

McGowan rips Carey for vetoing CSEA bills

ALBANY — CSEA President William McGowan last week blasted Gov. Hugh Carey for vetoing bills passed by the Senate and Assembly granting permanent civil service status to merged employees in the Unified Court System and giving a \$2,000 death benefit to retired state employees.

"The Senate and Assembly both agreed with us that this legislation was needed but without consultation with us the Governor took it upon himself to kill these bills and I think it stinks," the union leader said.

"The Governor had no problem sponsoring legislation to give a friend special pension benefits," Mr. McGowan said, "but when it comes to a death benefit for state employees living on less than \$2,000

a year, he suddenly decides that there's no need to help."

McGowan was angered by Carey's veto of an act amending the Civil Service law to grant a \$2,000 survivors benefit to pensioners who retired prior to October 1, 1966. Most of these pensioners receive pensions of less than \$2,000 a year to live on.

"How can a human being who pretends to care at all about his fellow man veto such a survivor's benefit in the same year that he himself accepts a \$15,000 a year raise? It's just ludicrous!" Mr. McGowan said.

The Governor also announced last week that he had vetoed a CSEA sponsored bill that would have granted permanent civil service status to employees of the

Unified Court System. These are the same employees who have been holding provisional positions, in many cases for several years because the state did not provide civil service tests as a result of the chaos surrounding the classification debacle of the Office of Court Administration.

"That bill would have provided a measure of fairness to these people who have known nothing but hardship since the Governor began his so-called 'court reform' plan," Mr. McGowan said, "but the Governor has chosen to deny them even that."

Said the CSEA President, "If Mr. Carey is interested in maintaining any decent relationship with our members and their union he has chosen one hell of a stupid way to show it!"



DISCUSSING THE EFFECTS of federal legislation on state and local public employees, CSEA Region I President Irving Flaumenbaum talks with Senator Edward Kennedy during a recent AFSCME Leadership Conference in Boston. Sen. Kennedy addressed the conference. Flaumenbaum is also an International Vice President of AFSCME.

No state workshop

The CSEA State Division Workshop scheduled to be held August 5-7 in Lancaster, Pa. has been postponed. Citing fiscal considerations, CSEA's mini-Board of Directors met in Albany on July 20 and voted to postpone the workshop upon recommendation of the union's Budget Committee. Additional details will be contained in the next edition of *The Public Sector*.

Ballot positions set

ALBANY — Candidates positions on ballots for CSEA's election of statewide officers and members of the union's State Executive Committee were determined July 13. Ballots are scheduled to be mailed out to eligible union members August 6, and the deadline for returning a ballot is 6 p.m., August 30.

In the race for statewide president of CSEA, challenger Kenneth Cadieux of Rockville Centre drew the number one position on the ballot, with incumbent president William L. McGowan second.

In the executive vice president race, incumbent Thomas H. McDonough of Albany gained the first position, with challengers Felton King of Brooklyn, second; and James L. Corbin of East Moriches, third.

For statewide secretary, challenger Ann Worthy of South Ozone Park drew the number one position, followed by incumbent Secretary Irene Carr of Oneonta.

In the statewide treasurer contest, challenger Barbara M. Fauser of Buffalo drew the first position, with incumbent Treasurer Jack Gallagher of Mohawk second.

Ballot positions for candidates for the State Executive Committee (Board of Directors) are listed on pages 6 & 7 of this issue.

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Retroactive dates established on all state contract items

ALBANY — CSEA and the Governor's Office of Employee Relations have reached agreement on implementation dates for provisions of the new contracts covering the state Administrative, Institutional and Operational bargaining units.

CSEA President William L. McGowan said that under the new contracts all provisions relating to salary are retroactive to April 1, 1979, but in non-salary areas, implementation dates are reached through mutual agreement.

"We have now reached agreement that all of the major non-salary items will also be retroactive to April 1, 1979," Mr. McGowan said, "but in some instances that will require our members to take some action to protect their contractual rights."

The union president points out that the agreement makes April 1 the retroactive implementation date for the contract's moratorium on written counselings, travel provisions, overtime meal allowance for the Operational Services Unit, Worker's Compensation Leave modifications and disciplinary protections for employees in non-competitive and labor classes.

New contractual provisions relating to out-of-title work and posting and bidding for positions, becomes effective retroactive to June 29, 1979, the date that the formal agreements were signed.

President McGowan said, however, that the provisions relating to Worker's Compensation and discipline, while retroactive to April 1, require immediate action by the employee to protect his or her rights during the April 1 to June 29 period.

Grievance procedures in the CSEA-State contracts provide for a 30-day "statute of limitations". Under the contract, an employee must file a grievance within 30 days

after an alleged violation occurs. Since more than 30 days have obviously passed since the April 1 effective date for Worker's Compensation changes and discipline changes, the 30-day period has been modified. The implementation agreement provides that an employee may file a grievance for alleged violations of these two areas of the contracts during the April 1 to June 29 period, only if the grievance is filed before August 13.

In order to protect contractual grievance rights in these areas, therefore, the aggrieved employee must file a grievance citing the alleged violation during the April 1 to June 29 period by no later than August 13. These grievances must be filed under the new procedures contained in Article 34 of the new contracts, including the provision requiring service of the grievance to the appropriate management representative by personal service or certified mail, return receipt requested.

CSEA Attorney Pauline Rogers, who worked out many of the details of contractual provisions, advises employees in the units with questions concerning the new grievance procedures or the implementation dates, to contact their nearest CSEA Regional Office for assistance.

Ms. Rogers says that the grievance can be filed on the new grievance forms if available, or the forms used under the old contract, but whichever form is used, it is imperative that the grievance procedures contained in the new contracts be followed.

"Implementation of negotiated agreements in bargaining units of the size of these three units is always a major task," President McGowan said, "but through this implementation agreement we have assured our people that their non-monetary contractual rights receive the same retroactive status as salary items."

Region II changes field assignments

NEW YORK CITY — On a percentage basis, CSEA's Metropolitan Region II incurred the greatest reduction in membership with the transfer of PS&T bargaining unit representation to another labor union. And, according to Regional Director George Bispham, that has led to a realignment of staff, with the new field assignments as follows:

- Ed Scherker and Willard Wagner — the 140 work sites of Local 010 in the five boroughs of New York City, Westchester County and Nassau County.
- Anne Chandler — Waterfront Commission, Metropolitan Armories, Division of Parole, Kingsboro Psychiatric Center, New York State PC, Brooklyn Developmental Center, Department of Labor in Brooklyn and Queens.
- Bart Brier — Division of Housing and Urban Renewal, Public Service Commission, State Insurance Fund, Bronx PC, Bronx DC, Bronx Children's Hospital, Staten Island DC, South Beach PC, Manhattan DC, SUNY Downstate Medical Center, Institute for Basic Research.
- Sol Gordon — Creedmoor PC, Manhattan PC, Manhattan Children's PC, Department of Labor in Manhattan, Bronx, Staten Island and Westchester.

The Department of Labor has 170 work sites in the five boroughs of New York City, Nassau, Suffolk, Westchester and Rockland counties.

A major problem in the region is the protection of workers in the mental



FIELD REPRESENTATIVES Larry Sparber, left, and Sol Gordon discuss field problems at the Region II headquarters in Manhattan. Sparber is being transferred out of the region as part of a staff realignment.

Bendet replies to TV editorial which backed civil service reform

MANHATTAN — Replying to a WOR-TV editorial, Solomon Bendet, President of Region II of the Civil Service Employees Assn. charged that WOR's support of the civil service reform plans for Mayor Ed Koch and Governor Hugh Carey could lead to "political ripoffs and Boss Tweed tactics."

