

# The Public SECTOR

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ROBERT THOMPSON, a member of the Institutional Unit negotiating team, from Harlem Valley Psychiatric Center Local 409.



**GROUND RULES OUTLINED** — CSEA President William L. McGowan, upper right, and Meyer S. Frucher, lower left, director of the Governor's Office of Employee Relations, discuss ground rules yesterday on how negotiations will be conducted. Today both sides met again and exchanged their contract demands.

## Negotiations

CSEA and the State formally exchanged contract demands today in Albany to begin the task of negotiating new contracts covering 107,000 CSEA-represented state workers in three major bargaining units. The expectedly difficult contract talks will most certainly continue over the next several months, with settlements hopefully reached prior to the March 1, 1982 expiration of the present agreements.

The intense contract talks begun today have impact far beyond the members of the three state bargaining units. Traditionally the CSEA-State contracts have formed the basis for other contract settlements involving public employees at all levels throughout New York State.

Insofar as possible, The Public Sector will keep CSEA members advised of progress in the bargaining process over whatever length of time it takes to reach a satisfactory settlement.

**INTENSITY** is reflected in faces of Richard Riley, (center photo), left, an Operational team member, and John E. Lowery, of the union's Institutional bargaining team. Riley is president of Helen Hayes Hospital Local 302, and Lowery is president of Goshen Center for Boys Local 554.

**ADMINISTRATIVE UNIT** team members Doris Josephson of Rockland Psychiatric Center Local 421, left, and Elsie Yudin of New York City Local 010 discuss bargaining issues.



## Another round fired in Battle of Saratoga

# Citizens join ranks of protest

### Thousands of angry taxpayers demand to keep road patrol

By Daniel X. Campbell

CSEA Communications Associate

BALLSTON SPA — "First get your house in financial order, then cut waste and managerial luxury, before you cut services or people."

This was the main message that irate citizens of Saratoga County delivered to their Board of Supervisors at a recent public hearing on the Board's proposed \$51 million budget, which includes a proposed 23.45 percent tax increase and the

elimination of 100 public employee jobs.

The message was brought home with the delivery of 24,000 signatures of support for the Saratoga County deputy sheriffs, who man the road patrol, which the budget would abolish; and by a spectacular show of support from 19 volunteer fire departments which each sent one piece of fire fighting equipment to ring the Saratoga County Office Complex the night of the meeting.

The 'public hearing' itself was another example of county mismanagement as the board tried to limit the number of taxpayers allowed into the building to 280 while more than 500 showed up. The angry crowd was not calmed by the county's efforts to broadcast the proceedings over a public address system into the cold night. The volunteer fire departments provided free coffee and doughnuts to the milling citizens outside.

Inside the facilities building, the board did not do any better in its attempt to sell the 'your money or your life' budget package. After a brief attempt by the board to explain the document, 42 Saratoga County residents spoke on the subject. They criticized the board for failure to plan adequately for the public hearing; criticized the board for its plan to eliminate the Saratoga County Deputy Sheriff's road patrol. Speaker after speaker spoke in support of the deputy sheriffs, for the general county workforce and against the board's lack of professionalism in their management of the county.

Three boxes of petitions containing 24,000 signatures of residents against the Saratoga County budget cuts were delivered to the board by Robert Prendergast, a deputy sheriff and a county taxpayer.

"We only have 98 men in the highway department," Larry O'Bryan, first vice president of the Saratoga County CSEA local, told the audience, "not the 115 the board thinks we have. If this budget cut goes through we will lose more personnel and we will not be able to handle the county's snow removal operation, let alone all the special snow clearing requests the board members make."

Russ Bowers, president of the CSEA local and a deputy sheriff, pointed out a few questionable increases in the supposed tight document. "They cut the budget to the bone and increased the dog shelter budget by 55 percent!" Bowers shouted. "They cut the sheriff's budget by 37 percent, but increased the promotion department budget by 27 percent, but that department doesn't have any employees!" The crowd applauded loudly.

Capital Region Second Vice President Joan Tobin told the board of the layoff experiences of the state, "Layoffs don't work, they cost the employer more in the long run than they save. Proper management of the situation can lead to other solutions."

CSEA Field Representative William Lochner summed up the union's presentation saying, "We have offered you a complete budget analysis to help you find possible additional funds. We can not write the budget for you, but we may be able to help you find alternatives to your present plan."



**RUSS BOWERS**, president of the Saratoga Co. local, informs taxpayers of increases in the bare bones budget.

### Board will hear out union

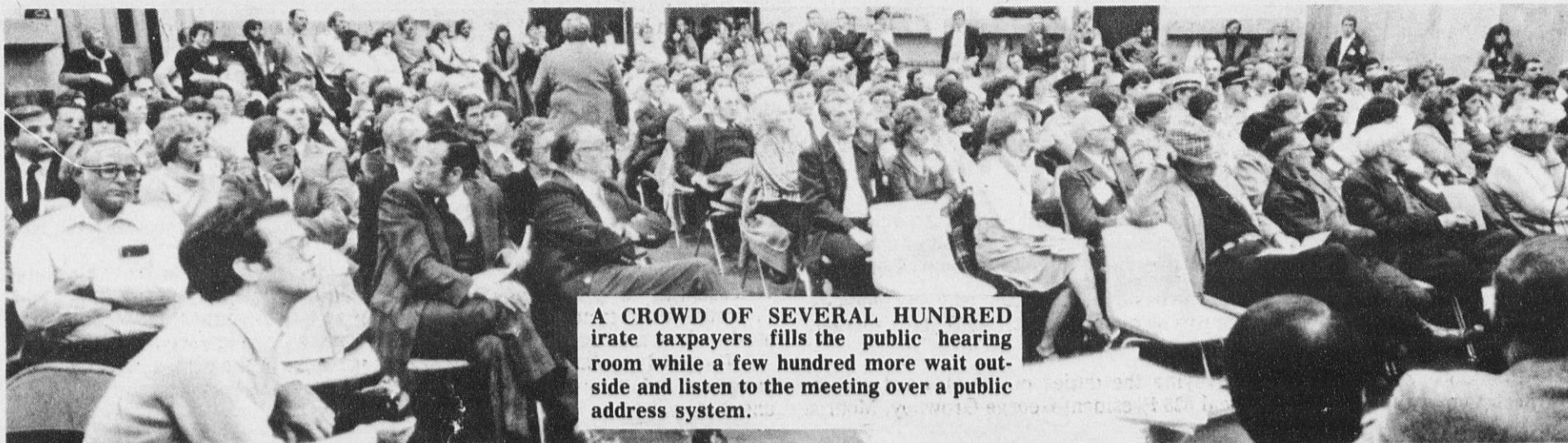
At Public Sector press time, the Saratoga County Board of Supervisor's Law and Finance Committee had agreed to hear the union's analysis of the proposed 1982 budget document.

In a related matter, the Office of the State Comptroller released its audit on Saratoga County for the period 1977-79. The report was highly critical of the methods used by the county during this period and stated: "Due to the lack of consistency in the reporting practices followed and the lack of any definable basis of accounting caused thereby, we express no opinion on the aforementioned financial statements."

And while the county is currently in the process of converting to generally accepted accounting principles, CSEA Region Director John D. Corcoran Jr., notes, "It's about time the county got its financial house in order to avoid the unnecessary cutback of services to the Saratoga County residents."



**WITH CAMERAS ROLLING**, Capital Region Second Vice President Joan Tobin tells the board that layoffs cost more than they aim to save in their budget proposal.



**A CROWD OF SEVERAL HUNDRED** irate taxpayers fills the public hearing room while a few hundred more wait outside and listen to the meeting over a public address system.

# Sewanhaka drops contracting-out plan; jobs of 140 cafeteria workers saved

MINEOLA — CSEA action last month saved the jobs of 140 cafeteria workers in the Sewanhaka Central High School District.

The victory came as the school board — following intervention by CSEA — dropped consideration of bids from outside contractors to operate the cafeterias in four district high schools.

A committee of CSEA unit members and Field Representative Harold Krangle had met with school officials and persuaded them that the contracting-out plan would cripple the district's control over its program and introduce less reliable employees into the school.

More importantly, a food-service consultant introduced by CSEA advised the school officials that the cafeterias were losing money because of mismanagement — and probably would turn a profit if reorganized.

Unit members picketed in rain before a board meeting set to consider bids that had been secured from outside contractors, and the board rejected all bids.

Instead, a joint labor-management committee was formed to pursue the consultant's recommendations.

The initial negotiations and the study were being handled by Nettie Romano, Tina Karcich,

Jean Merenda, Mary Lotito and others of the CSEA cafeteria units in the four schools operated by the district, with the advice of Krangle. The unit is part of Nassau Local 830.

"The only objection we had was that they sought bids before they notified the union," Krangle asserted.

"The board was frightened by a \$20,000 loss figure for last year, and rightly so," he continued. "But, upon examination of all the facts, the district decided to stay with its CSEA employees."

"We are sure the consultant can show them how to make a profit."

## Katz chairs new CSEA judicial board

ALBANY — Eva Katz of Region III has been named chairperson and Joseph Johnson of Region II has been named co-chairperson of the newly-created statewide Judicial Board.

Also appointed to the board were Ed Garcia, Region I; Dennis Tobin, Region II; Jack Whalen, Region III; Brian P. Ruff, Region IV; Sarah Soule, Region V; and Florence Tripi, Region VI.

The panel was established by a change in the CSEA by-laws approved in October at the annual delegates convention.

"The new statewide Judicial Board was designed to correct two major defects in our former system," explained statewide president William L. McGowan.

"Before, we had six separate regional trial boards appointed by region presidents. It was felt that a single statewide judicial board, with one member from each region appointed by the region president and two members appointed at large by the statewide president, would ensure more impartial hearings and more consistent decisions and penalties."

"Second, the new procedures should eliminate some costly and time-consuming duplication of efforts," McGowan continued.

Under the old system, in the case of a trusteeship there would be a regional trial board hearing plus a determination of merit by the statewide Board of Directors. The new system provides that locals or

units placed in trusteeship have the right to a hearing and determination by the statewide Judicial Board.

The board is empowered to hear, investigate and make determinations in cases of charges against members, trusteeships and election questions concerning contract ratification.

The new by-law language also establishes detailed procedures for the bringing of charges, conduct of hearings, timetables, penalties and appeals.

"I think we now have a good framework within which to operate and a committee who will take their responsibilities seriously and make decisions in the best interests of the union and its membership," McGowan said.



EVA KATZ — Chairperson of newly-created CSEA Judicial Board.

### Designated an annual event

## Health fair successful

WEST BRENTWOOD — Because of its success last month, the employee assistant program organizer of the Health Fair at Pilgrim Psychiatric Center has decided to make the fair an annual event and extend its duration to a full day.

The first fair was held in October from 2 to 7 p.m. and was attended by up to 200 employees who received a variety of free health tests and information from health organizations.

"We gave everyone who attended an evaluation form. Most of them asked that we run the fair again on an annual basis and to extend it up to two days. I don't know if we will run it for two days, but I am sure we will hold it for a full day at least," said Margaret Fields, the EAP chairperson at Pilgrim.

Visitors to the fair, held in Pilgrim Building 29, were able to take preliminary physicals, Fields said, including glaucoma screening, anemia, blood pressure, and dental checks. The results of the tests were put on a form employees could take to their doctors for follow-up physicals.

In addition, various health organizations, including Alcoholics Anonymous, the American Cancer Society, American Heart Society to Overeaters Anonymous had tables where employees could receive information on health.

"The purpose of the fair was to help people get a reasonable assessment of their health," Fields said.



REGION I WOMEN'S COMMITTEE — CSEA Region I President Danny Donohue, seated center, studies a brochure with Millie Vassallo, right front, chairperson of the Region I Women's Committee during a recent meeting. Others standing from left are Local 102 President Arthur Loving, Shirley Germain, Anita Patterson of AFSCME, and Marilyn Depoy.

## Monroe County stewards complete training program

ROCHESTER — More than 40 union stewards will be better equipped to process and follow up on fellow members' grievances as a result of a steward training program initiated recently for members of Monroe County Local 828.

"The steward's duties represent the basic foundation of why any union exists, to protect its members from abuses by management," said field representative Tom Pomodoro.

Pomodoro was assisted in conveying the duties of the steward and interpretation of the contract by Local 828 President George Growney, Monroe

County employee unit President Florence Tripi and field representative Ray Ducharme.

"Knowledge of the contract and the steps of grievance appeal are absolutely essential to protecting our fellow members' rights," said Ms. Tripi, "because many times the technicality of filing late or some other legal point is used to deny a grievance rather than address the issue underlying the filing."

The newly trained stewards were given copies of the contract, a steward's handbook and other materials that will enable them to carry out the duties of a union steward.

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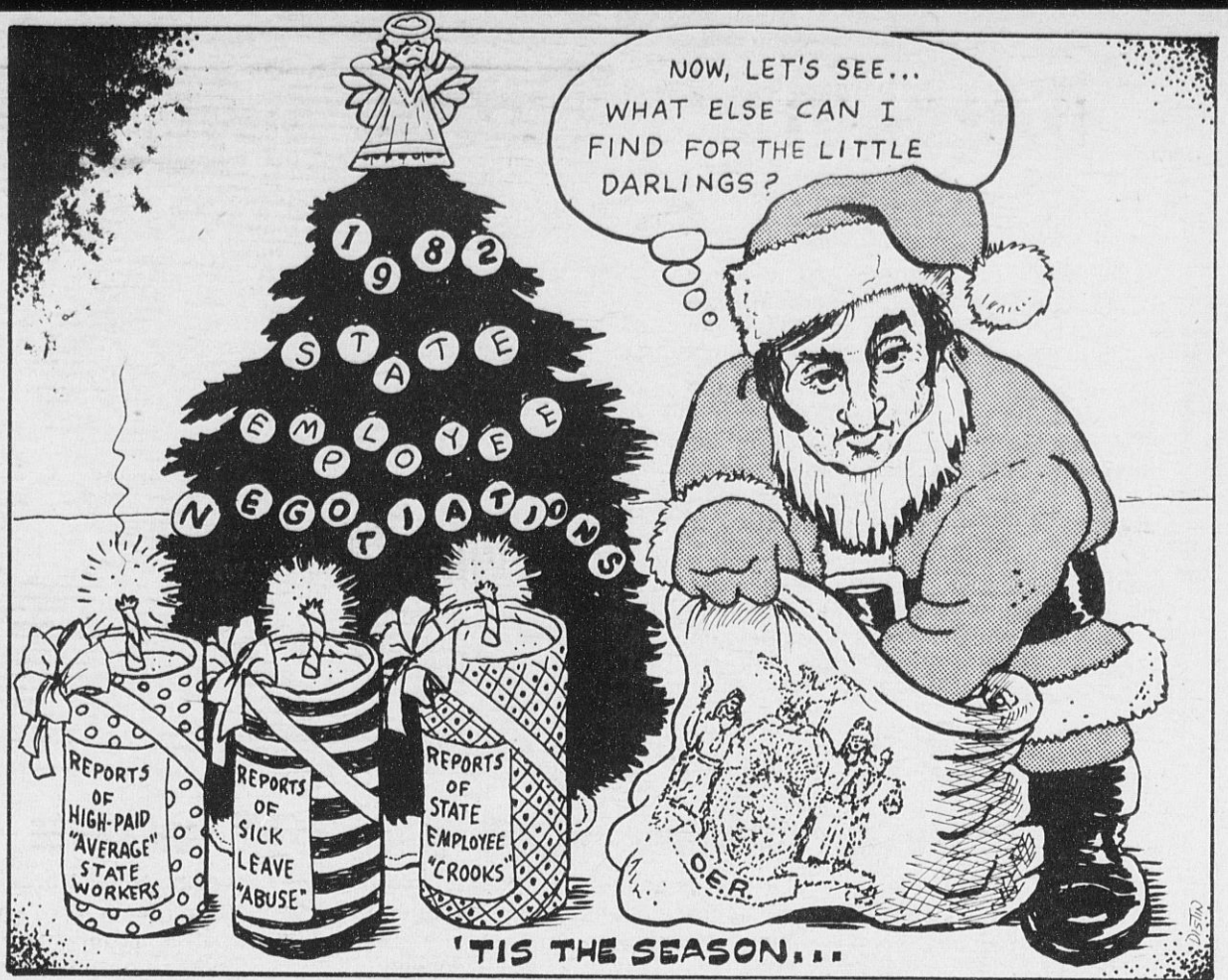
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## Regional negotiators keep members informed on talks

ROCHESTER — The long and probably arduous task of negotiating a new contract between CSEA and the State of New York on behalf of some 110,000 state employees began in Albany this week. But before the union negotiators who traveled the farthest to participate left the Western Region, they conducted informational meetings at three different locations throughout the region.

