

Public SECTOR

Mismanagement turning evaluation program from morale booster to morale buster

ALBANY — CSEA President William L. McGowan has blasted the Governor's Office of Employee Relations for mishandling implementation of the new employee evaluation program for state workers and turning what was to have been a morale booster into a morale buster.

"It is becoming increasingly clear that the administration is unable to act effectively in implementing this program," the union president said. "What has resulted is confusion in many work locations and even chaos in others. We are urging any employees who feel that they were unfairly treated in the evaluations to appeal their evaluation through the procedure provided."

CSEA has negotiated an extension in the deadline for appeals of evaluations to December 21 for any evaluations issued prior to December 7. Any evaluations issued after that date may be appealed for up to 14 calendar days from the issuance of the evaluation.

"We expected that there would be questions and problems with this system when it was created," Mr. McGowan said, "that was why we created an effective appeals procedure. Any employees who feel they have been wronged should follow that appeal process by contacting their local CSEA representatives or their per-

sonnel office where appeal forms can be obtained."

This issue of the Public Sector includes a special form to deal with what the President called, "the intolerable practice of 'reevaluating' an employee without just cause."

CSEA has received reports that in some instances employees were issued written, signed evaluations which were subsequently recalled and downgraded. In some cases, a second evaluation form was issued and an employee was instructed to "disregard the first evaluation." In those cases, CSEA is asking the employees to fill out the form on page 11 of this issue of The Public Sector and send it to union headquarters to be included in an action to be taken against the Governor's Office of Employee Relations.

"This form will help us deal with those special cases where an ignorant administrator has decided to change the system to meet his or her own needs," President McGowan said. "In other cases where an employee feels their rights have been violated, they should contact the local CSEA officials and file an appeal through the appeals procedure we negotiated into the system to deal with just these types of problems."

The union leader blasted the Governor's Office of Employee Relations and its Director,

Meyer S. Frucher, for failure to properly administer the system and failure to provide adequate training for the manager.

"We agreed to this system conceptually because it provided a way to accelerate increments for our members in these units as well as a way to get around the wage and price guidelines and bring \$300 bonuses to some 16,000 employees who were otherwise ineligible to receive anything but annual salary increases," Mr. McGowan said.

"We still think it is a good concept and I'm sure many of our members will agree next month when the checks start going out for increments and bonuses, but everyone could have been happy if the state had done what it was supposed to do and properly initiate this system. It's failures have hurt employee morale and created an additional burden for the appeals procedure," he said.

"What we negotiated in concept was a fair and open system of evaluations where the inevitable problems could be equitably resolved and our people could get their increments faster and get annual awards they could never get before," President McGowan said. "I intend to see to it that the state lives up to the letter of this agreement and that these problems and abuses are resolved."

Holiday greetings

Dear Brothers and Sisters:

On behalf of the officers and staff of your union, I wish to extend to you our best wishes for a joyous holiday.

A labor union is nothing more than a gathering of working men and women who unite for a common interest. At CSEA, we have been blessed over the past seven decades with thousands of selfless men and women who have volunteered their efforts to make all of our lives better. In the joy of this holiday season, we should remember the gifts that the labor movement has bestowed upon us all.

The holiday season is traditionally a time of great personal joy when all of our problems and all of our troubles temporarily fall from mind and we devote our spirit to the joys of family, friends and holidays together. But what joys would this nation have had it not been for the generations of dedicated unionists who fought and struggled to win a decent standard of living for America.

In the spirit of unionism, we extend to you and your family our best wishes for happy holidays.

William L. McGowan

McGowan asks governor to end 'fear mongering'

ALBANY — CSEA President William L. McGowan is seeking a face-to-face meeting with Gov. Hugh L. Carey to personally protest recent media "leaks" by top Carey Administration officials threatening closings of some Mental Health facilities and loss — by attrition — of more than 3,000 state jobs.

In a letter to the Governor last week, Mr. McGowan wrote, "I cannot believe that this type of fear mongering on the part of the Commissioner (Dr. James Prevost) can be considered anything other than irresponsible, and I know of no constructive purpose which it can serve."

The letter to the Governor was written in response to news reports across the state quoting Dr. Prevost as saying consideration is being given to closing some Mental Health facilities. Depending on where Dr. Prevost happens to be at a particular time, the numbers cited in the reports vary from two facilities to eight.

No information has been given identifying which facilities could be closed and Dr. Prevost — who promised openness and co-operation with CSEA during a special Delegates meeting at the 1979 CSEA Convention — has never broached the subject with the union.

In a direct letter to Prevost, President McGowan wrote, "If you in fact are in possession of any information or knowledge that any facilities may be contracted or terminated, I immediately call upon you to comply with

Section 7.21 of the Mental Hygiene Law of the State of New York and disseminate and post that information. If, in fact, actual plans for the closures of such facilities are not currently under consideration, I insist that you publicly so state and explain your recent actions."

The CSEA leader told Prevost his rumors of closings were creating among the employees, "an atmosphere of fear and discontent."

Mr. McGowan asked Gov. Carey for an explanation of the job attrition "plan" leaked to the press last week. He noted that news reports said cuts would be made in the Offices of Mental Health and Mental Retardation which could violate the provisions of the Morgado Memorandum, an agreement between the state and CSEA providing for protection of employees in MH and MR facilities and establishing minimum staffing ratios.

The union president said he was "appalled" to read that state Transportation Commissioner William Hennessey told the media he could "take up slack" caused by the cuts in his Department by hiring consultants.

"I do not believe that the current atmosphere which is building in our work force can be allowed to continue to fester in the face of what can only be termed threats," President McGowan told the Governor, "and I urgently request a meeting to address the problems which are currently facing us."

More assaults at Syracuse

SYRACUSE — As this issue of The Public Sector was going to press, the Civil Service Employees Assn. was conducting a press conference here to reveal additional incidents of employees being assaulted by clients at the Syracuse Developmental Center.

But, according to CSEA Field Representative Terry Moxley, the press conference almost had to be cancelled after several employees, citing fear of management reprisal, elected to not participate after initially agreeing to do so. However, the situation was discussed in depth at a meeting of CSEA Local 424 just prior to the conference, and the reluctant employees decided to participate after the union pledged its support of the workers.

The press conference was designed as a followup to a recent press conference in which Moxley and Sheri Ranger, a mental health therapy aide, described how Ms. Ranger has been physically assaulted five times in five months at the Syracuse Developmental Center. In the latest incident, Ms. Ranger received a fractured nose, and in the previous incidents suffered another nose fracture, finger and hand fractures, and a scalding when hit on the head with a coffee pot.

Moxley described personal safety conditions at the Syracuse Center as "alarming" and "intolerable."

Moxley said he was still awaiting

action on grievances he filed on behalf of Ms. Ranger, and indicated that an improper practice charge is also being considered. The pending grievances seek restoral of leave accruals for time lost by Ms. Ranger due to assault injuries and another deals with her transfer to the location of assaults against her.

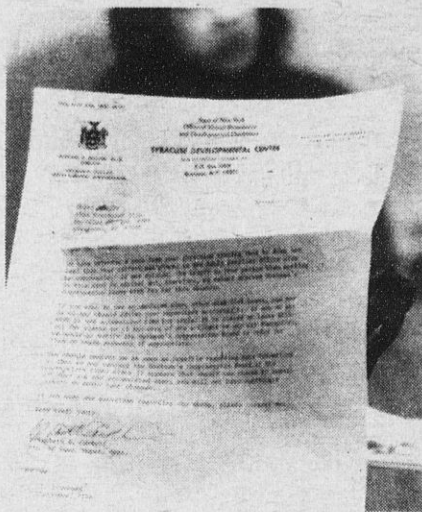
Moxley says the personal safety condition are deficient for many reasons, including inadequate staffing for the type of client at the

facility, inadequate training for the staff, and improper utilization of mental hygiene therapy aides. And, he added, the fact there are as many as 70 grievances back-logged indicates a callous attitude in general toward workers at the facility by management.