The WOR-TV editorial, which was shown from June 21 thru June 26, praised the civil service resolution of State Senator Fred Eckert who "wants to change civil service exams to pass-fail basis instead of forcing government to hire from those with the highest scores." Mr. Bendet cited that section of the editorial in his reply, which will be aired from July 20 to 25.

Following is the text of Bendet's response:

"WOR has called for enactment of civil service reform. WOR said that the civil service system no longer fulfills the function for which it was created: to provide an alternative to political appointments by succeeding administrations. Yet the very changes that WOR endorses would increase political influence in career service.

"True reform of the civil service system is not opposed by the CSEA. But there is a fine line between reforms of Ed Koch and the so-called reforms of Ed Koch and Hugh Carey cross that line again and again, making a mockery of a system that was to protect the public from political patronage and public employees from the political whims of incumbents.

"CSEA and other responsible public employee organizations welcome change that will make the system more efficient and improve service to the taxpayer, but reducing the safeguards of the present laws and increasing political influence over career employees is not the way to do it. The primary goal of the civil service system is to choose public servants on the basis of merit and fitness. The system is designed to recruit and keep employees on the basis of what they know, not who they know.

"Increasing the efficiency of government service is essential. But the so-called reforms of Ed Koch and Hugh Carey will only lead to political ripoffs and Boss Tweed tactics."



REGIONAL DIRECTOR George Bispham said: "Region II doesn't have much latitude and longitude, but it's got plenty of altitude." The region's 20 locals are spread over 400 worksites in the New York City metropolitan area.

hygiene institutions. Bispham used two recent situations to dramatize the problem. The following two stories were told by Bispham:

At the Bronx Children's Psychiatric Center an employee was suspended two months without pay for alleged patient abuse. Management had attempted to fire the employee, who had been commended for previous work as a therapy aide. An arbitrator reduced the penalty because, according to testimony, the employee slapped the patient after the patient struck the employee with a telephone receiver in the chest, chin, forearm and hand.

At the Manhattan Psychiatric Center, a female therapy aide has been sexually molested and physically attacked by a male patient. She was punched in the eye and was out of work on comp time.

The patient was temporarily restricted to his ward but his grounds privileges remain.

The unit chief of the employee told her this is what she had to expect in a mental institution.

Bispham said had the aide attempted to defend herself against the sexual and physical attacks by the patient, she would have met the same fate as the aide at the Bronx Children's Psychiatric Center.

A meeting was scheduled for July 2 between Bispham and the director of the Manhattan Psychiatric Center regarding procedures an employee is supposed to take when being assaulted, the insensitivity of the unit chief and the questioning of the employee's story by a doctor.

Also at Bronx Children's Psychiatric Center, the therapy aide who was suspended has not been returned to his job and instead has been given clerical work, Bispham said. CSEA has obtained a court order to have the aide returned to his job.

Bispham said CSEA is going back to court to have the order enforced if the aide is not returned to his job.

In another matter, Bispham said an Improper Employer Practice is being filed against the center director for unilaterally adding a new step to the Article 33 disciplinary procedure.



BART BRIER, Region II field representative, services CSEA locals from the Bronx to Staten Island.

Task force meeting July 27

NEW YORK CITY — The CSEA Mental Hygiene Task Force of Metropolitan Region 2 has scheduled a one-day seminar to discuss and consider the effects of the state's "Morgado Memorandum" from 10 a.m. to 5 p.m. July 27 at the Warwick

Hotel, 54th Street and Sixth Avenue.

Members of the conference committee planning the seminar are Felton King, Task Force committee chairperson; and committee members Larry Colson, Helen Cugno, Clifton Lewis and Tirso Miguez.

Brookhaven member injured with toluene

BROOKHAVEN — The use of highly toxic and explosive toluene by the Town of Brookhaven has been only partially halted less than one week after a member of the town's Highway Department required emergency medical care from exposure to the poison.

A water-based solvent is being tried by the town's Highway Department to replace the toluene as a cleaning solvent, CSEA Highway Department Unit President Charles Novo reported. Toluene is still used as a paint thinner and drying agent, Novo said.

He said the use of the new solvent started July 16.

Toluene, according to various sources, causes illness in concentrations as small as 200 parts per million; is addictive; is suspected of causing cancer, brain damage, liver damage and anemia; and is highly flammable and explosive.

It is used commercially in the production of T.N.T. — trinitrotoluene.

Highway Department member Kenneth Davis, while driving the backup truck behind the paint spreading equipment on July 10 became ill and was taken from the highway yard to St. Charles Hospital, Port Jefferson.

Enroute to the hospital, Davis lost consciousness twice, Suffolk County Local 852 Executive Vice President John Desmond said.

After receiving emergency treatment he was released, only to return to the hospital the following day for emergency treatment after continuing to pass out, Desmond said. Davis was sent home from work sick on July 17, Novo said.

Davis said hospital staff told him he was suffering from loss of oxygen in the blood and enlarged veins in the lungs from exposure to toluene.

BROOKHAVEN HIGHWAY UNIT PRESIDENT Charles Novo stands next to barrels of highly toxic toluene, which are still being used by the town in spite of union complaints of the dangers.



Local 852 President William Lewis and other Local officers were informed of Davis' problems early July 11 and moved to meet with the town's management to protect Davis and the other Highway Department members.

Desmond and Novo met with town officials on July 13. The town agreed to look into a substitute for the toluene and to allow the employees exposed to toluene to receive time off for blood tests.

Novo said the employees involved all had the blood tests by the Suffolk County Medical Examiner's Officer.

Desmond said since Davis's problem, the medical examiner was taking personal charge of the testing.

Adler calls for solid political action program



NORMAN ADLER, right, director of political action and legislation for AFSCME District Council 37, was the main speaker at the Saratoga County CSEA Local 846 installation dinner. John Corcoran seated left, was master of ceremonies.

SARATOGA SPRINGS — "There is no public employee unionism without political action," Norman Adler, AFSCME District Council 37 director of political action and legislation, told those attending the installation of Saratoga County CSEA Local 846 officers recently.

Region IV President Joseph McDermott installed John Miller as president, Larry O'Bryan as vice president, Donna Woodcock as recording secretary, Cheryl Sheller as corresponding secretary, Monica Jump as treasurer and William McTyghe as board representative.

Adler said: "We are not like private sector unions. Anything we negotiate can be reversed by the politicians. . . ."

"There is no union without a solid political action program. We don't have friends unless they are stuck by the glue of political action. . . ."

"Only union issues count, not the death penalty, not the environment. We elect our bosses. We can un-elect our bosses."

Adler made the point that a legislator could vote like Attila the Hun on everything else, but if he supports the union on its issues, he should have your support.

"I used to be a democrat. Now my political party is the union," he said.

He suggested using the primary election to elect good candidates in areas where there is one-party domination.

Janitors win IP on hours

LACKAWANNA — Seven assistant custodians, whose full-time jobs were unilaterally changed to part-time by the City of Lackawanna school system, will each receive \$4,000-\$5,000 which they lost due to the shorter hours, following a hearing officers' decision on an improper practice charge.

Hearing Officer John M. Crotty agreed with arguments pursued by CSEA Regional Attorney Ronald L. Jaros that the district unilaterally changed "the terms and conditions of their employment" without negotiating with Erie Educational Local 868, CSEA, whose contract covered the employees.

He ordered the district to reinstate the workers "working part-time to their former full-time employment with the District with full back pay and benefits at the prevailing contractual rate and level."

Robert Tasseff, Unit President, credited Local 868 President Jack Schlenker and CSEA Board Representative Dominic Spacone Jr. for their "determination" to pursue the improper practice charge.



NEWLY INSTALLED OFFICERS of the Broome County Unit of CSEA Local 804 are, from left, President Barbara Pickell, First Vice President Alene Beall, Second Vice President Patricia Zemanek, Treasurer Eloise Dexter, and Secretary Mary Ann Wilson.

— Photo by Tony Rossi Jr.

