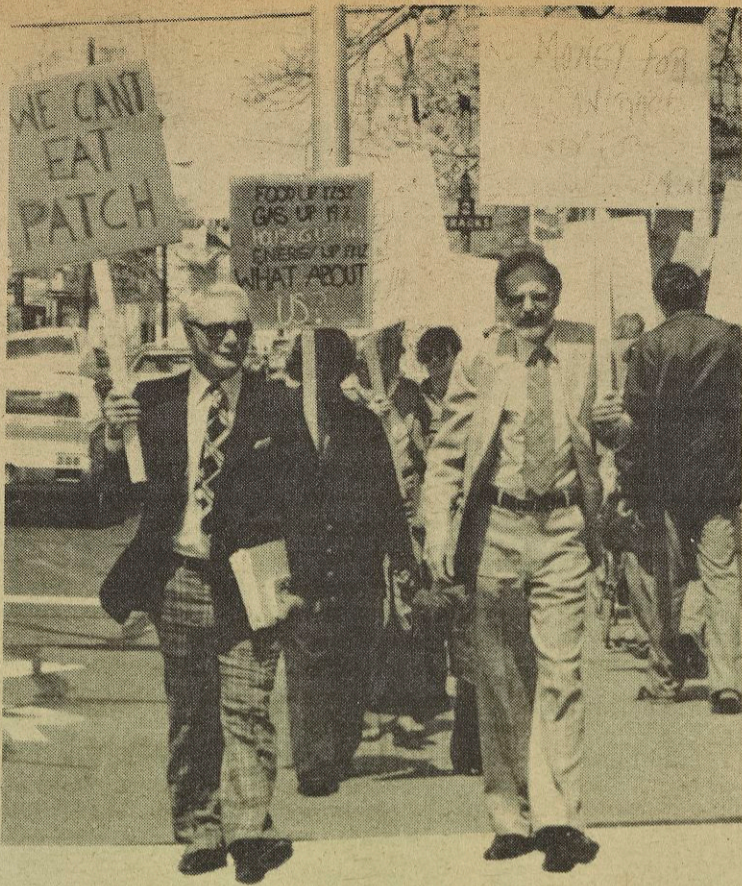


The Public Sector

Official Publication of The Civil Service Employees Association

Vol. 1, No. 32 25¢ (ISSN 0164 9949)

Wednesday, May 9, 1979



Demonstrations, campaign highlight Brookhaven protest

BROOKHAVEN — An imposed settlement is expected to be announced, perhaps as early as this week, following a recent legislative hearing held by the Town of Brookhaven in a contract dispute between the town and CSEA.

Contract negotiations went to impasse some time ago, and both sides later rejected a fact-finder's recommendation for a two-year pact with salary raises of 6% in each year. CSEA is seeking 7% salary hikes each year, and that was the union position during the legislative hearing held several days ago.

Meanwhile, union mem-

bers, their wives and families, have conducted informational picketing to protest the lack of a negotiated settlement and the pending imposition of a forced agreement.

In addition, CSEA has sponsored an extensive radio advertising campaign over the past several days, in which the union claims the town budget contains the necessary funds to meet the union's salary demands.

In the above photo in front of Brookhaven Town Hall in Patchogue, CSEA demonstrators are led by CSEA Unit President Charles Nova, left, and Suffolk County CSEA Local President Bill Lewis, right.

ALBANY — Counting of the ratification ballots by the State administrative, institutional and operational bargaining units will be May 8, CSEA President William L. McGowan announced. He ordered the counting after AFSCME District Council 82 announced the reaching of a tentative agreement with the State.

But if CSEA members ultimately do approve the tentative pacts, the ink will hardly be dry on the contracts before the union will reopen negotiations seeking a substantial increase in mileage allowance rates for state workers who use their personal vehicles for state-related business, if CSEA President William L. McGowan has his way.

Ratification ballots were to have been counted on April 27, but Mr. McGowan ordered the indefinite postponement so as to avoid any possible influence on the labor dispute between AFSCME Council 82 and the State which also involve a tentative contract.

As a result, all ratification ballots received as of press time, continue to be held at the Latham, N.Y. Post Office

and in the possession of postal officials. All ballots which arrived after the April 27 deadline are being held separate from valid ballots by the postal authorities.

Last week, President McGowan announced that he will press for immediate reopening of the contracts, if they're approved, to seek a substantial increase in the mileage allowance rate. The tentative agreements raise the mileage rate from 15 cents a mile to 17 cents a mile, but President McGowan said he hopes to renegotiate the rate to 23 cents a mile.

Reopening of bargaining on

the mileage allowance issue would be possible under a new clause in the tentative agreements which state, in part, "Negotiations on increases in the mileage allowance rate shall be reopened upon demand of CSEA and disputes arising from negotiations shall be submitted to last offer binding arbitration through procedures to be developed by the parties." President McGowan says he will take advantage of that clause because rapidly increasing gasoline prices since the tentative pacts were reached make new talks necessary already.

ALBANY — CSEA attorneys have asked the State Supreme Court to halt plans by the state's Office of Court Administration to conduct an open competitive examination for three clerical positions that don't yet exist and for which no classification has been enacted.

The union asked State Supreme Court Justice Robert C. Williams to issue an injunction barring the examinations — now scheduled for June 9 — until the classification system was in place for the Unified Court System.

The OCA issued an announcement calling for examinations for the positions of Office Assistant, Office Typist and Office Stenographer, but even the exam announcement pointed out that the salaries for the positions were not yet known and the title might even be changed when the classification system is finalized.

Revised elections proceeding

ALBANY — Less than one week after CSEA's Board of Directors voted to reschedule elections for State, Region and Local offices affected by new categories of union membership, action is underway to assure an orderly and fair handling of the union elections.

CSEA Executive Director Joseph J. Dolan Jr., has informed all Local presidents of the new election timetables approved by the Board of Directors at its April 26 meeting and has notified the affected candidates of the changes.

The Board voted to amend the election schedules after CSEA's Statewide Delegates adopted an amendment to the union's Constitution redefining regular membership and creating a new Associate Membership. The action eliminates from eligibility for

election, any public employee who is not an active employee in a bargaining unit represented by CSEA or unrepresented by another union.

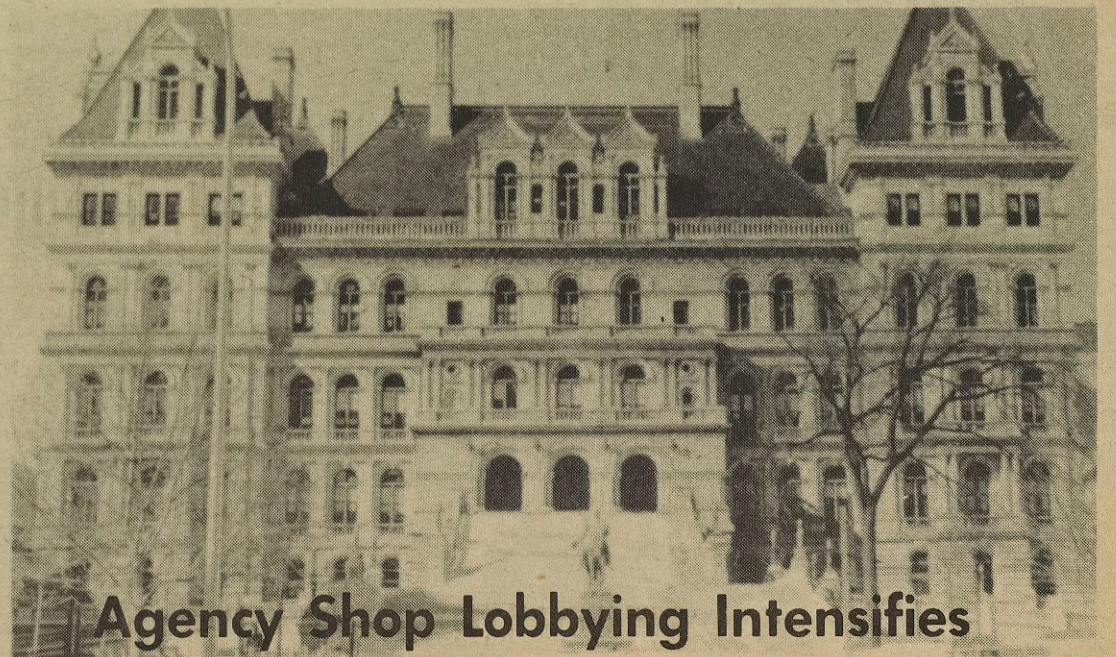
In instances where the change in the Constitution has impacted on the election procedures already underway, the entire procedure is null and void and the whole nomination process must begin again from scratch.