Right, SHERI RANGER as she appeared at a recent press conference in Syracuse. Her nose, heavily bandaged, was fractured for a second time recently, the fifth time in five months she had been assaulted at the Syracuse Developmental Center.



Below, CSEA FIELD REP TERRY MOXLEY told members of the news media that personal safety conditions at the Syracuse Developmental Center are "alarming" and "intolerable." Mental Health Therapy Aide Sheri Ranger, an assaulted employee, listens at left.



Above, THIS LETTER, dated November 21, 1979, is from Syracuse Developmental Center management and denies a claim for compensation leave with pay, forcing Sheri Ranger to instead use personal leave accruals while she recovers from assault injuries. "An office which should be a personnel advocate becomes instead an adversary," said CSEA's Terry Moxley about that situation.

New title improves career opportunities

ALBANY — The creation of the new state job title of Park Worker, just announced by the State Parks and

Recreation Department, will improve the career opportunities of about 180 park employees formerly classified as

maintenance helpers or laborers.

"The change removes one of the greatest impediments to state park careers," said Orin Lehman, Commissioner of Parks and Recreation. He said "Park Workers will no longer be compelled to take open competitive examinations for higher level positions. Instead, within a year of the time of employment, they will be eligible to compete with people in their own field in regular promotional examinations. We can now develop a more meaningful career ladder for our recruits and promote from within.

"In the past, many of the entry level people in parks were classified as laborers, and by law were excluded from taking our promotional examinations. The term laborer, however, never truly described their work.

"Though many Park Workers come initially without training or experience, they soon learn to assist in tasks such as plumbing, painting, carpentry and even the survey of trails, and they quickly develop skills that distinguish them from the ordinary laborer.

"In addition they often can be found helping with the management of park offices, responding to visitors complaints, collecting fees and performing emergency repairs. They even can be found acting as crew leaders in charge of temporary and seasonal help — responsible for seeing that work is done safely and efficiently.

The new title removes all the restrictions that were formerly associated with the laborer title. It enables us to take the special experience of Park Workers into consideration when we fill supervisory positions," the commissioner said.

Though there are no educational or experience requirements for the position, applicants must be able to perform medium to heavy physical labor. In some instances, they must also possess a drivers license, and must be able to communicate clearly with other members of the staff as well as with the general public.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

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

Send the coupon for membership information.

Retiree Division

Civil Service Employees Assn.

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

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

Name _____

Street _____ Apt. _____

City, State _____ Zip _____

Date of Retirement _____





DEPARTMENT OF TRANSPORTATION CSEA LOCAL 505 officers were installed recently. From left are Charles Whitney, second vice president; Carol Whiteman, secretary; Michael N. Betruss, first vice president; Nicholas Cimino, president, and Anthony Cimino, treasurer. Statewide CSEA Treasurer Jack Gallagher was the installation officer.

Local 844 ratifies contract

NEW CITY — Salary increases and an Agency Shop clause head the list of items included in the new contract recently ratified by a vote of the Rockland County Unit membership of CSEA Local 844.

Collective Bargaining Specialist Emanuele Vitale, chief negotiator for the 10-member team, announced the unit ratification after more than four months of negotiations. The pact was approved by the Rockland County Legislature five days later.

According to Vitale, terms of the new contract include wage increases of 7% effective January 1, 1980; 7% January 1, 1981; and 7% January 1, 1981, in addition to increments each year. An Agency Shop clause will become effective January 1, 1980.

Other negotiated benefits include:

- Improved Hospitalization and Prescription Drug Plan.
- Mileage compensation from 17 to 19 cents effective 1/1/80;
- 20 cents 1/1/81 and 22 cents effective 1/1/82.
- Increased overtime meal allowance from three to four dollars.
- New contract language regarding holidays will be phased in over the next 3 years with workers working holidays to get time and one half and a vacation day off.
- Part time employees to receive pro-rata benefits.
- No limit of CSEA representation on grievances and disciplinary procedure.
- Laborers and non-competitive employees — after 12 months — afforded binding arbitration with respect to removal and/or suspension, also new bumping and retreat and recall procedure.
- The union will receive copies of all charges preferred on employees.
- Labor management committees will study alternate methods of scheduling (example: flex time).
- Six month time limit for compensatory time (if time is not granted, employees are entitled to cash payment).
- New reallocation Appeals Board Procedure.

Commenting on the new contract, Patsy Spicci, chairman of the County Unit negotiating committee, said, "All points considered, we've got ourselves a good contract. In the face of inflated living costs, we needed those salary increases and increments. As far as the Agency Shop

clause is concerned, non-members share in the salary increases and other benefits derived from our negotiations, and it is only fair they pay an equal share of the cost of representation," Spicci continued.

"As chairman of the committee, I'd like to personally commend the members of my team for their long

hours of unselfish dedication and hard work on behalf of their fellow workers," Spicci said. The group included: Ray Zerbarini and Merle Mamoto, President and Vice-President of the Rockland County Unit of CSEA, Peggy Maas, Marge Russo, Pearl Dunlap, Frank Howard, Joe Cooper, Harold Berlin, and Harry McIntosh.



Cattaraugus deputies ok contract

LITTLE VALLEY — Employees of the Cattaraugus County Sheriff's Department, represented by CSEA Local 805, will receive raises of 6½% effective January 1, 1980 and 6% in each of the two following years of their three year contract.

The raises are also subject to reopening of negotiations "if the previous October Consumer Price Index is over or under the 6% figure."

Other features include:

- Contract recognition is extended to include all those who work 20 or more hours per week and an agency shop provision covers all who are hired after January 1, 1981.
- CSEA may request a reopener to negotiate civil service status for the deputies on June 1, 1982.
- The County will match each employee's contribution of one day

per year into a sick leave bank and both will resupply the bank should it become exhausted.

- Upgraded two grades to the level of correction officers was the matron, while senior account clerk II was upgraded one grade.

- Longevity payments will be \$200 after ten years, \$220 after eleven years and an additional \$20 per year up to 30 years.

- The clothing allowance is being doubled to \$200 and shift differentials are increased from 14¢ to 20¢ per hour for the second shift and 17¢ to 25¢ for the third shift.

- The educational allowance for one year of college goes from \$100 to \$150 and from \$150 to \$250 for Associates degrees.

CSEA Regional Director Lee Frank and Field Representative Mike Painter led the negotiating team which included Unit President Jim Wiley, Tom Winship and Jerry Burrell.

Negotiating for the County were Rick Johnson, Sheriff Charles Hill and Howard Peterson, chairman of the Personnel Committee of the Cattaraugus County Legislature.

Calendar of EVENTS

December

- 13 — Saratoga County Local 846 Christmas party, 6:30 p.m., The Rafter's, Saratoga Lake.
- 14 — CSEA Night at New York Appollo's soccer game, Nassau Coliseum, Uniondale.
- 14 — Region III Christmas party, 8 p.m., Holiday Inn, Newburgh.
- 21 — Manhattan Developmental Center CSEA Local 443 Christmas party, 3 p.m., 75 Morton Street, New York City.
- 22 — Downstate Medical Center Local 646 annual Christmas party, 9 p.m. Deauville Country Club, Brooklyn.

