr. Traffic Supervisor.....	\$17,627	36-774
Thruway Division Eng'r.....	\$29,340	39-391

FILING ENDS SEPTEMBER 10, 1979

Thruway Division Engineer .....	\$29,340	39-391
Employees' Retirement Benefits Examiner I.....	\$9,865	36-810
Engineering Technician.....	\$9,330	36-813
Senior Engineering Technician.....	\$11,060	36-814
Nurse Administrator I .....	\$17,320	38-381
Engineering Aide .....	\$7,900	00-026
Engineering Aide .....	\$7,900	00-027
Sr. Real Property Info. System Specialist .....	\$15,420	36-816

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

## OPEN CONTINUOUS STATE JOB CALENDAR

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

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

# LOCAL GOVERNMENT REPORT

"Local Government Report" will appear regularly in "The Public Sector." The column is prepared and edited by Joseph Lazarony, chairman of the Civil Service Employees Assn. County Division, and contains information of interest for all CSEA members in general and employees of local government jurisdictions in particular. Comments and questions pertaining to this column may be addressed to Mr. Lazarony c/o "The Public Sector."

## 'Each of you should vote'

Through the last two years I have had the privilege of attending several Regional Workshops. There is an impressive number of dedicated CSEA people who work at organizing and operating these workshops, and the quality of the sessions proves the ability of these workers.

What works for me because of this opportunity (to attend various Regional Workshops) is twofold.

First — one must be impressed by the numbers of members across this state who are willing to give of their time and talents to improve their union. When one considers all the officers of all the units and locals, all the committee people of all the units and locals, all the members who serve on Regional and Statewide committees, and all the members who work on special projects such as social events, arbitrations, negotiations, etc., we are talking of thousands of people!

In doing the traveling I have done (and it is not that much traveling)

these constant reminders of the grass-roots involvement of our union is nothing short of inspiring.

How many organizations of any type can demonstrate such interest? We have hundreds of people who know something about negotiations, something about grievances, something about any aspect of union affairs.

We also have many people who know what's wrong, and how to improve this union. Our annual conventions prove this!

CSEA is ahead of any union in this matter. While it tends to force slow decision making, it assures all of us that such decisions are made by knowledgeable people, most of whom have already proven their dedication to CSEA.

Secondly — I am also impressed by the unquenchable desire for more knowledge and information active members have.

The recently concluded County Workshop proved this. We had nearly 300 delegates signed in. I

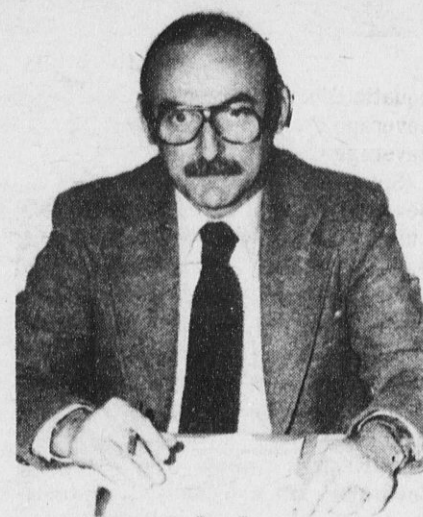
took attendance for each workshop periods, and found attendance in excess of 240 at each period! Given the need for delegates to use the Workshop opportunity to discuss local problems with regional statewide officials, this is very high attendance.

Similar pictures are seen at all Regional workshops.

Current interest is centered on several areas — women, minorities, health insurance, Civil Service law, and others. Yesterday it was job actions, tomorrow who knows?

What I do know is this — whatever new area arises, CSEA members will identify it, demand information about it, and plan their actions collectively. Furthermore, CSEA will supply the expertise necessary to do this via workshops of all types.

Lots of people complain about their union and its actions (or lack of action). It is very heartening to know that so very many people are



Joseph Lazarony  
County Division Chairman

interested enough to complain, to learn, to work and to improve our Union.

This column should appear about the time Statewide and Regional ballots go out. Here is the MOST basic membership activity we have. Each of you should vote and make sure a fellow member has voted. Good luck to all candidates.

See you soon

## State salary schedule

(This schedule incorporates a 7% salary increase as the result of contract negotiations between the CSEA and the State of New York)

Salary schedule for State employees in the classified service assigned to the Administrative Services, Operational Services, and Institutional Services negotiation units.

Effective: the beginning of that payroll period the first day of which is nearest to April 1, 1979.

