

Court reporter comp time restored

ALBANY — CSEA has been upheld in a grievance against the state unified Court System regarding compensatory time for court reporters.

In the past, Court of Claims reporters had been eligible for compensatory time when working more than their regular hours. This provision was especially significant since the reporters were frequently required to travel on Sunday before a trial or after 5 p.m. Fridays after a trial.

In October 1979, the Court of Claims Chief Clerk informed reporters that, under the 1978-80 agreement between CSEA and the State, they were no longer eligible to earn compensatory time for travel outside their normal working hours.

CSEA contended this violated an Article 10 agreement negotiated

between CSEA and the State in which the State agreed it would not change any "current standing agreements" regarding compensatory time.

In granting this grievance, Arbitrator Kurt L. Hanslowe ruled that Court of Claims reporters are entitled to any and all of the compensatory time they may have earned from October 1979 to the date the State stopped paying for such time.

The arbitrator also ruled the State must continue to pay these benefits unless modifications are made through explicit negotiations.

"This is an important case affecting a large number of employees CSEA represents," said CSEA Attorney Richard L. Burstein.

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Something on your
mind? Bill McGowan
wants to know. See
page 5 for details.

Initial performance ratings are restored for 393; payments due

ALBANY — Some 393 Performances Evaluation ratings which have been in abeyance will be restored to their original ratings, Tom Coyle, Staff Director of the Joint Labor-Management Committee on the Work Environment and Productivity for CSEA, has announced.

"This will possibly result in the payment of a performance award or an expedited advancement, depending on one's circumstances," said Coyle.

"This matter has been discussed, investigated and reviewed to death, but has finally been put to rest."

Last year, The Public Sector ran an article ("If You Were Evaluated") on the state's employee rating process, instructing employees who had received two completely signed-off evaluations for the period Jan. 1, 1979 to Sept. 30, 1979 to detach and submit a clip-out coupon with supporting documentation to CSEA Headquarters.

After many meetings with the Governor's Office of Employee Relations, an agreement was made to restore the original ratings of those who were re-evaluated.

The Division of Budget then interceded and delayed the payment of the resulting performance awards or performance advancements.

Agencies have been notified by OER of those employees affected by the recent decision to restore the original ratings.

In addition, the Department of Audit and Control has issued a bulletin stating that those now eligible for an award as a result of this resolution will be paid during the week of June 29.

For those now due an expedited advancement, payment can be made in accordance with normal payroll procedures.

"Individual letters to each member will be forthcoming from my office as soon as possible," says Coyle, "so everyone is properly notified."

Training scheduled for new treasurers

ALBANY — Newly-elected Local and Unit Treasurers will be going to summer school this July and August.

At least one Treasurer Training session will be held in each Region this summer, putting into operation the CSEA Statewide Board of Directors' recent mandate that Local and Unit Treasurers undergo training within 60 days of their election.

Supervisor of General Accounts Cathy Bruno, who will be conducting the day-long training sessions, said letters will be going out to treasurers reminding them to participate in one of the sessions.

"In preparation for these seminars, we've compiled a Financial Standards Code," Ms. Bruno explained. "This includes an interpretation of the recent additions to the Constitution concerning finances. We've also incorporated into the code information that we've covered over the years in treasurer's seminars, but which had never been written down."

"We'll also give treasurers a complete packet of all the information we think they'll need to operate as treasurers, discuss how to use the various accounting forms, go over instructions about required tax returns, and allow time for questions and answers."

The first two Treasurer Training sessions are scheduled as follows: Region II, 9 a.m., July 1, at the New York Sheraton on Seventh Avenue; and Region I, 9 a.m., July 25, at the Holiday Inn in Hauppauge.

Regions IV and V have each scheduled two training sessions. Treasurers from both Regions may attend sessions on August 1 and 8 at locations to be announced later.

A LESSON IN COURAGE FOR US ALL



The Special Olympics have special meaning for CSEA and its members across the state. CSEA members generously contributed thousands of dollars each year to sponsor participants in the Special Olympics for mentally retarded individuals. And hundreds of members serve as Special Olympics volunteers, coaches and chaperones at local meets, winter sports, tournaments and the summer Special Olympics games. The 1981 summer games were held at Elmira College June 12-14, and hundreds of CSEA members were there to assist. In next week's issue of The Public Sector, we'll describe in words and pictures how union members helped make this year's summer games a huge success.



A CHECK IN SUPPORT of the Special Olympics is presented by Robert Densmore and Joan Brower, first vice president and president respectively of Broome County CSEA Local 804, to CSEA statewide Secretary Irene Carr, right. CSEA members across the state contributed to support the Special Olympians.



Cortland honors retirees

CORTLAND — Over 100 Cortland County employees and guests gathered recently at the Moose Club in Cortland for an annual dinner-dance to honor 18 CSEA retirees who represent a total of 325 years' service to Cortland County.

Honorees seated, in above photo from left to right, are: Robert Leonard, 27½ years, Highway Department; Bernardine Baker, 31 years, Cortland Sheriff's Department; Angeline Fiske, 12½ years, Cortland Schools; Helen Robinson, 10 years, BOCES; Elizabeth Kenny, 19½ years, County Health Department; rear, left to right: Don Crandall, President of Local 812; Katherine

E. Kiernan, 34½ years, County Clerk's Office; John Neighoff, 12½ years, Highway Department; James Tanner, 30½ years, Cortland Schools; Edward Hayes, 14 years, Virgil Schools; Elmer French, 13 years, Cortland Schools.

Also honored, but not present for photo were: Fred Austin, 17½ years, Angelo Beninati, 13½ years, Bart Beninati, 10½ years, John Fabrizio, 22½ years, all with Cortland Schools; Laurence Bergeron, 11 years, Eldon Keith, 1 year, Willard L. Morgan, 31 years, all with Highway Dept.; Edwin C. Lloyd, 10 years, Co. Radio Dispatcher.

Camillus pact retro to Jan.

CAMILLUS — Members of the Town of Camillus Unit, CSEA Local 834 Onondaga County, recently voted to accept a new two-year contract calling for salary increases and other benefits, retroactive to January 1, 1981.

According to Jack Miller, CSEA Field Representative and chief negotiator for the bargaining unit, terms of the new pact include the following wage increases:

	1981	1982
Mechanic	\$.55 per hr.	\$.50 per hr.
Med. Equip. Operator	\$.50 per hr.	\$.45 per hr.
Water & Parks		
Maintenance	\$.50 per hr.	\$.45 per hr.
Laborer	\$.45 per hr.	\$.35 per hour

Other benefits include: \$.25 per mile for use of personal vehicle for Town business; \$35 per year toward the purchase of safety shoes; an increase in sick leave accumulation from 150 to 165 days; an increase in meal allowance; new language concerning higher rate of pay for emergency work performed in a higher job classification; \$1 per hour compensation over present hourly rate for any employee performing foreman or group leader duties; and an additional \$.35 per hour over present hourly rate for employees operating special equipment as designated by the Highway Superintendent.