The negotiating process was explained, and an outline of what topics will be subject to negotiations was given. CSEA Region VI President Robert L. Lattimer told interested members at each meeting that "your representatives deserve your support as they undertake the very serious task of trying to implement your desires into a fair contract."

"They will be under a lot of

pressure and will be called on to sacrifice a great deal of their personal time and energy in behalf of you and the matters given the greatest priority on the contract demand solicitations that every state worker received," Lattimer continued.

The Region VI negotiating team members are Liz Watts, Roswell Park Memorial Institute Local 303 and Debbie Lee, West Seneca Developmental Center Local 427, Institutional bargaining unit; Tom Warzel, SUNY Buffalo Local 602 and John Wallenbeck, Hornell Local 007, Operational unit; and Elaine Todd, DOL (Buffalo District) Local 352 and Mary Ann Bentham, SUNY Fredonia Local 607, Administrative unit.

Questions and concerns voiced at the sessions ranged from how much impact the political climate will have on the negotiations to

"nitty-gritty" issues such as clothing and uniform allowances, with wage increases in the highest priority.

After pointing out that some legitimate concerns of members were not necessarily proper contract negotiating items, team members took note of members' concerns regarding pass days, sick time, licensed practical nurse problems, abuse of management rights, job descriptions, length of the contract, upgrading of job titles, holidays, increments and clerical career ladders, among others.

Noting the intense interest of those in attendance, veteran negotiator Mary Ann Bentham assured the membership "We want what you want. We know it's going to be difficult but we're going to fight like hell to bring back a fair contract that we all can live with."

## Nurses confer on common causes

SYRACUSE — Licensed practical nurses in Region V are not letting geography keep them from sharing a common cause with their brothers and sisters across the state.

Recently at an LPN committee meeting, representatives from Willard, Utica, St. Lawrence, Elmira, and Binghamton psychiatric centers and from Oxford Veterans' Home met with James Moore, regional president, to discuss common issues.

Foremost is the continuing struggle to reclassify the LPN title to conform with more modern duty requirements.

In addition to hearing a statewide committee report, the group heard a recent grievance decision at Willard P.C., and reviewed the proposed demands currently being negotiated for LPNs.

The meeting agenda also included further definition of LPN work site duties and a suggested

list of duties submitted for a questionnaire.

Commenting on the progress of the committee, Moore said, "I am extremely pleased with the amount of informational input we have received at these LPN committee meetings. The ideas that we exchange are invaluable in helping to improve the positions of LPNs across the state. That is our goal and there is no doubt we can reach it if we remain united and work hard."

## Correction

Typographical errors, although usually harmless, are none-the-less embarrassing when they are discovered in print. In the previous edition, however, a one letter typo completely changed the meaning of a sentence and the result was anything but harmless. In a sentence of an article dealing with budget difficulties in Saratoga County, Saratoga County CSEA Local President Russ Bowers was quoted as saying, "The idea to put the road patrol in a highly residential county with a high senior citizen population and growing young families is stupid." The serious typo involved the fourth word of that sentence when "g" became a "p" and changed the entire intent of the statement. The sentence should have read, "The idea to GUT the road patrol in a highly residential county with a high senior citizen population and growing young families is stupid."

## Donahue opposes S.S. revisions

MINEOLA — The president of Local 830 has called for Congressional resistance to proposed changes in the Social Security system that could adversely affect the retirement pensions of CSEA members.

After attending a Social Security forum conducted by Congressman Norman F. Lent, Local 830 President Jerry Donahue wrote to Lent to express his concern over proposed changes in the system that would reduce payments to those receiving payments from other pension systems.

Donahue told Lent that the proposed changes could affect all presently employed and retired public employees in the Tier I, II and III categories as well as workers in the private sector on company and union pensions.

"As my members are your constituents, I am requesting that you take immediate action to reverse the trend that is impacting negatively on public employees. You represent us and we cannot accept these proposed changes," Donahue wrote.

## GALS 'n' DOLLS

MEMBERS of Taxation and Finance CSEA Local 690 collected and outfitted dolls to be given to needy children in the Capital District this Christmas through a cooperative program with the Salvation Army. This marks the 16th year the local has participated in the program. Pictured with some of their handiwork are, from left to right, Mrs. William M. Nostrand, Jr., the Salvation Army Women's Auxiliary doll chairwoman; Mary Jaro, second vice president of Local 690; Molly Konczewski, Local 690 doll committee chairwoman; and Mrs. Major William Riley, the Salvation Army Albany area coordinator for women's activities.



## Hannibal bus driver wins IP decision

HANNIBAL — CSEA members in the Hannibal Central School District unit recently received a favorable PERB decision regarding their improper practice charge against the district.

The charge was filed last December after the district had transferred bus-washing duties, previously performed by a driver, to non-unit mechanics in September 1980.

CSEA learned of the contemplated

change in August 1980 and notified the school district of its objection and willingness to discuss the matter, but the district never responded.

In the charge CSEA contended that for 10 years the washing duties were done by a driver who was duly compensated according to an hourly rate provision in the contract. According to past practice, the washing duties were done by a driver who was duly compensated according to an hourly rate provision in the contract. Ac-

ording to past practice, the washing assignments were given to a driver on a first request basis, with driver Joyce Cummings being the last to request the duty.

The union further charged the school district violated the terms of the written agreement when it unilaterally turned bus-washing chores over to non-unit mechanics.

The school district argued that considerable money could be saved by

not heating the previously used storage bay and letting mechanics wash buses in the heated garage.

The PERB decision stated the Hannibal School District breached its duty to negotiate in good faith by assigning bus-washing duties to non-unit employees.

The district was directed to reimburse Joyce Cummings for the hours worked by the mechanics washing buses, and to negotiate with CSEA any further decisions to contract out.

## Last respects



CSEA members from throughout Metropolitan Region II attended the recent funeral of registered nurse Vera Singh, who was murdered by a patient while on duty at Kingsboro Psychiatric Center on Oct. 31. Among those at the funeral were, from left, Walter Taylor, first vice president of Staten Island Developmental Center Local 429; Frances DuBose, Region II first vice president and president of Downstate Medical Center 646; and Clinton Thomas, president of Creedmoor Psychiatric Center Local 406.

## South Beach MHTA reinstated

NEW YORK CITY — For the second time in six months, an arbitrator has ordered the state to reinstate an employee brought up on charges and suspended for asserting his rights during an interrogation.

Arbitrator James Cooper has issued an interim decision ordering South Beach Psychiatric Center (SBPC) to reinstate Local 446 member David Carp, a mental hygiene therapy aide at the center. Cooper found that SBPC "lacked probable cause to suspend David Carp prior to a determination" of the merits of the charges brought against him. One of those charges was Carp's alleged refusal to cooperate in an interrogation.

Incredibly, even though the arbitrator ordered Carp reinstated, SBPC refused to grant him his wages lost during his suspension. CSEA had to go back to the arbitrator to get his supplementary award granting Carp the back pay to which he was entitled.

Although Cooper has yet to issue a decision regarding the charges of misconduct brought against Carp, Metropolitan Region II Field Representative Bart Brier called the interim decision a significant victory for CSEA in the continuing battle with the Office of Mental Health's departments of Employee Relations and Manpower Management over employees' rights during interrogations.

"These bureaucrats simply don't understand collective bargaining agreements between CSEA and the state," Brier charged. "If they did, they wouldn't suspend employees for exercising their contractual right to have union representatives with them during interrogations."

Carp was scheduled for an interrogation on Sept. 15 concerning his alleged misconduct. The interrogation began as scheduled with Carp's being represented by SBPC President George Boncoraglio and Brier. SBPC Personnel Officer Howard Roelofs adjourned the interrogation after a half hour, and although Boncoraglio and Brier told him that they could not be available to continue the interrogation the next day, Roelofs directed Carp to report on Sept. 16 for the continuation of the interrogation.

Carp reported as directed, but, as his union representatives were not present, he declined to answer any questions, citing his right to union representation during an interrogation. Roelofs then suspended Carp.

"The misconduct charges were so phony that Roelofs suspended Carp for insisting on union representation," Boncoraglio said. "The whole thing was ridiculous, especially since Brier and I represented Carp at the start of the interrogation. The interrogation should not have been continued without us."

The arbitrator's interim decision focused on whether or not SBPC had probable cause to believe that Carp's "continued presence on the job represents a potential danger to persons or property or would severely interfere with operations."

The arbitrator found the incidents which resulted in Carp's being served a notice of discipline and his refusal to be interrogated without union representation did not merit his suspension.

In a similar decision in June, an arbitrator ruled that New York Psychiatric Center (NYPI) had violated the rights of NYPI member Edith Rawlings by suspending her for refusing to answer questions during an interrogation without union representation.

# Reagan's corporate tax plan a big gift to big business

By Gary G. Fryer  
CSEA Director of Communications

WASHINGTON — For those who think the Reagan Administration is incapable of celebrating the Christmas spirit, take heart. The Administration is bestowing what could be the biggest gift of all time on big business — the end of the corporate income tax.

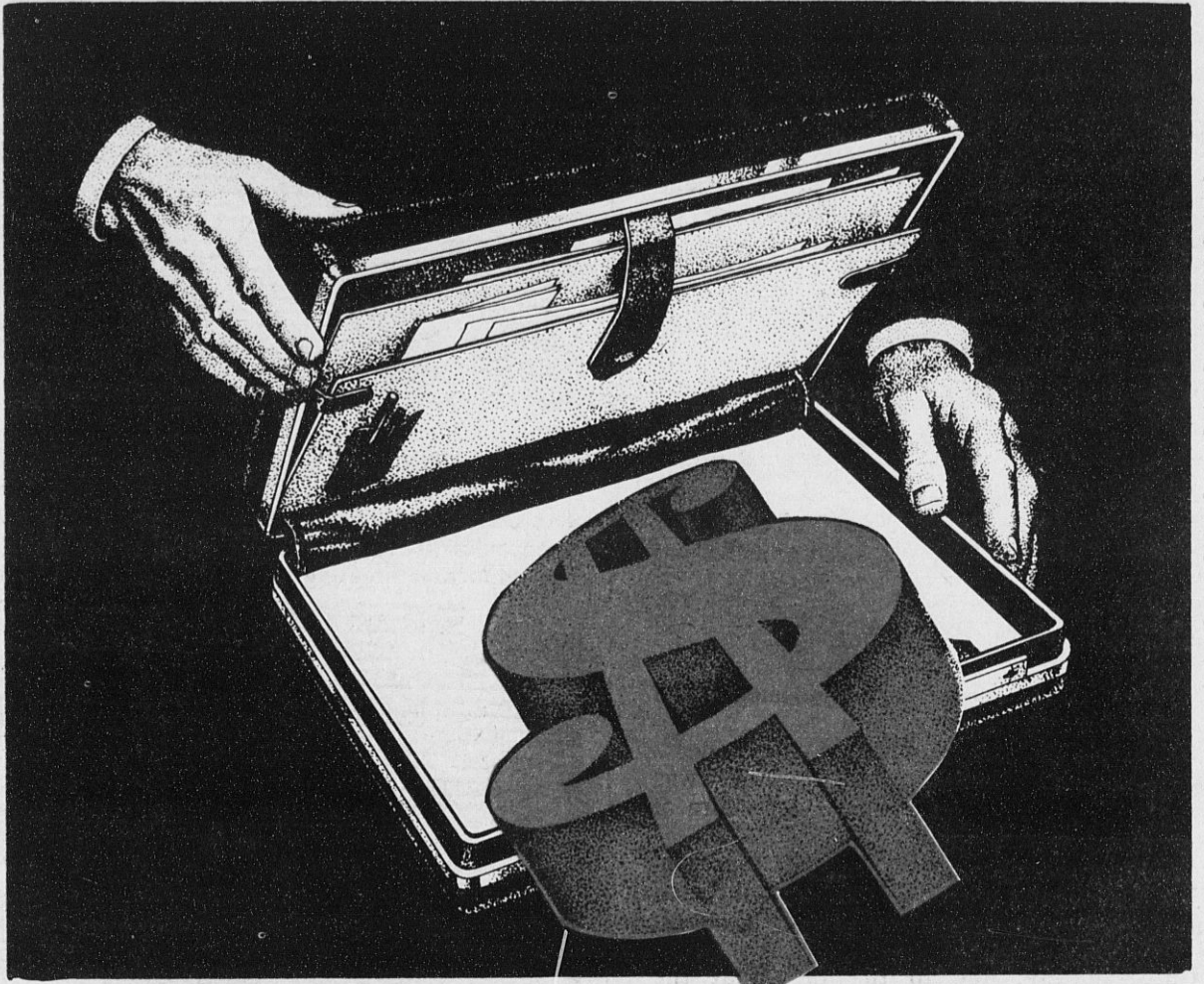
While millions of American workers are watching their earnings disappear each week in income tax deductions, the Reagan Administration has announced tax guidelines that allow ailing corporations eligible for tax incentives to sell those incentives to wealthy corporations which should not be eligible for any tax break.

The result of this intentional loophole, according to the Wall Street Journal, is a \$3 billion corporate income tax break for business this year, and tax breaks over the next six years that could easily exceed \$27 billion. Some experts say that left unchanged, the new tax rules could virtually abolish the corporate income tax in America, leaving the entire burden of supporting federal services on individual taxpayers.

Ford Motor Company, and International Business Machines Corporation, for example, have been reported to be on the verge of concluding a typical deal under the new rules that would beat the federal treasury out of nearly \$170 million in corporate income tax from the profit-rich IBM.