In the affected elections, persons who now wish to run for offices may apply by obtaining an application form from their Local President, their Regional Office or from CSEA Headquarters, 33 Elk Street, Albany, N.Y. Persons who have previously applied for nomination and who are unaffected by the Constitutional change will have their previous application reconsidered automatically.

List of voters eligible to

vote in the upcoming elections were mailed to County Division Locals on April 16 and will be mailed to State Division Locals on May 4.

CSEA STEPS UP LOBBYING EFFORT — A major push in support of new agency shop legislation began last week with a visit by Long Island CSEA members to their State legislators in Albany. Additional lobbying visits by members from all six CSEA regions will continue throughout this month. For a pictorial view of the initial visit, turn to page 7.



Agency Shop Lobbying Intensifies

Pay increase in Lancaster

LANCASTER — Highway workers for the Town of Lancaster, represented by Erie County CSEA Local 815, will receive raises of 30 cents per hour retroactive to January 1st and another 40 cents next January 1st. In the third year of their new contract, they will get an additional 45 cents per hour, effective January 1, 1981.

Beginning with the first year, the workers will be paid time-and-a-half after 40 hours per week and double time on holidays, and after January 1, 1981 time-and-a-half will also be paid after 8 hour days.

They will also have three days personal leave and half-day holidays on the eves of Christmas and New Years.

The Town has also agreed to provide five sets of work clothes to each worker and then replace two sets in subsequent years. Each worker will also receive a \$25 allowance for work shoes.

Serving on the negotiating team with chief negotiator CSEA Field Representative Bob Young were, Unit President Tim McNichol; former President Mike Faso; and Secretary Mark Nichter.



ASBESTOS AT THE WEST-CHESTER COUNTY MEDICAL CENTER is discussed by Jack Whalen, Westchester County unit grievance chairman, and Marlene High, unit second vice president and a medical center employee.

County to check for asbestos

WHITE PLAINS — Westchester County has agreed to survey all county structures for exposed asbestos, and to examine any county employees suspected of being exposed to possible health hazards from asbestos, according to Westchester County CSEA Unit President Raymond J. O'Connor.

The actions by the county followed a grievance filed by the 6,000-member unit of Westchester County CSEA Local 860.

Laboratory analysis, paid for by the unit, revealed the presence of asbestos at the County Medical Center in Valhalla and a possible asbestos problem at the Social Services Department, 85 Court Street, White Plains.

O'Connor said he met on April 25 with two representatives of the county, Public Works Commissioner Frank Bohlander and Risk Management Head Robert Beiber.

The Public Works Department will conduct the survey of the buildings and the joint Health and Safety Committee will evaluate the results of the survey to determine which employees should be examined, O'Connor said.

"We are pleased with the actions taken by the county. However, our grievance is still pending until these corrective actions are carried out," he said.

LETTERS to the Editor

Editor, The Public Sector:

In response to and in full support of the letter sent to Mr. James T. McFarland, New York State Department of Civil Service, Albany, New York 12239, by the "First time senior stenographers of Western New York", may I add my comments?

Flatly stated, those candidates who failed the performance part of the

Senior Steno examination, given on November 18, 1978, did so because they were not capable of passing it. Why then, should these same participants be given an extension of time and be allowed to again take the dictation part of the examination?

Those of us who initially passed both the dictation and written portions of the test, surely deserve first

consideration in the immediate establishment of a Senior Steno list along with a priority chance for promotion.

Very truly yours,

Ann Dash
Steno, Gr-5

Queens Children's Psychiatric Center
Bellerose, N.Y.

Local 010 to hold workshop

NEW YORK CITY — New York City CSEA Local 010 will conduct a 3-day workshop from Monday, May 28 through Wednesday, May 30 at the Concord Hotel, Kiamesha Lake in Sullivan County, according to Local President Solomon Bendet.

The workshop schedule will cover a wide variety of topics, he said. Brochures and reservation forms may be obtained at Local 010 offices, Room 900C, 80 Centre Street, New York 10013.

Brittonkill School District Unit negotiates contract

BRITTONKILL — Major improvements in benefits, in addition to salary increases, were obtained for employees of the Brittonkill School District in a four-year contract between the Civil Service Employees Assn. and the school board.

Two important benefits, according to Joseph Bakerian, field representative in the Capital Region of CSEA, are a better retirement plan, which most school district employees normally do not have; and a wage and equity proposal which calls for seniority to be based on years of service, rather than hours worked, as is presently the case.

The change will be retroactive to each individual's first year of service. The wage and equity proposal, says Mr. Bakerian, will bring some employees to the top of their salary

schedules and allow them to receive increments earlier.

Employees will receive an approximate increase of seven percent in the first year of the contract and a guaranteed seven percent in each of the remaining three years.

Other benefits include increased longevity payments at 10, 15 and 20 years of service, unlimited sick leave accumulations, the right to apply unused sick leave toward credit for retirement, agency shop, paid snow days, uniforms service for custodial workers and increased uniform allowance off for cafeteria workers.

"This contract is extremely rich for employees," commented Mr. Bakerian. "It was the first time a four-year contract was unanimously ratified."

Ready To Retire?

Protect your future with Retiree membership in CSEA.

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- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
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- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division

Civil Service Employees Assn.

33 Elk St., Albany, N.Y. 12207

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____

CSEA charges ski center personnel foul ups

By Deborah Cassidy

LAKE PLACID — The Civil Service Employees Assn., representing 150 permanent and seasonal employees at Whiteface Ski Center in Lake Placid, is alleging that the ski center's administration has shown an inability to handle personnel matters and to administer the provisions of the employees' contract. CSEA says it blames the situation in part on a lack of communications between the personnel office at the ski center and the main personnel office of the Department of Environmental Conservation in Albany.

Charles Scott, CSEA Field Representative in the Capital Region, has requested that the main personnel office conduct a training and education session for the ski center, in which it clarifies some rules. "The local office is not doing its job properly and the main office, 150 miles away, is not checking on their actions," he said.

Based on a most recent incident, as well as others in the past, the CSEA is charging the administration with denying employees the right to have a union representative present during questioning in a disciplinary matter;

failing to notify the union when it plans to take disciplinary action against an employee; and not responding to grievances in a "proper and timely manner." "These are provisions contained in the employees' contract, but they are being ignored," said Mr. Scott. In addition, he says, there have been instances where permanent employees are supervised by temporary employees and an employee is given one set of instructions from one supervisor and, later, conflicting instructions from another.

In one case a permanent employee

was called into a counselling session with his supervisor to review charges of incompetency being levelled against him. At the meeting CSEA determined that the charges were "trumped up" because the management could not prove them. As a result the ski center officials agreed verbally and in writing, to drop the charges, but made a record of the session which was put in the individual's file.

Two months later, the personnel office in Albany notified the employee that he was to appear at a hearing for possible termination. After reviewing the situation with Mr. Scott, Francis Ducharme, director of manpower in Albany, recognized the counselling session as the correct procedure and dropped the charges against the employee.

When contacted by The Public Sector, however, Mr. Ducharme denied that this situation was caused by a breakdown in communications and denied the union's other charges of incompetency against the ski center management. He did say that the manager was new at his position and "may be unsure how to handle certain labor matters."

Mr. Ducharme's office was not notified of the counselling session when it took place and decided to prefer its own charges against the employee.



AMONG THE 700 DELEGATES participating in special meeting late last month, during which important changes in the CSEA Constitution and By Laws were approved, were Mabel Wannamaker, left, President of Otsego County CSEA Local 839 and member of the union's statewide Board of Directors, and Charlotte Georgia, a delegate representing Oneonta City CSEA Local 011.

Hypertension examinations

The following Department of Mental Hygiene institutions will be conducting hypertension detection programs for their employees during the month of May.

- Binghamton Psychiatric Center
- Buffalo Psychiatric Center
- Manhattan Psychiatric Center
- Rochester Psychiatric Center
- Richard H. Hutchings Psychiatric Center

Court: School bus drivers can moonlight

WATKINS GLEN — An important Appellate Division decision won by CSEA recently stands to benefit thousands of school bus drivers throughout the state.