The acceptance of the new contract concluded negotiations begun in October, 1980. Members of the Negotiating Team, in addition to Miller, were: Pete Miniselli, Unit President; Joe Selvester, Vice president; John Cole, Robert Kelly, and Jim Waleski.

Florida workers join CSEA affiliate AFSCME gains 23,000

AFSCME, CSEA's international affiliate, has won collective bargaining rights for some 23,000 Florida state clerical and administrative employees.

Seventy-seven percent of the employees who cast valid ballots voted for the million-member American Federation of State, County and Municipal Employees. The union now represents about a quarter-million clerical employees nationwide.

"In Florida and throughout the nation, clerical employees are turning to AFSCME because the union has been in the forefront of efforts to win fair wages and working conditions for this important sector of the nation's workforce," said AFSCME President Jerry Wurf. "This vote is one of a series of union representation successes AFSCME has had in Florida and other Sun Belt States."

AFSCME's Florida Council 79 — the largest union in the state — already represents some 90,000 state, county, city and school employees.



ROCKLAND PSYCHIATRIC CENTER Local 421 President Eva Katz, center, joins retirees Nicholas and Mary Ann Lucchetti at the Local 421 Flea Market recently. Since retiring, Mary Ann has taken up crocheting and beadwork, creating numerous dolls and toy animals. Nick does the braiding.

Weekend workers compensated

POMONA — CSEA has won an arbitration involving two Rockland County employees who had been ordered to work weekends without compensation.

a collective bargaining agreement in changing the regular hours of CSEA Unit President Raymond Zerbarini and co-worker Max Frenzel without compensating them for overtime pay.

A panel of three arbitrators, headed by Impartial Chairman Joel M. Douglas, found the county violated

Both men, painters at the Rockland County Health Complex in Pomona, will be paid overtime wages for the weekend hours worked in July of 1979.



SUNY STONYBROOK LOCAL 614 long-time president Al Varrachi, right, is congratulated by Long Island Region I President Danny Donohue on Varrachi's retirement. Varrachi, a long time union activist a many levels, was honored at a party in Port Jefferson.

Otsego officials cited in attempt to decertify CSEA

TROY — A grievance hearing committee of Rensselaer County and CSEA representatives recently ruled that full payment was owed to Sheriff's Department deputies for unused vacation time. Citing an existing policy, county officials had previously claimed employees were allowed only a partial payment.

The committee's ruling upheld CSEA's contention that the county unit and the Sheriff's Department unit are two separate and distinct units and that the policies of one cannot be arbitrarily applied to the other.

When Lt. Steve Grogan and Investigator David Harris, in whose names CSEA filed its grievance, and four other employees left the department in March of this year, the county notified them it would pay them a pro-rated amount — equalling 3/12 of the total, for three weeks unused vacation. The county reasoned that although the employees were all entitled to

three weeks vacation after completing five years of service with the department, since they would not be working the full year in which the vacation came due they did not deserve full reimbursement. Since this policy has been followed in the county division for years, the county's notice continued, it applies to sheriff's department employees as well.

Sheriff's Department CSEA Unit President Gary Bryer refuted the county's claim that its policies are universally applied to all units and demanded full payment in accordance with the sheriffs' department contract.

"Our contract calls for three weeks vacation after five years of service, from the date of original employment and that provision should be upheld," he said. "We never agreed to the idea of pro-rating and should not be forced to follow the guidelines established with another separate unit."

COOPERSTOWN — The Civil Service Employees Association (CSEA) has filed an Improper Labor Practice charge against the County of Otsego and a member of its Board of Representatives, citing a number of alleged violations of Article 14 of the Public Employees' Fair Employment Act (Taylor Law).

According to Gerald Phelan, CSEA Field Representative, County Representatives, on several occasions, attempted to persuade nurses working at the County infirmary (The Meadows) to decertify CSEA and form their own union.

CSEA further alleges that Mr. Domenick Di Scala, a member of the Otsego County Board of Representatives, encouraged Otsego County nurses to become involved in a professional nurses' union, implied that CSEA was not properly representing the nurses, and offered to suggest the steps involved in getting a new nurses' union.

The CSEA charge further contends that members of the Otsego Board of Representatives have repeatedly made statements to the news media regarding negotiations proposals, in violation of their verbal promise to maintain confidentiality until a settlement is reached.

CSEA and the County of Otsego have been at Impasse in negotiations for new salary terms for nurses since May 18, 1981.

Mabel Wannamaker, President of CSEA Local 839 Otsego County, and Chairperson of the Negotiating Team, said, "We have exhausted every avenue of collective bargaining under the law. County Representatives have blatantly violated the CSEA rights as the exclusive bargaining agent for the nurses at The Meadows. As responsible politicians they know — or should know — the correct procedure for negotiating contract terms."

PERB is expected to set a mutually acceptable hearing date in the near future.



LOCAL 158 PRESIDENT Bill Kenneweg, third from left, signs a "policy statement" implementing the first Employee Assistance Program in a correctional facility in New York State. Other participants included, from left, Industrial

Superintendent Bob Holt, Superintendent Charles J. Scully, Kenneweg, and EAP Committee Members Terry Todd and Henry VanDeusen. The Green Haven Correctional Facility, Stormville, employs approximately 800 people.

Donahue new Nassau pres.

MINEOLA — First Vice President Jerry Donahue has won a decisive election victory over the incumbent, Nick Abbatiello, for the presidency of the 20,000-member Nassau Local 830, the largest CSEA local in the state.

The election returns tallied June 1 gave election to Donahue, who ran as an independent; four who ran on a ticket with Abbatiello, and three who ran as incumbents.

The winners:

President, Jerry Donahue; First Vice President, Rita Wallace; Second Vice President, Ralph Spagnolo; Third Vice President, Nick Dellisanti; Fourth Vice President, Eddie Ochenkoski; Fifth Vice President, Trudy Schwind; Treasurer, Sam Piscitelli, and Secretary, Mary Calfapietra.

Donahue is also president of the Sheriff's Department unit and is the holder of a master's degree in Labor and Industrial Relations.

Donahue called on the officers and membership to work closely together on mutual concerns, including contract negotiations just getting under way with Nassau County on behalf of more than 13,000 members.