The prestigious national news magazine, Newsweek, reported this outline of the transaction, said to be typical of how the wheeling and dealing will occur under the Administration's plan.

New tax incentives, combined with tax credits



already provided in tax laws, allow corporations to "write off" up to 40 percent of new capital investments, like machinery, in the first tax year after purchase. But nearly half of U.S. companies including Ford, already pay little or no corporate income tax for various reasons. They, therefore, can't benefit from the incentives. Enter the new rules.

To beat the system, Ford will sell \$300 million worth of machinery it now owns to IBM. In exchange, IBM will give Ford \$78 million as a down payment and a promissory note from IBM for an additional \$222 million. Ford then signs a lease to use the same equipment it just sold and the lease payment will cover precisely the amount IBM owes on the promissory note.

As a result, no money changes hands except for the original \$78 million that acts as a "shot in the arm" for Ford, which is experiencing serious cash problems. IBM now technically owns the machinery and writes off up to 40 percent of the

purchase price to receive \$168 million in tax credits over a five year period on an initial cash investment of \$78 million, the down payment.

Ford gets a \$78 million cash benefit and retains control and use of its machinery, IBM gets a \$168 million corporate income tax credit it would not otherwise be entitled to and, presumably, the federal government must tax other sources — such as low and middle income taxpayers — to make up the loss from the corporate tax break.

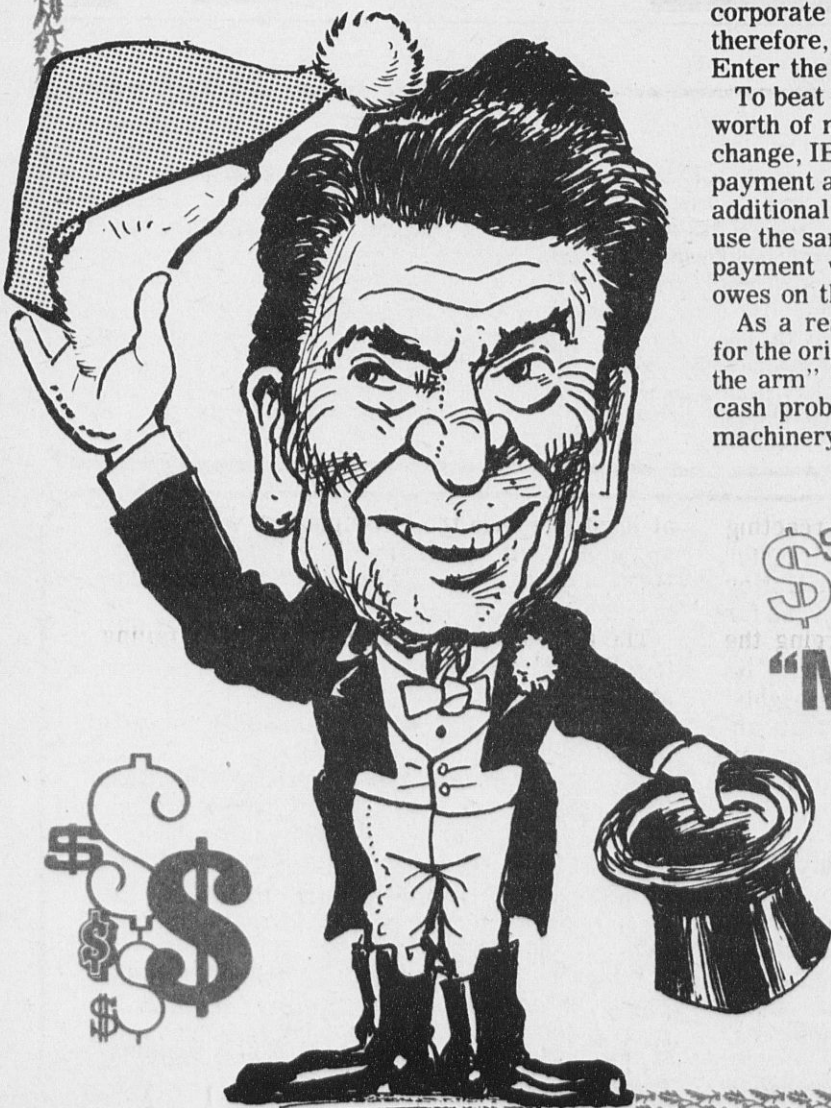
If you get the impression that this is a boondoggle for big business, you're not alone. Many financial experts and some legislators in Washington share your concerns. Even a conservative economist, Alan Greenspan, has called the new tax plan "food stamps for business."

Why hasn't more been said about this plan? An answer could lie in the ironic timing of disclosure of the new rules that make this plan possible. It was coming out just at the time that David Stockman, chief architect of the Administration's economic program, was coming under fire for disclosing in an interview that Reaganomics was actually a "Trojan horse" for giving back tax money to the wealthy in hopes it would somehow "trickle down" to the poor.

The Stockman admissions, coming at the same time as the new tax rules, clearly outline a conscious attempt by the Administration to strip social programs funded by the government and to give the savings to high income taxpayers and wealthy corporations in the hope that by making the rich richer, the rest of the nation will benefit.

Between Stockman's admissions and a simultaneous flap over National Security Advisor Richard Allen's acceptance of a \$1,000 cash "gift" from a Japanese journalist for setting up an interview with Nancy Reagan, the new tax rules were all but ignored by the national news media.

Whatever other problems the Reagan Administration may be experiencing, there can be little doubt that it has been very effective in displaying its generosity to business.



\$\$\$  
"Merry  
Christmas,  
big  
business"

# Out-of-title grievance upheld at Upstate Med.

SYRACUSE — CSEA officials have been notified that an out-of-title grievance which it filed on behalf of an account clerk at Upstate Medical Center has been sustained.

The Governor's Office of Employee Relations recently notified CSEA that its grievance filed on behalf of Mary Lou Bristol has been upheld. She is a member of CSEA Local 615 at the Upstate Medical Center facility.

According to Bob Vincent, local president, and Bill LaPoint, chief steward, CSEA presented a third step grievance in September. Ms. Bristol alleged that she was asked to assume the duties of the out-patient billing supervisor, a senior account clerk, grade 9, from April 27, to August 27, 1981, while the position was vacant.

Bristol also claimed that during the four month period she instructed and supervised two temporary employees and supervised four regular state employees; taught billing procedures at five in-service workshops for clerical employees; attended a seminar in the capacity of the outpatient billing supervisor and attended meetings; handled correspondence to be sent to a billing agency and billed and flagged accounts.

A spokesperson for the Medical Center conceded that the Bristol statement of duties was generally correct, but questioned her claim of supervisory responsibilities.

After examining the facts, the OER representative found in favor of Ms. Bristol and directed Upstate Medical Center to discontinue the out-of-title work practice.

Unfortunately, due to the fact that the grievance was filed more than ten days following the end of the out-of-title assignment, Bristol was not eligible for compensation for the four month period.

The Bristol decision marks another in the series of recent CSEA victories regarding out-of-title and upgrading grievances filed for employees at the huge upstate medical facility.



CSEA PRESIDENT WILLIAM L. MCGOWAN, above right, listens intently as Joe LaValle, left, president of Suffolk Developmental Center Local 430 discusses complaints the local has against the center's administration. McGowan recently went to the facility to participate in a high-level meeting with state officials in an effort to resolve the problems. In photo below, McGowan and LaValle, left foreground, are among several union representatives facing state officials on the other side of the table. The important meeting lasted more than four hours in an effort to end difficulties at the facility.



## Calendar of EVENTS

### DECEMBER

- 5—St. Lawrence County Local 845 annual Christmas party, 6:30 p.m., Fiocco's Restaurant, Potsdam.
- 5—OGS Local 660 executive committee meeting, 10 a.m.; general membership meeting, 11 a.m., Ford's Tavern, 1118 Central Avenue, Albany.
- 7—Nassau County mini-workshop for small units, 5-9 p.m., Salisbury Inn, Eisenhower Park.
- 10 — Rockland Retirees Local 918 meeting, 2 p.m., Our Lady Queen of Peace library, Orangeburg.

- 10 — Capital District Retirees annual Christmas luncheon, 12 p.m., Albany Hilton Hotel, Ten Eyck Plaza, Albany.
- 11—Upstate Medical Center Local 615 annual Christmas Dinner Dance, 6:30 p.m., Holiday Inn, Farrell Road, Syracuse.
- 12 — Special Women's Committee meeting, 9 a.m., Northway Inn, 1517 Central Ave., Albany.
- 12—Syracuse Developmental Center Local 422 annual Christmas Dinner Dance, 6:30 p.m., American Legion Hall, East Manlius Street, E. Syracuse.
- 16—Willard Psychiatric Center Local 428 General Information Day, 9 a.m.-3 p.m., Hadley Hall, Willard campus.

## Union charges Ulster Co. with restraint and coercion; IP filed to protect grievance rights

KINGSTON — Union leaders are reacting strongly to attempts by Ulster County to transfer highway department employees from the Hurley Avenue garage in Kingston to substations as far as 50 miles away. CSEA is also charging the county with "restraining and coercing" its employees to deprive them of grievance rights.

Sean Egan, president of the county unit, announced the filing of two grievances and an improper practice charge "to remedy the situation."

The IP relates to a grievance filed July 27 by various highway workers regarding overtime pay. Six of the eight employees being transferred were parties to the grievance which is scheduled for arbitration Dec. 1. CSEA is charging the reassignments are a "retaliatory measure on the part of the public employer for the employees' exercise of their grievance rights."

Egan expressed particular concern because in

at least one case the reassignment will require an employee to travel more than 100 miles a day. He said many of those affected "won't be able to afford to go to work."

The grievances charge the county with failing to follow job posting procedures to fill vacancies at the substations, and with making reassignments using a system that does not exist in the CSEA contract.

In a related matter, Field Representative Ross Hanna is requesting County Personnel Officer Thomas Costello to take the grievances directly to arbitration. He has also asked Public Works Commissioner Thomas Hart to delay the December 14 effective date of the reassignments until all charges are resolved.

Hanna explained such actions "would be in the public interest, because another question is raised, and that's the impact the reassignments will have on road safety in the greater Kingston area."

# Westchester County union leaders give a few messages to legislature

## 'No layoffs,' demands Unit President Jerry Barbour

MT. PLEASANT — CSEA leaders who represent more than 5,000 Westchester County employees are sending out a message that is loud and clear: "No layoffs."

Acting County Unit President Jerry Barbour told a meeting of the county legislature's Finance Committee on Nov. 23 that when they eliminate jobs, they destroy morale, "and that's an even higher price to pay." Said the leader: "Don't balance the budget on the backs of your blue collar workers."

The county executive's 1982 budget would eliminate 204 positions, of which 88 are filled. It's estimated that 56 are held by people in the bargaining unit.



SPEAKING OUT at the Yonkers hearing is Acting Westchester County Unit President Jerry Barbour. More than 1,000 people, including many CSEA members, attended the hearing.

The proposed \$446.7 million spending plan also raises two other issues — contracting out and funds for the Employee Assistance Program.

The county is attempting to contract out duplication services, typewriter repairs and housekeeping at the 85 Court Street office building in White Plains. Approximately six jobs would be lost.

CSEA leaders have suggested establishment of a joint labor-management committee to study ways of improving productivity. Barbour noted that some of the best ideas come from the workers themselves, and he reminded county officials of a recent PERB decision which held it would be an improper practice not to negotiate the impact of contracting out with the employees' bargaining unit.

Finally, Barbour proposed that funds be restored for EAP, calling it "the best investment Westchester County makes." Since 1977, more than 1,000 county personnel have benefited from the referral service and found help in dealing with personal problems that affect job performance. It's estimated the program has returned at least \$1 million by improving productivity.

The Finance Committee is holding a series of meetings in different parts of the county prior to adopting a budget.

## 'Shotgun approach no answer'

YONKERS — "Do not try to out-Reagan Reagan" was the plea made by acting County Unit President Jerry Barbour at the Nov. 30 meeting of the Westchester County Legislature's Finance Committee.

Barbour told the elected officials: "The shotgun approach isn't the answer. Do not try to out-Reagan Reagan. The needs of people do not disappear by closing your eyes." He also reminded the committee of its responsibility to guarantee the quality of life of more than 850,000 county residents.

The union leader then shared with the committee highlights of a budget analysis done by CSEA:

- "The county traditionally underestimates the general fund balance."
- "Proposed contracting-out is merely a smokescreen. No cost savings are realized."
- "Layoffs cost money, too. You can't just cut and run from employees. Let me remind you that layoffs lead to higher costs directly through unemployment payments. They also affect the county's financial position indirectly through loss of sales tax revenue, increased medical assistance, and welfare payments."
- "Potential Off Track Betting revenues are too low, even if OTB does not become operational until six months in the calendar year."
- "Revenues are underestimated, which is a traditional management practice."

Barbour repeated his previous demand of "no layoffs," and said that cuts in the Department of Social Services are "especially counterproductive . . . they reduce efficiency, and that costs even more money."

Concluded Barbour: "Last week, I asked that you not balance the budget on the backs of your employees. This week I add, do not balance the budget on the backs of those most in need — the young, the battered, the handicapped and the elderly."

# School workers win double-digit raises

MT. VERNON — The 325 employees who belong to the non-teaching unit of the city school district have received wage hikes of 10.5 to 17 percent as the result of a recently approved one-year contract.

The pact, according to Collective Bargaining Specialist Ron Mazzola, includes a 6.5 percent general wage increase, plus creation of a new step on the salary schedule which means all employees will receive an increment.

Other highlights include granting cafeteria workers \$100 clothing allowance; retaining existing sick leave and holidays; paying 75 percent hospitalization insurance premium for retirees, and 60 percent of premium for their families; and, improving dental coverage.

Unit President Marie Lewis, who noted the contract is retroactive to July 1, praised the cooperation shown by members of the board of education, saying, "They were sensitive to our needs." Board President Anthony Veteri, meanwhile, said he was pleased both sides were able to reach an amicable settlement.

Approximately 300 people in the unit are CSEA members.



SIGNING THE MT. VERNON AGREEMENT are Unit President Marie Lewis and Board of Education President Anthony Veteri. Looking on are, from left, Collective Bargaining Specialist Ron Mazzola, Board Trustees Stephen Acunto and William Martimucci, Superintendent of Schools William C. Prattella, and Superintendent of Buildings and Grounds Andrew J. Zambelli.



Lady  
Margaret  
sings

# rhythm 'n blues

by Richard Chernela  
CSEA Communication Associate

When Margaret Robinson was 12 years old, her mother took her to Apollo Theater, Harlem's showcase of black entertainment, to see and hear the legendary Count Basie and his orchestra. A feature of the show that evening was Amateur Hour.

"I was so moved by the music during amateur hour, that I got up on the stage and started singing and dancing," Margaret recalled.

After seeing Margaret in action, Count Basie told her mother to "keep pushing her. She has the rhythm."

Rhythm and blues has been a part of Margaret's life ever since.

