ALBANY — The State Investigation Commission (SIC), an independent state agency which serves as a watchdog over conduct of public officers and employees, is actively investigating charges first levied by the Civil Service Employees Assn. that the state Labor Department maintained “no show” and “seldom show” employees on its payroll, an Albany-area newspaper reported last week.

The SIC refused to comment on the report, but the Albany newspaper reported it had learned that a half-dozen persons had been questioned by the SIC in private hearings. The story said the probe centers around claims that certain state employees were maintained on the department payroll while working fulltime for the Public Employees Federation (PEF), a union which early this year challenged CSEA for representation rights to 45,500 state workers in the PS&T bargaining unit.

CSEA raised those charges, plus others, during an appeal of last April’s election in which PEF received a majority of ballots cast in the PS&T election. CSEA continued to represent the 45,500 employees during lengthy appeals which have now reached the State Supreme Court level.

CSEA said a number of Labor Department employees were allowed to participate in the election process on behalf of PEF while receiving pay for their state job. While the Public Employment Relations Board ultimately rejected CSEA’s overall appeal of the election, the PERB report stated that “circuitous evidence shows that (John J.) Kraemer, for many years, had been a no-show or little-show state employee.”

Kraemer was a senior manpower coordinator in the department, and has since been named acting president of PEF.

Meanwhile, CSEA has taken its appeal into state courts, where it is now before the Appellate Division of State Supreme Court. A decision on the union’s lawsuit seeking to overturn last April’s election is expected during December.

NEW YORK CITY — The top two Civil Service Employees Assn. officials in the state’s Metropolitan Region have blasted the state Offices of Mental Health and Mental Retardation, accusing management of indiscriminately suspending and asking for the termination of employees on “hearsay evidence.”

CSEA Regional President Solomon Bendet says there have been hundreds of such cases in the last year alone, while CSEA Regional Director George Bispham charges the agencies are “shooting from the hip” and notes “in most cases the arbitrator rules against the state and orders the restoration of the employee’s job with full back pay.”

Bispham said such cases are costing the state tens of thousands of dollars in legal expenses and “constitutes not only the dissipation and waste of taxpayer money but also places a fiscal burden on CSEA which is duly bound to defend its falsely accused members.”

Bispham, demanding an end to the “practice of false accusation” by the state, said “there are too many facility directors and personnel officers who suspend and ask for employee termination solely on the basis of hearsay accusations made mostly by patients.” He said the directors and personnel officers must investigate cases themselves for merit before sending them on to arbitration. “Too often, what the state said was evidence against an employee turns out to be no evidence at all in front of an arbitrator,” Bispham said.

“Both Bendet and Bispham said that employees, even when exonerated in arbitration, “suffer mental anguish and stress which cannot be relieved by the restoration of their work status and back pay.”

Bispham specifically charged “the state agencies are refusing to use the third step meeting as provided in the contracts as a vehicle for settling, or reaching some amicable agreement at that level.”

Both Bendet and Bispham emphasized the situation is not limited just to the Offices of Mental Health and Mental Retardation, saying there are instances in other agencies as well “where employees are brought up on charges which go to arbitration only for the agencies to discover the charges cannot be substantiated.” Both said they view the situation as a major problem affecting their members, and said the union will do everything possible to rectify the situation.

Vol. 1, No. 11 25c Wednesday, December 13, 1978

Westchester layoffs

By Deanne Louis

WHITE PLAINS — The 102 proposed layoffs of Westchester County Unit members of CSEA Local 860 has been reduced to approximately 50, unit President Raymond J. O’Connor has reported.

Continuous meetings between the CSEA unit and the Westchester County executive and legislative branches have resulted in the restoration of approximately 150 positions, O’Connor said. The talks are continuing.

O’Connor said the reduction is “a significant lessening of the impact of what was originally planned. This is an extremely significant improvement over the county’s original position of a 10 percent cutback across the board, but CSEA still maintains that even one layoff is too much. And we will continue to bring pressure on both branches of county government.

Extensive data compiled by CSEA’s research department in Albany and AFSCME’s research team in Washington, D.C., pointed to discrepancies in methods used by the county’s budget department to estimate expenditures and revenues from state and federal aid.

In a letter sent last week to members of the Westchester unit, the unit members were informed of the formation of a workforce committee of shop stewards, who will report on inefficient government practices on a regular basis to the union’s Productivity Committee.

“We see the creation of this task force as a chance to identify areas of waste and inefficiency on the part of the county,” said James Lennon, president of CSEA Southern Region which includes Westchester County.