Newark cops receive increase

NEWARK — Village of Newark police, represented by Wayne County CSEA Local 859 will receive raises of 6% in each year of a new three-year contract, according to Field Representative Mark Higgins.

The agreement provides that the issue of agency shop is to be submitted to the Public Employment Relations Board and the two sides are now awaiting receipt of a list of arbitrators from PERB.

The pact also provides for longevity

pay raises, a graduated differential for sergeants and increased clothing allowance.

The workers will also now be covered by the Blue Million Medical Insurance Plan and will be able to accumulate sick leave up to 185 days. Senior employees will benefit from a better vacation schedule.

Serving on the negotiating team were unit president Charles Shade, Nick Scutella, Thomas Smith and Jackson W. Brown.

Jean McAvoy receives award

ROCHESTER — Jean McAvoy, Monroe County Local 828 1st Vice President, has been awarded the Frank M. Eichorn Craftsman of the Year Award by the Rochester Club of Printing House Craftsmen Inc.

Ms. McAvoy, administrative assistant to the vice president of administrative affairs at Monroe Community College, is in charge of secretarial services, quick copy and word processing for the college. She has worked in the printing industry for more than 14 years.

Ms. McAvoy has served on the Monroe Chapter Board of Directors since 1969.

Koenig victorious

ROCHESTER — Results of the recent Monroe County CSEA Local 828 elections are as follows:

President: Marty Koenig; 1st Vice President: Jean McAvoy; 2nd Vice President: Clifford Roberts; 3rd Vice President: Vincent Carbone; Secretary: Rebecca Brauch; Treasurer: Brian Dumka; Delegate: Florence Tripi; and Alternate Delegate: Lawrence Burns.

Grieco wins Jefferson Co.

WATERTOWN — New officers for Jefferson County CSEA Local 823 were installed June 28. Those installed included:

Richard Grieco — President and Board Representative.

Richard Brown — First Vice President.

Edna Berry — Second Vice President.

Shirley Richardson — Treasurer.

Marsha Coppola — Secretary.

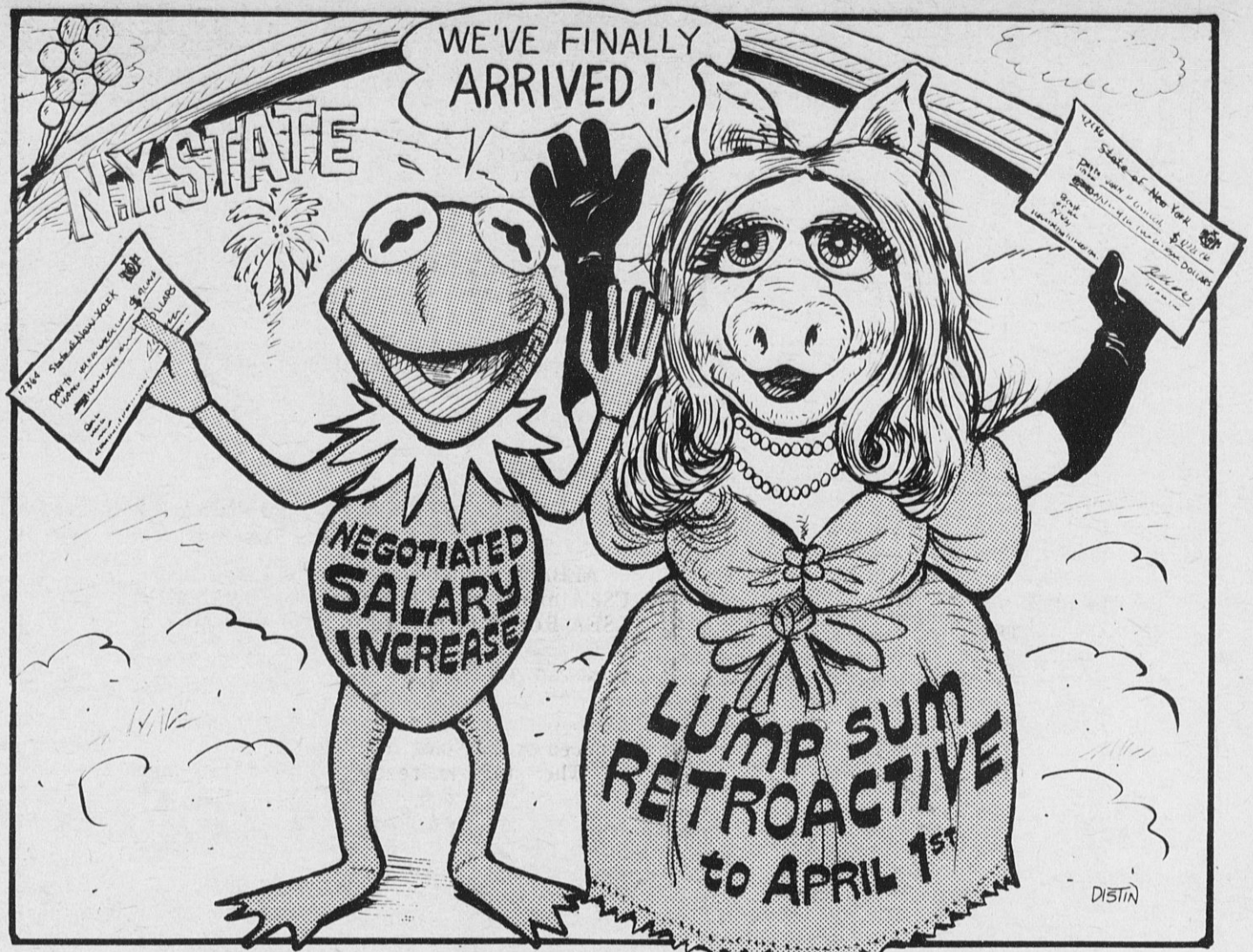
The installing officer was Long Island Region I President Irving Flaumenbaum who also gave a speech on the AFSCME affiliation and on initiative and referendum.

Sen. Johnson to hold hearings on civil service

ALBANY — Sen. Owen H. Johnson, chairman of the Senate Committee on Civil Service and Pensions, has scheduled two public hearings on the State's Civil Service System.

Sen. Johnson said the hearings are to elicit comments on the existing civil service system and to review various legislative proposals to reform the system.

Hearings are scheduled for Wednesday, August 8, at the Buffalo State Office Building, hearing room 4, 65 court Street, Buffalo; and Monday, September 10 at the board room of the Babylon Town Hall, 200 E. Sunrise Highway, North Lindendurst. Persons wishing to testify should contact Sen. Johnson's Albany office, (518) 455-2231.



State workers top blood donors

New York State government employees, for the 12th consecutive year, ranked first in the nation among state employee blood donors last year. In 1978, as in each year since the

New York State Employees Blood Program began in 1967, employees of this State were first among state workers nationwide, both in the percentage who donated blood and in the amount given.

During 1978, approximately 45,000 pints of blood were donated through the program, a record high. Of these donations, more than 12,400, also a

record high, were from Albany area State employees. State employees provided nearly 20 percent of all the blood used in the 30 hospitals in the 13-county Red Cross Northeast Region, and more than 36 percent of the blood used at all hospitals in Albany. Blood donation goals were met or exceeded at 47 agencies during the year, and 851 individuals reached the gallon or multi-gallon level as donors.