An imposing woman with sparkling eyes and a toothpaste ad smile, Margaret, a member of South Beach Psychiatric Center Local 446, traveled the road to fame and fortune as a popular singer. She got as far along that road as the Chuck Berry/Dick Clark Tour in 1967 as the lead singer of a rhythm-and-blues group called the Ad Libs.

The Ad Libs hit the top of the charts in 1965 with "The Boy From New York City."

"My timing could've have been better," Margaret says with a laugh. "I sang on and off with the Ad Libs before they signed their recording contract and joined after they had made their big splash."

Margaret started singing professionally when she was still in high school, playing nightclubs in the New York metropolitan area with a rhythm-and-blues group called the Soul Town Review. The Soul Town Review included future members of the Ad Libs and Kool and The Gang.

After high school, Margaret went to the University of Oregon where she studied nursing. She gave up college when, while on break from school, she was invited to join the Ad Libs on the nationwide Chuck Berry/Dick Clark Tour. She jumped at the chance.

"I never looked toward making it big," she says. "I just loved singing. But I couldn't turn down that tour."

That rhythm-and-blues singer could decline an invitation to tour for ten months with such stars as Chuck Berry, Lenny Welch, Ben E. King and Mary Wells?

Margaret admits that she was awed by the stars with whom she was touring and that her shyness held her back from "hitting the big time."

Margaret went to work for the State in 1968 as a mental hygiene therapy aide at Staten Island Developmental Center. She later transferred to South Beach Psychiatric Center (SBPC).

An active member of SBPC Local 446, Margaret has served as a shop steward and the CSEA representative on the SBPC Affirmative Action and Employee Assistance Committees. She was recently elected to the local's Executive Board as the Institutional Services Unit representative.

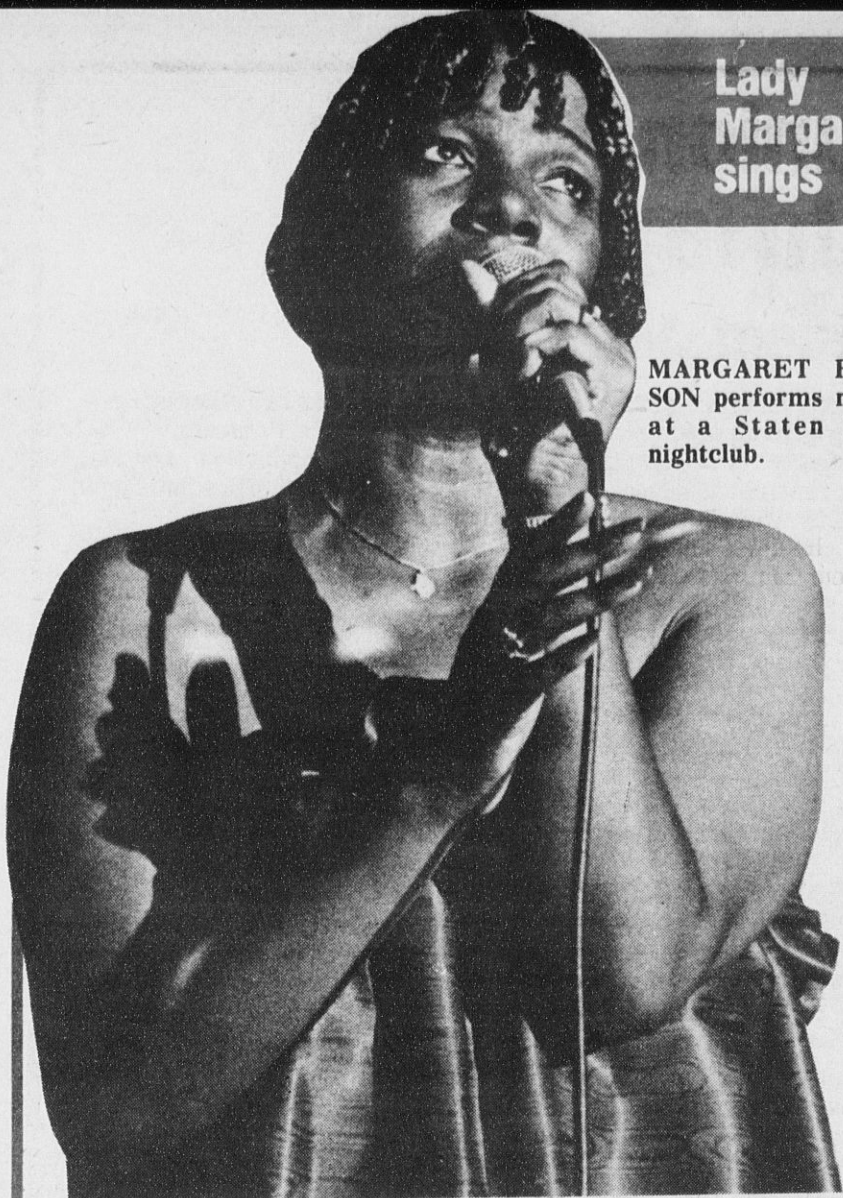
But she hasn't quite turned her back on singing. She still does two or three gigs a month in Staten Island nightclubs and occasionally sings in New Jersey and upstate New York nightclubs.

When she started singing on her own, she took the name "Brown Sugar" for her act, but that didn't last long. During one of her performances, after she was introduced as "Brown Sugar," someone in the audience shouted, "None of that 'Brown Sugar' stuff; she's too much of a lady." Since then Margaret has been billed as "Lady Margaret."

She enjoys working with clients at SBPC and is happy singing in Staten Island nightclubs and doing out-of-town gigs when she has the chance, but Margaret admits that she still hopes that "sometime, someone will sign me to a recording contract and I'll make it big."

If her recent performance at a Staten Island nightclub is any indication, she certainly has the talent to make it big. "Lady Margaret" demonstrated incredible vocal versatility and range as she sang current top-40 songs and oldies such as "Our Day Will Come" and "This Magic Moment."

MARGARET ROBINSON performs recently at a Staten Island nightclub.



## Margaret wins a grievance to end harassment at work

NEW YORK CITY — A harassment grievance filed by Margaret Robinson against South Beach Psychiatric Center (SBPC) has been settled with Ms. Robinson receiving a letter of apology from Chief of Service Dr. Darla Bjork.

The grievance was filed in response to actions repeatedly taken against Ms. Robinson by SBPC management in what SBPC Local 446 President George Boncoraglio charges was an attempt "to get rid of Margaret for exercising her right as the senior person on her unit to first choice of pass days."

The grievance charged that after Ms. Robinson refused to give up Saturday and Sunday as her pass days, management began harassing her.

Among the instances of harassment cited in the grievance were:

—the reprimanding of Ms. Robinson in front of patients and fellow employees for actions which were clearly not violations of work rules;

—in a counselling memorandum, charging Ms. Robinson with failing to respond to a potential incident on three occasions. (The

MARGARET stops to chat with South Beach Psychiatric Center Local 446 President George Boncoraglio and Mrs. Boncoraglio between sets during a recent performance at Staten Island nightclub. Boncoraglio recently helped represent Ms. Robinson in a successful harassment grievance against South Beach Psychiatric Center.

grievance pointed out that Ms. Robinson was not even at work on one of those occasions);

—serving Ms. Robinson with a counselling memorandum in the guise of a report of a supervisory conference which was actually a counselling session in violation of Ms. Robinson's contractual rights;

—the team leader's calling a staff meeting to begin rallying the staff of Ms. Robinson's unit in an attempt to force her to resign.

"Harassment is particularly difficult to prove," Boncoraglio says. "In Margaret's case the harassment was so malicious and so blatant that top management had to acknowledge she was being harassed."



# SUNY workers protest 'lock-out'

ALBANY — On the Friday after Thanksgiving, the State of New York was open, but the State University of New York at Albany was closed.

So while thousands of state employees reported to work and thousands of others — including Meyer S. Frucher, director of the governor's Office of Employee Relations — used earned leave accruals or contract-negotiated benefits to enjoy a long weekend, university workers had no choice but to take the day off at their own expense.

The employees were told unilaterally to charge the day off to personal or vacation time, or to forfeit the day without pay, if they had no accruals. Those who wanted to work were technically "locked out."

Many of them, members of CSEA Local 691, which represents 670 non-instructional employees, spent part of their day off manning an informational picket in front of the university.

"If a lot of people didn't come to work the day after Thanksgiving, the State of New York would be screaming," said William Fetterling, president of Local 691. "But it's all right for them to lock us out," he complained.

"We're being denied our right to work," continued Fetterling. "If the university closes down, it doesn't cost them a dime, but it costs the employees personal time, or vacation time, or they can take leave without pay," he said.

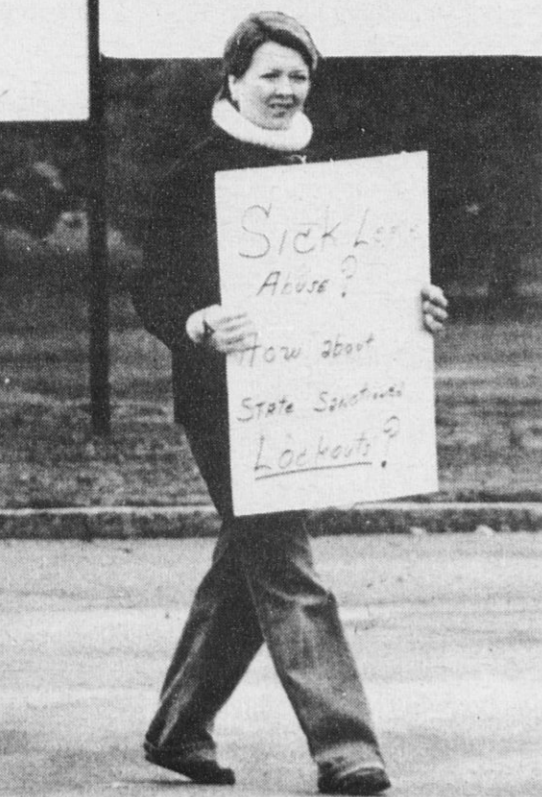
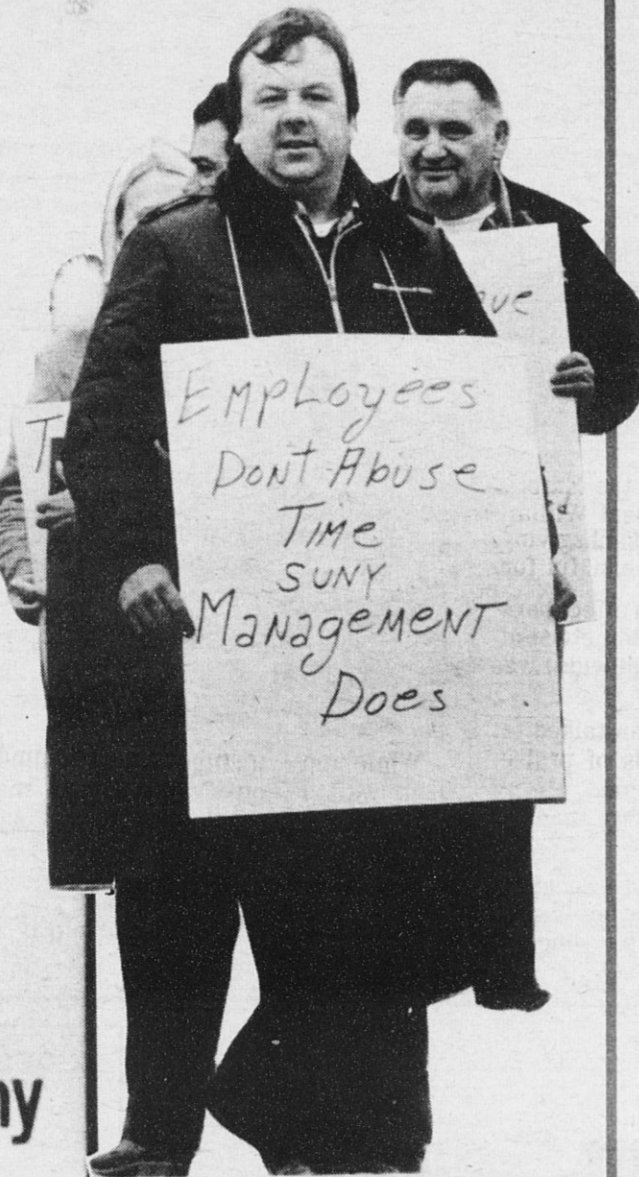
Betsy Buechner of OER explained that the union members' complaint about the closing of the Albany campus has been through the grievance process and arbitration, and that the matter was now in the Appellate Division of the state Supreme Court.

Buechner also noted that only 28 of the 49 members of the OER staff were working on Friday; the other 21, with only two exceptions, had received advance permission to charge to day off to vacation or personal leave.

"It's ironic," Fetterling said, "that they criticize us for abusing our own earned benefits, and when we want to work, they lock us out."

**'It's ironic. The State criticizes us for abusing our own earned benefits, and when we want to work, they lock us out.'**

— William Fetterling



**The University at Albany**  
State University of New York



CSEA PRESIDENT WILLIAM McGOWAN discusses the new vision plan with member Peggy Wagner, center, and a friend, foreground.



A FAMILY AFFAIR — Young Peter Rosenberger chooses between wire rim or plastic framed glasses, as President McGowan looks on. Peter's mother, Judy Rosenberger, second from left and his sister Kim, right, finally convinced him plastic frames were better because they're unbreakable.

## McGowan optometrist tour reveals overwhelming support for vision plan

*'I love it, especially for the children'*  
— Judy Rosenberger,  
Dept. of Civil Service

*'Normally ' wouldn't have the children's eyes examined. But then I thought, why not? Turns out two out of the three needed glasses'*  
— George Hart,  
dependent

*'I think it's marvelous, I'm very, very pleased'*  
— Patricia Haley,  
Dept. of Taxation and Finance

ALBANY — An impromptu visit to the Empire Vision Center proved to CSEA President William McGowan that on this day after Thanksgiving, union members still had much to be thankful for.

The new Vision Care plan had been in effect barely a month and already, the Albany optometrist office (one of 120 authorized by CSEA statewide) was filled to capacity.

Of the roomful of members McGowan talked to, there were no complaints, only words of praise. "Keep up the good work," exclaimed Peggy Wagner, as she studied a display of more than 100 frame styles selected for members.

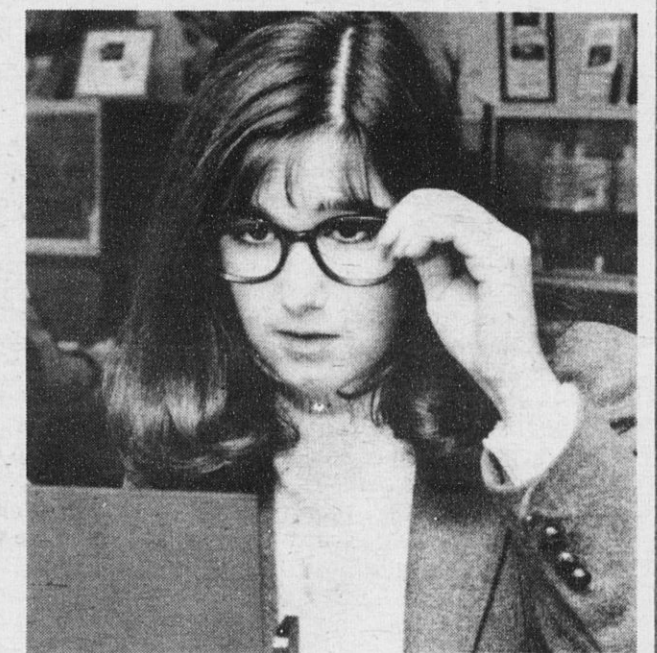
Wagner, a clerk at the Department of Education, said she already made appointments for her family. After enrolling, she said she received the vouchers within four days.