CSEA Region 5 attorney Thomas E. Reilly argued the union's successful case, which resulted in a 4-to-1 decision that article 19-A of the Vehicle and Traffic Law covers the qualifications, disqualifications, illness and fatigue of school bus drivers. The Watkins Glen Board of Education had claimed that article 9-A of the state Transportation Law was applicable, and that therefore they were justified in suspending CSEA member John E. Gibson without pay on Feb. 23, 1977.

Mr. Gibson, a bus driver for the district since 1971, also worked a second job, which the district claimed in 1977 made him too fatigued to drive a bus well. The board suspended him on the grounds that the fatigue-related provisions of article 9-A of the Transportation Law applied to him.

In the court proceeding CSEA began on Mr. Gibson's behalf, the union pointed out that 9-A applies only to drivers of buses which are used for "transportation of passengers for hire" — like city buses. CSEA lost the initial court ruling, in Schuyler County Supreme Court, which upheld the district's contention that 9-A concerns bus drivers' "qualifications," and 19-A, their "hours of labor."

The Appellate Division, Third Department, however, sided with

CSEA. Article 19-A is the one that applies to school bus drivers, "and since Mr. Gibson had not been found in violation of 19-A, the court ordered him reinstated to his job with full back pay from the date of his suspension in 1977.

"This was an important decision," said Arne Wipler, CSEA's Coordinator of School District Affairs. "The rules and regulations regarding school bus drivers are so stringent as it is, it only made matters worse to be told that 9-A applied to them, too. Article 19-A is difficult enough for bus drivers, but at least now we have defined for us exactly what law it is that they are working under."

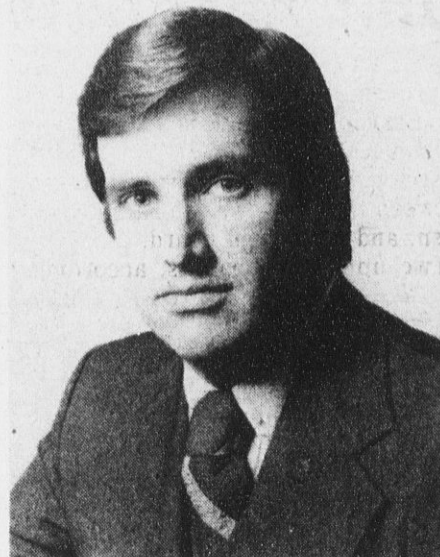
It was expected that the school district would appeal the decision shortly.

Fryer, McGeary promoted

ALBANY — The appointments of Gary G. Fryer as Director of Communications, and Charles McGeary as Assistant Director of Communications, have been announced by CSEA President William L. McGowan, effective immediately. The Department of Communications was formerly called the Department of Public Relations.

Mr. Fryer joined CSEA in December, 1977 as Assistant Director of Public Relations, and later served as Acting Director. He succeeds Roger A. Cole, who left CSEA to become Executive Editor of The Public Sector, the union's official weekly newspaper. Prior to joining CSEA, Mr. Fryer was a reporter/editor with The Recorder daily newspaper in Amsterdam, N.Y.

Mr. McGeary has served as CSEA Public Relations Associate for the 20-county Central Region V of the union since July, 1975. Prior to joining



Gary G. Fryer

CSEA, he was employed in advertising and radio work in the Syracuse area for several years.



DELEGATES to a special CSEA meeting late last month in Albany included, from Suffolk County Educational Employees Local 870, President Walter Weeks, left rear, and Robert Conlon.

Annual county workshop set

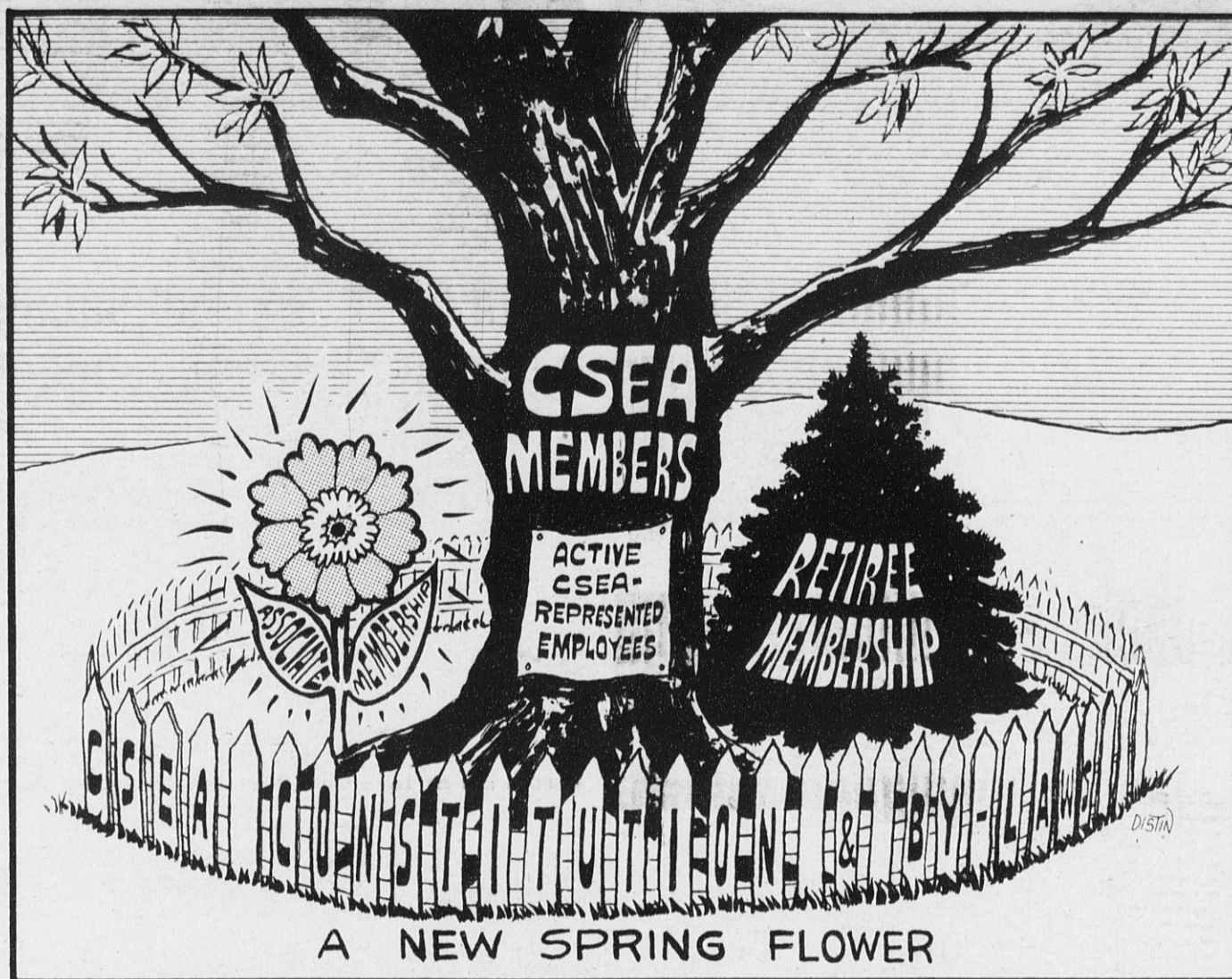
ALBANY — The 1979 CSEA County Division Workshop will be held at Kutcher's Country Club in Monticello from June 13 to 15, County Division Chairman Joseph Lazarony announced.

The annual event will include 11 workshops. They are:

- The affiliation.
- Leadership development.
- Comprehensive Employment and Training Act (CETA).
- Probation Committee.
- Non-Teaching School Personnel Committee.
- Social Services Committee.
- Local Government Nursing Committee.
- The state of health insurance coverage.
- Organizing for the crisis.
- Women in public employment.
- Employees retirement.

Lazarony said an announcement on the speakers will be made after all the speakers have been confirmed.

The Wednesday evening to midday Friday workshop is expected to attract a large number of CSEA members.



Joseph Lazarony
County Division Chairman

New Utica office opens

UTICA — The Civil Service Employees Assn.'s. new offices at 289 Genesee Street, Utica, officially opened May 1, 1979.

James Moore, Regional President, said the new satellite offices are fully operational and prepared to service the more than 10,000 CSEA members in the greater Utica and Mohawk Valley areas.