JANUARY

- 3 — Region III meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 11 — Region 6 meeting, 8 p.m., Rochester/Marriott Inn, Greece, N.Y.
- 12 — Region 6 meeting, 9:30 a.m., state and county workshop, general business meeting after lunch, Rochester/Marriott Inn, Greece, N.Y.
- 12 — Region I workshop, Safety and Health, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.

Eden school employees ratify new 3-year contract

EDEN — Workers of the Eden Central School District, represented by Erie Educational Local 686 of the Civil Service Employees Assn., have ratified a three year contract giving them raises totalling 99¢ per hour. The first year's raise is 28¢ per hour, the second year's raise is 35¢ per hour and the third is 36¢ per hour.

They will also receive a fourth week of vacation after fifteen years and Columbus day as a paid holiday.

Shift differential has been increased by five cents and the workers will be paid time and one half after forty hours work.

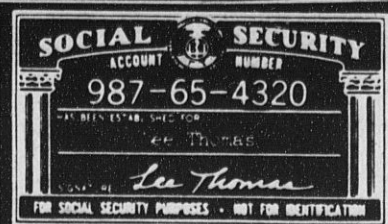
The grievance procedure has been improved and there is now a lay-off and recall provision for non-

competitive employees. Other language changes also improve the workers' status.

CSEA Field Representative Robert E. Young was chief negotiator after Field Representative Vincent Sicari was injured and went on leave.

Serving on the negotiating team with Unit President Thomas C. Messina and Vice President Robert Strout, representing custodial workers, were Treasurer Elizabeth Franklin and Marilyn Antos, representing clerical workers and John Winter and Norma Brusehaber, transportation workers.

The aforementioned officers and Secretary Jean Avery were elected and installed at the ratification meeting.



The House of Representatives has approved a bill to limit social security disability benefits paid to workers who become disabled in the future and to change the way those benefits are computed.

The bill, one of several social security proposals submitted by President Carter, passed by a 235-to-162 margin in the House and is now being considered in the Senate.

One feature of the House bill limits total family benefits to 80 percent of a disabled worker's gross pay before the disability occurred. Under current law, benefits occasionally exceed the disabled worker's former pay. Social security officials estimate this is true in 6 percent of the cases.

Another provision of the House bill assures equivalent benefits for all disabled beneficiaries, regardless of their age at the time they became disabled. Social security benefits are based on a worker's average monthly earnings over a period of years, but, in computing this average, current law allows dropping 5 years of lowest earnings.

The drop-out feature means younger disabled beneficiaries generally get higher benefits than older disabled beneficiaries because fewer years of low earnings are included in their benefit computation.

The House bill would make the number of drop-out years proportionate to the number of years the claimant has worked under social security.

In addition to these two features, the bill improves certain rehabilitation efforts by those seeking to get back to work.

The work incentives include:
—extending the current 9-month trial work period and 3-month adjustment period (12 months total) to 24 months. Benefits would not be paid in the second year, but they would be reinstated automatically if the disabled person's attempt to work failed because of his or her impairment.

—allowing a deduction of certain impairment-related work expenses and attendant care costs in determining whether a person is doing substantial gainful work.

—eliminating a second 24-month waiting period for Medicare coverage for a person who becomes disabled a second time.

If enacted, the bill would save the social security trust funds an estimated \$17 million in fiscal 1980, \$337 million in fiscal 1981, and \$620 million in fiscal 1982.

At present about 4.9 million disabled workers and their families get monthly social security benefits at a cost of about \$13.5 billion a year.



Transfer reminder

State employees are reminded that it is now easier to transfer from a competitive class position in one agency to a similar position in another agency. This was made possible by an amendment to Section 5.1 of the Rules for the Classified Service and became effective in October.

The new rule applies to people in positions above the entry level. Before the rule was amended, an individual in one agency could be hired by another agency only if there was no appropriate departmental promotional list for the time and no "promotional field" in that agency.

However, now the only factor barring such a transfer would be the existence of an appropriate departmental promotional list. Questions about the rule should be directed to your individual personnel office.

CSEA/AFSCME® the union that works for you

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 _____
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City _____	State _____ Zip _____

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

The Public Sector

Official publication of
The Civil Service
Employees Association
33 Elk Street,
Albany, New York 12224

Published every Wednesday by Clarity Publishing, Inc.
Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591

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The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York.

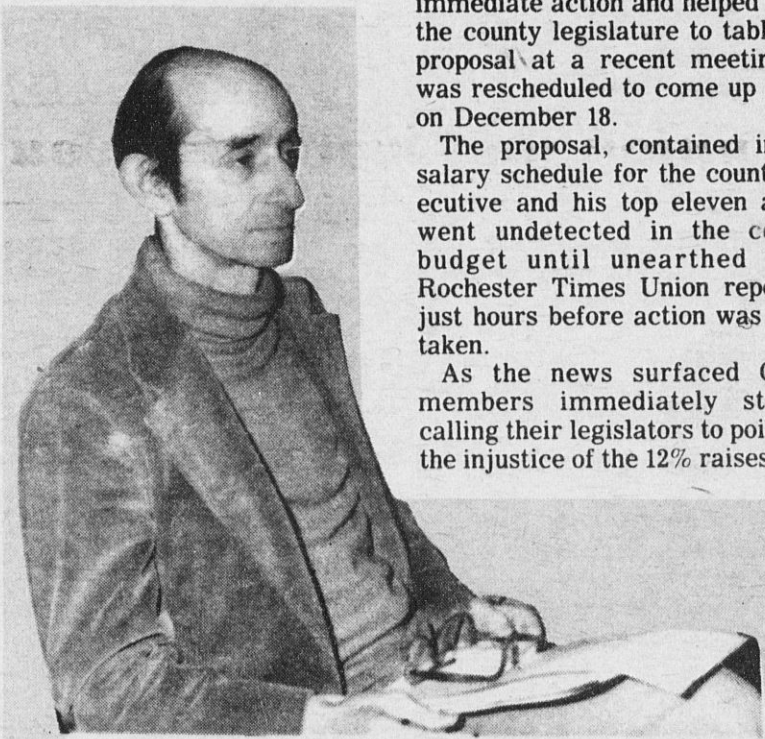
Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢.



Union angry over management raises, force action to be tabled

LOCAL 828 PRESIDENT Martin Koenig met Monroe County legislators one-on-one to push for denial of a big salary hike for county officials, and later told the legislature that the money could be put to better use to give lower paid employees a bigger salary increase.



ROCHESTER — Aroused by a proposal of 12% salary raises for top Monroe County officials, Monroe County CSEA Local 828 leaders and members sprang into immediate action and helped force the county legislature to table the proposal at a recent meeting. It was rescheduled to come up again on December 18.

The proposal, contained in the salary schedule for the county executive and his top eleven aides, went undetected in the county budget until unearthed by a Rochester Times Union reporter, just hours before action was to be taken.

As the news surfaced CSEA members immediately started calling their legislators to point out the injustice of the 12% raises, con-

trasting them with the 7% granted to union members just recently.

Local 828 President Martin Koenig buttonholed legislators as they arrived for the meeting of the legislature.

He requested 12% raises for the 3,500 county workers covered by the CSEA contract in the event the county executive's proposal was adopted.

Then in the only speech from the audience on the subject, Mr. Koenig, among other arguments, said, "Most of the top people are already well compensated. The money can be better used to beef up some of the lower paid staff." The county executive's current salary is \$53,538, while the department heads now earn \$37,149 to \$44,677.