Other members were as equally complimentary of the vision plan. "I've been waiting a long time for a program like this," noted Patricia Haley, a secretary at the Department of Taxation and Finance.

Despite all the acclaim, McGowan repeatedly asked members if there were any problems with the new program. "Do you like the selection?" "Are you sure?" "Have you been waiting very long?"

While most members didn't mind the half-an-hour wait, Empire Vision Center manager Rhona Kosty said it was advisable to make appointments in advance.

Kosty said the response was so overwhelming, the center may expand its hours and increase personnel to accommodate the influx of CSEA program participants.



EYE CATCHING — Maureen King, a Vision Care program dependent, chooses from over 100 frame styles selected for CSEA members.

## Vision care plan requires enrollment, voucher

CSEA members who are enrolled participants in the new Vision Care Benefit program are reminded the members must submit a voucher before scheduling an exam under the program.

The plan, which became effective November 1, is administered by the CSEA Employee Benefit Fund (EBF). It is available to state workers in the Administrative, Institutional and Operational bargaining units to provide free professional eye examinations and eyeglasses for eligible employees and their dependents.

Enrollment cards may be obtained by calling EBF toll-free at 1-800-342-4274. Vouchers, good up to 45 days, may be obtained by completing the request form below and mailing it to CSEA Employee Benefit Fund, P.O. Box 11-156, Albany, N.Y. 12211.



CSEA PRESIDENT William L. McGowan, right, congratulates EBF Director Thomas P. Collins upon the institution of the new Vision Care Benefit program.

### REQUEST FOR VISION BENEFIT VOUCHER/CLAIM FORM

Social Security No. \_\_\_\_\_ Last Name \_\_\_\_\_ First Name \_\_\_\_\_  
Number and Street Address \_\_\_\_\_ City and State \_\_\_\_\_ Zip Code \_\_\_\_\_  
This Section is about the Person for whom the Vision Care Voucher is being Requested.

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Patient's Date of Birth \_\_\_\_\_  
 Self  Spouse  Child\*

If Child is eligible as full-time student, complete form below.  
DEPENDENT STUDENT: An unmarried child who is a full-time student will be covered up to age 25 (12 hours enrolled for undergraduate credits or 6 hours graduate credits.)

TO BE COMPLETED FOR DEPENDENT STUDENTS AGE 19 to 25.

I Certify that my dependent \_\_\_\_\_ (Name) meets all requirements for eligibility as a student dependent as outlined above and was eligible during the entire period covered by this claim.

I expect this eligibility to continue until the date of \_\_\_\_\_

Name of School: \_\_\_\_\_ City: \_\_\_\_\_  
Date Started: \_\_\_\_\_ To Graduate (Mo. & Yr.) \_\_\_\_\_

Enrollee's Signature \_\_\_\_\_ Date \_\_\_\_\_

I have previously enrolled in the Vision Care Plan  
 My enrollment card is included with this request

# Apprenticeship Training

## Unique union-state program for stationary engineers now in place in Capital Region

ALBANY — CSEA and the state Office of General Services have launched an apprenticeship training program which leads to employment as a stationary engineer.

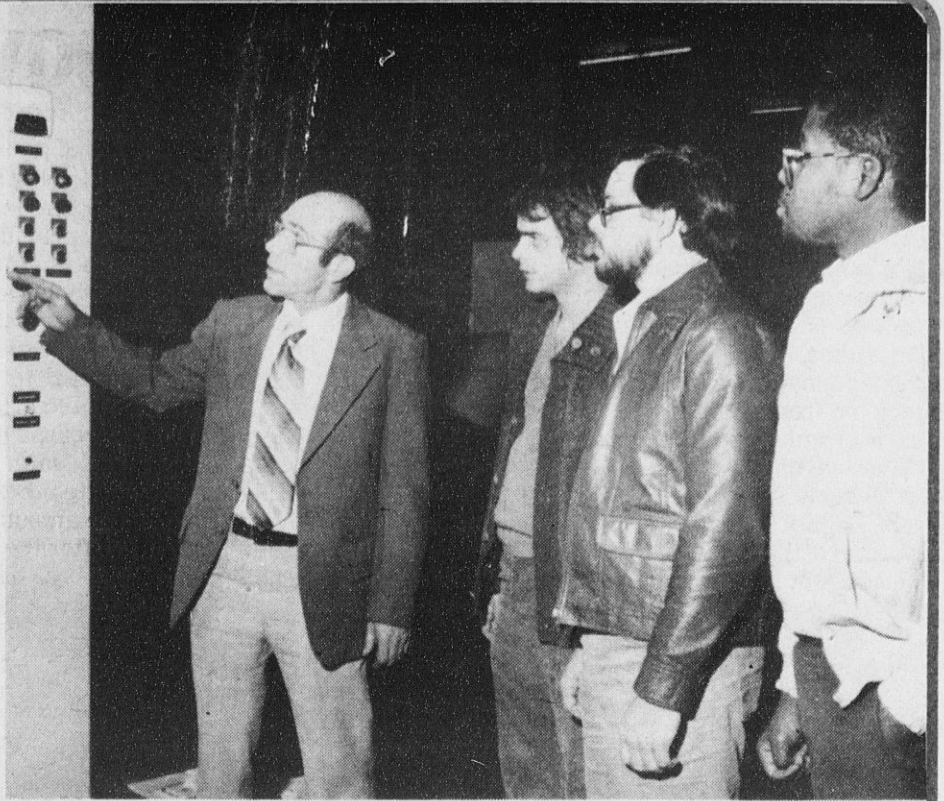
The Apprentice Training Pilot Program — the first joint state-union apprenticeship program on a statewide level in New York — kicked off Nov. 19. Twenty-five Capital Region residents were chosen to participate in the three-year program, which combines comprehensive on-the-job training with approximately 200 hours of classroom instruction per year.

The program is aimed at

providing a pool of trained workers to run and maintain the state's stationary machinery, such as its power plants in downtown Albany and the state Office Campus Building and its boilers and turbines.

The project has been in the planning stages for more than a year and is certified by and registered with the state Department of Labor.

Funding is through the CSEA-state Office of Employee Relations Committee on the Work Environment and Productivity (CWEP), which has authorized \$74,000 for the first year of the



EXAMINING a riverfront pumping station control panel at the Empire State Plaza are, from left to right, Gene Figler, head engineer at the Office of General Services, and apprentices Frank Hartman, Paul Cleveland and Anthony Cook.

program. Of that, \$44,500 will go to Hudson Valley Community College in Troy, which is providing the classroom sessions.

The 25 apprentices include five alternates, and were chosen from more than 350 applicants. The group includes the first three women to be hired in the Capital Region for the state's stationary engineer job series.

CSEA President William L. McGowan has called the program "a welcome opportunity for career growth and advancement for public employees."

According to William Blom, CSEA's director of research and a member of the joint apprenticeship committee set up to oversee the project, apprenticeship training is "an efficient and effective way of providing practical experience and formal instruction in order to keep employees abreast of technological and other changes which may affect their jobs."

Also representing CSEA on the joint committee are Collective Bargaining Specialist Nels Carlson

and Senior Stationary Engineer Arthur Kosiba. Representing OGS are Allen Wilbur, director of the Division of Employment Services; Robert Mathes, supervisor of Plant Utilities; and Paul J. Kelly, director of the Division of Technical Services.

At an opening ceremony launching the program, CSEA Executive Director Joseph J. Dolan called the program a "forerunner" for future apprenticeship programs.

Apprentices start at Grade 6 with a salary of \$8,931 and advance two pay grades each year. Upon finishing the program, they receive a New York State certificate of completion from DOL, advance to a Grade 12 with a salary of \$12,515, and are assigned to state facilities managed by OGS.

The apprenticeship program was conceived by CSEA and AFSCME Career Development, Inc., an advisory and consultory group for apprenticeship programs for state, county and municipal governments.



EXPLAINING THE FEATURES OF THE CHILLER FOR THE AIR CONDITIONING SYSTEM AT THE Empire State Plaza is OGS Superintendent of Plant Utilities Louis Fazzone. With him are stationary engineer trainees Clifton Rowles, left, and Joseph Franze.



MONROE COUNTY LOCAL 828 officers were installed recently by CSEA Region VI President Robert Lattimer, left. Accepting oath of office are Third Vice President Rosalba Bonazza, Board of Directors representative Patricia

Gooden, Delegate Florence Tripi, and President George Growney. Missing from photo are First Vice President Vince Carbone, Second Vice President Florence Edwards, Secretary Sophia Hnatkiw, and Treasurer Barry Deane.

# Court upholds power of arbitrator

By Bill Butler  
CSEA Correspondent

HOLTSVILLE — Legal action by Suffolk Local 852 has produced a Supreme Court ruling upholding the power of an arbitrator to "reach a just result regardless of the technicalities."

The ruling also meant that several hundred county employees would receive refunds of deductions taken from their pay for HIP/HMO health insurance premiums during 1980.

The language was used by Acting Supreme Court Justice John Copertino in rejecting a bid by Suffolk County to overturn an arbitrator's ruling that ordered the refunds.

The arbitrator, Gerald L. Sobol, had ruled on a

CSEA appeal against the deduction of a share of premiums for HIP/HMO subscribers that the county could make the deductions — but that the county failed to provide adequate notice to employees that the charge would be deducted or what the amount would be.

In the interests of justice, Sobol ordered the county to refund the deductions taken during 1980.

The county appealed to the court on a technical ground, saying that the arbitrator was barred from ordering refunds because he had found that making the deduction was legal.

The county deducted the excess cost of HIP/HMO coverage above the amount for Statewide or Group Health Insurance after the state dropped HIP/HMO as an option. HIP/HMO had increased its rates for

total health care to an amount substantially higher than the other plans.

However, Sobol found that the county did not notify employees until Oct. 1 that the excess amount would be deducted, and many employees did not receive the notice until Oct. 11. October is the annual period in which employees may change their health insurance option.

Also, Sobol found, the county estimated the deduction would be \$1 per pay period for individuals and \$6 for families, but announced on Nov. 21 that the deductions would be \$2.40 and \$10.60 respectively. That was after the option period had closed.

The judge ruled that the arbitrator's decision "was certainly an equitable result."



SHOWING OFF A PLAQUE testifying to his "outstanding leadership as president, 1959-1981," is former Rockland County Local 844 President John Mauro, fourth from right. A testimonial dinner was recently held for Mauro and a large gathering — representing the union, CSEA staff, elected officials and many associates and friends — took part in the Southern Region celebration. Shown above, from left, are Rockland Psychiatric Center Local

421 President Eva Katz, Westchester County Local 860 President Pat Mascioli, Regional Director Thomas J. Luposello, Nassau County Local 830 President Jerry Donahue, John Mauro, Rockland County Local 844 President Patsy Spicci, Putnam County Local 840 President Carmine Ricci, and Dutchess County Local 814 President Ellis Adams.

## Tax stewards training held

ALBANY — CSEA Tax Local's education committee recently conducted a very successful shop steward training workshop for its new stewards, teaching them the basics of performing their shop steward role in the Tax and Finance Department.

The session was held in conjunction with the monthly executive council meeting which was presided over by Local President Carmen Bagnoli.

The workshop featured five presentations ranging from "Communications" presented by Ed Wysomski to "Tools of a Shop Steward" by Kathy Saragalis, education committee chairperson, and Helen Butrym, Local secretary.

This last presentation featured the distribution of a locally prepared Membership Committee Report to each shop steward. The report consisted of samples of forms most frequently used and instructions on how to complete them properly. Also the report highlighted the most often asked questions and their answers.

Also the education committee compiled a timely and factual "Shop Steward Training Guide" which should provide useful information on a daily basis to all shop stewards. The most important sections of the guide are the duties, responsibilities and tools of a shop steward and an excellent section in member recruitment.



CSEA FIELD REP Ron Smith gestures for emphasis as he discusses how to prepare for collective bargaining. At left is Field Representative Jack Miller.

ROGER KANE, below, a collective bargaining specialist, speaks to large audience of union members from Region V.

## Regional workshop attracts hundreds

WATERTOWN — Several hundred county division employees represented by CSEA in the 20-county Central Region V area attended a three-day series of workshops covering all aspects of collective bargaining here recently.

The sessions dealt with preparing for collective bargaining and administering the collective bargaining agreement, and were conducted by the union's professional collective bargaining and field representative staff.



# 'Who you know' no more in Spring Valley

## New contract provides salary schedule, increment system and longevity payments

SPRING VALLEY — Employees in this Rockland County village no longer will be hired and paid on the basis of "who you know" thanks to a contract which sets up, for the first time, a salary schedule and system of increments and longevity payments.

CSEA Collective Bargaining Specialist Manny Vitale, who directed negotiations for the union-represented workers, called the old system "unfair, inequitable and shameful." Hereafter, under the new contract, all new employees must be hired on the step one, and pay scales for any newly established positions must be the subject of negotiations with CSEA.

All current workers here have been placed on the appropriate salary schedule, and for them it means average annual wage increases of 15.87 percent, with the range over three years going from 24.5 percent to 81.2 percent, depending on existing salaries.

Other contract highlights, according to Unit President Joanne Cangelosi, are:

- implementing Agency Shop;
- granting extra holidays on Yom Kippur and Good Friday, and two half-days on Dec. 24 and Dec. 31;
- allowing unused personal time to be converted to sick leave bank;
- specifying insurance carrier as the Statewide Health Insurance Plan;
- allowing reimbursement of job-related education and tuition expenses, upon approval by Board of Trustees;
- granting additional bereavement leave;
- providing, "no employees shall be required to perform any job without appropriate safety equipment;"
- allowing reimbursement of glasses, dentures, hearing aids, etc. damaged or destroyed during discharge of duties;
- clarifying work schedules for various departments; and,



UNIT PRESIDENT Joanne Cangelosi and Collective Bargaining Specialist Manny Vitale appear pleased as members of the Spring Valley Unit ratify new contract.

- providing that upon death the employee's estate will be compensated for unused compensatory time.

The negotiating team included, besides Vitale and Ms. Cangelosi, Jay Garbus, Blanche Moore, Lou Grausso and Dan Campbell.

## Florida retirees luncheon set

CSEA Florida State Retirees Local 950 will hold a Christmas luncheon program on Monday, December 14, at the American-Italian Civic Club, Madison Avenue and State Road, in Elfers, Florida, according to Local President Louis P. Colby.

