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 personnel 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 the 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.

CSEA officials have already filed 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 $600 bonuses to some 10,000 employees who were otherwise ineligible to receive anything but annual salary increases,” Mr. McGowan said.

“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.

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 Hygiene 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.

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.”

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 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.”
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 assaults on 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 restoration of leave accruals for time lost by Ms. Ranger due to assault injuries and another deal 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.

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 these special workers in 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.

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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 _____________

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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, 1982, 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 proportionate increases.
- No limit of CSEA representation on grievances and disciplinary procedure.
- Laborers and non-competitive employees — after 12 months — after binding arbitration with respect to removal and/or suspension, 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 905, will receive raises of 8 4/5% 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 reopening 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.

Eden school employees ratify new 3-year contract

EDEN — Workers of the Eden Central School District, represented by the Erie Educational Local 686 of the Civil Service Employees Assoc., have ratified a three year contract giving them raises totalling 96c per hour. The first year’s raise is 28c per hour, the second year’s raise is 35c per hour and the third is 36c 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 Bruebacher, transportation workers.

The aforementioned officers and Secretary Jean Averly 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 benefit conditions in order to encourage 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 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 $1.7 million in fiscal 1980, $337 million in fiscal 1981, and $620 million in fiscal 1982.

A 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.
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, contrasting 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.
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. Attention, 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 in CSEA Region 1 President Irving Flammbaum. 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 78 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.
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 companies. Some knew their feelings about the issue 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.”

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

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.”

“Will the council accept the Meyers Parking Systems contract?” he asked. “What are we going to do if someone takes over?” Larry Scanlon, CSEA Field Rep, added: “I feel like a drowning man — but I’m still going to tell you what’s wrong with this (parking) contract.”

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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 Regional President Joseph E. McDermott have appeared before the Troy Common Council to rip 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 Robert Lattimer. 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 harrassing 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.

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 is threatening to strike 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 working 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.

Retirees are honored by Chautauqua Local 807

Chautauqua CSEA Local 807 recently honored 33 retirees with a retirement dinner held at the Mut 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 Gereen.

The retirees honored were: Josephine Miller, Central Services; Grace Boye, Edna Collins, Mary E. Macko, Mildred Gravink Smith, County Home and Infirmary; Martha E. Brockman, Betty L. Cross, Doris Olson, Social Services; Karl Francis, Harold C. Peters, Richard C. Ressli, Sheriff’s Department; Virginia Hanson, Probation; Irwin M. Cross, Howard Gabriel, Public Works; Virginia Tizzano, Public Health; Robert H. Hill, Veterans; Edmund J. Buzzoni, Paul Crooks, Martha B. Hodges, Evelyn Milliman, Pine Valley School; Virginia Rounds, Anna Ahlgren, Southwestern School; Evelyn Rouleau, Philip DePasquale, Josephine Varra, Viola Zamoral, Marion Orts, Paul Minehan, Josephine Guccione, Silver Creek School; Marie Thayer and Celia Pagett, City of Jamestown.

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. Ressli, Paul Crooks, and Irwin M. Cross.

Page 8 THE PUBLIC SECTOR, Wednesday, December 19, 1979
The double life of Anthony Carvelli

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 Fiskill, 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 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 plans and to provide medical history in the event of an emergency.

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 Saddlemere, said workers fear the computer could be broken into and that anyone would have access to their records.

"Filling out 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 workers to fill out the detailed questionnaires.

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. The plan is to suggest the processing be done by a local firm with which the employees will feel more secure.

Dr. Farrel 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.

Schoharie County CSEA Local 522 President Ben Bozczkowski, left, discusses a union related situation with Rose Orenda, newly elected president of the Suffolk County Social Services CSEA Unit at Local 852. The discussion followed a brief ceremony in which Bozczkowski installed the new unit officers.

By Edward R. Walsh
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
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 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.