

## October health-option month

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

This year, due to the major revamping of the Statewide Health Plan Option, the transfer period takes on added significance. In an attempt to fully advise its membership on the choices available to them, CSEA will provide information on the health insurance options available in subsequent issues of **The Public Sector**. Of course, choosing which option is best suited to you is an entirely personal matter. CSEA will provide the information but you must make the choice.

# Public SECTOR

Official Publication of The Civil Service Employees Association

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**WINNING SMILES** — Moments after ballots were tallied in CSEA's 1979 election of statewide officers, regional offices and members of the State Executive Committee, it was easy to tell these three individuals were among the unofficial winners. Displaying their winning smiles are CSEA Secretary Irene Carr, CSEA Treasurer Jack Gallagher, and Region III President James Lennon. For additional election results, turn to pages 6 and 7.

## CSEA seeks Justice Department inquiry at Rockland PC

ORANGETOWN — CSEA President William L. McGowan has asked the United States Attorney for the Southern District of New York to investigate an apparent conspiracy by local police and Rockland Psychiatric Center personnel officials to violate the civil rights of Ronard Dumas, a CSEA member employed at the center.

In a telegram to U.S. Attorney Robert Fiske, President McGowan asked for a federal investigation into threats of criminal prosecution used against Mr. Dumas by an officer of the Orangetown Police Department in an effort to obtain the member's resignation, an apparent violation of federal civil rights laws.

"I have heard of some despicable management abuses in my time," President McGowan said of the case, "but this fiasco is without equal. This union flatly won't tolerate such harassment. This goes way beyond violation of contractual protection, it even goes beyond violation of Constitutional protection."

Eva Katz, President of CSEA Local 421, representing Rockland Psychiatric Center employees, said the assault on Mr. Dumas began while he was on vacation in June from his position as an attendant. Upon his return, he was ordered to report to

the Personnel Office without explanation where he was confronted by a Detective from the Orangetown Police.

"These supposed guardians of the law proceeded to read Mr. Dumas his rights," Ms. Katz relates, "and basically offered him two choices. He could call a lawyer and be taken to jail for criminal prosecution or he could resign and the hospital would drop patient abuse charges. Not knowing what to do, he resigned under threat of criminal prosecution."

The next day Mr. Dumas contacted his Local and explained what had happened. Local officials, amazed at the story, first verified the facts and then contacted CSEA Regional Attorney Martin Cornell who asked for a meeting with the personnel office. CSEA demanded the resignation be set aside and faced with union action in response to its conduct, the hospital agreed.

After agreeing to rescind the resignation, the hospital suspended Mr. Dumas and scheduled August 3 for arbitration on its action. Before the hearing could be held, however, Personnel Director Peter Gorey told CSEA that "new evidence" had been discovered and the charges against Mr. Dumas were to be dropped.

That was, however, only the begin-

ning of a bizarre series of events. Within twenty-four hours after dropping the charges, Mr. Gorey said a witness had changed testimony and that charges against Mr. Dumas were to be filed.

Mr. Dumas was charged with having burned a patient with a cigarette and matches, a charge which he categorically denies. Due to personal considerations, he opted not to take a suspension but rather accept a reassignment temporarily under provisions of new discipline procedures. When he reported for his new duties however, he was assigned to cleaning sewers.

The Local filed grievances against the state demanding a reassignment hearing within 14 days as specified by the contract but the personnel office said it couldn't meet the hearing schedule because of staff shortages. Mr. Dumas was then reassigned to the hospital storehouse where he continues to work.

"Now the state is trying to postpone the arbitration hearings claiming that they haven't had sufficient time to 'build their case' and this thing keeps dragging on," Ms. Katz said. The union has filed several grievances against the state for its conduct in this matter but Ms. Katz said it isn't enough.

Ms. Katz brought the case to the attention of President McGowan, noting the precedent for member abuse by management. Mr. McGowan reacted with a personal telegram to the U.S. Attorney asking that the federal government look into at least the episode of threatened criminal prosecution used to obtain Mr. Dumas's resignation.

"The laws of this state are supposed to be used to protect people, not abuse them," President McGowan said. "This man has been harassed by the Rockland Psychiatric Center in a manner that goes beyond contractual abuse. We think it's criminal."

## Computer exam Nov. 17

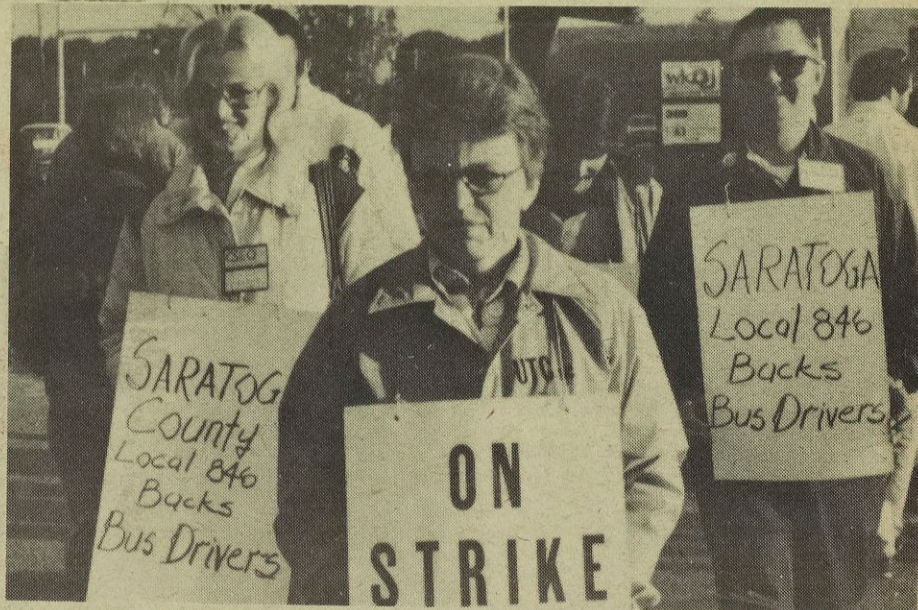
ALBANY — A Civil Service exam postponed when CSEA objected to its discriminatory admissions requirements has been rescheduled — and reopened to state workers in Grade 3 and higher, as the union requested.

The Computer Programmer Trainee exam, originally set for June 23, will be given on November 17. Applications for the test, available in all State Personnel offices, must be postmarked no later than Tuesday, Oct. 9.

"Even if you filed an application for the original June 23 exam, you have to file again for this one," said CSEA Research Analyst Tim Mullens.

Last spring, the union objected to the fact that the test for the position, which pays \$10,624 a year, had arbitrarily been closed to workers in Grades 6 and under. The last time the test was given, in 1977, 23 of the Grade 6-and-under employees who took it were appointed to the trainee jobs. These positions lead to the Grade 14 Computer Programmer slot.

CSEA objected that restricting the exam to workers in Grade 7 and up unfairly discriminated against lower-paid employees.



**SARATOGA STRIKE** — As The Public Sector went to press, the strike by CSEA-represented bus drivers and mechanics against the Saratoga Springs City School District was in its second week. Pickets at the Saratoga High School included bus driver Betty Sickler, center, joined by Cheryl Sheller, left, and John Miller, right, members of Saratoga County CSEA Local 846. For more information, see page 12.