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send 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. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

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MY NEW ADDRESS IS:

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Agency where employed _____

My social security no. _____ Agency No. _____

Directory of Regional Offices

- | | |
|---|---|
| REGION 1 — Long Island Region
(516) 691-1170
Irving Flaumenbaum, President
Ed Cleary, Regional Director | REGION 4 — Capital Region
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director |
| REGION 2 — Metro Region
(212) 962-3090
Solomon Bendet, President
George Bispham, Regional Director | REGION 5 — Central Region
(315) 422-2319
James Moore, President
Frank Martello, Regional Director |
| REGION 3 — Southern Region
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director | REGION 6 — Western Region
(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director |

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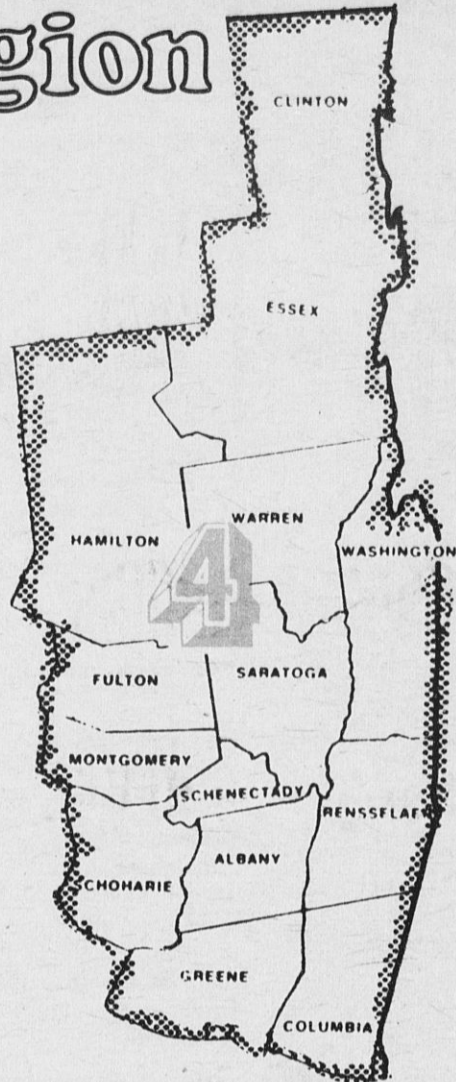
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Region



REGION IV DIRECTOR JOHN CORCORAN, right, discusses problems of the Capitol Region with Regional President Joseph McDermott. Corcoran is staff liaison to the regional safety committee chaired by McDermott.



Region IV staff reorganizes

ALBANY — The loss of more than 10,000 CSEA members in the PS&T bargaining unit in CSEA Region IV has led to a reorganization of the region's field staff, Region IV Director John Corcoran reports.

While regional membership has been reduced by 25 percent, the number of locals has been reduced by only one, from 89 to 88.

"The staff is ready to meet this new challenge," Corcoran said. The reduced field staff will be assigned as follows:

Charlie Scott — Clinton and Essex counties (no change).

Bill Lochner — Warren, Washington, Hamilton and northern Saratoga counties.

Joe Bakarian — Rensselaer County and some State and local government in Albany County.

Don McCarthy — Some State in Albany County and local government in eastern Schenectady and southern Saratoga counties.

Jim Cooney — Some State and local government in Albany and Schenectady counties.

Phil Miller — Montgomery, Fulton and Schoharie counties, some State in Albany County and some local government in Schenectady County.

Aaron Wagner — Columbia and Greene Counties and some State and local government in Albany County.

With the loss of PS&T members, there will be a greater need for the field staff to help train the new leadership in many of the State locals, Corcoran said.

He said that he and at least one other member of the field staff would participate in the Region IV workshop July 21-23 at the Sagamore Hotel in Lake George.

In other business, Corcoran reported that he has been meeting with officials of the Saratoga Springs City School District to lay the groundwork for the reemployment of the CSEA-represented school bus personnel now that the school district has exhausted its legal appeals.

CSEA won the right to represent 37 teacher aides in the Hudson City School District in a representation election in June. CSEA now represents all non-teaching employees of the district, Corcoran said.

Corcoran is also working with Region IV President Joseph McDermott on the Region Safety Committee. Members of the committee are Rick Weeks, downtown State facilities; and Sandra Sokolowski, State campus.

Corcoran, the staff liaison, said he expects the membership of the committee to expand beyond the State facilities in Albany.

He said the committee will be meeting with the State to discuss air quality problems including asbestos, fire protection and other safety hazards.



FIELD REPRESENTATIVES Phil Miller and John Cummings attend a regional staff meeting in Albany to discuss activities in the region.



FIELD REPRESENTATIVES Charlie Scott and Don McCarthy are looking in opposite directions. That may be because Scott services the northern reaches of Region IV and McCarthy works in southern part of the region.

Employees reinstated

Saratoga school board surrenders

SARATOGA SPRINGS — The Saratoga Springs City School District Board of Education has voted to reinstate all public employee bus drivers and mechanics, complying with a PERB ruling of April 1978.

Region IV Regional Director John Corcoran reported the board took the action on July 18.

The drivers and mechanics, represented by CSEA, had been working for private contractors since the school board illegally contracted out for school bus transportation in 1977.

PERB ruled the employees, who number more than 60, are entitled to back pay and benefits, including pension contributions. Courts upheld PERB in decisions in 1978 and 1979.

Corcoran said he told the school board he "is ready to sit down and negotiate."

He expects the school board will contact him

after it hires a negotiator, which it voted to do on July 18.

In July of 1977, the Saratoga City School District terminated the employees of its transportation department while in the first year of a two-year contract with the Civil Service Employees Assn. The workers were then hired by the private contractor to provide transportation services to the district. CSEA filed an improper practice charge with the State Public Employment Board and pursued the matter through the Taylor Law procedures and the State Courts.

CSEA has called this decision a landmark case due to the fact that it is the first time that the State courts have placed a limitation on management's right to subcontract in the public sector.



Henry Ebert
President, Saratoga School Bus Drivers

State division ballot positions

ALBANY — Ballot positions have been drawn for nominated candidates for the State Executive Committee (Board of Directors, State Division) of the Civil Service Employees Assn.

Position drawings were held July 13 in Albany to determine the location on the ballots which will be mailed out August 6. The entire remaining 1979 election timetable may be found elsewhere on this page.

Candidates for the CSEA State Executive Committee will appear in the following order on the ballots:

Ag & Markets
John Weidman, Menands
Audit & Control
Michael Paluba, Rensselaer
Beatrice McCoy, Wynantskill
Authorities
Frank McDermott, Peekskill
John W. Francisco, Wynantskill
Civil Service
Dolores Farrell, Clifton Park
Commerce
Ruth Lovegrove, East Greenbush
Conservation
Josephine Luizzi, Selkirk
Correction
William R. Priest, Granville
Austin T. Donovan, Auburn
Susan L. Crawford, Albany
Education
Timothy E. Drew, Glenmont
Claire McGrath, Syracuse
June Robak, Albany

Executive
Leroy Holmes, Albany
Arthur Loving, Sayville
Earl Kilmartin, Rensselaer
Francisco DeLemo, Utica
William H. Rowe, Albany
James E. Stevens, Saratoga Springs
Cindy Egan, Loudonville

Health
Jose Samson, Albany
Robert Stelley, Buffalo
Genevieve Clark, Buffalo

Insurance
Virginia Hewitt, Newtonville
Betty C. Collins, Waterford

Judicial
Thomas F. Jefferson, Monroe
Nancy J. Roark, Elmira

Law
Rosemary Maddalone, Clifton Park
Elisa Bursor, Schenectady
Labor
Shirley Brown, Albany
Elaine Todd, Cheektowaga
George Caloumeno, Long Island City

J. Wayne Dessingue, Troy
Robert P. Foley, Troy
Motor Vehicle
Thomas H. McDonough, Albany
Barbara A. Stack, Albany
Public Corporation
Leroy P. Stevens, East Nassau
JoAnn Lowe, Albany
Public Service
Phyllis C. Zадigian, Menands
Social Services
Alan Siegel, East Greenbush
State Department
June Scott, Troy