The union had been operating from a temporary office in Whitesboro Street since a fire in February destroyed the former headquarters at Bleecker & John Streets, in Utica.

According to Francis A. Martello, Regional Director, "the transition to new offices was made as quickly as possible. We even managed to retain the same telephone number (315-735-9272) for the convenience of our membership," Martello said.

Four employees receive State cash awards

Four State employees received a total of \$605 in cash awards in April 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 \$5,860.

Awards Recipients were:

\$500 — Kenneth Weden, Latham, Medical Laboratory Technician, Department of Civil Service.

\$50 — Frances R. Risti, Albany, Department of Labor.

\$30 — Michael J. Jasek, Oneida, State Police, Oneida, Madison County.

\$25 — Lisa M. Cannistraci, Delmar, Office of Parks and Recreation, and a joint award to Karen Carlen, Huntington Station, Suffolk County, both of the Department of Motor Vehicles.

Cash award recipients also receive Certificates of Merit. Certificates of Merit were also awarded to Arlene Kopan, Buffalo, and Donald McCarthy, Albany.

Directory of Regional Offices

REGION 1 — Long Island Region
(516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 3 — Southern Region
(914) 896-8180

James Lennon, President
Thomas Luposello, Regional Director

REGION 5 — Central Region
(315) 422-2319

James Moore, President
Frank Martello, Regional Director

REGION 2 — Metro Region
(212) 962-3090

Solomon Bendet, President
George Bispham, Regional Director

REGION 4 — Capital Region
(518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 6 — Western Region
(716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director

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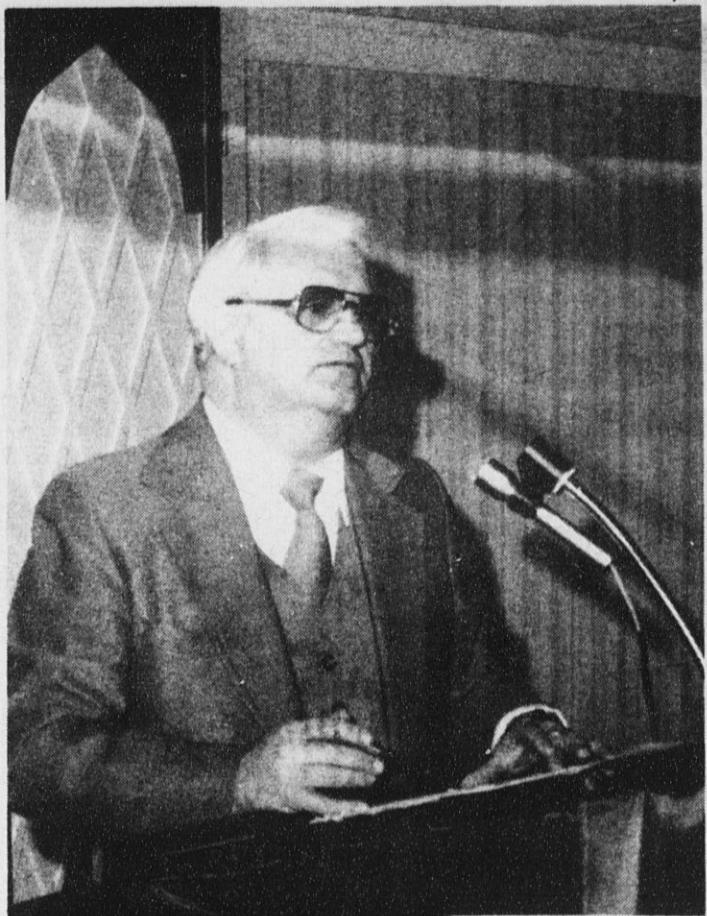
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Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Oscar D. Barker—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer
Liz Carver—Staff Writer
Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator

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CSEA PRESIDENT William L. McGowan presides over meeting of Board of Directors, during which 1979 CSEA elections for statewide officers and State Executive Committee were rescheduled. The president's office is one of elections affected.



STUDYING THE DATE CHANGES are, from left, Kenneth F. Cadieux, chairman of the important Constitution and By Laws Committee; and Ellis Adams, Board representative from Dutchess County.

New State election timetable set

ALBANY — The Civil Service Employees Assn. Board of Directors on April 26 approved a revised schedule for conducting the 1979 election of statewide CSEA officers and members of the State Executive Committee (Board of Directors).

Rescheduling of the elections was necessary as a result of CSEA delegate action earlier in April which prohibited retired members and employees in bargaining units represented by another union from holding elected CSEA office.

The 1979 election of statewide officers and State Executive Com-

mittee members had begun, but a number of persons no longer eligible as a result of the delegate action were candidates. The Board decided to reschedule the election from scratch. The Board did vote to permit locals which do not have PS&T or retiree candidates on their nominating committee to hold their election as originally scheduled. Education locals also were made exempt from the new schedule.

Under the new schedule, ballots will be delivered to the post office August 6 and the deadline for voting is 6 p.m. August 31.



BOARD MEMBER Dolores Farrell, representing the Civil Service Department, listens to discussion concerning rescheduling of elections.

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

May 14—Selection of Nominating Committee

May 21—Meeting of Nominating Committee to Elect Chairperson

June 8—Report of Nominating Committee

June 22—Deadline for Declination of Nomination

July 9—Final day for Nominations to Fill Declinations

July 9—Final day for Petitions to be Filed

July 13—Request to each candidate for spelling of name as it will appear on Ballot. To be sent by certified mail, return receipt requested. Deadline for changes is July 20, 1979

July 13—Drawing for Position on Ballot — 10:30 a.m., CSEA Headquarters Conference Room. Candidates (or proxies) may attend as observers

July 13—Mailing of printed copies of Rules and Regulations for the Election to all candidates and local presidents

July 25—Publication of Names of all candidates in the Official CSEA Newspaper

August 6—Ballots delivered to Post Office for Mailing

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

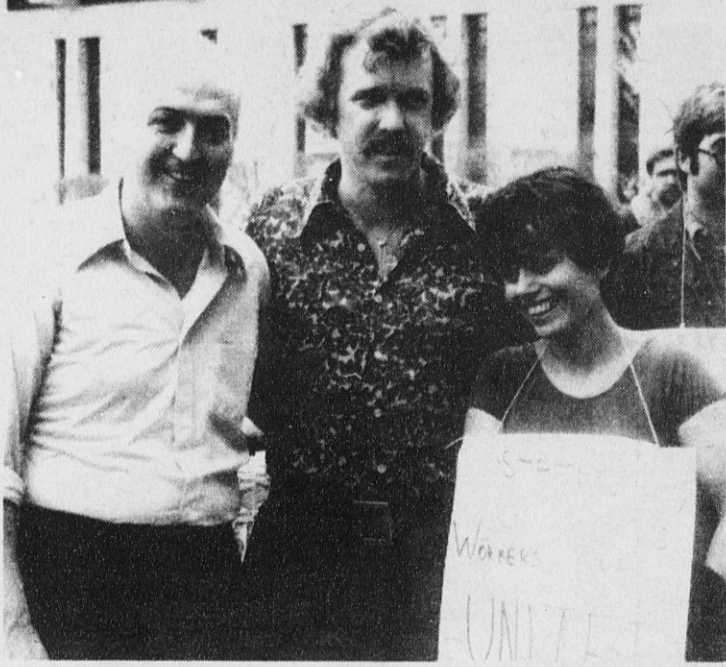


CHARLES LUCH is Board member as a county educational representative from CSEA Region IV. Education locals were made exempt from new schedule of union elections approved by the Board on April 26.

Members give DC 82 support

ALBANY — In a voluntary show of moral support for members of AFSCME Council 82 who were participating in a job action against the State of New York, a group of several hundred Albany-area state employees represented by CSEA conducted a demonstration of personal support on April 27.