PLEDGING TO UPHOLD THE PRINCIPLES OF CSEA, new officers of Dutchess-Putnam Retirees Local 909 were recently installed by Region III President Ray O'Connor, right. Taking oath of offices were, from left, Treasurer Myrtle Misner, Vice President William Hirtz, Second Vice President Mary Craigh, President Trish Schwartz and Secretary Jeanette Plumb. O'Connor pledges to call upon the retirees, "to help us — CSEA," while Regional Director Thomas J. Luposello noted, "this is where we get our strength."

CSEA training for public office key to election of Bob Conlon

By Bill Butler

KINGS PARK — Bob Conlon, who dealt with the Kings Park School Board for 12 years when he headed the CSEA unit there, has won election to the board.

His victory represented one of the first successes of a new CSEA effort to encourage and train members to seek public office.

Conlon pledged during his campaign to resign from the board if he found that his actions were biased in favor of CSEA, but nevertheless declared that he would now be able "to get our point across so that our people get a fair shake."

Conlon won by a wide margin in a three-way contest against a lawyer and a business executive.

Conlon recently retired from his job in the maintenance department of the school district. He had been barred from seeking the school board post when he was employed by the district.

The CSEA vote was significant.

Conlon received a plurality of about 400 votes. There are 225 CSEA members in the Kings Park School District unit, and an estimated 80% of them live in the district and were eligible to vote. In addition, hundreds of members of the Kings Park Psychiatric Center Local 411 also live in the school district.

Before his retirement, Conlon also had been for many years a vice president of Suffolk Educational Local 870 and served as a vice president of CSEA Long Island Region I.

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ELEANOR M. BLEICHERT, employed as a Medicaid Claims Examiner II with the N.Y.S. Department of Social Services, Division of Operations in Albany, is shown here receiving a "Certificate of Merit" award and pen set from Nelson Weinstock, Deputy Commissioner. Bleichert, a member of Local 688, received a \$100.00 check from the State of New York for her suggestion which resulted in a substantial savings. She suggested that instead of individual letters to Medicaid providers, a copy of the actual computer print out should be sent regarding address changes and the like. From left to right are: Richard Burlew, Supervisor of Administrative Analysis; Nelson Weinstock, Deputy Commissioner, presenting the award to Eleanor Bleichert; Bernard Noonan, Director of Medicaid Management Information System Operations.

Calendar of EVENTS

June

- 23—Orange County Legislative and Political Action meeting, 7 p.m., Goshen High School, Goshen.
- 24—Labor Dept. informational meeting on OSHA, 10 a.m., Buffalo Convention Center, Room 101H, Franklin and Genesee Streets, Buffalo.
- 24—New York State Bridge Authority Local 050 installation of officers and annual clambake, 1 p.m., Kingston.
- 25—Westchester Retirees Local 921 Installation Meeting, 1:30 p.m., Rochambeau School, White Plains.
- 26—Labor Dept. informational meeting on OSHA, 10 a.m. and 1:30 p.m., Two World Trade Center, 44th Floor State Hearing Room.
- 26—Pilgrim Psychiatric Center Local 418 installation dinner dance, 8 p.m., Huntington Town House, Huntington.
- 27—Long Island Region I officer training workshop, 8 a.m., Holiday Inn, Hauppauge.
- 27—Southern Region III Legislative and Political Action Committee meeting, 7:30 p.m., Holiday Inn, Suffern.
- 30—Labor Dept. informational meeting on OSHA, 10 a.m., Onondaga County War Memorial, Lower Level Meeting Room, Syracuse.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

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

Change of Address for 'The Public Sector'

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

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

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

Suffolk County units ok new contract

HOLTSVILLE — Members of both the blue collar and white collar units of Suffolk County Local 852 have ratified a new one-year contract retroactive to January 1, 1981.

The contract was ratified 2,749-1,314 by the white collar unit members, and 887-337 by the blue collar members. Additional details of the contract will be published in next week's issue of The Public Sector.

Pact includes pay hikes

BRIARCLIFF MANOR — A new, two year contract was recently ratified by public works employees of this Westchester County Village, according to Unit President Douglas Milks.

June 1, all salaries were increased \$850 and Dec. 1 they will go up another \$1,100.

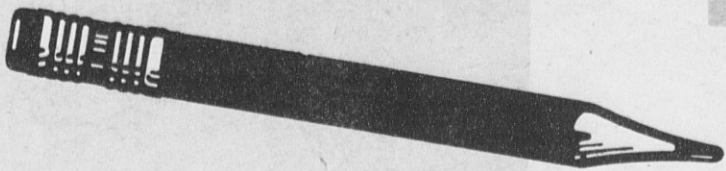
Next year, salaries will increase six percent June 1 and five percent Dec. 1. Longevity payments will also go up to \$300 after seven years, \$425 after 12 years, and \$650 after 17 years.

Other highlights of the pact, according to Field Rep. Don Partrick, include:

- increase in uniform allowances;
- establishment of labor/management committee and health and safety committee;
- increase to 180 the number of sick days which may be accumulated;
- addition of the job title "skilled laborer," and
- initiation of an Agency Shop.

President's Message

Let's communicate!
I'd like to know
what's on your mind



In recent weeks, the media ran stories about a union in which the leadership didn't want to hear any opinions but its own. Representatives whose opinions were unpopular with officials were labeled "dissidents" and shouted down, and attempts to democratize union structure were killed.

In the midst of the anti-union publicity, we in CSEA could take pride in our democratic structure and procedures and the fact that we believe in two-way communications.

But, you know, it's one thing to believe in two-way communication, to permit a flow of ideas. And it's quite another thing to actually HAVE two-way communication within this or any other democratic body.

After all, the President of the United States can go on television to talk to you; but how many chances do you get to bend the President's ear? How many of us take the time and trouble to call or write our Assemblymen or Congressmen, or even bother to go vote on election day?

The same principles hold true in this smaller democracy we call a union. Participation in some Local and Regional elections and even in some contract ratifications is small. And how many rank and file members know the name of their Board representative, let alone express their views to that person?

So despite good policy and intentions, the two-way communication we seek to encourage in CSEA still seems too often to be flowing only one-way: from the leadership to the membership, from officers to the rank and file.

We want to do some listening. We want you to talk to us, or perhaps talk back to us.

We want to know how we're doing. What you think we're doing right, and where you think we're going wrong. Whether you think we're doing too much of something and not enough of something else. How well you think we're serving your interests and representing you.

In short, we're asking for feedback.

Without this kind of feedback, this kind of input from members, it's difficult for CSEA to do the best possible job for you.

Your input can help us set directions, improve service and efficiency, and make policy decisions. Only your input can make this union sensitive and responsive to the needs and wishes of its members.

So if you think we're doing something good, give us a pat on the back. If you think we're letting you down, send us your gripe.