Tax Department
John Gully, Troy
Adele Borakove, Rego Park

Transportation
Nicholas J. Cimino, Utica
James S. Hull, Warrensburg
Lyle E. Wollson, Mexico
John J. Cassidy, Hopewell Junction
Joan M. Tobin, Albany
Louis J. Mannellino, East Northport

University
Marie M. Romanelli, New Paltz
Robert Keeler, Rosedale
Sara Sievert, Dunkirk
June W. Boyle, Tonawanda
Edward Dudek, Elma
Albert Varacchi, Rocky Point
George Webster, Brockport

Elections Timetable

Statewide Officers and State Executive Committee

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

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

August 6—Ballots delivered to Post Office for Mailing

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered

August 30—Return of ballots — 6:00 p.m. Deadline

August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period

September 7—Return of Replacement ballots — 6:00 p.m. Deadline

September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11

September 7—Official Results Announced

September 17—End of Protest Period (10 days after Official Results are announced)

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

Mental Hygiene, Reg. 1
Beniosorowski, Holbrook
Sylvia L. Weinstock, North Babylon

Jose Lavalle, Patchogue
Dorothy Donohue, Patchogue
Julius West Brentwood
Jose Noya, Islip

Mental Hygiene, Reg. 2
Felix King, Brooklyn
William D. Bear, Staten Island
George Boncoraglio, Staten Island
Dorothy King, Queens Village
Jimmy Gripper, Brooklyn
Helena Cugno, Staten Island
Ronald Smith, Brooklyn

Mental Hygiene, Reg. 3
Eva Katz, Spring Valley
Robert Thompson, Wingdale
Richard Snyder, Amenia
Mental Hygiene, Reg. 4
Francis Wilusz, Gansevoort
Patricia Miller, Albany
Wanda Lubinski, Troy
Mental Hygiene, Reg. 5
Sue Bucrzinski, Marcy
George McCarthy, Ogdensburg
William Krivyaniuk, Vestal
Joseph Consentino, Ogdensburg
James Moore, Clinton
Mental Hygiene, Reg. 6
David C. Poliso, Forestville
Elaine Mootry, Buffalo
James Bourkney, West Seneca
Ronald M. Stanton, Buffalo
Paul Christopher, Fredonia

STATE EXECUTIVE COMMITTEE candidate Jimmy Gripper reaches into box to draw for position on ballot. Gripper, President of Brooklyn Development Center Local 447, is seeking re-election as a State Executive Committee representative from Mental hygiene region 2. He drew position number 5 out of 7 candidates seeking the four committee seats from that region.



ONE OF FIVE candidates seeking two Labor Department seats on State Executive Committee, Robert P. Foley of Troy was present to select his own ballot position. He drew number 5 position out of five candidates, as Election Procedures Committee member Karen Pellegrino watches.

AFSCME holds leadership panel

SYRACUSE — The latest in a series of Leadership Training Workshops for CSEA Local 1000 AFSCME leaders across New York State was held recently for CSEA Region V union leaders at the Hotel Syracuse. The day-long seminar included discussions of union problems and problem-solving techniques for union leaders to overcome such problems.



JOHN DOWLING, education director of AFSCME, conducted part of the workshop program.



LOOKING OVER THE PROGRAM for the Syracuse Leadership Training Workshop are, seated from left, Claire McGrath, a member of the program planning committee; and Maurine Malone, committee chairperson. Standing from left are CSEA Region V President James Moore, Region V Executive Vice President Pat Crandall, and Region V Director Frank Martello.

CORTLAND COUNTY LOCAL 812 member Peggie Coombs was among CSEA union activists attending the Syracuse workshop.

Nassau HIP plan awaits court ruling

MINEOLA — Approximately 1,200 members of Nassau County CSEA Local 830 are awaiting a decision from New York State Supreme Court on whether they will have to pay out-of-pocket for HIP medical coverage.

Local 830 President Nicholas Abbatiello said the court will determine whether Nassau County would breach its contract with CSEA by charging the employees for part of the HIP costs. The charges are set to go into effect Aug. 1, Abbatiello said.

He expects whichever side loses in court to appeal the decision.

The charges would be \$2.05 per month for the individual plan and \$13.04 per month for the family plan.

Abbatiello said the county claims HIP is no longer an optional health plan since it is no longer offered by the state. He said the state dropped HIP as of Dec. 31, 1978, after it affiliated with HMO.

However, all during negotiations with the county, which ended in February and were finalized on April 2, 1979, the county made no mention of dropping HIP as an option, Abbatiello said.

He said the contract requires the health plans to be fully paid and the employees be given the option of choosing from the existing plans.

The county has continued to pay for the HIP plan and would do so until Aug. 1, he said.

Local 830 went to court, and a show cause order was issued to the county. The county responded in writing on July 13. Local 830 responded to the county position on July 18.

SUNY Stony Brook local victorious in grievances

STONY BROOK — The SUNY Stony Brook CSEA Local has a string of grievance wins in the new Health Science Center where the CSEA is battling SUNY management plans to construct a \$15-a-month parking garage on existing free parking space.

Earlier this month, the CSEA Local secured a temporary injunction halting construction of a similar garage on the regular campus of the sprawling Long Island university and has brought a separate suit against the parking garage at the Health Sciences Building.

"There is absolutely no justification to ask employees to pay to park at work; cars are a necessity on Long Island," said Al Varrachi, president of the SUNY Stony Brook Local, who added that CSEA contract language specifically prohibits charging employees for parking on campus.

While the union attorneys are busy with the

parking problems, the Local officers, Mr. Varacchi, Tommy Gomez, first vice president; and Ed Zurl, chairman of the grievance committee, have won several important grievances including:

The reduction of a \$100 fine to two days unauthorized leave for a woman employee.

The withdrawal of abuse of sick leave charges against a male employee.

The rescinding of a dismissal of a custodial department employee for absenteeism when the union proved there were extenuating circumstances.

"Left by themselves, these individuals would have no redress against a powerful management. But as union members they enjoy the clout and strength of our combined membership. More employees should avail themselves of our grievance advisors — that's what we're here for," said Mr. Varacchi.

Upgrading for Onondaga social services

SYRACUSE — Upgrading for 356 Onondaga County Social Service workers represented by CSEA Local 834 will mean an additional \$200,000 in their paychecks and finally "a meaningful career ladder system" according to Sally Greco, Social Service Unit President.

"The County should also benefit because now dedicated, trained, and experienced people will stay on their jobs," she said, explaining that last year there was almost a 100% turnover in the medical intake section.

Resolution of the problem followed the union's withdrawal of grievances on out-of-title work about three years ago when the County agreed to re-evaluate titles and work loads in the department.