“If the County will continue to cooperate with CSEA by taking part in the efforts of the Productivity Committee, future layoffs may be avoided by cutting back on administrative waste and inefficiency instead of employees,” Lennon said.

Raymond G. Cassidy, president of CSEA Westchester Local 860, said the reduction in the number of proposed layoffs came about as the result of “a maximum effort by CSEA officials and members who let their voices be heard at membership meetings, legislative budget hearings, and in discussions with the County.”
LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address, and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12208.

Editor, The Public Sector:

I am writing to voice my concern over President Carter’s recent veto of the Nurse Training Act. The Nurse Training Act would have allowed funding for nurses (R.N.’s) who wished to seek higher education in graduate school. I find this action discriminatory to the profession of nursing. In October, 1976, President Carter addressed nurses with the following message, in part:

"...I share your concern that the delivery of adequate health care services to all Americans should be a matter of high national priority. I also believe in redirecting our national health objectives towards more preventive care. I will not veto legislation presented to me to achieve that end as the President of the United States. Unfortunately I did...I realize that the federal government cannot solve all our health care problems and that it must rely on the knowledge and counsel of organizations like the..."  

I am tenacious in its pursuit of fairness and good judgment. We intend to get our message across and we will not rest until our job is done.

Jean Akers

Hutchings Psychiatric Center
Editor, The Public Sector:

We would like to call to your attention several very unfair occurrences during the Senior Stenographer examination (dictation and transcription part) on November 18 at Kensington High School, Buffalo, New York.

In at least two classrooms, inexperienced proctors allowed the people taking the dictation part of the exam more than the regulation time of 1/2 hour (30 minutes or less) to complete the 60 questions from the transcription of their shorthand notes. A couple persons said that they had 40 minutes and several others said that they were given 50 minutes. In our group, we had the regulation time of approximately 25 to 30 minutes. These times were noted on the computer answer sheets.

I am sure that you will agree that such a variance of time to complete these 60 questions was not fair to the rest of us who had to hurry through all these questions so as to finish in the time allotted to us (which was the legal time limit). It is obvious that the ones who had the shorter time (legal time limit) outscored the people who had more time.

Therefore, we would respectfully request that the times on all the answer sheets from Kensington High School on November 18 be eliminated. It is an affront to higher education for the one-half and one-half without photo ID. This is a great injustice.

(Names withheld by request)

Editor, The Public Sector:

I am a member of your union. I write you because I am deeply touched.

I have worked with the state for 1 year and within that time period as a trainee I worked at 125th St. with the Taxation and Finance Dept. Every employee with a permanent item were given proper ID such as photo ID. Also down state depts. and other state.

I came to work with the Dept. of Long Term Care located at the time at One Penn Plaza located in NY we were moved to Two World Trade Center. Now I wish to discuss the problem at hand, you see there is no bank in the state employees to cash their checks, but just about 6 blocks there is a chemical bank that cash State Insurance Employees checks but not ours because of no proper ID.

We were never issued anything but a orange card with our signature which we must accept from Two World Trade Employees because they have no photo ID. I took this to my supervisor and they in turn went to the head of Administration to check this, as a result we were told to start an account.

Now I ask you how are most of us able to start an account since we just barely make enough money to cover our needs until the next pay period and I make more than a grade 3 for I am a grade 5. We ask for a Photo ID the same as the others and were told that only Professional were given ID, yet for our State Dept. grade 1 and up is given photo ID. In order for me to cash my checks which amount to $100 take home pay after deductions to cover my family needs I am told that I must start an account or pay $10 extra to travel to a bank located at 1 Penn Plaza to cash my check in which I cannot afford to do nor can I afford to start an account at this time.

I feel that I am being pushed into a situation that I feel is not right because one-half of the State get the provisions needed and the other one-half does not. I feel this is to unfair to the one-half that does not have the photo. I would appreciate your looking into this matter for I can get no further information that would benefit the one-half without photo ID. Please look into this matter for I feel this to be a great injustice.

Elizabeth Parker
Bronx, N.Y.