SUNY ONEONTA CSEA LOCAL 635 officers were installed recently by CSEA Region V President James Moore, center front. Seated left is outgoing president Nellie Handy, and new President Al Church is seated right. Standing, from left, are administrative representative Gail Hess, Treasurer Dot Johnston, Secretary Donna Whitmore, Second Vice President Ron Whitmore, delegates Marty Northrup and Art Slocum, custodial representative George Hillis, and operational rep Claude Rowe. Absent from photo were First Vice President Ernie Hitchcock and institutional representative Don Polley.

## Westchester Unit to start new monitoring committee

WHITE PLAINS — Controversies surrounding hirings and promotions by Westchester County may become less frequent due to the results of an informal meeting between the county's personnel office and Raymond J. O'Connor, president of the Westchester County Unit of CSEA Local 860.

As a result of that meeting on Sept. 5, a new Hiring and Promotional Opportunity Monitoring Committee will be organized in October, O'Connor said.

He said the committee, which will consist of five members of the unit,

will be part of a new monitoring process as follows:

- Members of the unit who have questions or complaints may submit them to the committee.
- The committee will screen the inquiries for possible validity and submit them to the unit president.
- The president will take the inquiries to the personnel officer who will respond.
- The response will be delivered to the unit member.
- If the member still has questions, the member will meet with the personnel officer.

## Action on Nassau mileage sought

MINEOLA — Nassau County has failed for three months to act on a labor-management committee recommendation to increase mileage allowance from 17 to 26 cents a mile, according to Nicholas Abbatiello, President of Nassau County CSEA Local 830.

The committee voted unanimously on June 11 recommending the increase. However, County Executive Francis Purcell has not yet taken the matter to the county's Board of Supervisors, Abbatiello said.

Abbatiello said he wrote Purcell on Sept. 11, 91 days after the labor-management committee voted, to move on the recommendation.

In the letter, Abbatiello calls attention to the fact that the county is unfairly taking advantage of those employees who use their cars for county work.

The committee is established through the contract to iron out inequities including the mileage allowance, he said.

## Region V workshop features Wurf

EAST SYRACUSE — Jerry Wurf, International President of AFSCME, is scheduled to speak Sept. 30 at the Central Region V Fall Workshop at the Marriott Inn here.

President Wurf will speak at the concluding breakfast of the Sept. 28-30 workshop.

Also at the breakfast, CSEA President William L. McGowan will swear in the recently elected regional officers. According to unofficial election results, the officers are: James Moore, President; Patricia Crandall, Executive Vice President; Ralph Young, First Vice President; Maureen Malone, Second Vice President; Carlo Guard, Third Vice President; Helen Hanlon, Secretary; and Anna Mae Darby, Treasurer.

## In Watertown

# Council backs down on imposed contract

WATERTOWN — The Watertown City Council caved in and implemented the contract imposed on the City Unit of Jefferson County CSEA Local 823.

Even though the council had imposed the contract on Aug. 6, it had refused to implement it unless the unit signed the contract. Unit President Ronald Spinner refused, and the city then claimed no contract had been imposed.

However, on Sept. 4, the council announced it would implement the contract and officially voted it on Sept. 10. The imposed contract, retroactive to July 1, went into effect Sept. 11. The legislative hearing was July 30.

Richard Grieco, a member of the unit and president of Local 823, believes the city's sudden change of position came about because of a realization that their legal position was weak and of the solidarity ex-

hibited by the unit members at various unit-sponsored department meetings.

Prior to the cave in, there were threats of a new imposed contract without a pay increase, Grieco said.

The major point of disagreement between the unit and the city manager which led to the imposed contract was an increase of 2.5 hours per week for more than 30 City Hall employees without additional hourly compensation.

The imposed contract includes a seven percent increase in pay based on yearly pay. The city hall workers, with the increased hours, will receive approximately the same hourly pay this year as last year.

Central Region V President James Moore said he hopes in the next few years to use the political muscle of CSEA to help vote out of office those elected officials who were so uncooperative with the unit.

## Calendar of EVENTS

### September

- 19 — South Beach Psychiatric Center Local 446 annual field day, Staten Island.
- 20 — Genesee Valley Armory Employees Local 251 meeting, State Armory, Hornell.
- 20 — Department of Labor Local 350 installation dinner, Francois Restaurant, New York City.
- 20-21 — SUNY/CSEA Workshop, Flagship Hotel, Rochester, N.Y. Details available from CSEA local presidents.
- 21 — South Beach Psychiatric Center Local 446 installation dinner, 7 p.m., The Alps Restaurant, Staten Island.
- 22 — Region VI Political Action Seminar, 10:15 a.m., Polish Falcons Club, 123 Swan St., Batavia.
- 24 — Region IV meeting, 5:30, Polish Community Center, Albany.
- 27 — Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 27 — Region III Legislative and Political Action Committee meeting, 6:30 p.m., Holiday Inn, Newburgh.
- 28-30 — Central Region V Fall Workshop, Syracuse.

### October

- 17-19 — Public Employee Conference meeting, Concord Hotel, Kiamisha Lake.
- 21 — Board of Directors meeting, Concord Hotel, Kiamisha Lake.
- 21-26 — Annual Meeting, Concord Hotel, Kiamisha Lake.



HELEN B. MUSTO has the distinction of being actively involved in two CSEA Locals in the Ithaca area. President of the Ithaca Area Retirees CSEA Local 905, she is also Executive Secretary for Tompkins County CSEA Local 855, working in the Local 855 office a few days each week. Here Ms. Musto discusses union business with Local 855 President Louis Nayman at the Local's office in Ithaca.



CSEA PRESIDENT WILLIAM L. MCGOWAN discusses importance of role of the joint Clerical and Secretarial Employees Advancement Committee with members recently. At left is CSEA Statewide Secretary Irene Carr, and to left of McGowan are CSEA Collective Bargaining Specialist John Conoby, and committee members Marie Romanelli and Timothy Drew.

## Clerical Advancement Committee meets

ALBANY — The first meeting of the joint clerical and Secretarial Employees Advancement (CSEA) Committee, established under the new Administrative bargaining unit contract between CSEA and the State, was held recently at CSEA headquarters in Albany.

The group's purpose is to monitor the landmark "CSEA Program," a plan the union negotiated to promote better training and advancement opportunities for women, minorities and the disadvantaged within State service.

The committee is also supposed to publicize the program and see that its six basic concepts are implemented in all State departments and agencies.

At its first meeting, the committee's union members, appointed by CSEA President William L. McGowan, insisted that the monitoring process begin at the agency level, and include comments and suggestions from CSEA members. Management members of the committee agreed union participation is vital.

The six concepts whose progress the committee is monitoring include: development of increased training, development and advancement opportunities for entry-level employees; development of 2-year training plans leading to Grade-18 administrative positions; expanded use of Administrative Aide positions; creation of new Paraprofessional Aide positions; development of traineeship promotion opportunities as an alternative to certain open-competitive exam situations; and expanded opportunities for transfer of current State employees to new occupational series.

James Gutowski of the Department of Civil Service, a management representative on the committee, told the union members, "If these six concepts are running into obstacles in your department or agency, let us know and we'll lean on them."

Most departments have already met with Mr. Gutowski for a briefing on the CSEA program, and personnel officers in those that have not, should be advised by CSEA members to get in touch with him as soon as possible, Mr. Gutowski said. Each agency and department is being told that the CSEA Program is now State policy. In addition, the Governor is issuing a directive to the same effect.