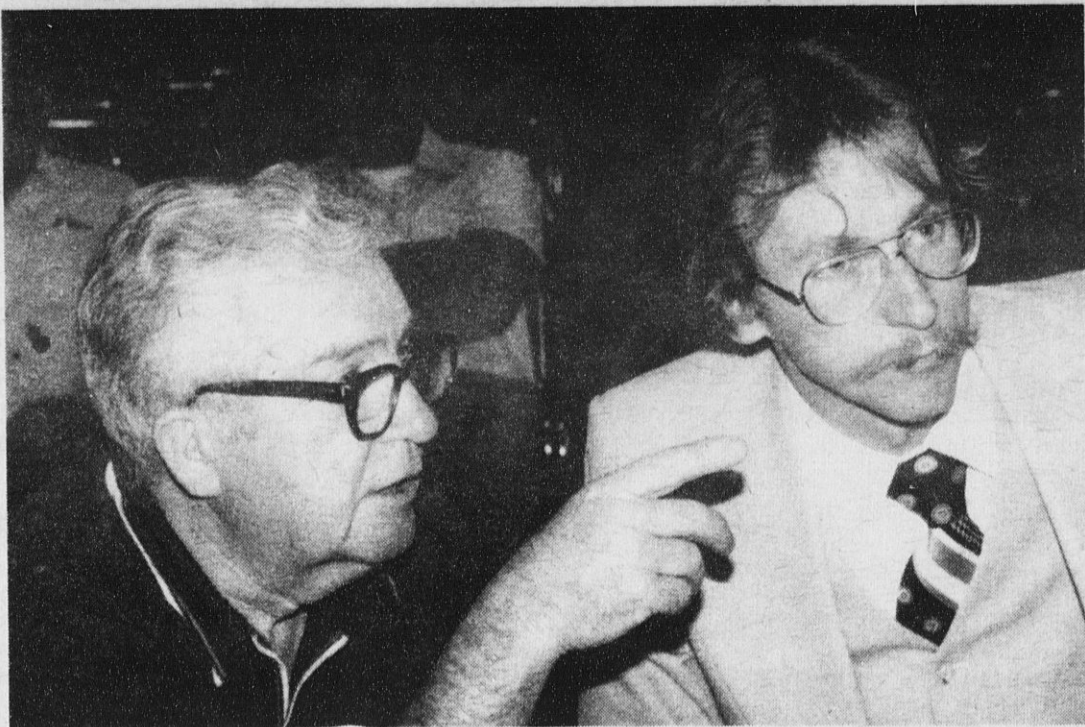
The County's study confirmed the charges made in the grievances that in many cases workers were performing supervisory tasks "without supervisory pay," and workers with the same titles were performing vastly different duties.

The largest bloc affected by the change are 143 social welfare examiners whose grade 6 positions were abolished and 143 grade 7 income maintenance slots created instead.

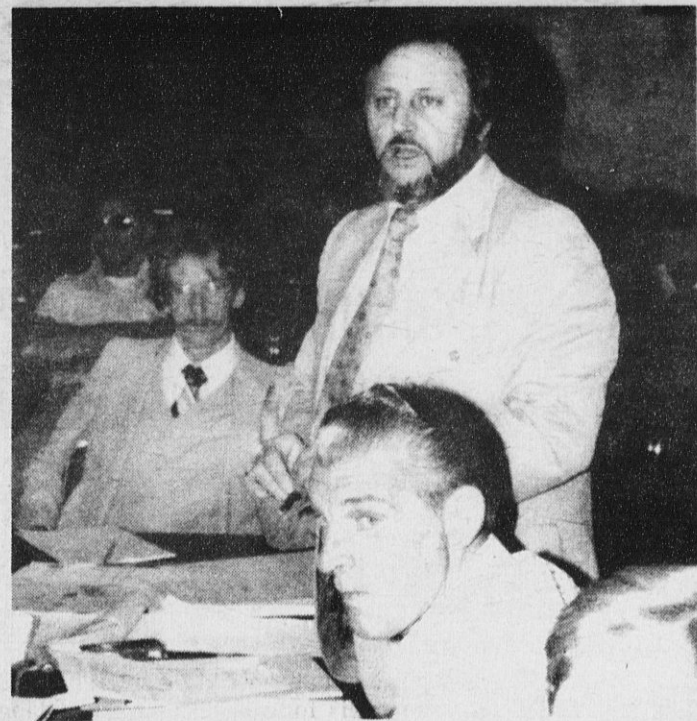
Current occupants of the abolished positions will fill the new positions on a provisional basis pending test administration.

Those who fail the promotional exams will have reversion rights to the old titles where vacancies exist at that time.

All changes are retroactive to June 16.



SULLIVAN COUNTY CSEA LOCAL 853 President Walter Durkin, left, confers with CSEA Field Rep Bruce Wyngaard during legislative hearing.



PRESENTING UNION'S CASE was CSEA Collective Bargaining Specialist Ron Mazzola. In foreground is Unit President James McNutt.

Imposed contract for Sullivan deputies; hope for next year

By Jack Murphy

MONTICELLO — The Sullivan County Board of Supervisors, at a legislative hearing recently, rejected a salary bid by the county's deputy sheriffs, but seemed to leave the door open for substantial improvements in the contract in future talks.

David Kaufman, chairman of the board of supervisors, announced after the hearing that the board was going along with a factfinder's recommendation for less than what the CSEA-represented deputies sought, but said a presentation by CSEA officers and staff personnel "would not go unnoticed or ignored."

"The presentation," said Kaufman, "had an impact on the board. Unfortunately, they felt locked-in this year because they had given other county employees a 7 percent increase."

The imposed settlement by the legislative hearing provides the deputies with salary increases of 7 percent or \$600, whichever is greater, and a \$50 improvement in the uniform allowance. CSEA had sought a 10 percent increase and an improved uniform allowance.

Kaufman said that "the information presented (at the hearing) would be taken into account when new contract talks begin later this summer."

James McNutt, CSEA unit president of the deputies who number just short of 70 members, was disappointed at the outcome of the legislative hearing.

"We really feel it demonstrates the problems of all deputy sheriffs in New York State with the Taylor Law," he said. "Negotiations end up in a unilateral process of imposed settlements as opposed to



DISCUSSING THE UNION DEMANDS are CSEA Field Rep Frank Martorana and Sullivan County Legislator William Dirie.

bilateral procedures, such as binding arbitration, which the police have."

Frank Martorana, a field representative for CSEA Region 3, reported that the deputy sheriffs began to negotiate a reopener in

the wage clause in the third year of their contract last September. Negotiations stalled and went to mediation and then to the factfinder who made his recommendations. When CSEA members rejected his findings, the matter went to the legislative hearing.

Westchester to eliminate asbestos hazard

WHITE PLAINS — An asbestos hazard at Westchester County Center will be eliminated soon, Westchester

County Unit Health and Safety Chairman James Verboys reports. Unit President Raymond J. O'Connor

nor said 14 county employees, 12 represented by CSEA, will be protected by the removal of asbestos from a basement ceiling and by the installation of a new drop ceiling. The Public Sector first reported on asbestos hazards in Westchester County in its May 2 edition.

Asbestos is a listed cause of abestosis, a lung disease, and of cancer.

The county had intended to leave the asbestos intact and contain it with the drop ceiling, Verboys said.

However, at O'Connor's request, a meeting was held with top county officials, the contractor, consumer advocate Carol Ginzberg, asbestos expert Dr. William Nickerson of Mt. Sinai Hospital, Verboys and O'Connor on July 18.

Verboys said as a result of the meeting, the county decided to reject its Health Department recommendation to just contain the asbestos and instead to remove the hazard entirely.

The contract for the removal of the hazard is in excess of \$13,000, and the work is expected to start soon, O'Connor said.

The hazard originally was reported at a unit shop stewards meeting in May. O'Connor said it was reported to the county and samples were sent to a laboratory for analysis.

Both O'Connor and Verboys were pleased with the result of the meeting, especially for the employees who will no longer be exposed to the hazardous condition.

Calendar of EVENTS

JULY

27—Region 2 Mental Hygiene Task Force conference, 10 a.m.-5 p.m. Warwick Hotel, 54th Street and 6th Avenue, New York City.

28—Region 1 Meet the Candidates program, 1-5 p.m., Musicaro's, Melville.

AUGUST

5—Westchester Local 860 Installation, 2 p.m., Rye Golf Club.

5-10—NYS School of Labor Relations, Cornell University, Fourth Annual Northeast Region Summer Institute.

11—Westchester County CSEA Day, Playland, Rye.

20—Brooklyn Developmental Center Local 447 election, 6 a.m.-6 p.m., Conversation Pit, Building 5.

'It is incredible that we must file a grievance against the largest campus . . . for it to take care of its workers.'

At SUNY Buffalo

Local 602 files safety grievance

BUFFALO — Charging that the State University of Buffalo has failed to implement safety standards for workers handling dangerous nuclear and chemical wastes, CSEA Local 602 at SUNY Buffalo this month filed a grievance over the situation. Local 602 Grievance chairperson Barbara Kauffman, who filed the grievance, said oils containing PCB's are among dangerous wastes being handled by workers.