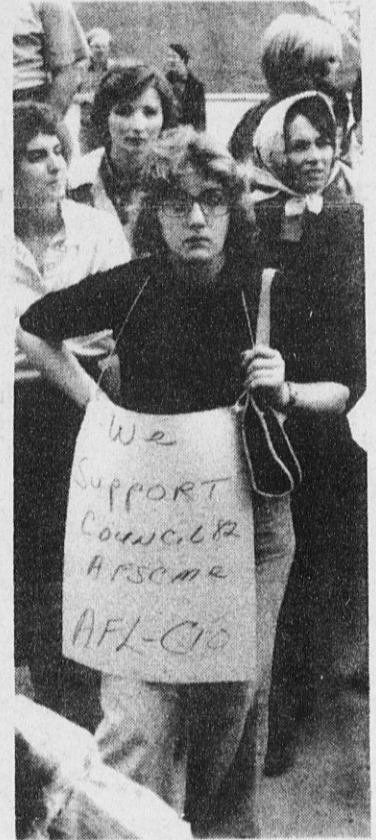
In addition to showing moral support with the demonstration in downtown Albany, the group contributed a large quantity of food and cash for use by the Council 82 members and their families. The adjacent photos illustrate some of the activities.



Above, CSEA MEMBER Stanley Polonski, center, of Public Service Commission CSEA Local 675, was one of the organizers of the demonstration. At left is Lou Zanello, vice president of the Capitol Police Local of Council 82, and at right is Julia Filippone, president of Capitol Region CSEA Judiciary Local 694.



Above, TAX & FINANCE CSEA LOCAL 690 representatives included Vera Nowak, Nadine Dawson and Sherry Lovelass.



Right, SHOWING HER SUPPORT of Council 82 members is Wanda Lubinski of Mental Hygiene Central Office CSEA Local 673.



Left, A CASH CONTRIBUTION is held by Earl Kilmartin, left, president of Office of General Services CSEA Local 660, and Local 675's Stanley Polonski. The cash was contributed along with food stuff to Council 82 members.

Tax nuts lose first round in Suffolk County

HAUPPAUGE — Suffolk County CSEA Local 852 appears to have won a victory in its war with the Proposition 13-type tax proponents in the Long Island County.

Newsday, a daily newspaper in Garden City, reported the Suffolk County Board of Legislators was not going to approve a June referendum for reducing taxes 25 percent over five years.

The reduction, dubbed the Tax-payers Bill of Rights by its sponsor, County Executive, John Klein, would require approval by the voters under the county's Initiative and Referendum Law.

A June vote would require prior approval by the County Board and by the State Legislature.

The so-called Bill of Rights would

require each County department to reduce its budget five percent a year for five years.

The victory over the tax proponents may be only short lived. The proposal could be put before the voters in a November referendum through the Initiative and Referendum Law. A petition signed by five percent of the county's vote in the 1978 election would place it on the ballot.

Local 852 President William Lewis, speaking on a radio program, said of Klein's proposal: "I can only see disaster . . . I don't think the public should be deprived of the services they have striven for."

"Tax revolt nuts are attempting to destroy our level of government. We have elected officials to make budgetary determinations."

It was that last point which spelled defeat for the meat-ax tax cut plan. Newsday reported the legislators were against Klein's plan because "it would weaken the legislature's fiscal power, and because cuts can be made through the normal county budget process."

Lewis, speaking on radio, said the solution to the tax problem was not by cutting essential local services but by either a return of more federal and state money to local governments or by a reduction in the federal and state tax burdens.

He also criticized Klein's idea that the 25 percent cut would eliminate unessential services.

"What are unessential services? Only the taxpayers can decide," not the county executive, Lewis said.

Lewis pointed out how already imposed reductions are affecting services in the ability of the county to repair potholed roads.

Charge: Supervisor endangers members

NEW WINDSOR — The Town of New Windsor Unit, Orange County, CSEA Local 836 has sent letters to all members of the New Windsor Town Board demanding that Highway Superintendent Joseph Vesely, Sr. be immediately relieved of all duties as superintendent and that the Town Board immediately launch an investigation into the department.

The union charges Mr. Joseph Vesely, Sr., with a complete disregard for the health and safety of the highway department employees and with actions that have needlessly placed the life of at least one employee in jeopardy.

At issue is a union charge of the superintendent's recklessness in

the exercising of his authority in directing the workforce. According to CSEA, the situation came to a head on April 24, 1979 when a highway mechanic, assigned by Mr. Vesely to work out of title on the back of a sanitation truck, suffered a heart attack and was rushed to the hospital.

Besides citing a violation of working him out-of-title, the union contends Mr. Vesely was fully aware the mechanic in question had a history of heart trouble. In fact CSEA Unit President Joseph Vieira and a CSEA field representative had warned Mr. Vesely and Town Supervisor John Petro, on many earlier occasions and as recently as April 20, 1979, that the

working of the mechanic out of title was a needlessly dangerous action and should cease, they say.

Furthermore, CSEA says, this is not the only time the superintendent has jeopardized the health and safety of the employees. One recent incident was the charge by his highway employees that Mr. Vesely had sent men out to work on an unsafe truck in need of repair and uninspected. Three men were injured on March 14, 1979 in an accident on that very truck.

The union concludes by saying that Mr. Vesely's actions can only be viewed as a senseless disregard for the welfare of the taxpayer by insuring an efficient highway department and eliminating needless liability.

Lobbying for agency shop in full swing

ALBANY — A two-pronged effort by CSEA to help pass agency shop legislation is underway. The aim of the effort is the passage of a law which would:

- Extend agency shop to local subdivisions instead of allow it to be a matter of negotiation.
- Make agency shop permanent, not requiring continual renewal by the State Legislature.

The first prong of the effort started May 1 with a contingent of approximately 30 members of Nassau County CSEA Local 830 coming to Albany to lobby agency shop with their legislators.

Groups from all CSEA regions are expected in Albany later in May to lobby with their legislators on Agency shop.

Also lobbying for the passage of agency shop legislation were members of the Statewide Legislative and Political Action Committee.

Leading the Local 830 group was its president, Nicholas Abbatiello, who is a member of the Legislative and Political Action Committee.

The second prong of the effort will be a letter-writing campaign to the legislators in support of agency shop legislation. The letter writing is needed to counter the affect of similar campaigns being waged against agency shop by a number of right-wing groups, including the right-to-work lobby and some so-called taxpayer organizations, Bernard Ryan, CSEA Legislative and Political Action Director, said.

Also one of the legislators who met with the Local 830 members said the Conservative Party has made agency shop its number one opposition bill.

"A major effort is needed . . . We need the membership to move on it," Ryan said. Materials and instructions for the letter-writing campaign are being forwarded to CSEA locals and political action committees, he said.

Ryan also pointed out while there are other agency shop bills which have been introduced, CSEA is backing Senate-4458/Assembly-6748.

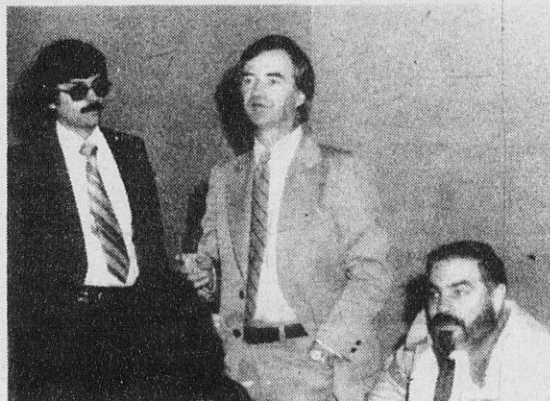
He said the other bills would only continue agency shop for State employees on either a permanent or temporary basis.



ASSEMBLYMAN ARTHUR J. KREMER discusses legislation of particular interest to public employees with Ruth Braverman, a member of Nassau County CSEA Local 830 and the CSEA Statewide Political Action Committee. The discussion occurred in Kremer's office during visit to a number of legislators by Long Island public workers.



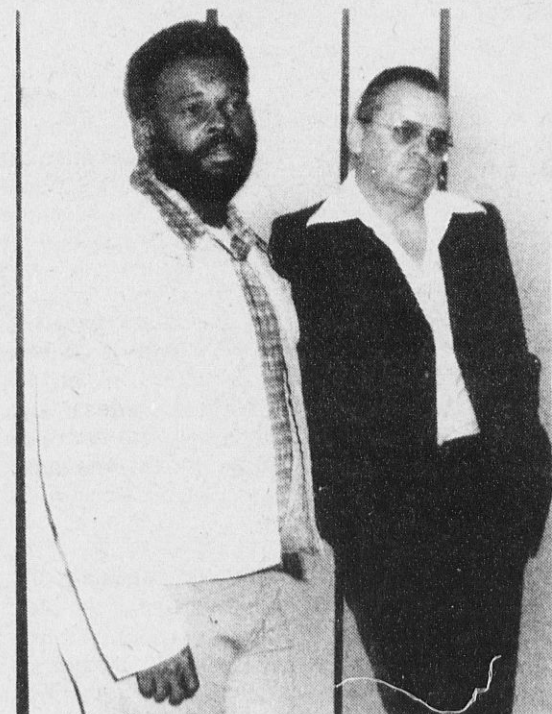
RIGHT, AMONG THOSE LOBBYING state legislators to support certain legislation backed by CSEA was Loretta DeStefano, a member of Local 830.