To make it easier for you to tell us what's on your mind, we've provided a coupon you can fill in, cut out and mail in. You don't have to sign your name if you don't want to. But telling us what Local or Region you're from can often help us to analyze your problem or put your comments in context.

Please spend a few moments and a stamp to talk to us. After all, not everyone has a union that wants to listen.

William L. McGowan

Complete, clip and mail this form today

DATE _____

To:
WILLIAM L. MCGOWAN, President
Civil Service Employees Association
33 Elk Street
Box 125 Capitol Station
Albany, New York 12224

Dear President McGowan:
Here's what's on my mind: _____

I am a member of CSEA Local _____ in Region _____
Name _____
Address _____ Zip _____

Probation officer Don Simkin

Spare-time boxing coach who truly cares

By Ron Wofford

ROCHESTER — People who know him speak in glowing terms about Don Simkin, a probation officer for Monroe County and a member of CSEA Monroe County Employees Unit 7400, Local 828.

They're aware of his no-nonsense approach to his difficult occupation and of his devotion to the Rochester St. Martin's Boxing Club. These two interests sometimes overlap if an individual happens both to be on probation and to be interested in the pugilistic arts.

His dedication to his job and to his young boxers recently earned the modest 16-year veteran probation officer the 1980 Service Award from the New York State Division of Probation, as an expression of the State's appreciation for "outstanding contribution of time, effort and ability in improving probation services."

Simkin was the moving force behind saving the St. Martin De Porres Center's boxing club from extinction when the center had money troubles in the early 1970's and eventually was displaced in an urban renewal sweep. The club is now based at the South Avenue Recreation Center.

Simkin speaks with obvious pride of his team's boxing accomplishments. "We've got some real champions, and we've been as far as California and Hawaii. But one doesn't have to be a champ to belong to the club," he emphasized. "New boxing candidates are always welcome. You never know how good you can be until you try it."

"Our board's main interest is community development, and we're quite proud of the fact that we've never been government funded," Simkin continued. "Our board and coaches represent a broad cross section of the community. We have lawyers, psychologists, restaurant owners — all sorts of folks who volunteer their time for the kids.

"No one gets paid, and many spend out of their pockets for those necessities that are always coming up. We're using boxing as a medium to work with the kids. Only about a third of them have been involved with



FOLLOW THROUGH — Coach Don Simkin really gets involved as he shows a new recruit to the St. Martin Boxing Club the correct application of the right cross.

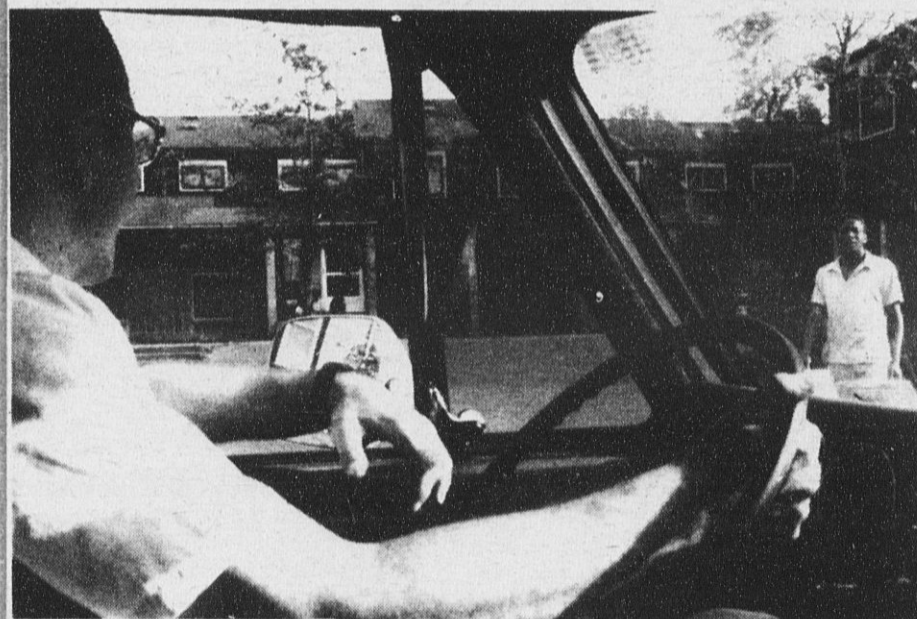
the courts, and their participation is not punitive."

"It's more of a big brother approach," he explained. "The club exists for the kids. We're trying to help them learn authority as a positive concept. Discipline, self-discipline, caring, and investment of time and effort as opposed to instant gratification, are character elements we're working on improving."

The mutual affection between Simkin and his proteges is evident as he drives through the city's neighborhoods, picking kids up amid shouts and waves of recognition from parents and friends.

"There's always another tournament to prepare for, and we try to compete in as many as possible, from AAU through Junior Olympics, Golden Gloves, Empire State Games, as well as the World Olympics," said Simkin.

He's also high on his union. "We've got a very good CSEA Local," he said. "They really stood by us when we had a problem. I think more people need to be union oriented. You've got to be organized. Unions are the only real salvation for working people."



ARE YOU READY? — Coach Simkin picks up 20 to 30 youths each evening before he begins his coaching duties at Rochester St. Martin Boxing Club.



COACH SIMKIN helps 15-year-old Ricardo Matos with his gloves prior to a sparring match.

Hard work and dedication are what it takes to establish Local day care

SYRACUSE — Technical assistance and even some financial help are available for establishing day care centers. But getting the job done depends largely on the hard work, persistence and "creative problem-solving" of Locals.

That was the basic message this spring at both the State and County workshops, as CSEA's Statewide Women's Committee presented a panel of day care experts to the delegates. Participating were Molly Hardy, Executive Director of Empire State Day Care Services Inc.; Sue Vaughn of the Onondaga Child Care Council; CSEA consultant Paula Lambert, recently named to a three-person team to assist Locals trying to establish day care centers; Inez Singletary, President of the New York State Child Care Coordinating Council; and CSEA Collective Bargaining Specialist Jack

Conoby, who discussed with county workshop delegates how to negotiate day care provisions into local contracts.

"We should make it clear from the start that we're not just talking about babysitting," explained Sue Vaughn, who recently helped establish a model day care center in downtown Syracuse. "Day care should do the same things for children developmentally as Head Start and pre-kindergarten programs do, but the programs must last longer to meet the special needs of working parents."

Molly Hardy also emphasized that day care should be left to experts.

"Setting up a day care center isn't as easy as it may seem, especially in New York State where the regulations are the most stringent in the country," she said. "Because the regulations are so spec-

Preparation will be key to contract negotiations



CHECKING AGENDA are State Contract Unit Workshop chairpersons Al Mead of the Administrative Services Unit, Joan Tobin of the Operational Unit, center, and Delores Farrell of the Institutional Unit.