CSEA members on the committee include Marie Romanelli; Elaine Todd; Patricia Crandall; Joan Tobin; Timothy Drew; Sylvia Weinstock; and Mary Ann Bentham.

The next meeting of the committee will be Nov. 14 at CSEA headquarters, according to Jack Conoby, the CSEA collective bargaining specialist who advises the group.

## PERB backs SUNY employee

STONY BROOK — The State University of New York at Stony Brook has restored full vacation accrual credit to a woman CSEA member as well as the money that was deducted from her pay check which was withheld by the University for time the woman spent testifying in court.

In addition, University officials wrote the woman a letter of apology.

The about-face by the University came after CSEA local 614 official filed an Improper Practices Charge with PERB and held five meetings with SUNY administrators to discuss and argue the case.

The woman member had been sub-

poenaed to appear in court to testify on a case in progress. She had notified her supervisor and complied with the court order. The SUNY administration then said the employee must charge time against her accruals and deducted her salary for the time she spent in court.

"This is an important win and is the result of consistent and unflinching action by the local," said Al Varacchi, President of the Stony Brook CSEA Local. Varacchi added that by using union officers the local saved a "substantial amount of monies because we didn't have to go to court or pay an attorney's fee."



### In Tompkins

## Membership increase brings respect from management

(Editor's note: Many public employees have been afraid to join unions, fearing reprisals from management. This myth has helped keep membership in some units low. This myth is actually the opposite of what usually happens. As a union gains members, management becomes more respectful of the employees represented. The following story is evidence of that.)

ITHACA — One year ago, approximately one-third of the 600 employees of Tompkins County Hospital represented by CSEA were members of the union.

Today, the union's ranks have swelled to almost half of those employees, the officers of the hospital department reported. The hospital department is part of the Tompkins County Unit of CSEA Local 855.

The officers, elected in September 1978, are led by President Jean Brown and Vice President Esther Howe.

When the officers took office, they said the union was not given much respect by management. As more employees have joined the union, management has been treating the union with much more respect.

The officers said some of the results of the union's increased strength increased respect by management have been:

- The settling of grievances before the first step, including harassment of employees in a number of hospital departments.

- Labor-management meetings on reclassifications.

- Increased communication by the hospital administration to the union.

The increased membership has occurred through the efforts of the officers, including:

- Little effort in the past had been made to sign up members of the second and third shifts. An effort was made to reach those employees.

- Prior to the election of officers last year, there were only a few shop stewards. Today there are more than 15 stewards working all three shifts. The officers and shop stewards did much of the work recruiting the new members.

Some of those, in addition to Ms. Brown and Ms. Howe, who recruited help in that effort were: Secretary Sally Partridge, Treasurer Linda Wilson and stewards John Daube, Karen Phenes, Terry Lee, Katy Stearns, Linda Cole, Minnie Roorda, Linda Washington, Elizabeth Small, Dale Cole and Linda Crub.

- The new Tompkins Employees Federal Credit Union, which Ms. Brown was instrumental in establishing.

- Quick action on problems by the officers.

# LETTERS to the Editor

Editor, The Public Sector:

I am writing to express my dissatisfaction to the union about a portion of our new "best ever" contract.

It is my opinion that the union was very deceitful when explaining the new travel allowances to its membership. The union bragged about raising the per diem and bragged about raising the mileage allowance from 15¢ to 17¢ but you never once came out and said that we were losing our lunch allowance. If during negotiations you were aware of this fact I feel that you had a responsibility to inform the membership. If you were unaware of it, it reflects very unfavorably on your ability at the negotiating table.

Due to the nature of my job I do not receive per diem, only lunch and mileage. My expenses since the beginning of the year have risen drastically due, in part, to a 100% increase in the price of gas. My reimbursements from the state, thanks to your "best ever" contract, have decreased substantially. Many of my co-workers are suffering losses even greater than my own.

This gross neglect of the welfare of your members only serves to re-enforce my impression that the C.S.E.A. is a "do nothing union". I have been a member of the union since I began working for the state nine years ago but I would quit immediately if it was not for the agency shop for which you pushed so hard. If you would show as much interest in the welfare of your members as you have in your unions' financial affairs, I wouldn't mind paying \$3.25 each payday in dues. As things stand now, the only thing that you are doing for me is putting me further in debt.

A dissatisfied member,  
Joseph Papa  
Motor Vehicles  
Syracuse Office

**Editor's Note:** Negotiation is a process that involves changes both on the taking side and the giving side. The lunch allowance of \$1.50 was converted to a pool of funds that help underwrite the CSEA Employee Benefit Fund, its improved dental insurance coverage and its new prescription drug insurance. CSEA went to unprecedented lengths in its state negotiations to give every affected member a clear understanding of the proposed contract, including the publication of actual contract language sent to each individual member prior to ratification.



## Canniff new Greene County Local president

**COXSACKIE** — Richard Canniff was installed recently as the new President of the Greene County Local of the Civil Service Employees Association by Capital Region President Joseph E. McDermott. Linda Overbaugh, First Vice President; Robert Donahue, Second Vice President; Sherry Vosburgh, Secretary and Kay Stanzione,

Treasurer were also installed.

McDermott urged the Local membership to actively support their local officials in every way possible in order to make their own CSEA the most powerful public employee union

Green County.

Art Webster, Greene County Legislative Board Chairman, also attended the installation and spoke of the future negotiations between the County and CSEA.

## Ms. Wannamaker wins Otsego County

**COOPERSTOWN** — New officers of Otsego County Local 839 were recently installed by CSEA Statewide Secretary Irene Carr at an installation dinner at the Vets Club, Cooperstown.

Those installed were President Mabel Wannamaker, Vice President Ed Bak, Secretary Eleanor Bennett, Treasurer Tina Gutman.

Also installed as Otsego County Unit officers were: President Mabel Wannamaker, Vice President Steve Page, Secretary Eleanor Bennett, and Treasurer Tina Gutman.

Norman Jaquist, Jessie Parker, Ken Stone, Sandy Reynolds, Donna Guido and Howard Sloan were also named to the County Unit Board of Directors.

### KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

#### Change of Address for 'The Public Sector'

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

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

Name \_\_\_\_\_ Local Number \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

#### MY NEW ADDRESS IS:

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

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# Airport crew protects safety of thousands

LANSING — Each year, almost 130,000 commercial airline passengers and thousands of corporate and private airplane passengers takeoff and land at Tompkins County Airport.

Their safety is, in part, entrusted to four CSEA members of the Tompkins County Unit: John MacLean, Phil Rafferty, Jim Strehle and Mike Carlisle. MacLean is treasurer of the county unit of Local 855.

Among the many jobs the four-man crew has at the airport are:

Manning the crash fire rescue equipment, plowing the runways and taxiways, keeping the runways free of debris, maintaining the airport lights, maintaining security of the airport grounds, maintaining airport vehicles, mowing the grass and cleaning the airport facilities.

While most of their time is spent mowing, plowing and repairing, a few times a month the crew responds to the warning siren and mans the crash fire rescue equipment.

The crew is happy to report that no plane has ever crashed at Tompkins County Airport even though they face that likelihood a few times a month.

The crash fire rescue equipment includes a crash truck with 1,500 gallons of water and 183 gallons of foam and two pickup trucks equipped with water, and foam or powder.

Other vehicles include snow plows (one with a 28-foot blade), sanders, tractors and a jet broom for blowing snow.

Tompkins County Airport is serviced by planes as large as DC 9s, and

larger commercial jets have made emergency landings at the airport, the crew said.