Both Republican Minority leader Ralph Esposito and Democratic Majority leader Nan Johnson, later said there was near unanimous support for a 7% raise. Control of the legislature switches sides after Jan. 1.

Mr. Koenig also serves as co-chair of the Western Region 6 Political Action Committee.

NEW FACES LEAD LOCAL 010 — CSEA statewide President William L. McGowan, fourth from left, recently installed the new officials of New York City Local 010. From left are Corresponding Secretary Madeline Keohan, First Vice President Rose Feuerman, President Joseph C. Johnson Jr., Mr. McGowan, Second Vice President Nancy Gonzales, Third Vice President Willie J. Raye, Recording Secretary Ruth Joseph, and Financial Secretary Marine U. Robinson.

Information mailed

ALBANY — All CSEA local presidents in the State Division of the union have been mailed a supply of pamphlets explaining the new Performance Evaluation system for employees in the statewide Operational, Institutional and Administrative bargaining units.

The system, negotiated last spring for the three units, has four major effects: it speeds up the payment of increments ("advancements") so that average-or-better employees will now rise from their hiring rate to the top of their pay scale ("job rate") in anywhere from 18 months to 3 years; it gives incentives for excellence to employees who have already reached job rate by paying such employees an annual \$300 bonus ("award") if they are rated "Outstanding" or "Highly Effective;" it provides for ratings to be based exclusively upon work performance, not personality; and it entitles low-rated employees to a fair appeal.

**Non-teaching
school
district
employees:**

NOTICE

The Appellate Division, Third Department has a rule requiring all appeals to be perfected within one year from the filing of the Notice of Appeal. All non-teaching school district employees who filed such a notice at the following address:

John J. O'Brien, Clerk
Appellate Division, Third Department
Judicial Building
Empire State Plaza
Albany, New York

should immediately notify CSEA of that fact by sending a copy of the Notice of Appeal to Arne Wipfler, Coordinator of School District Affairs, Civil Service Employees Association, Inc., 33 Elk Street, Albany, New York 12207.

If you did not keep a copy of the Notice of

Appeals, please send a letter to Ms. Wipfler which includes the following:

- A. A copy of the decision of the Unemployment Insurance Appeal Board
- B. A statement as to when and under what circumstances you filed a copy of the Notice of Appeal.

This notice applies *only* to individuals who have filed notices of appeal to the Appellate Division, Third Department. Those who have filed requests for hearings by using Form 1 or Form 2, and who have not yet, therefore, had hearings, need not respond.

CSEA will request counsel's office to make a motion for a waiver of the one year rule for all individuals on whose behalf has been received a copy of the Notice of Appeal by January 15th, 1980.

Local officials concerned over layoffs

Sullivan County CSEA Local 853 has expressed concern over proposed layoff or job losses being demanded by county legislators and the effects of such cuts on public employees.

In a joint letter, Walter Durkin, president of the CSEA Sullivan County Local 853 and James McNutt, president of the Sullivan County CSEA Deputy Sheriff's Unit, expressed their concerns to the county administrator. The joint letter reads as follows:

"As one of the County's key resources, the current permanent work force should be protected and maintained. The December 3 legislative work session clearly illustrated that the proposed eliminated positions are both necessary and can have potentially serious impacts on the services provided to county taxpayers. For example, the loss of positions in the Department of Social Services shall have direct impact on administrative efficiency and flexibility to adapt to constantly changing federal and state mandates. Any loss of positions in the Sheriff's Department will result in an even heavier work load placed on deputy sheriffs who already work in a county where crime is high and on the increase. In fact, the legislative session underlined the dedicated work and important role public employees have in the Sullivan County community.

Unfortunately, some legislative proposal aimed

at reducing jobs have already caused some damage. Proposed layoffs, job eliminations or general reduction in the work force has a traumatizing effect. Employees feel threatened because the ultimate outcome is uncertain and consequently morale drops and productivity suffers as well. Those workers with valuable work skills choose to look for more secure jobs elsewhere which further disrupts the work environment and continuity of services which is then followed by the additional costs of recruiting, screening, training replacement employees. In addition, the proposed job cuts damage the county's image as an employer by hurting its future recruitment of good employees.

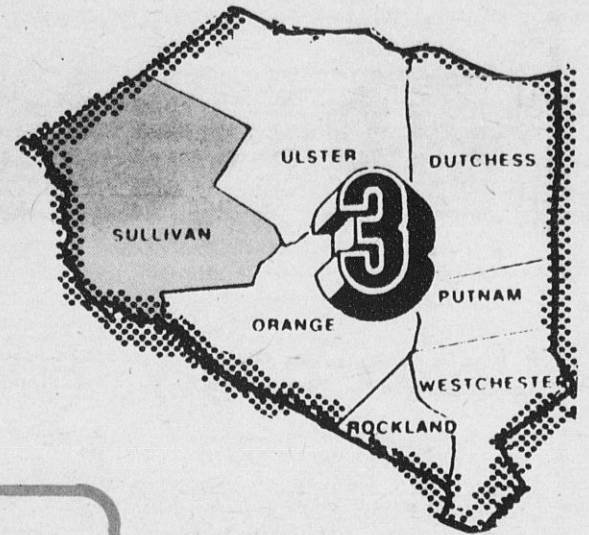
"CSEA believes that other strategies can be used which will not have a severe impact on county employees. Attrition, for example, is a less costly method than layoffs. This strategy prevents the employee from leaving the taxpayer rolls to the tax-free unemployment rolls. The elimination of only vacant positions is also less damaging.

"It is our position that the county's recent loss of the fuel tax does not warrant employee layoffs as they are proposed. We seriously question the necessity of such an approach when the county has a sizeable budget surplus. For this reason we are preparing an extensive review of the estimated expenditures and revenues for the proposed 1980

budget to further demonstrate why the proposed layoffs are unnecessary.

"While CSEA maintains that even one layoff is too much we do recognize the necessity of the county to operate with finite resources. Other cost savings methods are available however, which are less damaging to the citizens of Sullivan County and the public employees who serve them."

Sullivan County CSEA representatives said they are prepared to work with the Legislative leaders to resolve the fiscal problem in other ways than employee cuts.



HIGHLIGHTS OF THE CSEA-STATE CONTRACTS are outlined by Jack Carey, at the microphone, Director of Member Services for CSEA, during a recent joint meeting of Long Island Inter-County State Park CSEA Local 102 and Transportation Region 10 CSEA Local 508. Carey and CSEA Collective Bargaining Specialist Nels Carlson explained the contracts in detail and answered questions from the joint membership. Seated at left is Thomas Collins, Director of CSEA's Employee Benefit Fund, who also presented information on the fund. Seated at right is CSEA Region I President Irving Flaumenbaum. Standing at left, rear, is Local 102 President Arthur Loving Jr. and at right, rear, is Local 508 President Lou Mannellino.



Negotiations hit a snag

GREENWICH — Contract negotiations between the Village of Greenwich Unit of the Civil Service Employees Assn. and village board of trustees remain at impasse despite a mediator's recommendation for pay increases and maintenance of previous benefits.

This is a first time ever contract for the public works department employees and police personnel who were organized by the CSEA in late December of 1978.

The union, according to Unit President George Culbertson, is demanding a minimum increase of seven percent across the board in each year of the two-year contract, in addition to retaining present vacation, personal and sick leave time.

The village told the union it will grant the seven percent increases only if sick and personal leave is cut in half, three weeks vacation are earned after 10 rather than eight years of service and four weeks come after 20 rather than 15 years.