ALBANY — A State Contract workshop recently held in Region IV marked the beginning of the Region's preparations for a new State contract. The workshop, similar to those held in recent months in other Regions, included participants from the Administrative, Operational and Institutional bargaining units.

With the present agreement expiring in 11 months and with negotiations beginning this October, the Regional workshops were among the many preparatory steps leading to the contract talks.

Region IV President Joseph E. McDermott stated, "We have to be prepared in every area of contract negotiations in order to do the job for

our vast membership. This early workshop has started our members thinking about the areas that they feel must be improved, retained, renegotiated or removed."

"Our members have been doing their homework," commented Region IV Vice President Al Mead, who chaired the Administrative Services Unit session. "They had already started to exchange ideas and to evaluate possible proposals. We will have a strong program of demands to be presented to the CSEA statewide teams."

Region IV Vice President Joan Tobin, who chaired the Operational Services Unit session, noted, "They have already marked up the old contract books to the point where they look like European road maps. But they have also listed numerous alternatives to each section. I'm impressed."

The Institutional Services Unit session was chaired by Local 653 President Delores Farrell, who said she felt the members were anxious to get at the bargaining table with the State as early as possible.

Representatives of the three bargaining units also met jointly to discuss common items such as health benefits, salary and organizational leave. CSEA's Administrative Director of Collective Bargaining, Jack Carey, conducted the session, joined by Collective Bargaining Specialists John Conoby, Paul Burch and Nels Carlson.

"Staffwise, we're right where we should be now in preparation for negotiations," Carey said. "In a few weeks, we'll be going directly to the membership for their input and direction. We have the statistical information we need to make our points, and our members will provide the specific issues which will give us the necessary openings to explain and expand our case."

President McDermott summed up the session by saying, "I'm glad we're on our way. We all need to see our state salary check fattened up just as much as possible."



TRYON SCHOOL CSEA President Dominic Ruggeri, left, and Vice President Don Satterlee takes notes during discussion.



ROUND TABLE DISCUSSION for Institutional Unit personnel is led by CSEA Collective Bargaining Specialist Paul Burch, fourth from left with coat.



REVIEWING TOPICS at left is Operational Unit Workshop chairwoman Joan Tobin, left, as CSEA Collective Bargaining Specialist Nels Carlson delivers his overview statement.

about space, number of children, staffing ratios, and all the fire, safety and health requirements, you actually have very few options. You hire a director and the professional director runs the program. Then your Local committee acts as an advisory board."

"Need assessment" — determining whether a facility or workplace can support a day care center — is a critical first step.

"Once a day care center is operating, it must be self-sustaining," Ms. Hardy said. "That basically means you need about 35 children on a continuing basis. So on-site day care isn't always appropriate for small employers, and small Locals may have to explore other community-based options."

• A CWEP grant is making some seed money

available to State Locals establishing day care centers on state-owned property. Grants up to \$10,000 per center may be used for such start-up costs as equipment, supplies, the first year's insurance, and the director's salary for the first few months until the center becomes operational.

Under the CWEP grant, space for the center, renovation of the site, and continuing physical maintenance must be provided by the State facility.

• Ms. Hardy outlined steps that Locals should take in qualifying for the grants. (Although County Locals are not eligible for the CWEP funds, they should follow many of the same steps when setting up a day care center).

• Establish a Labor/Management Committee to

deal with day care.

• The three-person team (Paula Lambert, Molly Hardy and Jack Williams of the CWEP staff) will meet with the committee to offer technical assistance, advice and guidance.

• The Committee must select a site, and management must agree to renovate and maintain it.

• State licensing officials can be called upon to visit the site before renovation to determine if the site is feasible for day care use.

• The three-person team will assist the Local committee in writing up a proposal for the CWEP seed money.

Creedmoor reclassifications creates serious understaffing

Director undermines labor effort

NEW YORK CITY — Creedmoor Psychiatric Center Local 406 president Dorothy King has accused Creedmoor Director Dr. Yoosuf Haveliwala of "subverting good faith agreements made between CSEA and the Office of Mental Health (OMH) regarding clinical staffing levels at Creedmoor."

CSEA President William L. McGowan, OMH commissioner Dr. James Prevost and Meyer Frucher, director of the Governor's Office of Employee Relations, visited Creedmoor in December of 1980 as part of a top-level, facility-by-facility tour intended to deal with labor relations problems within the Offices of Mental Health and Retardation.

Shortly before the top-level meeting King learned that Haveliwala had hired nearly 130 professionals and only six Mental Hygiene Therapy Aides (MHTA's) during his first year as Creedmoor's director. According to King, Haveliwala reclassified MHTA positions to professional positions to permit the institution to increase its professional staff.

"We told Haveliwala that we would not stand for the depletion of MHTA staff so important in clinical areas," King said. "We told him that we intended to bring this matter up at the top-level meeting."

King says that when Haveliwala was confronted by her and staff from Metropolitan Region II, he pledged to stop reclassifying positions and to hire MHTA's and Licensed Practical Nurses (LPN's) in equal numbers to professionals in the future.

"I'm convinced he made this promise just to keep the issue from coming to the attention of McGowan, Prevost and Frucher," King said.

What convinced King is a startling piece of information she has confirmed with the Creedmoor personnel office: Haveliwala has continued to reclassify MHTA and LPN positions to professional positions to create an even greater ratio of professionals to MHTA's and LPN's in clinical areas.

According to King the Creedmoor personnel office reports that since the top-level meeting in December, 22 MHTA and 5 LPN positions have been reclassified to professional positions. The personnel office further reports that 12 MHTA and 10 LPN positions are pending reclassification — a total loss of 49 direct care positions.

"It's no wonder that we have so much forced overtime and problems with pass days," King said. "Haveliwala has made us short of staff in clinical areas and is trying to make matters worse, a total subversion of the purpose of the top-level meeting here at Creedmoor."

A plan for an additional 125 clinical care positions at Creedmoor came out of the top-level labor/management meeting. The plan calls for an equal number of professional staff to MHTA's and LPN's to be hired.

"Even if the plan is approved we will only gain back what we've lost since December," King said.



CINDY DeMARMELS, formerly a Senior Clerk in Transportation Maintenance, and now a Transportation Office Assistant Grade Nine, work contentedly after an upgrading of her position through CSEA.

DOT job status upgraded, thanks to fellow workers

BINGHAMTON — Chuck Eynon, president of CSEA Binghamton City Local 002, announced recently that because of the efforts he shared with members Cindy DeMarmels and John Mason, a major improvement has been made in the status of some Department of Transportation Workers.