The crew mans the airport from 4 a.m. to 11 p.m. during the winter and 6 a.m. to 11 p.m. outside of snow season.

In spite of the great responsibility given to the crew, their annual base salaries are less than \$10,000 each.

Labor-management meetings between the county and the unit are going on in an attempt to reclassify the four men, CSEA Unit and Local President Louis Nayman said.

"We are particularly proud of the work done by the airport crew. Their work is vital to the economic and cultural health of the area.

"Their base pay is less than \$10,000 in spite of the great responsibility and the number of technically sophisticated jobs they are required to perform," Nayman said.

The minimum qualifications for the positions include Class III drivers licenses and one year experience in maintenance.

The men said to be really qualified, it takes about two years on the job.

The high quality of the crew's work is reflected in the Bernt Balchen Award for snow and ice removal which was awarded by the Northeast Airport Managers Association.

While a normal work shift is eight hours, during the winter 14-16 hour shifts are common in order to keep the runways open for the 15-20 commercial flights plus numerous private flights daily.



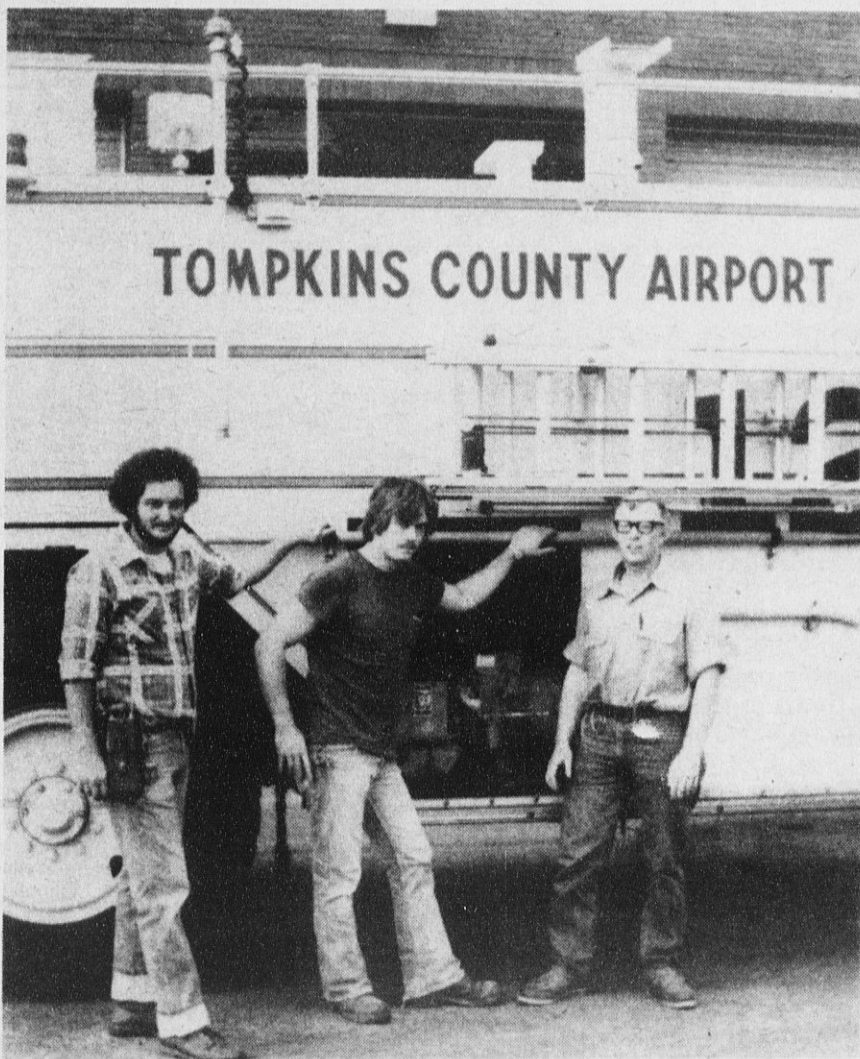
MAN FROM MARS? Not quite. Jim Strehle models the fire-protective suits worn by the airport crew of the Tompkins County Unit of CSEA.



JOHN MacLEAN stands in front of a 28-foot snow plow which is used to keep the runway at Tompkins County Airport open during the harsh central New York winters.



WATER IS FIRED from the double-barrel turret of the crash fire rescue truck at Tompkins County Airport.



THE SAFETY OF ALMOST 130,000 commercial airline passengers and thousands of corporate and private airplane passengers is entrusted each year to the men who man the crash fire rescue truck at Tompkins County Airport, including, from left, Jim Strehle, Phil Rafferty and John MacLean.

# Incumbent CSEA officers win re-election

ALBANY — The margin of victory ranged from substantial to very narrow, but CSEA members unofficially delivered a vote of confidence to the union's top level leadership by re-electing incumbent statewide officers and incumbent regional presidents in the five regions where incumbent presidents sought re-election.

CSEA President William L. McGowan led the sweep of wins by the incumbent officials, defeating challenger Kenneth Cadieux from Long Island by a 20,290 to 15,631 margin. All results from the 1979 election, in which ballots were counted on September 7, remain unofficial until at least September 17, the deadline for filing appeals to results.

Incumbent Executive Vice President Thomas H. McDonough won handily over two challengers. McDonough received 19,683 votes to 9,425 for James L. Corbin from Long Island and 5,756 for Felton King from Brooklyn.

CSEA Secretary Irene Carr of Oneonta easily turned back a challenge from Ann Worthy of Brooklyn by a 22,459 to 11,800 margin. The closest race for statewide office occurred in the race for treasurer, with incumbent Treasurer Jack Gallagher gaining a 17,832 to 16,404 win over challenger Barbara Fauser of Buffalo.

In unofficial results, there were two extremely close races for president of the union's six regions.

In Region I (Long Island), incumbent President Irving Flaumenbaum holds a narrow 4,725 to 4,529 margin over challenger Julia (Betty) Duffy in the unofficial results.

Meanwhile, in neighboring Region II (Metropolitan), Jimmy Gripper has apparently been elected to his first term as region president. Gripper received 1,083 votes, closely followed by George Calumeno with 930 votes. Dorothy King ran third with 794 votes in the as yet unofficial results.

In Region III (Southern), incumbent President James J. Lennon was

returned to office with a 2,591 to 1,879 margin over challenger Marie Romanelli.

In Region IV (Capital), President Joseph E. McDermott easily won reelection by a 5,314 to 2,083 margin over Sam Ciraulo.

In Region V (Central), President James Moore scored a 4,188 to 1,695 victory over challenger Richard Grieco in the unofficial tally.

And in Region VI (Western), President Robert L. Lattimer easily turned back a pair of challengers. Lattimer received 2,721 votes to 1,591 for Victor E. Marr and 972 for Robert W. Stelley.

The race results for seats on the union's State Executive Committee (statewide Board of Directors) has virtually changed the face of that portion of the CSEA Board of Directors. Many winners represent new faces on the union's Board, replacing either previous Board members who were lost by virtue of being members of the PS&T unit no longer represented by CSEA, replacing former Board members who did not seek re-election, or defeating incumbent Board members in some cases.

Some Committee elections were very close, as little as a single vote separating the winner and loser. It is likely that some results will be protested due to their closeness. Therefore, a complete report on the entire new Board of Directors, including County Division representatives elected earlier this year, will be presented by The Public Sector after the most current results have been certified as official.