NY CSEA STAFF REVISED DEC 77

New York State Eligible Lists

Prin. St. Accounts Auditor
Exam No. 36237
Test Met June 29, 1978

1. Vane, William R., Spring Springs, 99.0
2. Spitzer, Kenneth, Fort Hill, 98.4
3. Vancrau, D.B., Bronx, 94.3
4. Elliott, R.R., Glendole, 92.4
5. Fruchter, Aaron, Belle Harbor, 91.4
6. Rivers, Robert L., Lansing, 83.9
7. Segadoss, R.C., Buffalo, 91.4
8. Houston, Frank J., Bronx, 90.4
9. Cholak, W.P., Middletown, 90.0
10. Evans, Stanley L., Bayside, 84.5
11. Talbot, Dennis, Brooklyn, 85.5
12. Rivers, Robert L., Lansing, 83.9
13. Tinney, James W., Watertown, 86.6
14. Olinger, Edward, Rochester, 85.5
15. Tysiak, Gerald, Averill Park, 81.6
16. Armstrong, Gary, Ballston Lake, 79.0
17. Yarmish, Eli K., Brooklyn, 81.2
18. Markowitz, Abe C., Bronx, 78.0
19. Decuyper, Conrad, Schenectady, 73.3
20. Kinkel, Robert S., Williamsville, 72.0
21. Ring, Kenneth T., Lansingburg, 72.9

THE PUBLIC SECTOR, Wednesday, December 13, 1978

President's Message

Last week, the Federal government announced that the dollar is now worth half of what it was in 1967. They also announced that if the current trend continues, the 1978 dollar will be reduced by 1985 to fifty cents. Things will get worse.

Government Carter and we should keep wage increases at 7%. He also says that Federal wages should not be increased by more than 5.3%. We do this voluntarily, he tells us, without mandatory controls. Once again public workers are treated differently as evidenced by the 1 1/2% difference in this year's Budget. Why should a person who has completed only one year be the same as one who has completed twenty or even more years? Doesn't experience or dedication mean anything in the state system? Apparently not.

MHTA's had taken charge of psychiatric wards for years and in some centers, still do. They have also carried out many nurse's tasks and currently do in some instances. And, when it came to direct patient care, in my experiences, it's the MHTA's who have the majority of it. I think it's time the MHTA's started getting some recognition. I, too, would like to catch the attention of the CSEA.

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President — CSEA

William L. McGowan

Bronx, N.Y.
Assaulted state employees may receive reimbursement

BUFFALO — State workers who must use accruals for the first ten days of workers compensation leave resulting from an assault at work may be eligible for financial reimbursement through the state Crime Victims Compensation Board, its been confirmed by George L. Grobe, of the upstate office of the board in Buffalo.

Mr. Grobe confirmed that such an award was recently made in the case of a worker at a western New York developmental center who suffered injuries keeping her out of work for some time, following an assault by a client.

Since she had to use her accruals for the first ten days (before workers compensation payments started), the Crime Victims Compensation Board awarded her a sum equal to her pay for those ten days.

Eligible for the award are the victims themselves, or their dependents, providing a police report is made within a week after the crime and claim is filed within one year. Both time limits may be waived for good cause by the board.

Claimants must also prove financial hardship. The maximum award is $20,000, payable at up to $250 per week.

Applications are available at all police stations and at other agencies where crimes are reported.

Applications and additional information are available at the Crime Victims compensation board offices 875 Central Avenue, Albany, 12206; phone (518) 457-4060; or 77 W. Eagle Street, Buffalo, 14202; phone (716) 842-5810; 270 Broadway, NYC, 10007; (212) 488-5080; 261 West 126th St., NYC, 10027.

No further meetings have been scheduled pending the appointment of a mediator by the Public Employment Relations Board (PERB).

Pay increase at Local 851

STEWART A.  BRICKMAN/POST

Stewart County workers represented by Local 851 of the Civil Service Employees Association (CSEA), will receive a pay raise of six percent, plus increments, effective January 1, 1979.

In addition there will be upgrades for nurses and dietary and housekeeping workers while workers who are required to wear uniforms, will have their uniform allowances increased to $150 per year.

Those using their own cars on county business will receive 17 cents per mile under the new pact.

A death benefit rider of $20,000 has been added to employees in the tier I retirement program, while family health and dental premiums of 75% will now be paid by the county.

CSEA Field Representative Ray Ducharme was chief negotiator. The negotiating committee included: President John Seligman; Vice President Jerry Partt; Secretary Bonnie Sprague; treasurer LouAnna McVicker; negotiators Larry Crossett; and members Pat Brink and Chris Tedford, Social Services; Jerry Slattery and Dean Drop; Highways Department; Carol Aikens and Barbara Drake, Infirmary; Mary Clark, Sheriff’s Department; Dorothy Austin, Public Health Nursing; Ray Schnell, Probation.