On May 5th, 1981, the Division of the Budget approved a title structure change and reallocation of all Senior Clerk positions in Transportation Maintenance to Transportation Office Assistant, Grade Nine.

According to Eynon, DeMarmels approached him with a grievance and requested that the CSEA official look into the upgrading of the position. At the time, DeMarmels was a Senior Clerk SG7 in Transportation Maintenance.

"Cindy said she had tried before to upgrade the status of her job," said Eynon, "but she did not have any success." DeMarmels said that a fellow employee and CSEA member John Mason, of Han-

cock, helped her in presenting her plea to Eynon.

After discussing the situation with DeMarmels, Eynon researched the request, filled in a CC2 form, and passed on the information to the Civil Service Department in Albany.

Soon after Eynon's action, the Personnel Bureau of the Department of Transportation released an announcement stating the title structure change and reallocation for all Senior Clerk (Transportation Maintenance) positions.

Now a Transportation Office Assistant, DeMarmels is happy with the actions of her CSEA local president, and with her new job status.

Eynon noted that provisional and temporary employees in the Transportation Maintenance Senior Clerk titles shall be continued in their current status in the new title. According to Eynon, this means they will get the new title and grade, but are still considered provisional and temporary.

McAvoy honored with first Distinguished Service Award

ROCHESTER — Jean McAvoy, the first vice president of the Monroe County Local of CSEA, has been honored by Monroe Community College (MCC) with its first-ever Distinguished Service Award.

The award, recognizing outstanding work in the areas of leadership, service to the college, job performance, innovation and initiative, and craftsmanship, "couldn't have gone to a more deserving person," according to MCC CSEA unit President Jim Bond, who served on the selection committee.

"Support of her nomination came from every facet of the committee, faculty, students and administration, as well as staff," Bond continued, "and when you receive such support from your peers, you know it's real."

Mrs. McAvoy, "tickled to death" about her award, is supervisor of the Administrative Services Department, delivering stenographic, copying and word processing services to the college.

"It's nice to know the non-academic staff will now be recognized annually along with professors, because so many of our fellow staff and CSEA members do so much for the college but get little recognition," said Mrs. McAvoy.

CSEA Monroe County Employees Unit President Florence Tripi, "thrilled that Jean is finally getting some recognition," said Mrs. McAvoy "is a lady who has done everything in our union structure. I only wish there were a thousand more like her."



FIRST EVER — Jean McAvoy of CSEA Monroe County Employees Unit, holds plaque honoring her for services to Monroe Community College. Congratulating her are Unit Pres. Florence Tripi and Unit President Jim Bond.

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FORMER CONGRESSWOMAN Elizabeth Holtzman and Region I President Danny Donohue at the Local 852 Women's Forum. Ms. Holtzman, keynote speaker at the forum, spoke on President Reagan's proposed budget cuts.



MEMBERS OF THE TOWN OF HUNTINGTON UNIT of Local 852 attending the Local 852 Women's Forum are, from left, Florence Cento, Peggy Keyes, Rose Rizzo, Gladly Marcinisen and Dorothy Goetz.

Criticism of federal budget voiced by Holtzman at forum

SMITHTOWN — Former Congresswoman Elizabeth Holtzman was highly critical of President Reagan's federal budget position during her keynote speech which highlighted the recent Women's Forum sponsored by Suffolk County CSEA Local 852.

Ms. Holtzman was especially critical of President Reagan's federal budget cuts in numerous federal programs including:

Nutrition, food stamps, school lunches, day care, CETA, Unemployment Insurance, Aid to Dependent Children (welfare), Medicaid, health programs (alcohol, VD, drugs), Social Services, Education, disabled, senior citizens, legal services, revenue sharing to state and local governments, energy, student loans and transportation.

"We should have a national goal of no one going hungry. . . . The proposed block grants put senior citizen, child care and disabled programs all competing for the same money. . . .

"If we are not prepared to give our children the best education, nationally we will suffer. We are kidding ourselves. We are robbing ourselves," she said.

She said New York State will lose \$2 billion which will result in the loss of services and public employee jobs.

Ms. Holtzman also was critical of the Reagan-supported tax cut plan which would give the rich huge tax savings but would increase the taxes for those earning less than \$15,000.

If the State and the local governments wish to maintain services, it would mean other taxes would have to increase, she said.

"The picture is very bleak. We do not see the impact yet. The big task for us who oppose Reagan's approach is to raise our voices and fight for what we believe in," she said.

Other speakers at the forum were CSEA Attorney Marge Karowe on women in the labor movement; Francine Berger on assertiveness; Joan Gittelsen on personal finance; former Suffolk County Chapter National Organization of Woman President Dana Buskirk; Town of East Hampton Supervisor Mary Fallon and Suffolk County Local Treasurer Jean Tuthill.

Ms. Karowe spoke about a recent talk given by Lillian Roberts who was recently nominated by Governor Hugh L. Carey to be State Industrial Commissioner.

She quoted Ms. Roberts as saying: "Unionism is a state of mind. We are all in this together. What is good for one of us is good for all of us. . . . When we talk against our union, we talk against ourselves."



CSEA ATTORNEY Marge Karowe speaks on women in the labor movement at the Suffolk County Local 852 Women's Forum.



ATTENDING THE LOCAL 852 Women's Forum are, from left, Suffolk County representative to the CSEA Board of Directors Edmund Garcia and Stephanie Garite and Elaine Dunlop, both of the Data Processing Unit of Local 852.



ORGANIZERS of the Suffolk County Local 852 Women's Forum were, from left, Jo Ann Fleischman and Barbara Rotunno.



LEGISLATIVE AND POLITICAL ACTION Director Bernard J. Ryan.

TO SECURE BENEFICIAL LEGISLATION . . .

ALBANY — "The purpose of the Legislative and Political Action office is to secure passage of legislation we see as beneficial to our members and to defeat legislation that would be harmful," explained director Bernard J. Ryan. "We do this through political action — trying to elect lawmakers who will listen to and hopefully be responsive to our input — and through the lobbying process."

An office overlooking the Capital is shared with AFSCME. Shared staff members include a training specialist, journal clerk, receptionist and several interns.

Work hits a fever pitch when the legislature is in session. As bills are introduced, they are reviewed to determine whether CSEA has an interest; staff members are then assigned to sit in on committee discussions of bills the union is tracking.

"Our work is closely coordinated with our legal counsel James Featherstonhaugh, who is also CSEA's chief lobbyist. When we identify a bill of interest, the law firm prepares a memo for or against the bill for the legislative leadership and the committees to which it has been assigned.