The return to office of high level incumbent CSEA officers might have been forecast even before the ballots were counted. Only a little over 39,000 ballots out of about 185,000 sent out were returned by union members. A CSEA spokesman said such a relatively low participation in the union election is "Traditional, usually indicating satisfaction with the incumbent administration."



**SMILES OF VICTORY** — Top officers elected in Region II show off the joy of victory moments after results were announced. From left is CSEA Region II President-elect Jimmy Gripper, Second Vice President Frances DuBose, center, and First Vice President Felton King. Both Gripper and King were also re-elected as Mental Hygiene representatives from Region II to CSEA's statewide Board of Directors.

# Elections underway to decide tied races

ALBANY — The CSEA Standing Election Procedures Committee has ordered runoff elections in the races for both the Audit and Control seat and the Region 4 Mental Hygiene seat on the union's Board of Directors, because both elections ended in ties.

Recounts in the contests confirmed that in the Region 4 Mental Hygiene race, Francis Wilusz of Wilton received the same number of votes as Patricia Miller of Albany; and that in the Audit and Control election, Michael Paluba of Rensselaer tied with Beatrice McCoy of Wynantskill.

Ballots in the two runoff elections were mailed to all eligible voters on Sept. 13. The deadline for their return is 9 a.m. on Friday, Sept. 28. The Committee will pick up all returned ballots at the Loudonville, N.Y. post office at that time, and count them at CSEA headquarters at 33 Elk St., Albany.

Eligible voters who have not received their ballots or who have misplaced them may obtain replacements by calling David Sparks at CSEA headquarters from 8:30 a.m. to 5 p.m. Monday through Friday beginning Sept. 20. The number is (518) 434-0191, Ext. 552.

Unofficial results of CSEA's 1979 elections, printed in the September 12 issue of The Public Sector, were produced under great time constraints. Results were not available until late the evening of the scheduled press run,

and it was necessary to "hold the presses" awaiting the results.

There were two races for Board of Directors seats that ended in ties (see separate article on runoff elections scheduled). We listed, in the last

edition, one of those races as a tie, but in the other we credited both candidates with a star symbol, indicating a win. And, in the race for Region II Mental Hygiene Board seats, we listed two winners. Actually, there were three.

Jimmy Gripper was inadvertently not shown as a winner there because the star used to indicate winners apparently became dislodged somewhere between the composing room and the presses as the issue moved to press.



William L. McGowan  
President



Thomas H. McDonough  
Exec. Vice President



Irene Carr  
Secretary



Jack Gallagher  
Treasurer



Irving Flaumenbaum  
President Region I



Jimmy Gripper  
President Region II



James J. Lennon  
President Region III



Joseph E. McDermott  
President Region IV



James Moore  
President Region V



Robert L. Lattimer  
President Region VI



"V" FOR VICTORY is signaled by and elated Sue Buczinski, elected as a Mental Hygiene Region V representative on the union's Board of Directors.



OBVIOUSLY PLEASED, Al Meade, right, was elected First Vice President of CSEA's Region IV.



CHECKING COMPUTER PRINTOUT of election results are Election Procedures Committee members Gregory Szurnicki and Genevieve Clark, chairman, as an Amsterdam Data Processing officials operates a computer in the background. Ms. Clark found her name a winner on the results, twice in fact. She was elected the Health Department rep to the union's Board of Directors as well as First Vice President of CSEA's Region VI.



CHECKING IT CLOSE — CSEA Region I President Irving Flaumenbaum, lower right, checks vote totals closely after registering a narrow, unofficial, 4,725 to 4,529 win for re-election. Election Committee member Gregory Szurnicki peers over Flaumenbaum's shoulder at the tally sheet. Meanwhile, Region V President James Moore, left, discusses a point with Election Procedures Committee Chairman Genevieve Clark, back to camera. In the center, Delores Farrell checks vote totals, which show she was re-elected as Board of Directors representative on the Department of Civil Service.



RELATION ALL AROUND — Successful candidates smile as results are announced. Left, rear, is CSEA Secretary Irene Carr, while in foreground CSEA Region V President James Moore discusses the results with Joan Tobin. Both Moore and Tobin were double winners, Moore being elected as a Region V Mental Hygiene rep on the Board of Directors in addition to Regional President, while Ms. Tobin was elected a Transportation representative on the Board of Directors as well as Third Vice President of Region IV.



SHIRLEY BROWN is all smiles after winning one of two Board of Director seats representing the Labor Department.

# Saratoga celebrates



SARATOGA COUNTY CSEA Local 846 President John Miller, center, congratulates CSEA President William L. McGowan, left, and Executive Vice President Thomas McDonough on their re-election to office. The three men were at the Saratoga Local's steak roast and clam steam Sept. 8 in Crescent. The results of the election were announced only the night before.



ANOTHER VICTORIOUS statewide candidate at the Saratoga Local's function was Secretary Irene Carr, who was re-elected.



AMONG THE PRIZES given out at the function were tee shirts enscribed: "CSEA, The Action Union." Sue Briggs of Local 846 was one of the prize winners.



GETTING INTO THE SPIRIT OF THINGS at Local 846's function were Monica Jump, left, and CSEA President and Mrs. William L. McGowan.

## Loving praises assemblyman's proposal for state parks

By Bill Butler

BABYLON — The head of the CSEA local representing employees in the state parks on Long Island has hailed a demand by State Assemblyman Arthur J. (Jerry) Kremer (D-Long Beach) for doubling of the regional park maintenance budget.

However, he also warned that the State must make a commitment to continuing maintenance, including an

end to an unofficial hiring freeze that has drained maintenance forces.

Kremer, who is chairman of the powerful Ways & Means Committee, had announced he would support more money for maintenance because of evidence of deterioration of the state parks on Long Island, including world famous Jones Beach.

Kremer called on the state

Department of Parks & Recreation to support a request by the Long Island State Park Commission for \$3.6 million for major repairs. The regional parks had been cut to a low of \$1.8 million last year after a decade of continuing cuts.

Arthur Loving, president of the Long Island State Parks Local of CSEA, said that the need for major

repairs resulted from the years of neglect of routine maintenance caused by cutbacks. "This is proof," he asserted, "of the short-sightedness of the state's so-called 'economy' budget cuts. Short-term savings lead to costly major repair jobs."

Kremer's stand, Loving said, may save the "priceless resources" of the state parks in the region before they decline into a crisis situation.



OFFICERS INSTALLED — Officers of Insurance Department CSEA Local 666 were installed recently by CSEA Region IV President Joseph McDermott during a Local picnic. Local 666 officers installed were, from left, Delegate Sharon

Renz, Treasurer Ruth Brown, Vice President Susan Matan, Secretary Elayne Agars, and President Betty C. Collins. Ms. Collins was also recently elected Insurance Department representative to CSEA's statewide Board of Directors.

## Staff donation

CSEA STAFFERS raised \$500 for the Arthritis Foundation over the weekend by playing in a softball marathon in Albany. Team members were standing, left to right, Mike Carroll, Mary Bingham, Jack Conoby, Jeanne McGarry, Mark Lawrence, Dianne Brunelle, and Paula Maloney; center, Dave Stack and Bernie Dougal; and, front row, Frank Vitale, Marie Dawkins and Rosemary Redmond. The players got over \$300 in donations for their efforts, and CSEA kicked in an additional \$200. The CSEA team lost the game, but at press time, unofficially had collected the most money for the Arthritis Foundation. The prize will be a free trip to New York City to see a Yankee game at a future date.