Paul B. Curry, a mediator for the Public Employment Relations Board, called in when the union declared an impasse in July, has agreed with the union demands, saying that by accepting seven percent the employees are losing more than five percent, due to inflation and, therefore, should not have to give up any benefits.

Curry has recommended that CSEA withdraw its proposals for agency shop and an article 75 right for all non-competitive class employees — items which the union says it is willing to concede.

Since the county, however, refuses to accept the mediator's decision, Culbertson says CSEA will now call in a factfinder.

Union points out long list of faults

Poughkeepsie contracts out, ignores warnings of experts

By Jack Murphy

POUGHKEEPSIE — The Poughkeepsie Common Council listened to a parade of expert witnesses from CSEA on December 11, witnesses who detailed a long list of deficiencies in proposed contracts turning over the city's sewage treatment plant and parking facilities to private, outside management.

And when all the faults were out on the table, the council went ahead and approved the contracts anyway.

The special meeting of the council was held specifically to act on

the two contracts, Environtech Corp. for the sewage treatment plant and the Meyers Parking Systems, Inc. for the parking facilities. The Environtech contract was approved on a 6 yes, 1 no and 1 abstention vote with one councilman absent. The Meyers contract won approval 5 to 3.

CSEA Field Representative Larry Scanlon led the assault on the two contracts.

"We are," he told the council and a jam-packed council chamber, "Primarily concerned with our people, the people who's jobs will be affected by these contracts. But

we are also concerned with the people of this city, concerned that these proposed contracts are not in the best interest of the city."

Scanlon then proceeded to call on his expert witnesses.

The first was Albany resident Joe Watkins, retired from the Municipal Services Division of the State Civil Service Commission and a consultant to CSEA on civil service matters, who presented a lengthy and remarkably detailed analysis of the city's budget for the upcoming year and the city's fiscal health in general. . .

Watkins found wide discrepan-

cies in what the city manager has estimated as income for the coming year as compared to commonly accepted methods of predicting revenue. He also pointed out a series of costs that would not be eliminated by the contracts with private firms, despite indications to the contrary.

In sum, Watkins declared that the city, by its own figures, was in sound financial condition, a fact that undercut the city's reasoning in attempting to contract out city services.

Paul Eckleman, a Poughkeepsie lawyer and counsel for CSEA, zeroed in on the contract with Environtech, taking it apart and examining item by item. He pointed out, by example, how Environtech could be within its contractual agreement with the city and still fail to meet state and federal standards on effluent discharge — with the city liable for penalties and fines. He pointed out that a one to three year inventory of supplies at the sewage plant would be "handed over" to Environtech without charge and without provision for replacement. He cited, among many other deficiencies, the fact that the contract contained no clause referring to the condition of plant and equipment to be returned to the city in the event of a contract cancellation, or a decision not to renew the contract.

Most members of the council appeared to have had their minds made up when the meeting started and the long list of faults and errors produced by CSEA researchers fell on at least partially deaf ears.

Tom Luposello, Regional Director of CSEA Region III commented, after the meeting, that "This is a typical example of what we are frequently up against. The results of hours and hours of research on the inadequacies of these contracts were simply ignored by all members of the council but two."

Luposello continued, "They think they have resolved a problem, but in reality they've created a lot of new problems. Just wait, they'll find out."

Thomas Mahar, CSEA counsel, said that while the contracts have been awarded by the council, the battle is not over.

"This is basically Phase 1," he said. "We tried to point out to the council and the public the deficiencies and the problems with this whole idea of contracting out. Now, we move on to phases 2 and 3."

He explained that now that the contracts have been awarded, an improper practice proceeding against the city would be instituted and the whole matter would be reviewed with an eye toward additional legal procedures.

'this council is selling this city down the drain'

By Jack Murphy

POUGHKEEPSIE — The crowd gathered early for the 7 p.m. special session of the Poughkeepsie Common Council last week. They filled all available chairs and quite a bit of standing room for the meeting that lasted four hours. Most stayed for the whole meeting. Why?

For many it was a matter of vital importance — their jobs.

City workers represented by CSEA wanted to let the city fathers know their feelings about the issue of contracting out municipal services to private companies. Some of those in attendance were from the sewage treatment plant and the parking facilities that were turned over to private businesses by the council. Others were from a variety of city agencies who are

now wondering how secure their city employment is.

One man, who said he worked for the Department of Public Works, said that now that the city has started on this path, it is not out of the question that other departments, including DPW, could be contracted out.

"What about my pension?" he asked. "I've got seven years in with the city — what do I do if someone takes over? Start at the bottom again?"

That same point was raised by an employee of the city's parking facilities when he asked the council "What about me and the others who don't have 10 years in with the city? What happens to our benefits?"

The city addressed the problem in a less than reassuring manner by telling the crowd that "all these things will have to be worked out. . ."

More importantly, several speakers addressed the heart of the matter: can private enterprise do a better job?

Al Gallo, President of the Poughkeepsie city unit of CSEA said, "You've heard our lawyers say we can do the job, you've heard Environtech (which wants to hire all current sewage plant personnel) say we can do the job — so why don't you let us get on with it and do the job?"

Larry Scanlon, CSEA Field Rep, told the council — after it approved the Environtech contract — "I feel like a drowning man — but I'm still going to tell you what's wrong with this (parking) contract.



ELLIS ADAMS, President of Dutchess County Local 814 — "I just don't understand it."

"You are turning over what could be a profit-making operation for the city to a private organization that is here to make a profit."

A Dutchess County employee, Ellis Adams, who is President of Dutchess County CSEA Local 814, made the same point a little differently:

"I just don't understand why you have to have Meyers come in and do a job the city can do. I just don't understand it."

The mood of the evening, however was summed up by one of the city's parking lot attendants who told the council "I believe this council is selling this city down the drain."



REGIONAL DIRECTOR THOMAS LUPOSELLO — "This is a typical example of what we are frequently up against."

LaPlante is fired, rehired

TROY — A week ago, as the previous edition of The Public Sector was going to press, City of Troy CSEA Unit President Edward LaPlante was attending his first meeting as the newly appointed labor representative on a special commission named to look into the establishment of a strong mayor form of government in this Rensselaer County city. That appointment was duly noted in last week's issue.

But a lot of things, nearly all bordering on the incredible, have happened to LaPlante in the past week. Such as, he was fired, but later rehired; a pair of disciplinary charges were served against him, but later dismissed; CSEA has filed an improper practice charge on his behalf against the city, and LaPlante and CSEA Region IV President Joseph E. McDermott have appeared before the Troy Common Council to rip Troy City Manager John Buckley, who dropped the charges against LaPlante in an informal hearing this week, but who CSEA feels was involved in the original charges being brought.

CSEA Unit President LaPlante was named to the commission by Troy Mayor Steven Dworsky. But after he attended his first meeting a week ago, City Public Utilities Commissioner Richard W. Casey the next day brought two disciplinary charges against LaPlante, who works in the city's water works department. Both charges concerned allegations over time off from his job. One, alleging excessive time off, carried a recommendation for a 5-day

suspension without pay. The other dealt with the specific time off to attend the Charter Revision Commission meeting and recommended that LaPlante be fired.

City Manager Buckley conducted an informal hearing into both charges, with LaPlante present and represented by CSEA counsel Richard Burstein. But even prior to that hearing, CSEA had filed an improper practice charge against the city charging failure to abide by provisions of the Taylor Law and harrasing and intimidation of employees. In an apparent face-saving gesture, Buckley cited a lack of accurate records by the city involving LaPlante's time off on union activities, and dismissed all charges against the union president.