"Sometimes the memo itself is enough to get the job done, and we always try to do our job while the

bill is at the committee level. But if, for example, a bill we oppose gets out of committee, we have a bigger job ahead of us.

We may have to sit down and talk with key members of the legislature or their staff; we may have to direct memos to every member of the legislature; and in some cases, we may have to call upon our members to write letters, phone their lawmakers, or even join us in Albany for lobbying days."

The workload and complexity can become staggering. As many as 10,000 bills can be introduced into the Senate and Assembly during a session, and at one point this spring Ryan estimated that bills of interest to CSEA had been assigned to 22 different committees.

This process of tracking bills through the state legislature is just a small part of the office's function. They work with the law firm to develop CSEA's own legislative package for each session, obtaining input from members, officers and staff; they answer inquiries about bills from CSEA members; and they get involved in joint lobbying efforts with other groups.

They work with other public employees unions on issues, often getting together to develop closer positions in preparation for a lobbying effort. And on

STAFF PROFILE

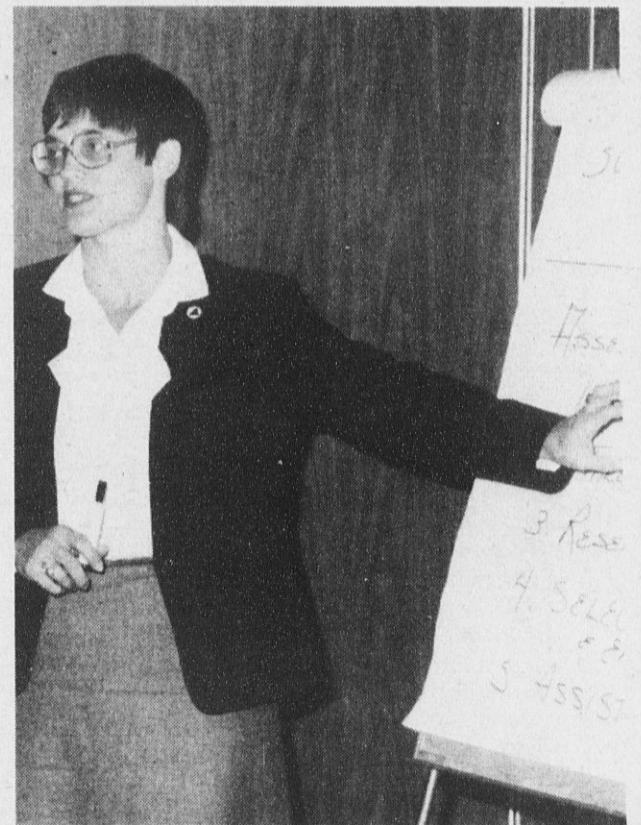
LEGISLATIVE AND POLITICAL ACTION

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.



BERNARD J. RYAN, left, and his assistant, Tom Haley, center, confer with Assemblyman Neil Kelleher about the union's position on a piece of key legislation moving through the Legislature.



RAMONA GALLAGHER, training specialist, conducts numerous workshops on political action for CSEA members across the state.

"You can't separate political action from our lobbying role. The purpose of both is to provide good legislation."

... TO DEFEAT HARMFUL LEGISLATION

occasion the office finds that CSEA has common legislative goals with such groups as the school boards association and the conference of mayors.

Throughout the year, the staff works closely with the various CSEA Political Action Committees and with the more than 200 Political Action Liaisons of "PALS." PALS are CSEA members — one for each Senate and Assembly District — who provide direct CSEA liaison with the legislators to whom they are assigned.

Ryan sees education as the key to the union's future as a lobbying and political force to be reckoned with.

"Our legislative seminar this year was themed to lobbying, and now we're developing a manual dealing with lobbying techniques and containing background information members would need in order to lobby effectively," Ryan said.

"We're even putting an emphasis on how to write to a legislator, and not only telling members how to write these letters, but also stressing how important it is.

"The idea that legislators don't read mail is a fallacy. I don't know how many times a legislator has reached into his drawer and pulled out a stack of constituent mail for or against an issue to prove a point to me."

Activity doesn't slow down by any means when the legislature adjourns. Attention simply switches to candidates and election campaigns.

"You can't separate political action from our lobbying role. The purpose of both is to provide good legislation," Ryan said.

He described the long screening process that leads to CSEA endorsement of a candidate, and indicated that the union can offer support to endorsed candidates in a number of ways, ranging from a minimum number of dollars and volunteers to an all-out campaign with phone banks, neighborhood canvassing, and mailing to members.

"The 1980 campaign was really the first time we engaged in an all-out campaign, and we were pleased with the success we had," Ryan said. "But again, I think education is the key factor here."

He explained that members who wish to work on political action efforts will be trained how to operate phone banks, how to canvass neighborhoods, how to get out the vote on election day, and even how to utilize somewhat sophisticated precinct targeting approaches.

"We have a high level of member voting support for candidates we've endorsed, and I think this is because our endorsements are based on facts," he said. "No one wants to be told who to vote for. But they do want to know why we're recommending one candidate, and often just as importantly, why we're not recommending that candidate's opponent."

"More and more in the coming political action will have to be our lifeblood. All you have to do is look at the Reagan philosophy to see how important it will be for public employees to have legislators who will listen to us."

To face this challenge, the staff is looking to the grassroots levels of the union.

"We're talking about more political action training at the Local and Unit levels. We're talking about more involvement in campaigns at the city, county and school district levels. We're talking about more voter registration drives among our members. And we're talking about efforts to get CSEA members involved in their political parties at the local levels. We're even planning a "campaign college" offering some training for CSEA members who want to run for public office.

"What we've found is that the people who really volunteer for political action and who actually show up to do the work on campaigns are often rank and file members who hold no other CSEA positions or offices. So our education plans and other efforts are going to be designed to reach these people at the unit level so we can build a more effective political organization from the ground up."



JOURNAL CLERK Connie Kellogg monitors the status of key legislation as it moves through the State Legislature.



RECEPTIONIST Karen Barr is kept busy handling calls for assistance and information to the busy office.

Court orders snow days pay

WEST BABYLON — According to a recent Appellate Court decision, food service workers in CSEA's West Babylon Non-Teaching Unit will be paid their average wages for the days of Feb. 6-10, 1978, when schools were closed due to a snow emergency.

The court ruled there was a violation of the workers' collective bargaining contract, which states the employees are entitled to compensation for days missed because of a snow emergency.

According to the court, the relevant contract language as negotiated by CSEA was clear and straightforward in its meaning.

The plaintiffs were part-time hourly food service employees working for the Board of Education, which had previously denied a grievance submitted by the Unit.