To remedy the situation, CSEA is asking the University to adhere to directives of the Environmental Protection Agency as to handling and storage of contaminated materials, that such materials and areas be properly marked, and the workers trained and monitored.

Ms. Kauffman, who is also chairperson of the labor-management committee said she was directed to file the grievance by the local's board of directors when the University failed to meet the July 1st deadline set by the union for corrective action on a series of safety violations brought to the attention of UB officials in a memorandum on June 18th.

That memorandum, addressed to Personnel Director Robert Pearson, Ms. Kauffman said, reviewed a meeting with UB officials over lack of safety standards or training for workers who handle or clean up spills of PCB's and radioactive wastes.

While the memorandum said Mark Pierro appeared concerned and responsive to safety problems associated with handling of radioactive materials, the memorandum called Robert Hunt, environmental and safety officer "at best, cavalier, and at the worst, completely unconcerned as to the safety of our workers."

"At a time when the nation's attention is finally focused on the massive problems of nuclear and chemical wastes, it is incredible that we must file a grievance against the largest campus in the world in order for it to take care of its workers," said Robert Smith, Local President, "it stinks."

The grievance points out that on October 22, 1978 six workers with no

prior training or direction were ordered to clean up oil spilled in Fargo Quad on the Amherst campus, and that at least one and possibly two workers stepped into the contaminated substance.

It also states that although the workers were given rubber boots and gloves, no coats or face shields were provided.

Furthermore, that the material collected, including contaminated oil, contaminated clothing and vacuum cleaners, has been stored since October 1978 in an open area of the Chilled Water Plant even though the barrels are of questionable safety and the clothing and vacuum cleaners are unmarked.

The grievance says that the workers still have had to training to handle such waste spills.

Ms. Kauffman said that Mr. Hunt responded that the university had no prior knowledge that PCB's were used in the transformer oil but then stated that the oil contained approximately 40% PCB's. She said that he implied but did not expressly state that these levels were not unsafe.

As to radioactive materials, the grievance complains that movement of such materials is made on any available truck with any available crew, with or without training; that containers are often unmarked, as are trucks; there is inadequate record keeping and that workers are not warned of potential hazards, nor is the general public since trucks are always unmarked.

Ms. Kauffman said the grievance filed at the first step for answer by UB President Robert L. Ketter, was filed under Article 38 of the contract.

Mr. Smith said that the only response to the June 18th memorandum was a letter from Mr. Person requesting names of those who should receive medical checkups requested by CSEA.

"This confirms our claim that their entire procedure is slipshod. Mr. Smith said, "They should certainly know from required records who was involved. Why ask the union?"

CSEA Safety Hotline

The Civil Service Employees Assn. has established a toll-free 800 hotline to receive information relative to unsafe working conditions and reports on job-related mishaps. If you believe you know of any unsafe work conditions, please call:

800-342-4824

CSEA-State contract on safety

"The State agrees to endeavor to provide safety standards for the protection of employees well-being, commensurate with those presently in effect in the private sector and, within this context, to provide and maintain safe and healthful working conditions and to initiate and maintain operating practices that will safeguard employees."

— Article 38, CSEA-State contract

Union states positions on chemical, nuclear wastes

To correct problems connected with handling and storage of chemical wastes, CSEA requests the following remedies:

1. That safe barrels be obtained in which to store the contaminated substances, as directed by the EPA;
2. That the contaminated clothing be either destroyed or stored in drums, as directed by the EPA;
3. That the materials be removed from the Chilled Water Plant and stored in a separate facility as directed by the EPA;
4. That all personnel who will be expected to take part in future cleanups be provided with adequate training and safeguards;
5. That all areas containing hazardous materials be labeled in accordance with requirements;
6. That the men who were contaminated by the PCB's during cleanup be given appropriate medical checkups, and that appropriate records be kept for the appropriate time.

To ensure safe movement of radioactive materials, CSEA requests:

1. That a single, marked truck be used for all pickups and deliveries of radioactive materials;
2. That a single crew be assigned to this duty and be given specific training (for example, knowledge of the badge, knowledge of the materials to be loaded, knowledge so that they can ascertain when a pickup may be unsafe);
3. That employees involved in such pickups and deliveries be informed that they may refuse to move any materials that they believe to be unsafely packaged or marked. (For example, work orders for radioactive materials could contain a statement that movement of improperly marked or packaged materials may be refused.)



CLINTON COUNTY CSEA LOCAL 810 officers were installed recently at a program in Plattsburgh by CSEA Capitol Region President Joseph McDermott. From left are Treasurer Roland Lamkins, Second Vice President Gerry Darrah, Mr. McDermott, Local 810 President Jeanne Kelso, Third Vice President Gordon Duprey, Secretary Barbara Laforest, and Capitol Region Director John D. Corcoran Jr.



SUNY ONEONTA CSEA LOCAL 635 President Al Church, right, accepts the gavel of office from outgoing president Nellie Handy as CSEA Central Region President James Moore, center, looks on. Mr. Moore inducted President Church and his new slate of Local officers during a recent ceremony.

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS AUGUST 1, 1979

Professional Careers in Administration \$10,624 24-751

FILING ENDS AUGUST 6, 1979

Employee Health Service Physician \$40,658 27-938
 Marketing Representative, Senior \$11,904 25-027
 Social Services Assistant \$11,250 25-016
 Social Services Employment Specialist \$14,075 24-875
 Social Services Employment Specialist, Senior \$18,301 24-876
 Tax Compliance Agent \$10,024 25-017
 Tax Compliance Agent (Spanish Speaking) \$10,024 25-017
 Hospital Equipment Specialist \$14,075 27-941
 Job Training Specialist 1 \$14,850 27-943

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

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS JULY 30, 1979

Chief Telephone Technician \$14,850 36-772
 Social Services Program Specialist \$14,075 36-680

FILING ENDS AUGUST 6, 1979

Public Administration Traineeship
 Transition Program Salary dependent on advancement

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

OPEN CONTINUOUS STATE JOB CALENDAR

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

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

Central Region

Field representative, organizer join region

SYRACUSE — Field staff changes in CSEA Central Region V have caused a reorganization which went into effect July 1, according to Region V Director Frank Martello. Changes include:

Ercole Ventura — Chenango County added to Lewis County and local government in Oneida County.

Jack Miller — Seneca and Cuyuga counties and some local government in Onondaga County.

Ron Smith — Oswego County and some State and local government in Onondaga County.

Terry Moxley — Cortland County and some local government in Onondaga County.

Mike White replaces George Sinko in Schuyler, Chemung and Tompkins counties.

Staff assignments remained the same for five field representatives, including:

Jim Corcoran — Broome and Tioga counties; Ron King, Otsego and Delaware counties; Don Brouse, Franklin County; Tom Dupey, St Lawrence and Jefferson counties; and Ted Modzejewski, Herkimer County and the State division in Oneida and Madison counties.

Also joining the regional staff is Greg Davis as organizer. Martello said Davis was organizing the 180 employees of Herkimer County Memorial Hospital and the 70 employees of Lowville Academy school district in Lewis County.

Another recent staff change reported by Martello was the promotion of Public Relations Specialist Charles McGerry to CSEA Assistant Director of Communications, stationed in Albany.

Martello also reported the negotiating of agency shop for 10 contracts this year, bringing the regional total to 24. The 10 new agency shop units are:

Cayuga County; City of Fulton; City of Ogdensburg, blue collar and white collar units; City of Rome; City of Utica; Oneida County Nurses; Oswego County, SUNY Binghamton and Village of Potsdam.