He also announced a business meeting of Local 950 for January 11, 1982, at 1 p.m. on the second floor of the First Federal Building, Darlington Road and US 19, in Holiday, Florida. Len Klafter of the International Insurance Group Underwriters of Hollywood, Florida, will speak on nursing home insurance coverage.

## Tragic accident claims life of William Kise, 29

GENEVA — A tragic accident aboard a New York State DOT derrick boat has claimed the life of William Kise, 29, a nine-year veteran of the Barge Canal System and a member of CSEA Local 503 Barge Canal District 3.

According to an unofficial report, Kise, a marine engineer assigned to the tug Seneca, was working with a crew approximately one quarter mile offshore from the harbor entrance to the canal and Seneca Lake.

The accident reportedly happened at approximately 2:30 p.m., December 2, while the men were driving pilings for navigation entrance lights. During the work a cable went slack, releasing pressure on the pile driver and causing it to fall and strike Kise.

In gathering initial information from Ed Canavan, president of

Local 503, CSEA learned that the 50-year old derrick boat on which the accident occurred has no communication equipment. Efforts on the part of CSEA officers and barge canal employees to obtain any type of ship-to-shore radio equipment have brought no results.

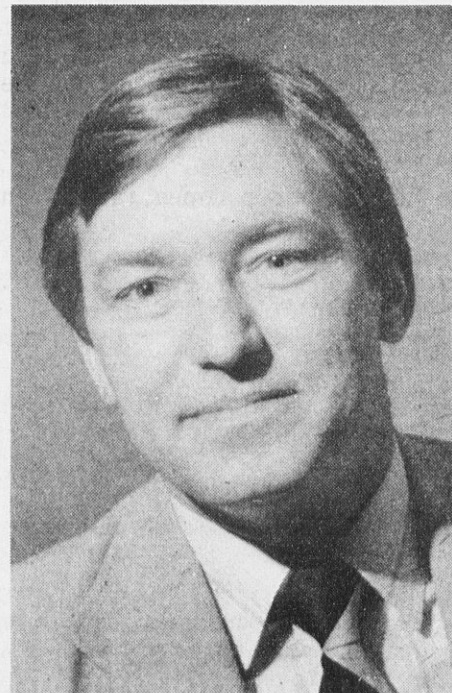
Canavan said he plans to call for a complete investigation of the accident by a CSEA safety team and representatives of OSHA. He will also question state authorities as to whether Kise, a marine engineer assigned to the tug Seneca, was working out of title with the pile driving crew.

Funeral arrangements for Kise, a resident of Seneca Falls, New York, were unknown at Public Sector press time.

Kise leaves a wife and two children.



AN EMPLOYEE ASSISTANCE PROGRAM AGREEMENT has been signed to cover employees of the Division for Youth facility in Highland, which is located in the Southern Region. Signing the agreement for CSEA was Local 550 President Anne Spero, seated. Standing in the background are, from left, Highland DFY Director George Harrison, Regional EAP Representative Clark Brown, acting Director (Cherokee Secure Center) Calvin Dymond, Director of Regional Detention Michael Theis, acting Director (Individual Learning Center) Christine Dinsmore, Elizabeth Hole and Dan O'Byrne of the Public Employee Federation, and Bob Kennedy, supervisor of labor relations.



## Carroll elected VP

W. Michael Carroll, a former CSEA staff member, has been elected a vice president of Bache Ter Bush & Powell, Inc., which serves as CSEA's insurance agency in administering the union's insurance plans.

In his new capacity, Carroll assumes responsibilities for the firm's employee benefits services, retirement counseling and CSEA divisions and serves as the liaison with CSEA relative to insurance matters.

Carroll joined CSEA in January, 1973, as an organizer/field representative. In January, 1975, he was named research associate for the union's Capital Region, and was director of CSEA group insurance programs from February, 1977, until November, 1979.

# Union nearing win in Oneida County over contracting

UTICA — Oneida County employees at the county waste water treatment plant should not be blamed if they get into the holiday spirit a little early this year.

For more than 40 employees, members of Local 833, Christmas arrived December 2 in the form of a personal message from Oneida County Executive Sherwood Boehlert saying he will recommend to county legislators they not accept the proposal from Envirotech to turn over maintenance and operation of the water pollution control plant.

In breaking the news to the employees, the county executive also took the opportunity to tell them he had appointed Richard O. Edwards to the post of deputy public works commissioner for water pollution control.

In addition to being strongly opposed to the takeover by Envirotech, CSEA officials have long advocated the need for a qualified top administrator at the plant. The new appointment fills that void.

James J. Moore, CSEA Region V president, was present when the county

executive made his announcement and issued a comment. "We are very pleased with the decision of Oneida County Executive Boehlert to back the efforts of CSEA members at the Part-County Sewage Treatment Plant. Although the final decision remains with the legislators, we are hopeful and confident they will make the right decision and accept Mr. Boehlert's recommendation to reject the Envirotech proposal," Moore said.

"We also want to recognize the union leadership at the plant," Moore continued. "John Mikalauskas, first vice president of Local 833 and Dorothy Penner, local president, worked long and hard to prevent the loss of jobs. Their leadership and support, along with the combined efforts of CSEA and AFSCME, successfully demonstrated to the county that contracting out was not the least expensive way of providing the needed services to Oneida County taxpayers."

CSEA believes the decision by the county executive could be attributed, in part, to a report prepared by Richard O. Edwards that sewer tax rates would increase 79 percent next year if the county hired Envirotech, but would increase only 14 percent if the county continued to operate the plant.

If Boehlert had not made his announcement, CSEA officials planned to approach the legislators individually and to make a combined CSEA and AFSCME research presentation to the full legislative body in the near future. At that time, CSEA also planned to highlight the results of the "Poughkeepsie Experiment," an Envirotech program in Dutchess County.

CSEA considers the Boehlert announcement a wise decision. If the legislature accepts the recommendation, it will assure the continued control of the treatment plant by the county and maintain job security for 45 county employees.

At Christmas time that is particularly good news.

## Self awareness, career development featured discussions at statewide women's conference

NIAGARA FALLS — Self awareness, career development and better understanding of the problems facing women workers were all addressed at a recent statewide conference here offered by the CSEA Special Women's Committee.

A keynote address by CSEA Attorney Marge Karowe spoke of the history of women in the early days of the American labor movement. More than 250 CSEA members took part in workshops and strategy sessions designed to "encourage all concerned that the struggle for equality for women in the workplace has the highest priority in this union," according to committee chairwoman June Scott.

The weekend program included films and workshops in self awareness, career development strategies, teamwork theory and other pertinent subjects delivered through the combined efforts of the Center for Women in Government and the Women's Activities

department of AFSCME.

Fredda Merzon, training director for CWG, said her workshops were designed to show each worker "how much she has to offer and develop the skills we all possess in negotiating contracts and other labor matters as well as dealing with sexism in public employment."

Overcoming "dead-end career ladders" and improving leadership skills are also continuing goals of CSEA and the special women's committee, according to staff coordinator Cindy Chovanec.

In listing the social gains women have made, banquet speaker Karen Burstein said the struggle for women's equality "is far from over."

"Just because we now have laws against sexual discrimination in credit and insurance matters, doesn't change the fact that most women are still stuck in low-pay, dead-end jobs," said the attorney, who is a former state

senator and presently executive director of the state's department of consumer affairs.

"We must come to terms with our reality," Ms. Burstein continued, "or the next 20 years will find the same lack of progress. Equal pay for work of comparable value must become our watchword until it is achieved. The importance of your great union in accomplishing this cannot be overstated," she observed, noting unionized government workers earn more than non-unionized employees.

Ms. Burstein compared the struggle for women's equality to the civil rights struggle of the '60s as she called for some idealism and dedication to see us through to victory."

Before closing to a standing ovation, Ms. Burstein observed that "to be born a woman in America is a difficulty, but the opportunities to humanize this society and improve it for those who come after us offers the greatest possibility of rewards one could imagine."

## Novo slams Suffolk County for serving 200 layoff notices

# 'Illegal, unnecessary, tactless'

HOLTSVILLE — Charles Novo, president of Local 852, has attacked the approximately 200 layoff notices handed to Suffolk County employees with their paychecks the day before Thanksgiving as "illegal, unnecessary and tactless."

The layoff notices, dated Nov. 25, were signed by Jack Farneti, director of personnel and labor relations, and given to employees the county has scheduled to be terminated because of cuts in the 1982 budget. The union expects that the number of actual layoffs will be far fewer than the number of notices handed out.

CSEA claims that the layoff procedures being used by the county are illegal because layoffs are being made on the basis of department rather than county-wide seniority.

"If the county wishes to lay off a stenographer in the social services department, that stenographer's seniority must be checked against stenographers in all other county departments," Novo said.

He said he has instructed union attorneys to bring suit against the county for violations of the seniority provisions of the CSEA contract.

Novo said the layoffs are unnecessary because of the county's high monthly attrition rate of 80 to 100 employees.

"The county could easily fill jobs vacated by retirements and people quitting with employees scheduled to be laid off," he said. Meanwhile the county is continuing to hire new employees. "There were 60 new employees hired last month alone," he said, "in the departments of Social Services and Health in the very titles scheduled for layoff."

Novo said that the CSEA contract and civil service laws stipulate a minimum 60-day notice period of job termination. While the county wanted to

make the layoffs by Jan. 24, "they could have at least given out the notices at an earlier date than the day before Thanksgiving," he said.

The layoff notices did not inform employees of their rights to initiate bump and retreat procedures. "This oversight may have occurred because the notice was written by Mr. Farneti instead of the director of civil service, who obviously understands civil service laws better than Mr. Farneti."

## CSEA retains representation rights to Norwich school district workers

NORWICH — Chenango County CSEA Local 809 officials have been formally notified by the state Public Employment Relations Board (PERB) that a petition filed by the New York Educators Assn. (NYEA) to represent 110 non-instructional employees of the Norwich Central School District has been dismissed.

CSEA represents those employees, but NYEA filed a challenge to CSEA's representational rights early in 1981, according to CSEA Field Representative E. R. Ventura Jr. PERB conducted a hearing on that petition in July in Syracuse, and decided to dismiss the petition in November.

"The PERB decision means that CSEA will continue to be recognized as the official bargaining representative for non-instructional school employees in Norwich, and the current contract remains valid through June 30, 1984," Ventura noted.

# Union nearing win in Oneida County over contracting

UTICA — Oneida County employees at the county waste water treatment plant should not be blamed if they get into the holiday spirit a little early this year.

For more than 40 employees, members of Local 833, Christmas arrived December 2 in the form of a personal message from Oneida County Executive Sherwood Boehlert saying he will recommend to county legislators they not accept the proposal from Envirotech to turn over maintenance and operation of the water pollution control plant.

In breaking the news to the employees, the county executive also took the opportunity to tell them he had appointed Richard O. Edwards to the post of deputy public works commissioner for water pollution control.

In addition to being strongly opposed to the takeover by Envirotech, CSEA officials have long advocated the need for a qualified top administrator at the plant. The new appointment fills that void.

James J. Moore, CSEA Region V president, was present when the county

executive made his announcement and issued a comment. "We are very pleased with the decision of Oneida County Executive Boehlert to back the efforts of CSEA members at the Part-County Sewage Treatment Plant. Although the final decision remains with the legislators, we are hopeful and confident they will make the right decision and accept Mr. Boehlert's recommendation to reject the Envirotech proposal," Moore said.

"We also want to recognize the union leadership at the plant," Moore continued. "John Mikalauskas, first vice president of Local 833 and Dorothy Penner, local president, worked long and hard to prevent the loss of jobs. Their leadership and support, along with the combined efforts of CSEA and AFSCME, successfully demonstrated to the county that contracting out was not the least expensive way of providing the needed services to Oneida County taxpayers."

CSEA believes the decision by the county executive could be attributed, in part, to a report prepared by Richard O. Edwards that sewer tax rates would increase 79 percent next year if the county hired Envirotech, but would increase only 14 percent if the county continued to operate the plant.

If Boehlert had not made his announcement, CSEA officials planned to approach the legislators individually and to make a combined CSEA and AFSCME research presentation to the full legislative body in the near future. At that time, CSEA also planned to highlight the results of the "Poughkeepsie Experiment," an Envirotech program in Dutchess County.

CSEA considers the Boehlert announcement a wise decision. If the legislature accepts the recommendation, it will assure the continued control of the treatment plant by the county and maintain job security for 45 county employees.

At Christmas time that is particularly good news.

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TOWN OF GREENBURGH Unit President Eleanor McDonald goes over the proposed contract.

Went to meditation twice, factfinding

## Greenburgh contract nearly a year late

GREENBURGH — After protracted negotiations, which went to mediation twice before ending up in factfinding and eventual resolution, a contract has been worked out for members of the Town of Greenburgh Unit of Westchester County Local 860.

During the two-year term of the pact, employees at either the minimum or maximum steps of the salary schedule will receive a gross wage hike of 14.75 percent. Workers on in-between steps will receive 16-19 percent plus increments, according to Unit President Eleanor McDonald who explained, "increments were equalized to gain more dollars now instead of waiting until reaching the final step." She also noted that a four-step salary structure for blue collar workers was eliminated, and an additional increase negotiated instead.

Provisions of the 1979-1980 contract will otherwise remain in effect, except for improved bereavement leave, upgrading parks groundsman, and paying medical insurance premiums for surviving spouses of retirees.

The negotiating team included Sylvia Failes, Frank Amodeo, Angelo Nanna, Gregg Prant, John Gristello, Mark Matero, Pat Lofaro and Collective Bargaining Specialist Ron Mazzola.

The pact is retroactive to Jan. 1.

# DO NOT BUY!

## National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

All trade unionists and their families are asked not to patronize the products and services of the boycotted firms listed below. List current as of first day of month of publication. Subject to change.

### COORS BREWERY—BEER

AFL-CIO BREWERY WORKERS D.A.L.U. 366 is on strike at Coors Brewery in Golden, Colorado for decent working conditions. On list since April 1977.

### FABERGE, INC.—COSMETICS

Personal care products—OIL, CHEMICAL & ATOMIC WORKERS INTERNATIONAL UNION. On list since February 1979.

### NON-UNION BRIQUETTES

Charketts, Grill Time, Star Grill; Sparky Lighter Fluid and Hickory Chips—INTERNATIONAL WOODWORKERS OF AMERICA (Pachuta, Miss., plant). On list since August 1980.

### ICEBERG LETTUCE—PRODUCE

Non-union iceberg lettuce—UNITED FARM WORKERS OF AMERICA. On list since May 1979.

### MARINE OPTICAL, INC.—OPTICAL PRODUCTS

Eyeglass frames sold through optical retailers—INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS. On list since May 1980.

### MISS GOLDY'S CHICKENS—POULTRY

Brand name chickens — INTERNATIONAL CHEMICAL WORKERS UNION. On list since May 1979.

### PERDUE FARMS—PERDUE FOODS—POULTRY

Perdue chickens, roasters, broilers and cornish game hens—UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION. On list since February 19, 1981.