But CSEA says it is extremely angry over the entire situation and

will not drop the improper practice charges, instead choosing to pursue the charges against the city. The union claims that even prior to the LaPlante situation the city manager has not taken appropriate action to attempt to resolve more than a dozen other grievances filed by union workers.

And last Wednesday night CSEA Regional President McDermott and LaPlante appeared before the Troy Common Council to deliver stinging statements that the union will not stand for intimidation or threats against its officers and members, to request formation of a labor/management committee to work on resolution of difficulties, and to rip into City Manager Buckley's proposed city budget.

And Edward LaPlante says he expects to be there at the next meeting of the Charter Revision Commission.

CSEA sways Troy to delay budget

By HARRY HAGGERTY
Staff Writer

After representatives of the Troy Civil Service Employees Association claimed the city's surplus may approach \$1.1 million this year, the Troy City Council Wednesday night postponed adoption of the 1980 city budget.

The council, City Manager John Buckley and other city officials will meet with representatives from the local public employees union chapter in a workshop session at noon Saturday after which the council is expected to act on the budget.

which was originally sent to local union president Edward LaPlante, states that the city "does not have an effective method of collecting property taxes," and that a greater percentage could be

recovered from delinquent property owners.

McDermott said the city should be collecting between \$325,000 and \$425,000 more in property taxes than it is.

IMMEDIATELY AFTER GAINING restoration of Troy Unit President Edward LaPlante's job, CSEA Regional President Joseph McDermott and other union officials attended a Troy Common Council meeting and blasted the city's proposed budget. CSEA said the proposed budget contains a surplus of over \$1 million, and the council decided to delay budget action and meeting with CSEA officials again before taking any adoption action. The Public Sector will publish full details of this important development in the next issue.

Chautauqua CSEA Local 807 recently honored 33 retirees with a retirement dinner held at the Mar Mar Restaurant, Dewittville.

Guest speaker for the affair was the Honorable Jess J. Present, New York State 57th District Senator. Also addressing the group were Robert L. Lattimer, President of CSEA Region VI, and Chautauqua County Executive Joseph Gerace.

The retirees honored were: Josephine Miller, Central Services; Grace Boye, Edna Collins, Mary E. Majka, Mildred Gravink Smith, County Home and Infirmary; Martha E. Carlson, Betty L. Cross, Doris Olson, Social Services; Karl Francis, Harold C. Peters, Richard C. Ressler, Sheriff's Department; Virginia Hanson, Probation; Irwin M. Cross, Howard Gabriel, Public Works; Virginia Tizzano, Public Health; Robert H. Hurley, Veterans; Edmund Pazderski, Margaret Polichetti, Anthony Lach, Dunkirk School; Paul Crooks, Martha B. Hodges, Evelyn Milliman, Pine Valley School; Virginia Rounds, Anna Ahlgren, Southwestern School; Evelyn Rouleau, Philip DePasquale, Josephine Vara, Viola Zamojski, Marion Orts, Paul Minehan, Josephine Guccione, Silver Creek School; Marie Thayer and Celia Padgett, City of Jamestown.



Want details on accidents

ALBANY — Complaining they were prevented from providing proper services to Civil Service Employees Assn. members because the State Department of Health "kept the union in the dark" during two recent accidents at state laboratory sites, Capital Region CSEA President Joseph McDermott and Field Director Jack Corcoran personally requested that health department officials give their office full details of future mishaps.

According to the two union representatives, they were flooded with calls from concerned members when hydrogen sulfide gas leaked from a laboratory into the parking area below the Empire State Plaza where Office of General Services employees were working, and when radioactive contamination was found in several rooms of another State laboratory and research facility on New Scotland Avenue. Both facilities are under the jurisdiction of the State Department of Health.

Corcoran noted that there is more than one Local at each of these sites and, in both cases, the callers were from Locals which were not directly affected by the incidents.

However, because the Health Department failed to inform the Region of the gravity of each situation, the union was unable to answer the members' questions or even to assure them they were in no danger.

Officers from affected Locals, he said, were fully aware of matters and kept their own members calm and informed.

"Under circumstances like this rumors fly and employees from areas surrounding the immediate site of the danger fear they could be harmed," said Corcoran. "It's the Region's role to deal with these members and it's the Health Department's responsibility to let us know what's going on."

The Health Department has told the union its request is being considered.

SEFA official

GLENS FALLS — George Kirkpatrick, president of the Mt. McGregor Correctional Facility Local of the Civil Service Employees Assn., has been appointed coordinator of the State Employees Federated Appeal in Washington, Warren and Northern Saratoga Counties.

Appointed by Capital Region CSEA President Joseph McDermott, who himself is a SEFA Board member, Kirkpatrick will work through the various CSEA Locals within this tri-county area soliciting donations in the form of payroll deductions for the United Way Drive.

AMONG RECENT RETIREES honored by Chautauqua County CSEA Local 807 were, from left front, Mildred Gravink Smith, Virginia Rounds, Josephine Cara, Josephine Miller, Martha E. Carlson. From left rear are Anna Ahlgren, Philip DePasquale, Paul Minehan, Evelyn Milliman, Richard C. Ressler, Paul Crooks, and Irwin M. Cross.

The double life of Anthony Carvelli

By Edward R. Walsh

Editor's note: Anthony Carvelli is an employee of the Nassau Public Works Department sewage disposal plant in East Rockaway. He is also a member of The Civil Service Employees Assn. The following human interest story, so appropriate this time of year, was prepared by the NC News Service and distributed to subscribers of the religious news service nationwide.

WESTBURY, N.Y. (NC) — For the past 12 years Anthony Carvelli, a member of St. Brigid's Parish in Westbury, has been living a double life.

Co-workers at the Nassau Public

Works Department sewer disposal plant in East Rockaway know him as the jovial, genial father of four daughters, a man who likes people and enjoys his work. For 10 years, Carvelli successfully concealed another aspect of his personality.

Only when a newspaper profiled the chunky, 54-year-old employee did his friends on the job learn he had been moonlighting as Santa's secret agent, complete with bag of toys.

"I do it because of the kids," explained Carvelli. "Seeing the joy on their faces is my reward."

Tony Carvelli feels special loyalty

to the poor of his parish, and he considers his role as Santa Claus as a form of discharging a religious obligation.

"I'm so lucky I got this chance to play Santa. A number of years ago I nearly lost my eyesight with cataracts on both eyes. But I was fortunate to get the best of care."

After two sight-saving operations and nine months of convalescence, Carvelli emerged from his twilight world of distorted images. "During my recovery, I was totally dependent on others. I learned what it was to be helpless. I wanted to show my

gratitude to God by helping others," he said.

Playing Santa seemed like the best way of saying thanks. For the first two years Carvelli organized a one-man campaign to spread joy. He contacted merchants and persuaded them to donate toys and money; then he struck out on his own on Christmas Eve, visiting the homes of poor families.

In 1970 he decided to team up with St. Brigid's Council for Community Service, a group designated by the pastor to help the needy. "Operation Santa" suddenly mushroomed.

Church workers got more merchants, banks, supermarkets and friends to kick in "to make the season bright" for the area's poor children. Volunteers assembled at Westbury Community Center a few days before Christmas to wrap, sort and pack food, clothing and toys.

Volunteer drivers mapped the route and chauffeured the red-robed Carvelli in a red van donated by a car rental company. Local social service agencies submitted names of families who needed Christmas gifts.