Salary Grade	Hiring Rate	Performance Advancement Rate 1	Performance Advancement Rate 2	Job Rate	Performance Advancement Amount	Salary Grade	Hiring Rate	Performance Advancement Rate 1	Performance Advancement Rate 2	Job Rate	Performance Advancement Amount
1	6580	6990	7400	7810	410	20	18225	19190	20155	21120	965
2	6845	7275	7705	8135	430	21	19210	20220	21230	22240	1010
3	7195	7645	8095	8545	450	22	20255	21310	22365	23420	1055
4	7530	8005	8480	8955	475	23	21345	22445	23545	24645	1100
5	7900	8400	8900	9400	500	24	22500	23640	24780	25920	1140
6	8345	8865	9385	9905	520	25	23755	24945	26135	27325	1190
7	8825	9370	9915	10460	545	26	25020	26260	27500	28740	1240
8	9330	9895	10460	11025	565	27	26390	27670	28950	30230	1280
9	9865	10455	11045	11635	590	28	27795	29125	30455	31785	1330
10	10440	11060	11680	12300	620	29	29270	30650	32030	33410	1380
11	11060	11710	12360	13010	650	30	30815	32245	33675	35105	1430
12	11695	12370	13045	13720	675	31	32475	33955	35435	36915	1480
13	12395	13100	13805	14510	705	32	34220	35745	37270	38795	1525
14	13125	13860	14595	15330	735	33	36095	37665	39235	40805	1570
15	13885	14650	15415	16180	765	34	38035	39655	41275	42895	1620
16	14680	15480	16280	17080	800	35	40020	41685	43350	45015	1665
17	15520	16365	17210	18055	845	36	42050	43765	45480	47195	1715
18	16420	17305	18190	19075	885	37	44270	46030	47790	49550	1760
19	17320	18245	19170	20095	925	38	41284+				

## Political action seminars set for Region III

WHITE PLAINS — Two political action seminars are scheduled for the end of August in CSEA Southern Region III.

Both seminars will be conducted by the staff of the CSEA-AFSCME Legislative Office in Albany, under the direction of Bernard Ryan, CSEA legislative and political action director; Region III Political Action Chairman Carmine DiBattista said.

On Aug. 30, 1979, the Region III

political action seminar will be at the Holiday Inn in Newburgh starting at 6:30 p.m. It will be attended by the regional political action committee and other invited members.

Region III President James Lennon, DiBattista and Ryan cooperated in arranging the seminar.

On Aug. 29, 1979, the Westchester County CSEA Local 860 political action seminar will be at the White Plains Hotel in White Plains starting at 6 p.m. It will be attended by the

local's political action committee and representatives of area AFSCME units.

Local 860 Political Action Committee Co-Chairman Eleanor McDonald is coordinating the seminar.

Some of the subjects to be covered will include telephone banks, candidate screening, printing by CSEA, spot sampling, voter registration, election day polling and poll watching, DiBattista said.

Toll-free telephone numbers have been established for the use of enrollees under the state's Health Insurance Program to inquire about second surgical opinions or to receive additional information about the program.

Upstate plan enrollees may call toll free 1-800-342-3726.

In the New York City area, including greater New York, Rock Island, Westchester, Putnam, Longland and Orange Counties, statewide plan enrollees should call 212-488-4070 and GHI Option enrollees should call 212-760-6543.

# Locals utilize media advertising to inform public and improve image

By Deborah Cassidy

ALBANY — Local Civil Service Employees Assn. leaders are finding that taking a public stand on certain issues through advertising campaigns can be an effective means of accomplishing their goals.

When conventional methods fail, "hitting them on the head with the stick of public relations," says Gary Fryer, director of public relations for CSEA Inc., can lead to a contract settlement, can prevent contracting out of public services or can counter negative publicity about public employees.

In the form of newspaper ads, radio spots and organized informational demonstrations, campaigns have been successfully conducted in the counties of Montgomery, Clinton, Essex, Warren and Nassau, to name just a few.

The recent settlement of a contract in Nassau County is viewed by CSEA as a classic example of how ad campaigns can be used to the public employee's advantage. By February of this year, according to Local president Nick Abbatiello, negotiations had gone to impasse and fact finding and the legislature was about to impose a contract. The CSEA realized, however, that not only was the legislature unsympathetic toward the employees, but was totally ignoring their needs.

An analysis of the county budget, done by CSEA and AFSCME accounting staffs, revealed that it was well "padded" by the politicians and could provide for the employees salary increases without requiring a tax increase. Using this information as a basis for ads placed in local newspapers and radio stations, the CSEA found that the politicians had changed their minds and were "more than willing to talk." The subsequent settlement reached at the negotiating table, where it should

have been reached in the first place, says Abbatiello, was overwhelmingly approved by the membership.