### R.J. REYNOLDS TOBACCO CO. CIGARETTES & TOBACCO

Brand names: Winston, Salem, Camel, Doral, Vantage, More, Now, and Real Cigarettes; Winchester Little Cigars; Prince Albert Smoking Tobacco—BAKERY, CONFECTIONERY AND TOBACCO WORKERS INTERNATIONAL UNION. On list since 1955.

### SEATTLE-FIRST NATIONAL BANK—FINANCIAL INSTITUTION

Withdraw funds—UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION. On list since July 1979.

Union Label and Service Trades Department AFL-CIO

## Smithtown action is arrogance

SMITHTOWN — Long Island, long accustomed to power politics, witnessed an unusually naked display of power recently when the Republican and Conservative-controlled Smithtown Town Board abolished the independent planning department including 34 positions and transferred the powers and all but four of the positions to the politically-appointed planning board.

The town board said the reason for the move was to cut taxes contained in the budget of Democratic Supervisor Pat Vecchio. But observers, including the Smithtown News, said the real target of the "reorganization" was Fred Meyer, a highly respected professional planner, who had served the department for 19 years and had opposed effort of the board and town attorney to grant variances to developers. Meyer, an environmental planner, and two senior engineers, one of whom was a managerial union representative, were not rehired.

The move came at a board meeting held without public notice or debate because, as one councilman put it, "people would not have showed up at the meeting to debate the issues."

"The layoffs are nothing more than a cold-blooded maneuver in a political fight. It is despicable that politicians can toy with peoples' livelihoods and essential governmental services simply because they want more power," said James Carthy, Smithtown CSEA president.

Of the nine CSEA members involved in the reorganization, six were transferred into the planning board, and two were transferred to other departments. The union is trying to save the jobs of four other employees whose positions were cut out of the budget.

After news of the move was announced in local newspapers it was denounced by the League of Women Voters and a former Smithtown supervisor who called it "incredible."



# open competitive STATE JOB CALENDAR

FILING ENDS DECEMBER 7, 1981

| TITLE   | SALARY            | EXAM NO. |
|---|-------------------|----------|
| Beginning Office Worker                                   | \$7,971           | 20-970   |
| Beginning Office Worker                                   | \$7,971           | 20-972   |
| Beginning Office Worker                                   | \$7,971           | 20-973   |
| Beginning Office Worker                                   | \$7,971           | 20-974   |
| Beginning Office Worker                                   | \$7,971           | 20-975   |
| Beginning Office Worker                                   | \$7,971           | 20-976   |
| Beginning Office Worker                                   | \$7,971           | 20-977   |
| Beginning Office Worker                                   | \$7,971           | 20-978   |
| Railroad Equipment Inspector                              | \$17,335/\$18,975 | 25-479   |
| Railroad Track and Structure Inspector                    | \$16,375/\$18,000 | 25-478   |
| Mental Hygiene Staff Development Specialist I             | \$12,665          | 25-485   |
| Mental Hygiene Staff Development Specialist II            | \$15,030          | 25-486   |
| Mental Hygiene Staff Development Specialist III           | \$18,800          | 25-487   |
| Mental Hygiene Staff Development Specialist IV            | \$24,400          | 25-488   |
| Mental Hygiene Staff Development Specialist III (Nursing) | \$18,800          | 25-489   |

FILING ENDS DECEMBER 21, 1981

|  |          |        |
|--|----------|--------|
| Motor Equipment Mechanic               | \$12,954 | 20-014 |
| Maintenance Assistant Mechanic         | \$10,335 | 20-013 |
| Education Counselor (Spanish Speaking) | \$19,835 | 28-294 |
| Employee Health Service Physician I    | \$43,550 | 28-310 |

FILING ENDS DECEMBER 28, 1981

|  |                        |        |
|--|------------------------|--------|
| Accountant/Auditor, Senior                                       | \$18,800               | 25-522 |
| Building Maintenance Supervisor I                                | \$13,784               | 25-523 |
| Building Maintenance Supervisor II                               | \$16,304               | 25-524 |
| Commissary Clerk I   | \$8,752                | 25-549 |
| Commissary Clerk II  | \$9,773                | 25-550 |
| Commissary Clerk III   | \$10,925               | 25-551 |
| Commissary Clerk IV  | \$12,954               | 25-552 |
| Engineering Materials Technician                                 | \$10,685               | 25-491 |
| Engineering Materials Technician, Senior                         | \$12,665               | 25-492 |
| Public Buildings Manager   | \$18,800               | 25-507 |
| Public Buildings Manager, Assistant                              | \$16,810               | 25-506 |
| Social Services Human Resources Development Specialist II        | \$18,800               | 25-519 |
| Stockroom Worker   | About \$153 — \$168/wk | 25-543 |
| Title Searcher   | \$15,030               | 25-544 |
| Training Technician, Senior (Police)                             | \$18,800               | 25-466 |
| Administrator, Assistant — NYS Veteran's Home                    | \$24,693               | 28-321 |
| Chief, Bureau of Occupational Education Planning and Information | \$33,729               | 28-307 |
| Community Placement Specialist I                                 | \$17,775               | 28-324 |
| Developmental Center Specialist                                  | \$33,515               | 28-114 |
| Director of Housing Assistance                                   | \$33,929               | 28-275 |
| Director of Housing Assistance, Assistant                        | \$30,666               | 28-274 |
| Director of Neighborhood Services                                | \$33,929               | 28-277 |
| Director of Neighborhood Services, Assistant                     | \$30,666               | 28-276 |

## COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS DECEMBER 21, 1981—  
WRITTEN TEST TO BE HELD JANUARY 30, 1982

| TITLE   | DEPT.                 | EXAM NO. |
|---|-----------------------|----------|
| Senior Accountant/Senior Auditor G-18                           | IDP                   | 37-446   |
| Senior Bank Examiner G-23                                       | BANKING               | 37-445   |
| Senior Overseas Branch Bank Examiner G-25                       | BANKING               | 37-445   |
| Commissary Clerk IV — G-12                                      | CORRECTIONAL SERVICES | 37-468   |
| Commissary Clerk III — G-9                                      | CORRECTIONAL SERVICES | 37-469   |
| Commissary Clerk II — G-7                                       | CORRECTIONAL SERVICES | 37-470   |
| Engineering Materials Technician G-8                            | DOT                   | 37-423   |
| Principal Materials Technician G-14                             | DOT                   | 37-425   |
| Senior Engineering Materials Technician G-11                    | DOT                   | 37-424   |
| Supervisor of Toll Operations G-18                              | DOT                   | 37-442   |
| Highway Safety Technical Training Supervisor G-20               | EXECUTIVE (CJS)       | 37-437   |
| Training Technician II (Law Enforcement) G-23                   | EXECUTIVE (CJS)       | 37-439   |
| Associate Training Technician (Police) G-23                     | EXECUTIVE (CJS)       | 37-410   |
| Assistant Public Buildings Manager G-16                         | OGS                   | 37-434   |
| Public Buildings Manager G-18                                   | OGS                   | 37-435   |
| Senior Public Buildings Manager G-23                            | OGS                   | 37-436   |
| Motor Vehicle Program Manager G-21                              | MOTOR VEHICLES        | 37-460   |
| Motor Vehicle Program Manager G-23 & M-1                        | MOTOR VEHICLES        | 37-461   |
| Motor Vehicle Program Manager M-2                               | MOTOR VEHICLES        | 37-462   |
| Motor Vehicle Program Manager M-3                               | MOTOR VEHICLES        | 37-463   |
| Associate Accountant (Social Services) G-23                     | SOCIAL SERVICES       | 37-447   |
| Social Services Human Resources Development Specialist III G-23 | SOCIAL SERVICES       | 37-441   |
| Principal Accountant (Social Services) G-27                     | SOCIAL SERVICES       | 37-448   |
| Building Maintenance Supervisor I \$13,784                      | THRUWAY               | 37-464   |
| Building Maintenance Supervisor II \$16,304                     | THRUWAY               | 37-443   |
| Senior Building Maintenance Assistant \$22,423                  | THRUWAY               | 37-444   |
| ORAL TESTS GIVEN DURING JANUARY 1982                            |                       |          |
| Senior Building Construction Project Coordinator G-18           | OGS                   | 39-568   |
| Telecommunications Analyst IV G-27                              | OGS                   | 39-572   |

# open continuous STATE JOB CALENDAR

| Title   | Salary   | Exam No. |
|---|----------|----------|
| Assistant Stationary Engineer                 | \$9,984  | 20-271   |
| Stationary Engineer                           | \$12,514 | 20-272   |
| Electroencephalograph Technican               | \$9,330  | 20-308   |
| Data Machine Operator                         | \$7,795  | 20-334   |
| Medical Record Administrator                  | \$14,860 | 20-348   |
| Food Service Worker                           | \$8,338  | 20-352   |
| Mental Hygiene Therapy Aide Trainee*          | \$9,773  | 20-394   |
| Associate Actuary (Casualty)                  | \$19,288 | 20-416   |
| Principal Actuary (Casualty)                  | \$23,829 | 20-417   |
| Supervising Actuary (Casualty)                | \$27,842 | 20-418   |
| Senior Actuary (Life)                         | \$14,850 | 20-519   |
| Associate Actuary (Life)                      | \$19,208 | 20-521   |
| Supervising Actuary (Life)                    | \$27,842 | 20-522   |
| Assistant Actuary                             | \$15,030 | 20-556   |
| Vocational Instructors*                       | \$11,835 | 20-600   |
| Industrial Training Supervisors               | \$13,264 | 20-700   |
| Dietitian Trainee                             | \$13,265 | 20-844   |
| Dietitian                                     | \$14,045 | 20-845   |
| Supervising Dietitian                         | \$16,610 | 20-846   |
| Social Services Disability Analyst            | \$16,100 | 20-848   |
| Medical Specialist I                          | \$40,020 | 20-851   |
| Medical Specialist II                         | \$43,560 | 20-850   |
| Psychiatrist I                                | \$40,020 | 20-853   |
| Psychiatrist II                               | \$43,560 | 20-852   |
| Assistant Clinical Physician                  | \$34,220 | 20-854   |
| Clinical Physician I                          | \$38,035 | 20-855   |
| Clinical Physician II                         | \$42,050 | 20-856   |
| Audiologist                                   | \$16,610 | 20-860   |
| Speech Pathologist                            | \$16,610 | 20-861   |
| Assistant Speech Pathologist                  | \$14,860 | 20-862   |
| Assistant Audiologist                         | \$14,860 | 20-863   |
| Child Protective Services Specialist I*       | \$15,030 | 20-864   |
| Social Services Management Trainee            | \$13,465 | 20-875   |
| Social Services Management Specialist         | \$14,245 | 20-876   |
| Physical Therapist*                           | \$11,337 | 20-880   |
| Senior Physical Therapist*                    | \$12,670 | 20-881   |
| Stenographer                                  | \$7,613  | 20-890   |
| Typist  | \$6,943  | 20-891   |
| Senior Occupational Therapist*                | \$12,670 | 20-894   |
| Occupational Therapist*                       | \$11,337 | 20-895   |
| Cytotechnologist                              | \$13,395 | 20-101   |
| Senior Medical Records Technician             | \$10,624 | 20-102   |
| Pharmacist                                    | \$15,520 | 20-103   |
| Physician's Assistant                         | \$16,420 | 20-104   |
| Licensed Practical Nurse                      | \$8,454  | 20-106   |
| Junior Engineer (Bachelor's Degree)           | \$16,100 | 20-109   |
| Junior Engineer (Master's Degree)             | \$16,600 | 20-109   |
| Attorney                                      | \$19,835 | 20-113   |
| Assistant Attorney                            | \$17,655 | 20-113   |
| Attorney Trainee                              | \$16,050 | 20-113   |
| Assistant Sanitary Engineer                   | \$20,000 | 20-122   |
| Senior Sanitary Engineer                      | \$24,600 | 20-123   |
| Nutrition Services Consultant                 | \$20,870 | 20-139   |
| Vocational Rehabilitation Counselor           | \$18,535 | 20-140   |
| Vocational Rehabilitation Counselor Trainee   | \$15,710 | 20-213   |
| Medical Record Technician                     | \$9,481  | 20-143   |
| Histology Technician                          | \$9,865  | 20-170   |
| Supervising Medical Record Administrator      | \$15,624 | 20-212   |
| Senior Computer Systems Analyst               | \$17,570 | 20-219   |
| Senior Computer Programmer Analyst            | \$17,570 | 20-219   |
| Computer Programmer                           | \$14,045 | 20-220   |
| Senior Computer Programmer                    | \$17,570 | 20-221   |
| Mobility Instructor                           | \$14,860 | 20-224   |
| Instructor of the Blind                       | \$11,250 | 20-225   |
| Teachers of the Blind and Partially Sighted*  | \$12,395 | 20-111   |
| Teachers of the Deaf and Hearing Impaired*    | \$12,395 | 20-112   |
| Senior Heating and Ventilating Engineer       | \$21,129 | 20-227   |
| Senior Sanitary Engineer (Design)             | \$21,129 | 20-228   |
| Senior Plumbing Engineer                      | \$21,129 | 20-232   |
| Teachers (Remedial Mathematics)               | \$12,395 | 20-240   |
| Teachers (Remedial Bilingual Education)       | \$12,395 | 20-243   |
| Teachers (Remedial Reading)                   | \$12,395 | 20-246   |
| Assistant Accountant                          | \$14,045 | 20-200   |
| Assistant Auditor                             | \$14,045 | 20-200   |
| Compensation Claims Auditor                   | \$14,043 | 20-200   |
| Accountant (Social Services) Trainee I        | \$14,045 | 20-200   |
| Examiner of Municipal Affairs Trainee I       | \$14,045 | 20-200   |
| Insurance Examiner Trainee I                  | \$14,045 | 20-200   |
| Insurance Premium Auditor Trainee I           | \$14,045 | 20-200   |
| Medical Facility Auditor Trainee I            | \$14,045 | 20-200   |
| Mental Health Auditor Specialist Trainee I    | \$14,045 | 20-200   |
| Mental Retardation Audit Specialist Trainee I | \$14,045 | 20-200   |
| Public Utility Auditor Trainee I              | \$14,045 | 20-200   |
| State Accounts Auditor Trainee I              | \$14,045 | 20-200   |

\*Spanish Speaking

APPLICATION FORMS: You may obtain application forms by mail or in person at the following offices of the State Department of Civil Service:

ALBANY — State Office Building Campus 12239

BUFFALO — Suite 750, 1 W. Genesee Street 14202

NEW YORK — 55th Floor, 2 World Trade Center 10047

LOCAL OFFICES of the N.Y.S. Employment Service (no mail requests handled)

When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, State Office Building Campus, Albany, New York 12239. In the Buffalo area, mail applications to Buffalo address shown above.

# Here's three ways not to get mugged.



I hate to repeat myself—  
but you're not listening!  
So I'll say it again:

1. Walk on well-lit streets.
2. Don't walk alone late at night.
3. Have your keys ready, so you don't fumble around at your door.

Find out what else you can do to protect yourself. Write to: Crime Prevention Coalition, Box 6600, Rockville, Maryland 20850. And help me...