A BRIEFING was held prior to visit with legislators. Bernard Ryan, standing right, CSEA Director of Legislative and Political Action, briefed the union members on fine points of lobbying. Standing at left is Nick Dellisanti, and at right is Tom Gargiulo, both of Local 830.



Right, MEMBERS OF Statewide Political Action Committee discuss legislation status with Atty. James Featherstonhaugh, CSEA's chief lobbyist, prior to visiting with legislators along with union members from Long Island. From left are Moira Greiner, SUNY Oneonta; and Barbara Pickell, Broome County.



AMONG LONG ISLAND public employees who came to Albany to lobby with legislators were Edward T. Plummer, left, and Eddie Ochenkoski, both of Local 830.



THREE CSEA MEMBERS have the attention of Senator Owen Johnson, right, chairman of the important Civil Service Committee. Discussing critical CSEA-backed legislation with the senator are, from left, Jack Geraghty, Nicholas Abbatiello, and Ruth Braverman. All are from Nassau County CSEA Local 830, of which Abbatiello is President.

Pay cut 'promotion' thrown out

FISHKILL — A CSEA member in Rockland County has been awarded a 70-an-hour hike in pay and nearly \$2,100 in back salary as the result of a successful union grievance.

Because she was placed on the wrong step of the 1978 Rockland County salary scale, Edith Klein found that she was making less money in the Assistant Patient Care Coor-

dinator position to which she had been "promoted," than she'd be making if she had remained in her former Registered Nurse job.

As a nurse in Grade 13, Step E, Ms. Klein was earning \$6.10 an hour on Dec. 31, 1977, but she accepted a promotion to the Grade 16 patient care coordinator post on Jan. 1, 1978. The higher-level job was then

reclassified, as of Jan. 1, 1978, to a Grade 18, while her old position was reclassified to a Grade 15.

Ms. Klein was put on Step A of the Grade 18 position — giving her \$6.91 an hour. But if she had stayed in her old job, turning down the added duties and responsibilities of Assistant Patient Care Coordinator, she would have been making \$7.26 an hour. Ms.

Klein believed that, under the terms of her CSEA contract, she should have been placed on the Step C level of the Grade 18 job, which paid \$7.61 an hour.

The CSEA Rockland County Unit immediately went to bat for Ms. Klein, filing a contract grievance backing her interpretation of the contract. An arbitration panel was appointed, consisting of chairman Nathan Cohen and members Pat Spicci and Virginia K. Seigerman.

At the hearing, CSEA Region 3 Attorney J. Martin Cornell pointed out that the union's contract says that "no employee of the county shall suffer a loss in pay by accepting an appointment to a position which is allocated to a salary grade no lower than his present one."

The contract also says that any promoted employee "shall receive one increment increase in salary or the starting salary of the higher position, whichever is greater."

The County noted that Ms. Klein was offered the "opportunity" to return to her old Registered Nurse job, when she grieved about her salary rate.

But the arbitrators found that argument irrelevant and agreed with the union.

"As the registered nurse position was classified as of Jan. 1, 1978, the salary rate that she would have been in on Jan. 1, 1978 should be used to determine her salary step in her new Grade 18 position," they wrote in their decision. "This means that Klein was entitled to be paid at the rate of \$7.61 per hour — a step above her Step E, Grade 15 salary of \$7.26 an hour on Jan. 1, 1978."

They ordered that she immediately be paid the proper rate, retroactive to Jan. 1, 1978. The amount due her has been estimated at about \$2,100.



THE STATEWIDE PROBATION COMMITTEE is one of a number of special committees within the Civil Service Employees Assn. formed to promote the best interests of public employees. The Probation Committee, of course, is particularly interested in those areas pertaining to probation officers throughout the State. The CSEA statewide committee meets periodically, and on a

number of occasions meets with key personnel of the State Division of Probation to discuss items of mutual interest. One such meeting occurred last week in Albany, and in the adjacent photo, Probation Division Director Thomas J. Callahan is shown with James Brady of Erie County, chairman of CSEA's Statewide Probation Committee.

School district contracts settled

ALBANY — The Civil Service Employees Assn. has recently settled two and three-year contracts covering employees of the Hadley-Luzern and Warrensburg School Districts.

Employees in the Hadley-Luzern School District will receive pay increases of seven percent in each year of the two-year contract. For many the increase will exceed seven percent, however, due to a provision

which will immediately move those in-between steps up to the next step so that increments will be paid earlier.

Added benefits include a new tenure provision, leave time for the unit president to perform union duties, two new holidays, seniority preference in layoff recalls and bumping, a requirement that any job openings be posted and that primary consideration be given to the most

senior qualified employee, a provision for greater job security and an guarantee that substitute workers will receive no more hours per week than regular employees and that regular employees will be called for overtime before out-siders are called.

Warrensburg School District employees will receive increases of six percent or \$520 across the board in the first year, 6.5 percent or \$570 in the second year and seven percent or \$600 in the third year, whichever is greater in each case.

Amounts paid for longevity at five, 10, 15 and 20 years will be increased and employees will be granted the 60B death benefit and two additional holidays.

Classification appeal planned

ALBANY — A union request for a reclassification of 1,300 licensed practical nurses from Grade 9 to Grade 12 has been turned down by the State Civil Service Department, but the Civil Service Employees Assn. plans to appeal shortly.

The original request was initiated by Alice Pope, an LPN at Central Islip Psychiatric Center on Long Island and a negotiator of CSEA's tentative agreement in the Institutional Services bargaining unit. Ms. Pope asked Thomas Coyle, CSEA's assistant director of research, to file the request on behalf of the nurses. Mr. Coyle did so several months ago, explaining the employees' two major reasons: they should be closer in pay to the more numerous Grade 13 professional nurses with whom they work; and they should be in a higher pay grade than the

Grade-9 mental hygiene therapy aides.

According to the Licensed Practical Nurse classification standard, Mr. Coyle noted, LPN's often perform "identical patient observation and treatment procedures." Also, the LPN's have medical duties and responsibilities which the therapy aides cannot and are not required to, perform.

W. Barry Lorch, the Civil Service Department's Director of Classification and Compensation, has informed Ms. Pope that he disagrees with the union. He wrote that in his opinion, the LPN's level of duties and responsibilities is comparable to that of the Mental Hygiene Therapy Assistant.

The appeal will be made to the full Civil Service Commission.

County sheriffs win status

SCHENECTADY — After nearly a year of lobbying and campaigning for the passage of Civil Service status for Schenectady County Sheriff Department employees, the county legislature has passed the necessary resolution to grant Civil Service status to Sheriff Department employees.

"It's been a long campaign by CSEA for job protection and security, but well worth the effort," Michael A. Messineo, CSEA Sheriff Department Unit President said after the Schenectady County Legislature had acted on the controversial resolution.

The Committee for Civil Service,

headed by Messineo, issued a letter of congratulations to the Legislature summing up the employee and citizen feeling concerning the need for Civil Service status.

"We believe the adoption of this local law by unanimous consent of the County Board connotes responsible representation, keen perception of one facet of the staffing problems at the jail facility, a county-wide concern for the public safety, and constitutes perhaps, the single most significant act towards good government within the county in recent history."



INTENSITY AND INTEREST is reflected in the faces of these CSEA officials, shown during discussion by delegates last month leading to important changes in the union's Constitution and By Laws. In photo at left are, from left, CSEA Region V President James Moore and CSEA Region II President Solomon Bendet. In photo at right are CSEA Region I President Irving Flaumenbaum and CSEA Statewide Secretary Irene Carr.