—Photo by Fred Ricard.



## Benefit almost lost by not reading contract

**Editor's Note:** There's an old saying — "The job's not done 'til the paperwork is finished." The following is a true story to illustrate that. A Local completed successful negotiations at the bargaining table, only to nearly unnecessarily lose a valuable benefit because the final contract was not carefully checked before it was signed. Many times, the printed versions of contracts have differed from the negotiated version, for any number of reasons. Which is why it pays to carefully check and recheck the final version of any contract. Otherwise, it is possible to wind up in a situation similar to the following. For obvious reasons, the identify of the Local and the people involved are withheld.

In a year prior to the negotiation of the 1979-80 contract, a CSEA local had agreed to retaining a 10-step increment system for existing employees and a seven-step merit system for future employees.

With each merit increase being less than 75 percent of each increment, the dollar value of the increments amounted to at least twice that of the merit increases.

Managements original proposal for the 1979-80 contract included the dropping of all increments and the placing of all employees on the merit system.

The union refused, and management withdrew the proposal from the bargaining table well before negotiations reached impasse.

Eventually a contract was agreed upon, ratified by the union, implemented legislatively and was signed by both sides.

Before signing the contract, the local's officer did read the contract but failed to read the appendixes to the contract. Within an appendix was a sentence which read:

"All employees will fall under the merit system no later than July 2, 1982."

The contract was printed under the auspices of the county, and copies of it were delivered to the local. It was at that time, the unnegotiated addition to the contract was discovered.

The local's officers immediately contacted their regional attorney. Following his advice, the local

remained silent until after retroactive pay was received.

Then the local president and the field representative went to the government's officials and demanded the removal of the additional sentence from the contract. An Improper Employer Practice charge was threatened if the sentence was not removed.

The county, while never admitting how the sentence got into the contract, quickly agreed to remove the sentence. After a few months of management dragging its feet, the legal requirements to void the sentence were completed.

Had that sentence not been discovered, on July 2, 1982, a benefit would have been forfeited.



**INSTALLED** — Officers of the Fort Stanwix (Rome Developmental Center) CSEA Local 422 are installed by CSEA Executive Vice President Thomas H. McDonough, left. New officers are Vice President Earl Moser, President Keith Davis, Treasurer Tony Galluppi, and Secretary Elaine Tigert.

## \$990 in employee cash awards

Four State employees received a total of \$990 in cash awards in July for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$9,920.

Award Recipients were:

\$725 — Sylvia A. Bruno, Typist, Department of Audit and Control, Albany.

\$125 — Fred Hamilton, State University of New York at Cortland.

\$100 — Anthony L. DeMarco, Department of Public Service, Albany.

\$40 — Roberta A. Craig, Department of Labor, Albany.

Cash award recipients also receive Certificates of Merit. A Certificate of Merit was awarded to Trooper Girard G. Henne, Division of State Police, Highland, Ulster County.

## Boczkowski victory in Suffolk Co.

**HAUPPAUGE** — Ben Boczkowski was elected president of Suffolk County CSEA Local 852. Other winners in the local election were:

Robert Kolterman, executive vice president; Frank Kost, first vice president; James T. Farrell, second vice president; Ken Horsford, third vice president; Richard Protosow, fourth vice president.

Dorothy Victoria, treasurer; JoAnn Fleischman, recording secretary; Barbara Rotunno, corresponding secretary; Edward Garcia, executive board representative; and George Kuyava, sergeant at arms.

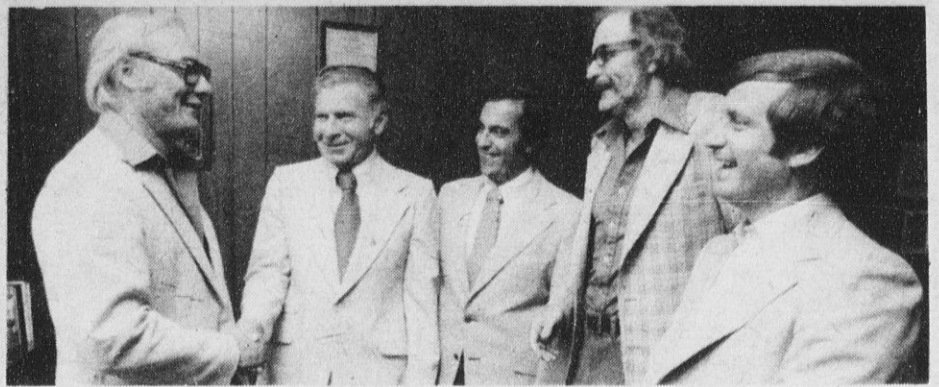
The election, held during the end of August and beginning of September, was needed after the local's May election results were overturned due to problems with the mailed ballots.



# 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.



CONGRATULATIONS are offered Town of Brookhaven Highway Department CSEA Unit President Charles Nova, left, by Highway Superintendent Harold Malkmes. Watching are John Bivona, center, unit First Vice President; outgoing Suffolk County CSEA Local President Bill Lewis, and CSEA Field Representative Irwin Scharfeld. New officers were installed recently in brief ceremonies at the Highway Department headquarters in Coram.



INSTALLATION—Officers of the Town of Brookhaven CSEA White Collar Unit are installed on the steps of the Brookhaven Town Hall, Patchogue, by CSEA Region I President Irving Flaumenbaum, right. Officers, from left, are Second Vice President Jackie Dawson, Secretary Julia DeTorre, Third Vice President Martin Kosby, Treasurer Delores Lawler, President Ruth Kempf.



NEWLY INSTALLED OFFICERS of Oneida County CSEA Local 833 discuss union business shortly after their installation. From left are First Vice President Dick Marley, Treasurer Louise Smith, Secretary Dorothy Penner, and President Carmen Graziano.

## Ready To Retire?

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- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
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- Send coupon below for additional information on benefits of retiree membership in CSEA

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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 \_\_\_\_\_

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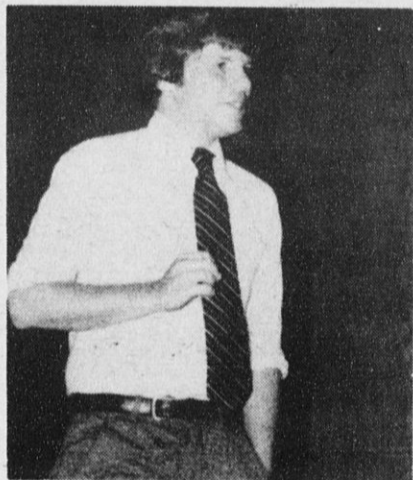
City, State \_\_\_\_\_ Zip \_\_\_\_\_

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

# Region III holds political seminar



**CSEA REGION III PRESIDENT James Lennon discusses importance of organized political action.**



**PROPER USE OF A PHONE BANK can influence strategy leading into an election, and staff member Ed Draves discussed the aspects of a phone bank.**

By Brendan Coyne  
 NEWBURGH—The CSEA/AFSCME Legislative and political action seminars urged CSEA members to use the political process because they are in a unique situation, unlike members of other unions, able to elect their own bosses.

Five members of the office, actually an Albany-based coalition of CSEA, AFSCME and District Council 37 established late last year, gave a spirited three-hour presentation to about 60 CSEA Region III members Aug. 30 in Newburgh. Eventually, the representatives will visit every region in the state.