Negotiations for a contract in Montgomery County came to a deadlock over salary increases about a year ago, and after conferring with his Local Board of Directors, CSEA Local President William Zippiere, decided that an ad campaign might work. For several weeks the public was bombarded with radio and newspaper ads, afterwork hours demonstrations and a local television talk show telling them things about jobs of supervisors that they didn't know and comparing supervisor's salaries with those of the average workers.

The public responded with letters to the editor and to public officials expressing sympathy and concern for the plight of the public employees. As a result negotiations resumed and the county agreed to a reasonable salary increase and to pay for the employees' health insurance program.

Such a campaign is currently being conducted in the Greater Amsterdam School District where negotiations have been lagging since early spring. The campaign began in the late spring and has been slowed down for the summer, but will pick up again in the fall to point out that the employees' salaries are much lower than those in surrounding school districts that they do not receive unemployment insurance during the summer months, and that public employees are taxpayers too, who provide quality and essential services.

Already the public has shown support for the CSEA members and have indicated to Local president Barbara Case, that they were not aware of many of the facts which the campaign has been bringing out.

In the city of Long Beach, public officials recently threatened to do away with the department of parks and recreation until a CSEA ad campaign prompted the public to demand that services not be cut.

A guest on a radio talk show heard by residents of Clinton, Essex and Warren Counties, mistakenly commented that public employees are underworked and often leave their jobs early in the day. Out of concern for the adverse opinion of public employees that the comments could create, the Adirondack Coalition Council, a group which unites units and locals in this vast area with each other and the Capital Region Office in Albany, requested that the Region public relations office take some action. Daniel Campbell, public relations specialist for the Region addressed the public over the radio waves, telling them about the important services provided by public employees and quoting the Civil Service Creed to which they must adhere. For weeks after, this was followed by the playing of the public employee song on radios statewide.

As a result of their successes, the Locals are totally committed to the use of ad campaigns.

Says Abbatiello, "We have found a way to show the public that the government is responsible for its problems, not the public employees. We've made them realize that the government should not be a profitmaker and should not be ruthlessly allowed to cut quality services. And we've made the government and politicians realize the CSEA is not kidding around and should not be ignored."

Mr. Zippiere and Ms. Case agree that this method is a "new form of protest." Both admitted that in the beginning they were somewhat skeptical about the chances for success, but have found that the



public really listens and wants to know more. "When you can't strike or take any other kind of serious job action, you're limited. And advertising campaigns can be effective."

"When the public is presented with a distorted view of public employees, it's absolutely necessary that the CSEA members take action to defend themselves," commented Betty Lennon, a member of the ACC who helped to coordinate the campaign in the Adirondack area. "And since it has been proven that the public will listen to what we say, it makes sense to use campaigns to get their support in a crisis situation, such as stalled contract negotiations. I think we've shown management that we do have power and that we will use it when and where necessary."

All agree that the use of campaigns in their Locals has given the members a sense of identity with the Statewide ad campaign CSEA has sponsored over the past several months. Both have made the public employee and CSEA visible and have changed public opinion somewhat in favor of public employees.

The employees themselves have become more united and have a new sense of pride in being public workers, say the Local leaders.

## Contact region office first

ALBANY — Before embarking on an advertising campaign in any situation it is best for Local leaders to contact their Regional public relations specialist or the Headquarters Communications Department, advises Gary Fryer, Communications Director for the Civil Service Employees Assn.

"Whether or not an ad campaign should be used depends entirely on the situation," said Mr. Fryer. "It can be effective on a contract matter, to block a referendum or to prevent contracting out, but not always, so the Local should not make the decision without advice. CSEA's Public relations people are trained to handle such matters and they can help the Local to decide what approach is best."

In most cases, he said, the Local should first contact the Region to work it out. If the campaign is to be extensive, the Headquarters communications office will be called in.

Funds for local advertising campaigns are put up by the local, but in special cases, the Region may help out.

"In general we firmly believe in using ad campaigns where practical. Appealing to the public, letting them know the facts, can bring about major changes," Fryer concluded.

### CITY OF AMSTERDAM RESIDENTS

**CSEA does NOT want to negotiate with the GREATER AMSTERDAM SCHOOL BOARD!**

CSEA just wants to make sure that the professional negotiator hired by the School Board is doing what the Board wants. The only way that can be done is if the School Board sits and listens to their negotiator at the Bargaining table!

That's Fair to the employees and the employers!

The logo for the Civil Service Employees Association (CSEA), featuring the letters "CSEA" in a bold, stylized font with three stars above the "E".

Paid for by the Montgomery County Local of the Civil Service Employees Association

A SERIES OF ADS similar to this are being used by CSEA to aid in negotiations with the Greater Amsterdam School Board.