CSEA program bills

All bills on this status report are supported by CSEA

Week of April 30, 1979

CSEA Program Bill Number Summary of Provisions	Bill Number, Sponsors	Status	CSEA Program Bill Number, Summary of Provisions	Bill Number, Sponsors	Status
P-79-1, Agency Shop—Agency shop would become permanent and mandatory.	A-6748 Barbaro S-4458 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law.	A-6194 Connor S-4142 Rolison	Governmental Employees Comm. Civil Service Comm.
P-79-2, OSHA—Minimum health and safety standards for public employees would be established.	A-6619 Weprin, DelToro, Marchiselli, et al S-Pending	Labor Comm.	P-79-17, Employee Indemnification—Additional instance in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties.	A-5963 Greco S-2766 Schermerhorn	Governmental Employees Comm. Judiciary
P-79-3, Two-for-One—The fine for striking would be reduced from two day's pay for each day struck to one day's pay for each day struck.	A-4169 Connor, Greco, Barbaro S-4457 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-18, Sheriff's Reopener—Approximately eight employees of the Sullivan County Sheriff's Department would be allowed to choose the provisions of the Retirement and Social Security Law (optional 20-year retirement).	A-Pending S-Pending	
P-79-4, Injunctive Notice—Unions and employees would be required to receive notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike.	A-4167 Barbaro, Greco, Johnson, et al S-4452 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor.	A-3836 M. Miller S-3754 Cook	Governmental Employees Comm. Civil Service Comm.
P-79-5, Presumption of Arbitrability—The presumption of arbitrability for contract grievances would be restored.	A-4168 Connor, Johnson, Marchiselli, et al S-4451 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University.	A-7559 Rules S-4928 Volker	Governmental Employees Comm. Civil Service Comm.
P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare.	A-6423 Barbaro S-7588 Rules	Governmental Employees Comm.	P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement.	A-Pending S-Pending	
P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented.	A-Pending S-Pending		P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement.	A-Pending S-Pending	
P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached.	A-4165 Greco, et al S-4454 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education.	A-Pending S-Pending	
P-79-9, Redefine Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay.	A-4171 Connor, Finneran, Nine S-4456 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented.	A-4204 Hochbrueckner S-3079 Johnson, Lack, Trunzo	Governmental Employees Comm. Passed
P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures.	A-4166 DelToro, Greco, Finneran, Barbaro, et al S-4453 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation.	A-Pending S-Pending	
P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a \$2,000 death benefit.	A-4416 Greco S-3221 Flynn	Governmental Employees Comm. Civil Service Comm.	P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan.	A-Pending S-Pending	
P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year.	A-6618 Rules S-4158 Rules	Governmental Employees Comm. Civil Service Comm.	P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed.	A-Pending S-Pending	
P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living.	A-4509 Barbaro S-3361 Flynn	Governmental Employees Comm. Civil Service Comm.	P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System be implemented.	A-1773 McCabe, et al S-1304 Barclay, et al	Passed Passed (Ch. 4, Laws of 1979)
P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated.	A-4877 Orazio S-3441 Donovan	Education Comm. Vote expected	P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice.	A-4170 Greco, Barbaro, Lentol, et al S-4455 Rules	Governmental Employees Comm. Civil Service Comm.
P-79-15, Division of Youth Transfer—Division of Youth employees transferred to a non-profit corporation would not lose benefits of State service.	A-2519 Budget S-1719 Budget	Ways & Means Comm. Finance Comm.			

A-Assembly

S-Senate

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
FILING ENDS MAY 14, 1979		
Institution Retail Stores Manager I	\$ 9,481	No. 36-455
Institution Retail Stores Manager II	\$11,250	No. 36-456
Computer Programmer Trainee	\$10,624	No. 36-752
Associate Computer Programmer	\$18,301	No. 36-754
Assoc. Computer Programmer/Analyst	\$18,301	No. 36-755
Assoc. Computer Systems Analyst	\$18,301	No. 36-756
Computer Programmer/Analyst Trainee	\$ 9,481	No. 36-766
Principal Editorial Clerk	\$ 9,481	No. 36-745
Head Salary Determination Analyst	\$14,075	No. 36-750
Chief Salary Determination Analyst	\$18,301	No. 36-751
Principal Salary Determination Analyst	\$11,250	No. 36-767
Substance Abuse Accounts Auditor III	\$18,301	No. 36-759
Senior Editorial Clerk	\$ 7,565	No. 36-740
Senior Editorial Clerk (Commerce)	\$ 7,565	No. 36-741
Principal Printing Clerk	\$ 9,481	No. 36-747
Bridge Repair Supervisor II	\$12,583	No. 36-761
Senior Editorial Clerk (Education)	\$ 7,565	No. 36-742
Principal Editorial Clerk	\$ 9,481	No. 36-746
Principal Printing Clerk	\$ 9,481	No. 36-748
Senior Field Representative, Division of Human Rights	\$19,420	No. 36-731
Senior Manpower Programs Coordinator	\$14,075	No. 36-768
Associate Manpower Programs Coordinator	\$18,301	No. 36-769
Associate Manpower Programs Specialist	\$18,301	No. 36-770
Chief of Manpower Programs Grant		
Control and Fiscal Audit	\$22,623	No. 36-771
Senior Editorial Clerk (Mental Health)	\$ 7,565	No. 36-743
Senior Resources and Reimbursement Agent	\$16,469	No. 36-758
Senior Resource and Reimbursement Agent (Mental Retardation/Dev. Disabilities)	\$16,469	No. 36-762
Senior Editorial Clerk (State)	\$ 7,565	No. 36-744
Computer Composer Technician I	\$ 9,481	No. 36-753
Principal Printing Clerk (Taxation and Finance)	\$ 9,481	No. 36-749
Bridge Maintenance Supervisor II	\$14,242	No. 36-760

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

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
FILING ENDS MAY 14, 1979		
Clerk, Surrogate, Chief	\$15,624	No. 24-992
Clerk Surrogate, Head	\$11,904	No. 24-991
Clerk Surrogate, Principal	\$ 9,481	No. 24-990
Clerk Surrogate, Senior	\$ 7,565	No. 24-989
Medical Technologist	\$11,250	No. 27-895
Veterinarian I (Animal Industry)	\$15,624	No. 27-901
Veterinary Technician	\$10,024	No. 27,870
FILING ENDS MAY 21, 1979		
Supervisor for Traffic Signal Operators, Assistant	\$14,075	No. 27-902
Traffic Signal Coordinator	\$20,366	No. 27-903
Bridge Maintenance Supervisor I	\$12,041	No. 25-004
Bridge Maintenance Supervisor II	\$14,242	No. 25-005
Bridge Operator	\$10,201	No. 24-995
Bridge Repair Supervisor I	\$11,250	No. 24-996
Bridge Repair Supervisor II	\$12,583	No. 25-006
Computer Programmer/Analyst Trainee I	\$10,624	No. 25-008
Computer Systems Analyst Trainee I	\$10,624	No. 25-009
Computer Systems Analyst, Assoc.	\$18,301	No. 25-012
Field Representative (Div. of Human Rights)	\$14,850	No. 24-984
Field Representative (Div. of Human Rights-Spanish Speaking)	\$14,850	No. 24-984
Senior Field Representative (Div. of Human Rights)	\$17,365	No. 24-985
Human Rights Field Representative Trainee I	\$10,624	No. 24-983
Human Rights Field Representative Trainee I (Spanish Speaking)	\$10,624	No. 983
Institution Retail Store Manager I	\$ 9,481	No. 24-762
Institution Retail Store Manager II	\$11,250	No. 24-763
Manpower Programs Coordinator	\$11,250	No. 25-015
Manpower Programs Contract Specialist	\$11,250	No. 25-013

You can also contact your local Manpower Services Office for examination information.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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 (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$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 (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor	\$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	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

New HR contract negotiated

ALBANY — A three-year contract containing salary increases plus cost of living adjustments in the last two years has been negotiated between the Civil Service Employees Assn. and Health Research Inc. and is expected to be ratified by members soon.

In the first year of the tentative contract there will be a general salary increase of seven percent. Salary increases for the second and third years will be 3.5 percent each plus additional cost of living adjustments up to a maximum of 3.5 percent in each year depending on the inflationary growth.

Increases in mileage and per diem rates, employees educational funds and travel reimbursements are also included. Starting July 1, 1979, a prescription rider plan, with a \$1 deductible prescription will be put into effect for all employees and HRI will pay a larger share each pay period for the family health insurance plan.

Under the new contract, employees will no longer be required to charge leave accruals for work related injuries under certain conditions and employees who express an interest in writing for a specific job title will be given first preference when a vacancy occurs or such a title is created.