## TAKE A BITE OUT OF CRIME

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A message from the Crime Prevention Coalition, this publication and The Ad Council



AN EMPLOYEE ASSISTANCE PROGRAM has been initiated for employees at Kings Park Psychiatric Center. At ceremonies marking the signing of the program agreement are, from left front, CSEA Kings Park Local President Carl Finnell; Kings Park Acting Director Stephen Goldstein; John Lombano of PEF, and Harold Bloch, director of human resources. Standing are CSEA committee members Fay Krauss and Karen Maggi, committee co-chairpersons Tanya Ann Lowe and Dr. Sy Weissman, and CSEA EAP Representative Maureen Duggan.

## Mayville reaches accord

MAYVILLE — The Mayville Schools Unit of CSEA Chautauqua County Local 807 has reached agreement with the school board on a two year collective bargaining contract.

The 25 member unit will receive wage increases of nine percent effective July 1, 1981 and 9.5 percent on July 1, 1982.

Other benefits include an additional vacation day for senior employees, elimination of time limit for upgrade pay and longevity pay improvements.

Overtime pay and addition of the 60B death benefit rider were negotiated for the unit by President Robert Smith, bus drivers Betty Davis and Cecil Harrington and Field Representative Mark Higgins.



LYNBROOK CONTRACT SIGNED — Jerry Donahue, seated left, president of the Nassau County CSEA Local, signs a new contract covering Village of Lynbrook employees, as Mayor Glenn Spielman, center, and Lynbrook CSEA Unit President James Ryder, front right, watch. Standing, from left, are Unit Secretary Tom Commerfurd, board member Al D'Amico, CSEA Field Representative John O'Sullivan, board member Donald Lend, Vice President Joe Mauro, and board member Joe Scoca.

## Union sues Orange Co. for breaking contract

GOSHEN — CSEA says it is taking Orange County to court for failing to live up to its contract with 1,700 employees.

County Unit President Kay Cayton explained that in April, 1980, the union filed a grievance when the county took away from public health nurses who work in the Newburgh area the right to use credit cards to purchase gasoline when travelling on official business. Instead, the nurses were expected to go to a county facility and pump their own gas.

The grievance was denied at both stages and ended up in arbitration. On June 8, 1981, Arbitrator Martin Scheinman upheld CSEA and ordered the county to reissue the nurses' credit cards. The county has since refused to abide by the decision, even though it was binding.

Ms. Cayton complained the county's action, "demonstrates a lack of respect for the contract as well as for the rules of the American Arbitration Association."

The CSEA contract provides that questions regarding terms and conditions of employment be settled by final and binding arbitration if they cannot be resolved through a two-step grievance process.

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For answers on your questions about CSEA-sponsored Accident & Health, Supplemental Life and Family Protection insurance plans.

# AFL-CIO delegates take action on key labor issues at convention

NEW YORK — The AFL-CIO has concluded its 14th biennial convention here, which featured blistering attacks from gavel to gavel on the Reagan administration's economic policies.

CSEA statewide President William L. McGowan and Region IV President Joseph McDermott, both also

AFSCME International vice presidents, were among the more than 900 delegates attending the convention.

Although much of the convention business centered around economic matters, the delegates took action on a wide range of subjects of importance to working men and women. A wrap-up of some of them are contained on this page for your general information.

## ENERGY INDEPENDENCE

The United States must take all feasible roads to energy independence, the AFL-CIO urged, including both conservation and the development of alternate energy sources.

A convention resolution said coal and nuclear power must be part of the nation's energy mix, with awareness of environmental concerns.

It expressed concern at the Reagan Administration's curtailment of government research and development programs and at the failure to implement the synthetic fuels program set up by Congress last year.

The resolution noted that the United States and its chief allies remain "dangerously dependent" on oil imports, even though conservation programs have helped reduce the level of imports.

It reaffirmed the AFL-CIO position that the U.S. government should become "the sole importer of oil" so as to hold down prices and in a period of import disruptions "make sure that oil reaches consumers rather than being stored while prices soar."

## FOOD STAMPS

"The nation's principal defense against hunger," the food stamp program, has been gravely weakened by cutbacks already made and is threatened by new budget attacks, the AFL-CIO warns.

A convention resolution urged Congress "to resist efforts to cause even more suffering" and reconsider early decisions to eliminate or reduce benefits for 2 million persons, prohibit aid to families of strikers regardless of need, and force a delay before workers who lose their jobs can qualify for food stamps. It also protested delay in the cost-of-living adjustment in benefits.

Arnold Mayer, legislative director of the Food & Commercial Workers, told the delegates that the Reagan Administration "is bringing hunger back to the United States" through its cuts in food stamps and child nutrition programs.

## PREVAILING WAGE LAWS

Prevailing wage laws are a still-needed safeguard for community labor standards according to the AFL-CIO.

The convention strongly reiterated labor's opposition to weakening either the Davis-Bacon Act, which has governed federally-funded construction for a half-century, or the comparable Service Contract Act.

"Businesses should not be permitted to successfully compete for government contracts by exploiting workers," the resolution declared.

The convention made clear that it was opposed both to legislative and regulatory weakening of the two prevailing wage laws. The Labor Dept. has proposed regulatory changes in both laws that the AFL-CIO and the unions whose members are directly affected have strongly opposed.



TOP OFFICERS of the AFL-CIO, President Lane Kirkland, left, and Secretary-Treasurer Thomas R. Donahue salute the convention delegates following their re-election by acclamation to new two-year terms.

## LIE DETECTOR BAN

The AFL-CIO has urged Congress to enact effective safeguards against "lie detector" tests that employers are using to intimidate workers while violating their right to privacy.

Although scientific studies have disproved the notion that the tests can accurately measure honesty, a convention resolution noted, 500,000 workers were subjected to polygraph tests last year.

The resolution cited the findings of a congressional commission which in 1974 determined that the use of polygraph devices are an "unreasonable invasion of privacy" and called for legislation banning their use, manufacture and sale.

State licensing provisions, the convention said, offer little protection for workers and instead legitimize the use of the devices.

## WOMEN'S RIGHTS GROUPS

Women's groups marched with the trade union movement on Solidarity Day and will be aligned with labor in the election battle ahead, President Eleanor Smeal of the National Organization of Women told the AFL-CIO convention.

"We stand in solidarity with the trade unionists," she said, "determined to protect the last 50 years of victories for workers' rights, minority rights, women's rights, and determined not to go backwards."

Smeal told the delegates she has found "growing discontent" with the policies and budget actions of the Reagan Administration. In fact, she suggested, Reagan has been "the best recruiter" for her own organization and "for solidarity among groups committed to social progress."

The Administration has been "a consciousness raiser for all those who thought we couldn't go backwards," she said. "The Reagan Administration is proving that the workers of this country need a vigorous trade union movement, and minorities and blacks need a vigorous civil rights movement."

## SOLIDARITY UNION

Cheers and prolonged applause rang through the AFL-CIO convention hall as delegates rose to their feet to assert the American labor movement's support of Solidarity, the Polish free trade union movement.

The AFL-CIO had planned to present Solidarity with the first George Meany International Human Rights Award. The Polish union's leader — Lech Walesa, had been scheduled to accept the award on behalf of Solidarity and to address the convention, but AFL-CIO President Lane Kirkland read the delegates a cable from Walesa regretting that he had to cancel his visit because of the situation in Poland.

Walesa said he hopes to come to the U.S. at a later date and the Meany award will be formally presented to him then.

The convention resolution applauded Solidarity as an inspiration to workers everywhere.

"For the first time in a country ruled by a Communist Party," it noted, "workers have won the right to a union independent of the government, a historic victory with far-reaching implications."

## SOCIAL SECURITY

The AFL-CIO will fight all attempts to slash social security protections, whether by the Reagan Administration or any other source.

That was the thrust of a convention resolution insisting that Congress keep its commitment to America's workers and retirees.

The Reagan proposals "Would have a devastating impact on the program and those protected by it," the resolution said, and it cautioned that the threat isn't ended by the President's decision not to push for his entire package at this time.

Whatever the sponsorship, the AFL-CIO will oppose changes that would: Deny social security beneficiaries their full cost-of-living increases; raise the retirement age or tamper with the early retirement provisions of the law; lower the present formula for determining the benefits workers receive when they retire; further reduce disability benefits; reduce total family benefits.

## ALTERNATIVE TAX PROGRAM

Tax changes imposed by the Reagan Administration threaten "irreparable damage" to the nation's economy, the AFL-CIO has warned.

A convention resolution stressed labor's concern at the loss of revenue for needed public programs, as well as the basic injustice of a tax cut that was rigged against workers and "overloaded with tax avoidance opportunities for corporations and the wealthy."

It cited vast sums needed to create jobs, revitalize cities, provide services and deal with the effects of poverty that are being "siphoned off by the rich and the corporations."

The resolution urged early action by Congress to head off the disaster that the Reagan tax program threatens.

# Tarrytown Pump Station Inspection reveals intolerable noise, dangerous equipment

**Westchester Co. refuses to recognize need for hearing tests while workers have to hang over edges of sewage plant to hoist barrels**



UNIT HEALTH AND SAFETY COMMITTEE CHAIRPERSON Susan Wein makes a point while talking to Chief Plant Operator Peter Hilliard.

TARRYTOWN — "When I got out of Vietnam," is how Pete Hilliard describes going home from work everyday. And the chief operator at the Tarrytown Pump Station says the worst part is returning to the "front lines" every morning.

Hazardous noise levels, faulty equipment and poor access roads leading to the Tarrytown sewage plant all contribute to Hilliard's demand for safer working conditions.

Initially, the plant was designed to be automatic, but because of technical problems (the contractor blames the manufacturer, the manufacturer blames the county, Hilliard explains) it has to be staffed 24 hours a day, seven days a week.

Susan Wein of the Westchester County CSEA unit's Health and Safety Committee entered the

picture a year ago after Hilliard had exhausted all channels in attempting to improve the work environment. "Our inspection confirmed serious hazards present," she noted.

For example:

- Noise levels were measured at 85 decibels, which is considered a "hazard" according to OSHA standards. Constant exposure to high noise levels causes impaired hearing and even deafness.

Two solutions were proposed; (1) construct a soundproof room, or (2) install a trailer to use as an office. To date, neither solution has been implemented. The county also refuses to give employees annual hearing tests.

Hilliard complained that workers must go outside to eat lunches, take a break or to just escape the noise. A telephone with a long cord is carried outside to talk. During cold weather, they sit in their cars with motors running to keep warm. Temperatures often become frigid since the plant is located on the east bank of the Hudson River near the picturesque Tappan Zee Bridge.

- Procedures and equipment were deemed unsafe because barrels filled with matter (rags, etc.) collected when the influent enters the plant. In fact, part of the process involved the men having to lean over an edge and hoist the barrels from 50 feet below. To date, various solutions have been attempted, including setting up a protective railing and providing a harness to be worn by the worker when hoisting. The chief plant operator believes additional measures are required, most of all installation of a "tram" to make the job safer.

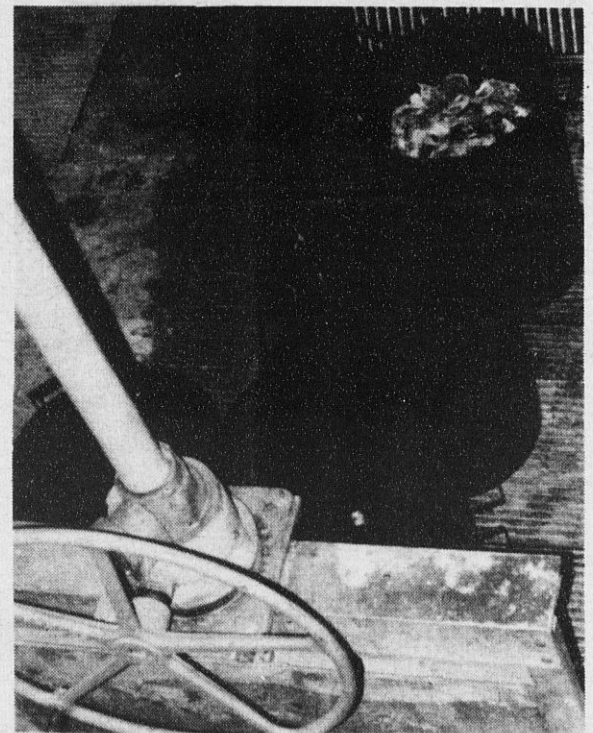
- The access road to the plant looks like craters on the moon. So employees have all kinds of car troubles, especially with brakes and exhaust systems. Originally, access was via another road which went through a privately-owned compound, but apparently the owners had some troubles with the county and decided to get even by putting up

barricades to block access. Hilliard complained that road conditions hurt morale and says a solution could easily be achieved by either regaining access through the compound, or having the county simply fix up its own road. To date, nothing has been done.

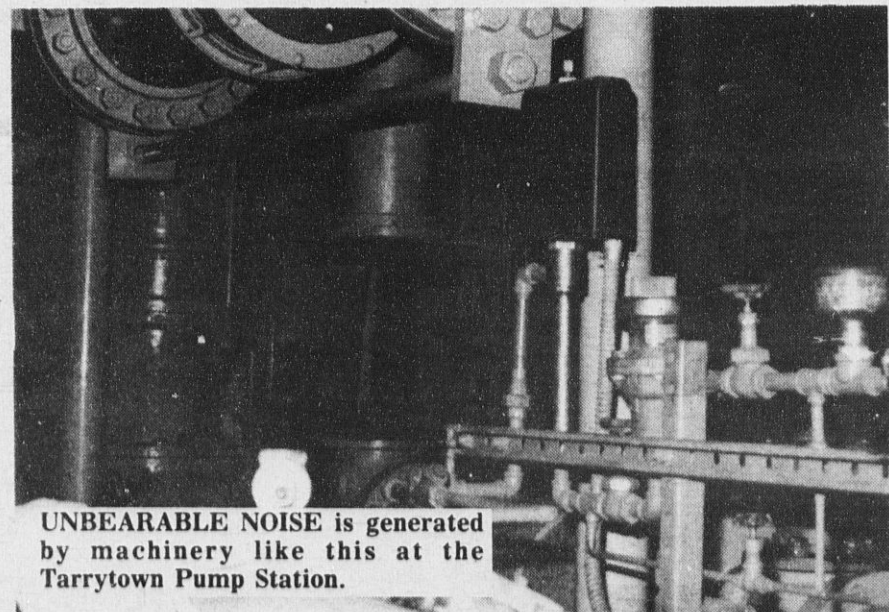
If operations don't go smoothly at the pump station, there's always the spectre of disaster. Major problems mean that raw sewage is dumped, after being chlorinated, directly into the Hudson River. So it's important that the ten employees regularly assigned there have the best working conditions possible, and that's the message which CSEA's Health and Safety Committee has been trying to send to Westchester County.



ACCESS ROADS to the Tarrytown Pump Station are laden with potholes and crevices.



BARRELS must be lifted out and emptied. Employees are demanding better procedures and equipment to make the job easier.



UNBEARABLE NOISE is generated by machinery like this at the Tarrytown Pump Station.



WITHOUT A PHONE BOOTH, employee must carry the phone outdoors to talk.