Santa was assisted by his own family, too. They helped store and pack donations at their home. Then Carvelli's daughter and a friend, acting as Santa's helpers, would carry the gifts to the poor. During the 12 years, Carvelli estimated he has called upon hundreds of families, rousing sleepy-eyed tots with his thundering ho-ho-ho.

Besides these Christmas Eve visits, Carvelli handles other assignments as Santa. He makes his usual appearance at a parish party for handicapped young adults. This year he's also volunteered to visit local schools, pinchhitting for the Santa who normally covers the circuit. And before he puts away the Santa suit for another year, he'll visit the homes of friends on Christmas day to surprise their youngsters.

FISHKILL — Establishment of a CSEA FAMILY FUND to benefit the families of three State Transportation Department employees killed on June 5 when they were struck by a truck on Interstate 84 at Newburgh has been announced by CSEA Region III President James Lennon, who has also issued an appeal for all CSEA Locals and Units statewide to contribute to the fund.

In commenting on the purpose of the fund, Mr. Lennon said, "We want to reach out and offer some tangible help to the families of those men who lost their lives. As we close out the year, and look ahead with hope to 1980, we would like to see every CSEA Local and Unit in the state contribute to this worthwhile cause. We are confident the giant CSEA "family" will

demonstrate the true spirit of union brothers and sisters by sending substantial checks to the fund."

Mr. Lennon has appointed Bob Harris, President of Orange County DOT Local 515, and Jack Cassidy, President of DOT District 8 Local 507, as co-chairmen of the CSEA FAMILY FUND. They will coordinate the drive. All funds received will be distributed equally to the families of the accident victims.

All state, county locals or units wishing to contribute are urged to send a check to:

CSEA FAMILY FUND

% Civil Service Employees Assn.
Old Albany Post Road, North
Fishkill, New York 12524

For additional information, call
CSEA Region III headquarters at
(914) 896-8180.

Schoharie employees resist filling out medical forms

SCHOHARIE — The Civil Service Employees Assn. has asked Schoharie County officials to sit down and discuss the controversy surrounding 12 county health department employees' unwillingness to fill out computerized medical history forms, before the union takes the matter to an arbitration hearing.

The county gave the employees a deadline of the end of last week to complete the forms, which it wants for workers' compensation files, saying it will take action against them after that time. At press time the controversy was still raging, however.

The employees feel the county is invading their privacy and violating the confidentiality of the doctor-patient relationship by having the forms evaluated by a computer at Duke University and kept on file there. Schoharie County Local President Kathryn Saddlemire, said workers fear the computer could be broken into and that anyone would have access to their records.

"Falling into the wrong hands, this information could be used to the detriment of county employees," said Daniel Campbell, a communications

specialist for CSEA.

In an effort to cut down on the high number of workers' compensation claims, the county has directed some 200 employees, who drive their own or county cars on business, to fill out the detailed questionnaires.

After being analyzed by the computer, the forms will be reviewed by Dr. Richard Farrel, a private physician who is a graduate of Duke University. He will then call some employees in for a consultation.

The employees, meanwhile, are refusing to answer certain questions, are answering some falsely and are withholding their social security numbers.

CSEA, said Campbell, is not totally adverse to the computerized forms and plans to suggest the processing be done by a local firm with which the employees will feel more secure.

Dr. Farrell has admitted that the system is not infallible, but says he feels confident with it.

"The chain is as strong as its weakest link, but I feel comfortable that this is done confidentially. If I felt uncomfortable, I would not do it," he reportedly told a local newspaper.



PRESIDENTS CONFER — Suffolk County CSEA Local 852 President Ben Boczkowski, left, discusses a union related situation with Rose Orenda, newly elected president of the Suffolk County Social Services CSEA Unit of Local 852. The discussion followed a brief ceremony in which Boczkowski installed the new unit officers.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Filing ends Dec. 24, 1979

Title	Salary	Exam No.
Head Janitor	\$11,695	36-910
Supervising Janitor	\$9,865	36-911
Director, Bureau of Business Research	\$32,475	39-408
Education Supervisor (General)	\$17,320	36-664
Assistant Director of Mass Transportation Operating Assistance	\$21,345	36-908
Chief of Transportation Fiscal Operations	\$23,755	36-909
Associate Building Electrical Engineer	\$26,390	39-406
Insurance Data Processing Specialist	\$29,270	39-407

Filing Ends Jan. 14, 1980

Senior Insurance Policy Examiner	\$22,500	39-411
Social Services Disability Specialist	\$15,520	36-897
Senior Social Services Disability Analyst	\$18,255	36-898
Supervising Bank Examiner	\$32,475	39-394
Supervising Overseas Branch Bank Examiner	\$36,095	39-394

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Filing Ends Dec. 31, 1979	Salary	Exam No.
Clerk (Surrogate), Principal		\$9,481	24-990
Clerk (Surrogate), Senior		\$7,565	24-989
Housekeeper, Head		\$11,060	25-128
Janitor, Supervising		\$9,865	25-127
Commerce District Administrator I		\$23,829	28-006
Commerce District Administrator II		\$27,842	28-006
Director, Bureau of State Information		\$30,800	28-004
System Planner (Gas), Chief		\$34,250	29-283
System Planner (Gas), Principal		\$25,000	29-282
Transportation Project Manager, Chief		\$27,800	28-007

Filing Ends January 7, 1980

Teachers' Retirement System Accounting Systems Analyst	\$23,755	80-037
Teachers' Retirement System Financial Systems Analyst, Associate	\$21,435	80-036
Teachers' Retirement System Operations Specialist	\$23,500	80-035

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
Stenographer	\$7,900	
Psychiatric Therapy Aide	\$9,865	20-110
Principal Clerk (Surrogate)	\$9,481	24-990
Senior Clerk (Surrogate)	\$7,565	24-989
Supervising Janitor	\$9,865	25-127
Head Housekeeper	\$11,060	25-128
Director, Bureau of State Information	\$30,800	28-004
Commerce District Administrator I	\$23,829	28-006
Commerce District Administrator II	\$27,842	28-006
Chief Transportation Project Manager	\$27,800	28-007
Chief System Planner (Gas)	\$34,250	29-283
Principal System Planner (Gas)	\$25,000	29-282

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.



Attention State Employees:

IF YOU WERE REEVALUATED,



CSEA has received information that in some instances employees in the state's Administrative, Institutional and Operational bargaining units were evaluated twice. In some cases, evaluations were degraded. The CSEA is preparing information to take action in these instances. If you are an employee in these three state bargaining units and you received a written, signed evaluation which was subsequently recalled and changed or a second evaluation was issued, please fill out the attached coupon and send it, and copies of the evaluations — if you have them — to: Employee Evaluations, CSEA Headquarters, 33 Elk St., Albany, New York, 12224. These forms must be returned prior to January 15. This information applies only to cases where a signed evaluation was issued to an employee and then subsequently changed or replaced by a second evaluation of lower rating.

Employee's Name _____
(Last) (First) (Middle Initial)

Social Security Number _____ Your payroll Number _____

Dept. or Agency Code _____

Work Location _____

If your supervisor gave you any oral or written explanation for why your first, official evaluation was being changed, please summarize his/her explanation:

REMINDER: Please include copies of any evaluation form still in your possession, preferably the original and the subsequent form. If you have only one, you may be asked later to submit an affidavit supporting your claim.

ALBANY — CSEA is asking State Division leadership to blow the whistle if the state makes an attempt to draw a link between union activity and a leader's performance evaluation.