CONTRACT SIGNING — Nassau County CSEA Local 830 President Nicholas Abbatiello, right, inks a 4-year contract between CSEA and the Village of Manorhaven as Mayor James F. Mattei, seated left, watches. Also watching the ceremony, from left in rear, are Supt. of Public Works Joe Nittolo and CSEA Field Representative Harold Krangle. Among other items, the pact calls for 22% salary hikes over the four years and improved retirement, medical, vacation and sick leave benefits.



YOUTH OPPORTUNITY PROGRAM — Alfred O. Carlsen, left, second row, and Clayton Chesson, right, second row, with several of the high school students from the Youth Opportunity Program at Pilgrim Psychiatric

Center. Carlsen is a member of CSEA Local 418, and active in Local affairs, including as a member of the political action committee.

Pilgrim PC youth program grows

WEST BRENTWOOD — A Youth Opportunity Program was begun last month at the Pilgrim Psychiatric Center here, and the effort to initiate the program was led by CSEA Local 418 member Alfred O. Carlsen and Clayton Chesson, both working in the department of education and training at Pilgrim. Carlsen is now Youth Opportunity Supervisor at the Psychiatric Center.

The Youth Opportunity Program is designed to give incentive to high school juniors to continue their

studies and graduate, and hopefully, go on to college, or enter the civil service field as well as the private sector.

The student, to qualify, must be at least 16 years of age, possessing working papers, and a social security number.

The students are interviewed and selected by Carlsen and Chesson, after being evaluated and chosen by the schools work experience officer and guidance counselors for the job references.

The students are then placed into various job sites throughout the institution at the rate of \$2.90 per hour on a twenty-hour work week basis during their school term. During school vacation they will work 32 hours per week.

Postpone meeting

SARATOGA SPRINGS — A workshop for employees in CSEA educational locals of Saratoga and Rensselaer Counties, which was tentatively scheduled for May 19 in Saratoga Springs, has been postponed until sometime in October.

Phosgene victim still off the job

GENESEO — Refrigeration Mechanic Robert Wade of SUNY Geneseo CSEA Local 608, who was injured by deadly phosgene gas in February, will remain off the job at least through May 23, Local 608 President June Hagen reported.

Wade will be re-examined by his doctor on that date to determine whether he will be able to return to work. Wade suffered damage to his respiratory system from exposure to the phosgene.

The gassing occurred when Wade made ordered repairs to a leak in the compressor at the university's ice arena.

The coolant, freon, which had leaked, turns into phosgene and other poisons at flame temperature.

Wade's time off since the accident will not be charged against him as a result of a grievance which Local 608 won in March.

AMONG THE DELEGATES at last month's special delegates meeting in Albany were Robert Simpson and Carl Van Buskirk, both representing SUNY Geneseo CSEA Local 608.

Albany to honor CSEA retiree

By THOMAS GILMARTIN
CSEA Retiree Coordinator

ALBANY — Albany Mayor Erastus Corning has stated his intention of issuing a proclamation to honor a CSEA Capital District retiree and his heroic buddies of the World War II Battle of Midway fame.

In a letter to Peter Montalvo, Secretary of the USS Yorktown CV-5 Club, whose members served on the famous carrier in its last great battle, the mayor stated he intends to honor the officers and men of the Yorktown by such a proclamation and tentatively to accept their invitation to attend their reunion dinner on June 9, 1979.

The story of this group of survivors of the sinking of the proud ship received national attention last January in the airing of "GI

Diary," narrated by Lloyd Bridges. In producing the syndicated documentary, Time-Life Television contacted Peter Montalvo for much of the data as experienced by one of the seaman aboard when the Yorktown, celebrated veteran of numerous sea battles, was dealt its final deadly blow in the Battle of Midway, a turning point of the war in the Pacific.

That particular segment of the television series told how the wounded Montalvo climbed over the side of the stricken Yorktown and was picked up by rescue craft.

The USS Yorktown CV-5 Club will hold its second reunion in Albany at the Americana Inn, June 8-10. Thomas J. Callahan of Albany and Peter Montalvo of Saratoga are co-chairmen of the event. The

Yorktown CV-5 Club was formed to memorialize those who gave their lives while serving on the famous carrier as well as those who have survived.

The CSEA Retirees organization is proud of the accomplishments of many of its members, certainly outstanding of whom is the Capital District Chapter's own member, Pete Montalvo who now resides at 9 Casino Dr., Saratoga Springs.

SURVIVOR of the sinking of the USS Yorktown at Midway, Peter Montalvo, is pictured above at age 17 when he was at Boot Camp, Newport, Rhode Island. He is at present a disabled retiree member of CSEA Capital District Chapter 999.



Hospital laundry a health hazard

VALHALLA — If laundry workers at the Westchester County Medical Center are not provided with some sort of protection against discarded medical instruments shortly, a grievance will be filed, Westchester County Unit President Raymond J. O'Connor said.

The Unit of CSEA Local 860 represents the laundry workers who have been cut with surgical instruments and stuck with used hypodermic needles, O'Connor said.

He also said some of the members have become ill from the injuries.

O'Connor said other hospital personnel who work in operating rooms and treatment rooms apparently discard instruments, needles and bottles with garments and bedding.

Last summer he presented the County with two sacks of the medical instruments found in the laundry. He was told the matter would be corrected.

O'Connor is again in possession of two more sacks, indicating the situation has not yet been corrected.

A BAG OF DANGER in the form of discarded medical instruments is shown by Westchester County CSEA Unit President Raymond J. O'Connor, who charges that laundry workers are continuously injured by such instruments. Insert shows closeup photo of instruments O'Connor says were found by laundry workers at the Westchester County Medical Center.



Nassau County asks Proposition 13 law

MINEOLA — The Nassau County Board of Supervisors passed a resolution requesting the State Legislature to grant the county Initiative and Referendum to allow revisions to the county charter. The resolution was approved, 6-0, on April 30.

Initiative and Referendum is the first step toward the Proposition 13 style, meat-ax approach to cutting taxes and decimating government services.

While the Board of Legislatures has passed the resolution, there is no guarantee the State Legislature will approve the county's request.

Nicholas Abbatiello, president of Nassau County CSEA Local 830, said: "Initiative and Referendum would work to the advantage of special interest groups, especially real estate.

Abbatiello said the proposed Nassau County version of Initiative and Referendum would require signatures of five percent of the county's vote in the last gubernatorial election in order to place a referendum on the ballot.

He said it was similar to the Initiative and Referendum in Suffolk County.

Calendar of EVENTS

MAY

- 12 — Cortland County Local 812 retirees party, 7:30 p.m., American Legion, Homer.
- 21 — Region IV Business Meeting, 5:30 p.m., Mario's, Troy.
- 24-26 — CSEA Armory Committee meeting and elections, Long Island.
- 28-30—NYC Local 010 workshop, Concord Hotel, Kiamesha Lake.

JUNE

- 8 — Capital District CSEA Armories meeting, dinner, election. Guilderland Range.
- 13-15—County Workshop, Kutcher's Country Club, Monticello.
- 15-17—Region V Spring Workshop, Holiday Inn, Watertown.
- 23—Saratoga County Local 846 installation dinner, 6:30 p.m., Elks Club, Saratoga Springs.

JULY

- 20-22—Region IV Summer Workshop, Sagamore Hotel, Lake George.

PERB backs Clinton Local

The State Public Employment Relations Board has found that Clinton County did violate the State's Taylor Law when it unilaterally discontinued the practice of providing County-owned vehicles to employees in the Department of Health on a 24-hour basis.

In December the Clinton County CSEA Local filed an improper practice charge against the County for this action and CSEA presented its case in March to PERB Hearing Officer Monte Klein.

Hearing Officer Klein ordered the County to:

1. Reinstate the practice of providing County-owned vehicles on a 24 hour basis to employees of the Department of Health.
2. Reimburse the affected

employees for reasonable expenses incurred by them in connection with their transportation to and from work, at a three-percent per annum interest rate, retroactive to January 1, 1979.

3. Negotiate with CSEA, at its request, as to the use of the County vehicles by Department of Health employees.

The hearing officer of the case noted that this issue had been raised in both Onondaga and Cattaraugus Counties. In both cases PERB held that the use of employer owned cars by employees, both within the scope of their employment and for driving to and from work, is a term and condition of employment which cannot be unilaterally withdrawn by the employer.