Charlie Novo heads Suffolk Local 852

HOLTSVILLE — Charlie Novo led his slate to victory in the elections for the 10,000-member Suffolk Local 852, tallied June 2. Novo nosed out Robert Villa, a former local president.

The results for all officers generally followed the finish of the heads of five slates of candidates. Heading the slates as presidential candidates were: Charlie Novo, Robert Villa, John Desmond, Ben Boczkowski (the incumbent), Ed Byrne and Bill Arthur.

Other winners: Executive Vice President, Shirley Germain; First Vice President, Kevin Mastridge; Second Vice President, Lynn Martins; Third Vice President, Peter Caliendo; Fourth Vice President, John Stein; Treasurer, Isabelle Jones; Recording Secretary, Sue Smith; Corresponding Secretary, Yvette Warren; Executive Representative, Cathy Green, and Sergeant-at-Arms, Sam Iadicco.

The new officers take office July 1.

Nels Carlson president of new safety council

Nels Carlson, Safety Coordinator and Collective Bargaining Specialist for the Civil Service Employees Association, has been elected president of the Northeastern New York Safety and Health Council. The Northeastern New York Safety and Health Council is an affiliate of the National Safety Council.

The Council also elected the following officers at its annual meeting: Vice Presidents — Karl Scharl, Public Safety Administrator for the State University of New York at Albany, and Donald J. Boyle, President of Donald J. Boyle, Public Affairs, an Albany Public Affairs firm; Secretary — Mary Beth Leitt, a secretary for CSEA; and Treasurer — David Rings, Director of Staff Development and Training Bureau for the NYS Department of Transportation.

The Northeastern New York Safety and Health Council was formed to encourage and abet safety and health procedures in a 20-county area extending from the Canadian border to the lower Hudson River Valley region. The Council's main activities include acting as an information collection and dissemination body and organizing and conducting educational seminars and programs on safety and health methods. A principal responsibility will be to offer assistance to industry and local governments in the implementation of the recently enacted State Occupational Health and Safety Act.



JILL DOBERT, a file clerk at the Consumer Frauds and Protection Bureau, says she easily handles 50 calls a day. Among her many duties, Jill is usually the one to advise consumers on how to fill out a complaint form.

On the other end of the Consumer Protection hotline: Compassion job flexibility experience



KAREN JOHNSON, the other half of the clerical hotline team, has worked as a typist with the bureau for nine years. Both women admit their job titles are misleading: "We're everything from a chaplain to a social worker to a public relations person."

'Everything from social work . . . to public relations'

By Deborah Cassidy

ALBANY — Angry and upset, Mrs. G called the hotline number operated by the Consumer Frauds and Protection Bureau of the state Attorney General's Office.

After spending \$400 for a correspondence course from an extension university, she earned a high school diploma, which she needed to obtain a title upgrade at the state run hospital where she worked, Mrs. G discovered, however, the diploma was not recognized by the state Department of Education, and therefore was not acceptable to her employer. No one from the school had ever warned Mrs. G about the limitations of correspondence diplomas.

The worker who answered the hotline call in the bureau's Albany office sympathized with Mrs. G's dilemma and urged her to calm down. After assuring Mrs. G that the bureau could help her, the worker advised her how to file an official complaint.

The worker subsequently talked with Mrs. G on the phone several times after this, to answer her questions and to let her know of the progress being made in her case.

As the distraught consumer's first contact with the Consumer Frauds and Protection Bureau, the clerical employee absolutely must be efficient and effective.

This employee from Albany is typical of numerous others on the CSEA-represented clerical staffs of the bureau's branches located in 12 major cities throughout the state. In addition to taking hotline calls, clericals perform a variety of other casework duties making them the backbone of the bureau, says Assistant Attorney General in charge of the Consumer Frauds and Protection Bureau Robert Buchner. "They are truly a support staff around here," he said.

"We rely on the clerical staff to obtain the initial facts in a case, to give

us a base from which to work," added Ronald Premo, an investigator for the Albany bureau. "As we proceed with a case, the clerical employee is there to continue providing information. In any office a good clerical staff is an asset, but here their work is vitally important."

In order to fully understand the role of the clericals, it is necessary to know about the operation of the bureau.

Basically, according to Buchner, the bureau receives and investigates complaints from consumers who feel "they've been had." The bureau, he stressed, cannot act as the court or judge, but mediates the dispute and suggests a settlement. It can, and often does, subpoena the merchant into the office.

The effectiveness of the bureau lies in its power to enforce consumer statutes such as truth in advertising, fair debt collection and truth in lending, just to name a few. Though the bureau cannot bring court action against a merchant in the interest of an individual consumer, it would take such a step when the merchants policies affect the public as a whole, Buchner said.

On the professional staff are consumer representatives, investigators and attorneys. Student interns from law schools and colleges often assist the staff for scholastic credits.

Seventy percent of the claims taken up by the office are settled in favor of the consumer, said Buchner. Last year, alone, he said, the bureau recovered two and one half million dollars in "money and the value of goods and services" for consumers in the 12 county area served by the Albany office.

The office processes an average of 1000 new claims each month.

Referring to their work on the hotline, Albany employees Jill Dobert and Karen Johnson say "We're everything from a chaplain to a social worker to a public relations person." Our attitude is of prime importance."

Most of the callers, they say, are justifiably irate and upset. They want to talk to someone who is understanding and knowledgeable. They want answers.

"First we have to calm the caller down and get him to tell his story. Often we have to sift out the pertinent facts," Dobert continued. "Sometimes the complaint doesn't belong with our office but with another state department. In that case we must refer the caller to the proper source.

"If the complaint is valid, however, we tell the consumer what the bureau is, what it can and cannot do for him. We must be sure the complainant knows what he is getting into and what he can expect in the way of assistance."

The worker may inform the caller what his rights are, but must be careful not to dispense legal advice. That is up to a bureau attorney.

Often a caller just needs some of the printed information put out by the bureau and the clerical worker immediately get this into the mail.

For each case accepted by the bureau, approximately 50 a day, the clerical must prepare a hotline report, and turn it over to an investigator or student intern. What follows are the responsibility of typing, correspondence and filing of each case.

"We must know each complaint and be able to provide its file to the consumer or professional staff member when needed," said Dobert.

Although the clericals often suffer from "burnout" and need to get away after listening to so many complaints, the Albany staff of 20 agrees their job is rewarding and satisfying. "Being able to help others is an uplifting experience," said Dobert.

"Besides," added Johnson, "We always know where to shop for the best service and merchandise."



INVESTIGATOR RONALD PREMIO works closely with Jill Dobert, pictured above, and Karen Johnson. Premo attributes the success of the bureau to the clerical employees whose work, he says, "is vitally important."