CSEA President William L. McGowan has received a few reports that managers have mentioned an employees' union activities on performance evaluation forms. If that happens, the president said, he will personally take

the matter up with Meyer S. Frucher, Director of the Governor's Office of Employee Relations.

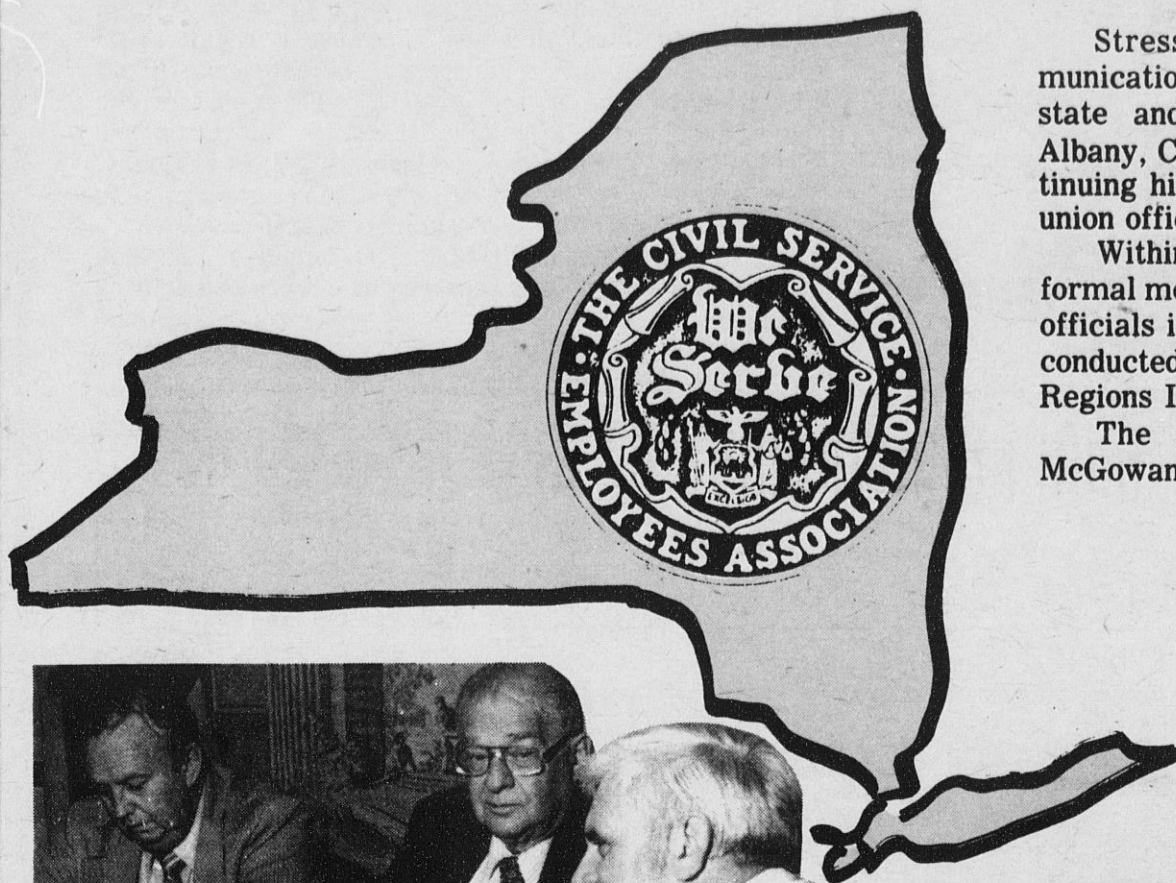
"We had a clear understanding in negotiations that union activities were not to be considered in evaluations," Mr. McGowan said. "In any instances where a Board Member, Local President, Steward or Delegate finds union activity mentioned anywhere on a performance evaluation form, I want a copy of the evaluation and this practice will be stopped."



MEMBERS OF THE JOINT CSEA / STATE CONTINUITY OF EMPLOYMENT COMMITTEE met recently with Governor Hugh L. Carey at the State Capital to report on committee activities and progress to date. Shown, from left, are committee member Tony Bentivegna, Assistant Director of OER Tom Gibbs, Civil Service Department official MaryLuise Satterfield, member Mary Ann Bentham, CSEA Collective Bargaining

Specialist Paul Burch, CSEA Executive Vice President Thomas McDonough, Governor Carey, committee chairman Rodney Dennis. Also, Harry Weiner, chairman of the Joint CSEA / State Committee on Work Environment and Productivity; and Office of Mental Retardation and Developmental Disability Director of Personnel Joe Costello. Committee member Felton King is missing from the photo.

Stressing importance of communications is theme of McGowan talks with leaders



Stressing the need for open lines of communication between Local leaders throughout the state and the union's statewide headquarters in Albany, CSEA President William L. McGowan is continuing his series of fact finding meetings with local union officials within CSEA's six regional operations.

Within the past few days, McGowan conducted informal meetings with Local presidents and other union officials in CSEA Regions I, II and IV. Previously he conducted similar sessions with Local officials in Regions III and V.

The photos on this page reflect President McGowan's visits in Regions I, II and IV.

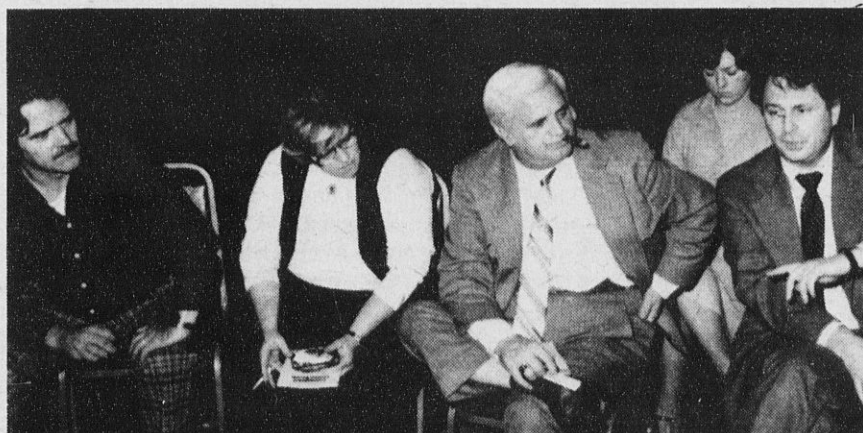


Above, FRANK DISCUSSIONS with local union officials have been a feature of the fact finding sessions CSEA President McGowan has conducted around the state over the past few weeks. Here McGowan, right, makes a point to group of Region I leaders. To McGowan's right is CSEA Region I President Irving Flaumenbaum, and to his right is Acting Regional Director William Griffin.

Below, REGION IV PRESIDENT JOSEPH E. McDERMOTT, right, discusses a point with local leaders from his region as President McGowan, to McDermott's right, listens carefully. Others visible are Region IV Second Vice President Gerald Purcell, left, and Region IV Third Vice President Joan Tobin, who is also Local 687 President and a member of the union's statewide Board of Directors. Mr. McGowan's executive secretary, Kathleen Wojtulski, is taking notes in the background.



Below, CSEA PRESIDENTS MEET — CSEA Statewide President William L. McGowan, left, and CSEA Region II President Jimmy Gripper talk pleasantly during McGowan's recent visit with Metropolitan Region union officials.



Above, A GENERAL VIEW of the meeting in Region I, with President McGowan shown in the center.



PRESIDENT MCGOWAN, left, gestures to emphasize a point during his recent meeting with Region IV union leaders.