The group told the audience how to mobilize voting power to help select political candidates who support CSEA concerns. They talked about establishing political action committees, discerning voting patterns, canvassing, phone banks and election day action.

Bernard Ryan, Director of CSEA/AFSCME Legislative and Political Action, stressed the importance of getting union members to vote. He said CSEA members' participation in elections "stinks." Ryan cited a recent Albany-area election, won by fewer than 1,000 votes, in which less than 10 percent of CSEA members voted.

"The union vote should be the vote we can guarantee," Ryan said.

Staff member Tom Haley, who spoke about canvassing, echoed Ryan's remarks.

"It would be very nice if we could tell a candidate: 'We don't care what party backing you have; until you have the backing of CSEA, you can't win,'" Haley said.

Haley described "canvassing" as finding out how people think a candidate is doing.

He mentioned several aspects of canvassing, including the efficient use of time. Haley said trying to persuade someone to vote for a candidate to whom he is strongly opposed is foolish. Similarly, a canvasser shouldn't spend much time with someone who is pledged to vote for the CSEA-endorsed candidate. He suggested that time is best spent with those who uncertain as to how they are voting.

Eileen Shaughnessy told the audience that determining voting patterns — who is voting, how people are registered, how many union members are registered—is an initial step in planning strategy. She said the office could provide registration forms.

Ryan also talked about selecting a candidate to endorse. He emphasized that CSEA members must erase labels, such as Democrat, Republican, liberal, conservative.

"Take a look at the card in your pocket," said Ryan, "that's your label. Unless a candidate backs our needs, we don't vote for him."

He acknowledged the anti-union trend in the country and political action must start on the local level of government.

The first step in selecting can-

didates, said Ryan, is sending out questionnaires regarding such issues as agency shop and contracting out. "If he doesn't respond, don't endorse him," Ryan said.

The next step is holding a candidates' night, to further probe candidates on the issues.

Staff member Ed Draves advised the audience on operating a phone bank. In ascertaining how someone feels about a candidate, Draves recommended being polite and avoiding arguments. Draves and Shaughnessy ran through some simulated phone calls covering typical problems.

Maggie Drezin warned that all political action would be wasted without follow-up on election day.

She mentioned such important details as providing transportation to the polls and handing out sample ballots marked with CSEA-endorsed candidates. Drezin said CSEA members who haven't voted by 5 p.m., according to lists marked by CSEA poll watchers, should be called and reminded to vote.

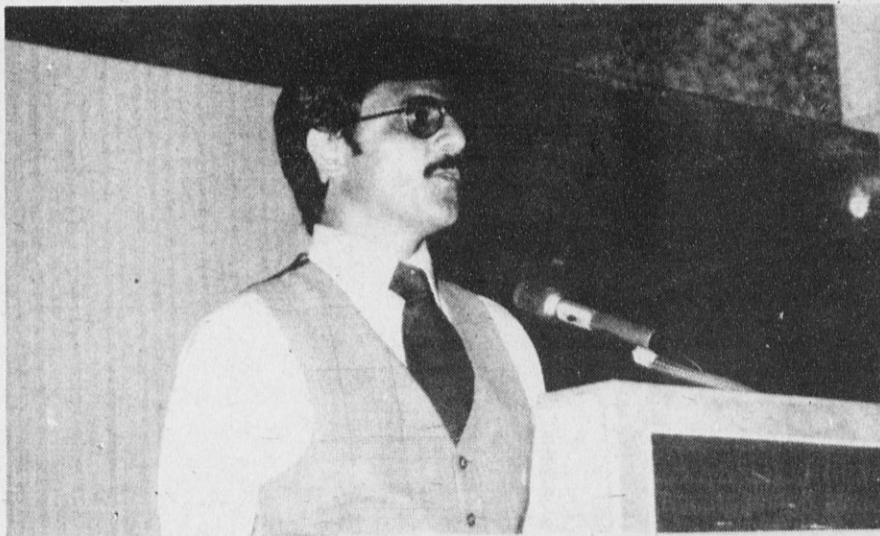
Ryan concluded by talking about getting political action committees organized. He mentioned the availability of bulk rate mailing permits and low-rate radio advertisements. He then guided the audience through a simulated candidates' night and members of the audience created a political action committee and questioned several "candidates" on CSEA issues.



**CITING A POOR RECORD** by union members in past elections, Bernard J. Ryan tells Region III members to start working on building a solid block of labor votes.



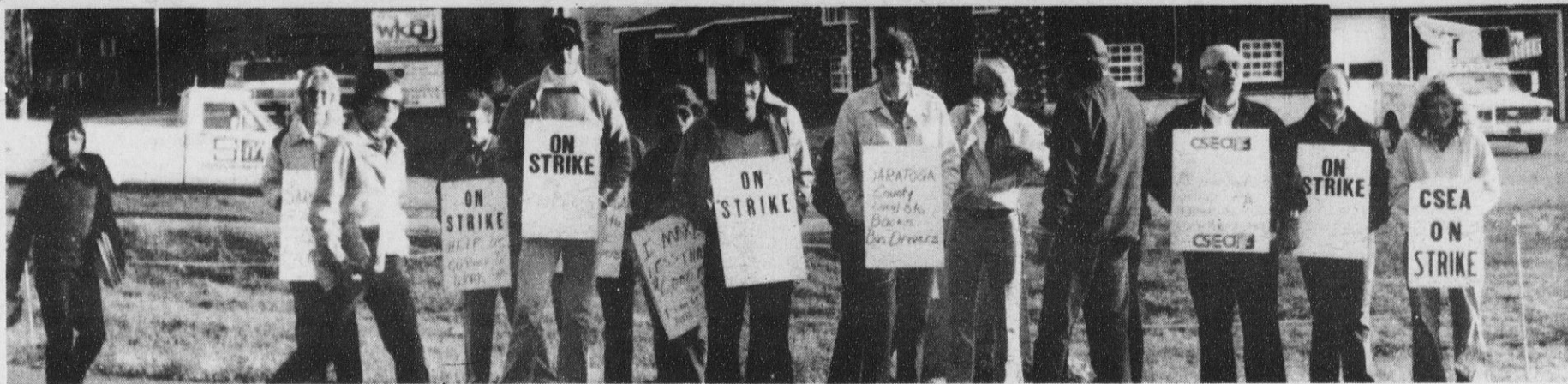
**TOM HALEY** said canvassing is important, but you must use your time wisely in the process.



**REGION III Political Action Chairman Carmine DiBattista** spoke about how to effectively use limited funds.



**VOTING PATTERNS** play a key role in planning of election strategy, Eileen Shaughnessy told the audience.



## Dignity of drivers issue in Saratoga bus drivers strike

SARATOGA SPRINGS — The strike of Saratoga Springs City School District bus drivers and mechanics continued into the second week at district schools. At appropriate times, picketers on each side of school entrance cross to the other side, holding up traffic.

The board also has come under fire from parents for not taking an active role in negotiations. A number of parents were reported to have started their own "strike" against the board by keeping their children home from school, a move that will cost the school district some state aid.

The officers of the striking unit and Region IV Director John Corcoran met with negotiators from the board and with Public Employment Relations Board (PERB) mediators in the early morning of Sept. 12.

The board negotiators presented a final offer of recognizing the drivers and mechanics as a separate bargaining unit and of granting agency shop but also demanded the strikers work under conditions which would deny them many benefits previously negotiated.