Other agency shop units in the region are; Madison County; St. Lawrence County; Tioga County; City of Auburn; Town of Lisbon; Colton-Pierrepont City School District; Tompkins County; Deposit City School District; SUNY Potsdam; SUNY Delhi; Sherburne-Earlville City School District; Potsdam City School District; Chemung County; Oneida County.

Some of the agency shop provisions take effect on Jan. 1, 1980.

Martello also reported the region was becoming involved in two Health Maintenance Organizations (HMO) which are in the planning stages.

He is on a nine-member committee studying the feasibility of an HMO for Herkimer and Oneida Counties while Region V President James Moore expects to be named to a similar group for Broome County.

Martello said the region hosted a AFSCME leadership training workshop for the region on July 14 at the Hotel Syracuse in Syracuse. Leading the workshop was Dave Williams, John Darling and Bob McEnroe of AFSCME.

Steward training for nine CSEA members and most of the field staff will be provided by AFSCME for the purpose of having a corps of persons in the region capable of providing steward training to the locals and units, Martello said.

The members will be divided among the north, central and southern areas of the region.

The Utica office is now fully operational with two field representatives, a collective bargaining specialist, an organizer and a clerical working at the new facility at 289 Genesee Street. Also Martello and Moore work at the Utica office one or two days a week.

Martello reported an unsuccessful attempt by the Deputy Sheriff's Benevolent Association to challenge the Onondaga County employees represented by CSEA. They failed to get the 30 percent show of interest.



REGION V DIRECTOR FRANK MARTELLO, right, discusses field staff operating changes with Field Representatives Jack Miller, left and Terry Moxley. The meeting was held in Martello's Syracuse office. The changes went into effect on July 1.



LOCALS AND UNITS in Central Region V were notified of staff changes by letter from Regional Director Frank Martello, who signed the letters the same day he was visited by The Public Sector.



CLERICAL STAFFER Catie Carranti receives instructions from Region V Director Frank Martello at the regional office in Syracuse.

Cayuga County ratifies contract

AUBURN — About 375 workers of Cayuga County represented by Cayuga County CSEA Local 806 have ratified their new 2 year agreement by a margin of 2 to 1 and will receive raises of 6¾% and increments retroactive to January 1, 1979. They will get another 6¾% raise and increments next January 1. All workers promoted before October 1 of any year will receive a one step increase on the following

January 1st. An agency shop provision is effective January 1, 1980. A new title, Medium Motor Equipment Operator, at grade 11, has been established for drivers of ten-wheel trucks and 4-wheel drive snow plows. CSEA Field Rep., Ron Smith, was chief negotiator for the team which included Unit Pres. Peter Kelsey, Kay Coons, Jean Longo, Nan Voorhees, Mike Piscioti and Dave Pysnack.

Onondaga health aide reinstated

SYRACUSE — Betty Hinkle, an Onondaga County home health aide has been ordered reinstated to her job with back pay to Nov. 1, 1978 when she was again suspended on charges previously thought resolved in an agreement between CSEA and the County.

Arbitrator Eric W. Lawson agreed with CSEA Regional Attorney John Rittenger of Binghamton and Field Rep. Ron Smith who testified for Mrs. Hinkle that she was placed "in double jeopardy" after reinstatement of charges previously disposed of by agreement on October 28, 1978.

Retiree Newswatch

Beyond a doubt, hospital, medical, and other expenses related to health care are an area of grave concern to retirees. Such costs are increasing rapidly and older persons have more illness to contend with than the younger public employees. What changes in the health insurance plan can be expected for retired public employees?

The same coverage retirees have had since 1973 will continue unchanged, for the present. The improved benefits we hear about resulted from negotiations for the 1979 contract, and present employees are already enjoying the improved benefits. However, there are certain important new benefits which will become available to retirees on, or shortly after, next January 1st, 1980. There has been considerable confusion as to how the new benefit plan will affect retirees, if at all. This column will endeavor to clarify certain benefits which will in a few months affect retirees. Complete explanations and directions will be sent to our retirees when such information has become officially sanctioned, with details as to how they will apply to those having the statewide plan, or GHI, with most changes pertaining to the former. At this time, I refer specifically to dental benefits, prescription drugs, and health insurance coverage for the surviving spouse of a deceased retiree.

Dental benefits have been sought by retirees for years. Last year they saw their dental benefits bill pass the Legislature only to be vetoed by the Governor, who said such a benefit should be the subject of negotiation. But how can retirees "negotiate" when they are told that they are barred from the contract negotiating table? This confusion must be cleared up once and for all.

Another new benefit which is of momentous concern to retirees is the new prescription drug benefit. A state employee receives a card which enables him to pay one dollar per prescription. As of this writing, the retiree is not eligible for such a card. He therefore continues to submit his prescription costs to Major Medical. However, the \$1 prescription card will become available to retirees as of January 1, 1980, we are told. This is good news.

Also good news is the fact that as of January 1, retirees will be eligible for increased catastrophic coverage, increasing from the present lifetime limit of \$50,000 to \$250,000, with the annual maximum set at \$25,000. This is an area which has been woefully inadequate for some time, and cases are known when retirees have been financially wiped out by serious protracted illnesses, much more common to the elderly. Retirees who sometimes wonder "What is CSEA

doing for me?" and object to small dues increases, might well take notice of such improved benefits they are to receive, achieved solely by the Civil Service Employees Association.

On or before January 1, 1980, retirees will receive notification of their eligibility for these improved benefits. Until that time they will continue under the present health insurance benefits and procedures, with no loss of present benefits. The reason for the later January first eligibility date is that there are a number of "wrinkles" to be smoothed out for retiree participation.

As for dental benefits, efforts will be stepped up this year to gain such needed assistance for retirees. A meeting is being set up with the Governor's office to clarify his statement that dental benefits for retirees must be negotiated rather than legislated. Other items to be discussed at that meeting will be continuation of a deceased retiree's unused sick leave to provide cost-free health insurance coverage for the retiree's surviving spouse.

The meeting referred to above is being arranged by CSEA attorney James Featherstonhaugh, at the direction of CSEA President Bill McGowan. The select retirees committee will include statewide Retirees Committee Chairman, Melba Binn of Rochester, Charles Foster of Delmar, John Joyce of Albany, John Tanzi of Auburn, and Thomas Gilmartin, Retiree Coordinator.

Thus the search for improved



By Thomas Gilmartin
CSEA Retiree Coordinator

benefits for retirees goes on unceasingly. In 1979 legislation CSEA saw one whole year was added beyond the March 31, 1969 cut-off date for cost-of-living increases. The increases were not enough, but are they ever, considering the runaway inflation we're all struggling with? Our successes, by the way, were not shared by all retirees. We have learned that the New York City Retirement System retirees did not receive any COLA increase from the 1979 Legislative session.

Health and adequate incomes are the two main anxieties of retired persons. Improved health benefits gained by CSEA for its members and retirees represent 1979's biggest accomplishments and should be of tremendous financial help for retired public employees of the Employees Retirement System, as seen by the partial descriptions presented above. More details on this important subject will be offered in future issues of The Public Sector.



ONEIDA COUNTY LOCAL 833 RETIREES honored recently were, from left, Roger Solimando, Beatrice DeSantis, and Louis Eddy.



LOCAL 508 Treasurer Joseph Cervone, right, accepts a certificate of appreciation and watch on the occasion of his retirement from the State Department of Transportation in Long Island's Region 10. His supervisor, Resident Engineer Charles Morfopolus, left, makes the presentation. CSEA Statewide President William L. McGowan, second from left, and Local 508 President Lou Mannellino, second from right, both spoke at a retirement program honoring Mr. Cervone.



CHARLES LUCH, right, is presented a plaque by CSEA Capitol Region President Joseph E. McDermott during a recent ceremony. Mr. Luch recently retired as President of Saratoga Educational CSEA Local 864 and as the Region 4 County Educational representative on CSEA's Board of Directors.