Under the board offer, only nine of the 75 members of the unit would qualify for health insurance.

The union turned down the offer.

At that meeting there were no elected members of the board in spite of the dismay expressed by hundreds of parents that the board was not directly participating. The parents' objections were made Sept. 11 at a meeting of the board.

Also at the board meeting, Patricia Penrod, treasurer of the unit and a member of the unit negotiating team, told the board the strike would end immediately if the board accepted three positions:

- Separate bargaining unit.
- Agency shop.
- Submit all other issues to binding arbitration.

Corcoran, addressing the board, briefly explained the unit's bargaining position. He also explained: "You've sold them out once and you might do it again. . . . You've done it again!" He said the union had filed an Improper Practice with PERB against the district for contracting out summer school bus service.

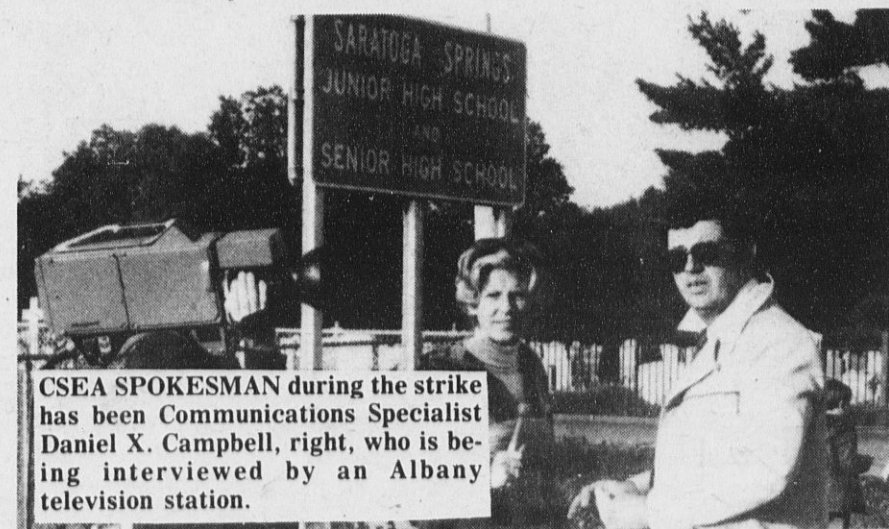
(Two years ago the school district illegally contracted out school bus service and laid off the drivers and mechanics. PERB and the courts have upheld the illegality of the district's actions.)

The board had been attempting to combine the drivers and mechanics with the other CSEA-represented non-teaching school employees unit. The president of the other unit, Lester Cole, has filed an Improper Practice and a contract grievance over the board's attempt to open its 1978-80 contract unilaterally.

A parent at the board meeting, who identified himself as a state official who is involved on the job with many school boards, said it was unusual that no member of the board is taking part in negotiations and said a newspaper advertisement by the board exhibited "institutional arrogance."

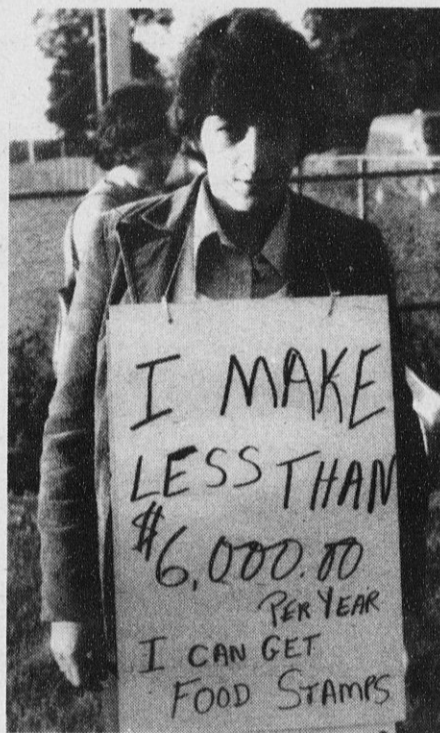
Bus driver Diane Matuszewski summed up the feelings of many of her fellow strikers by telling the board: "I will not get into a bus without dignity." She defined dignity as not giving up benefits negotiated with the private bus contractor since 1977.

As a show of good faith, the striking unit withdrew its picket lines from the schools on Sept. 10 and 11.



CSEA SPOKESMAN during the strike has been Communications Specialist Daniel X. Campbell, right, who is being interviewed by an Albany television station.

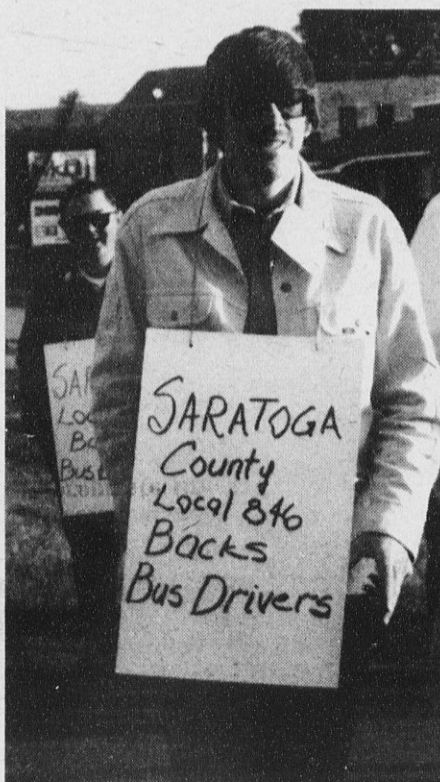
PICKET LINES by striking Saratoga Springs City School District bus drivers and mechanics continued into the second week at district schools. At appropriate times, picketers on each side of school entrance cross to the other side, holding up traffic.



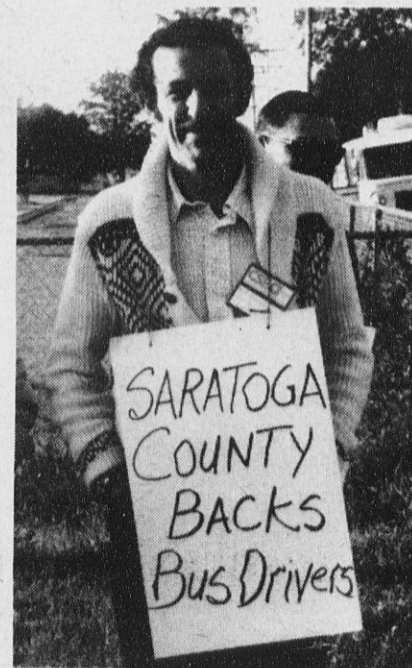
BUS DRIVER Jenny McKenzie's sign demonstrates the type of pay received by the strikers. However, the strike is not over salary but is over the dignity of the drivers and mechanics.



TRAFFIC DISRUPTIONS caused by the strike and by the picketing has led to a number of discussions between the union and the police. Region IV Director John Corcoran, right, and police discuss the parking of the CSEA Mobile Office.



OTHER CSEA UNITS in the area have given their support including Saratoga County CSEA Local 846, whose members have marched in the picket lines, including William Mc-Tygh, left, and Walt Davignon.



On-the-scene coverage of the strike by Saratoga Springs City School District bus drivers and mechanics is provided by The Public Sector Associate Editor Dr. Gerald Alperstein and by CSEA Communications Specialist Daniel X. Campbell.