Impasse reached in Elmira

ELMIRA — Following the City of Elmira’s recent declaration of impasse in contract talks between the city and the Elmira Unit of the Civil Service Employees Association (CSEA), a spokesman for the union issued a statement answering the declaration by Don T. Carmody, chief negotiator for the City of Elmira.

Roger F. Kane, CSEA Collective Bargaining Specialist and chief negotiator for more than 125 employees in the bargaining unit, indicated the main reasons for the impasse were wages and hospitalization.

"After 12 meetings the City has made only one wage offer — and that was totally unacceptable to the CSEA negotiating team," Kane said.

"The city offer, in reality, was approximately one-half of the reported present Cost-of-Living index. We also want it known the city refused to make an offer on any of the other proposals submitted by CSEA. In fact," Kane continued, "they are actually attempting to reduce some of the present benefits to a point where some city employees could end up losing money, if the wage offer were accepted.

"No further meetings have been scheduled pending the appointment of a mediator by the Public Employment Relations Board (PERB)."
The revelation that the State Investigation Commission (SIC) is looking into charges of “no show” and “seldom show” state jobs adds a new dimension to the disputed PS&T bargaining unit representation election of last April.

Even as the SIC probe was revealed, the Appellate Division of State Supreme Court was mulling over a decision on a lawsuit brought by the Civil Service Employees Association concerning last April’s election. CSEA says the election conduct of a rival union, PEF, was filled with irregularities, fraud and illegality and the election results should be overturned.

The just revealed independent probe by the SIC into some of the charges raised by CSEA as a result of activities before and during the April election is encouraging. While it is completely separate from the Appellate Division case, it does mean that the expected decision later this month by the court is possibly not the final determination. The SIC could turn up evidence supporting CSEA charges of “no show” state employees illegally working in the PS&T election and turn any such evidence over to a district attorney, in turn possibly leading to grand jury probes. It’s all speculation at the moment, but the matter may be far from over.

(R.A.C.)

Leaders of the CSEA Metropolitan Region this week blasted management of the Offices of Mental Health and Mental Retardation, in effect charging facility directors and personnel officers with failing to exercise concern and responsibility in dealing with grievances filed against employees. Union officials charged management personnel are quick to “pass the buck” by sending hundreds of cases to arbitration rather than deal with them at the second or third step of the grievance procedure.

Passing the buck, in such cases, also costs a buck. At the fourth step, arbitration, both the state and the union, CSEA, are forced to spend considerable amounts of money in legal expenses. Setting most cases at the second or third step would be much less expensive.

But there’s another element in many of these cases that transcends financial concerns. It’s the mental anguish and stress that affect people wrongly accused. CSEA wins most such cases that go to arbitration. The wrongly accused individual gets his or her job back, but the suffering and the shame of standing accused before friends and family during the lengthy process is often a devastating price to pay for eventual justice.

If management is ignoring responsibility for resolving differences at the initial steps of the grievance procedure, and the large number of union wins in arbitration would indicate that sometimes they are, that is morally disgusting and intolerable.

(R.A.C.)

**In our Opinion**

*Passing the buck* morally disgusting

*Ignore Stevens when shopping*

This holiday gift-buying season is one time we all should be aware of the labels on the products we buy to make sure we do not purchase J.P. Stevens products.

All the marches, demonstrations, rallies and speeches will not hurt the anti-labor textile giant that Stevens products hide behind.

One area Stevens products could be extremely vulnerable is the after-Christmas white sales. CSEA President William L. McGowan pointed out:

Stevens manufactures bedding and towels under the following labels: Utica, Tastemaker, Fine Arts, Meadowbrook and Snoopy.

The importance and seriousness of the Stevens boycott was underscored by the heavy coverage the rallies received in the news media and the support expressed by the diverse unions, government units and religious organizations. (G.A.)

Directory of Regional Offices

**REGION 1 — Long Island Region**

(516) 691-1170
Irving Flaumenbaum, President
Ed Cleary, Regional Director

**REGION 2 — Metro Region**

(212) 962-3090
Solomon Bendet, President
George Bisham, Regional Director

**REGION 3 — Southern Region**

(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

**REGION 4 — Capital Region**

(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director

**REGION 5 — Central Region**

(315) 422-2319
James Moore, President
Frank Martello, Regional Director

**REGION 6 — Western Region**

(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director
Government workers in the public sector have been facing difficult conditions, leading to tension between workers and management. The county's negotiating team is engaged in "union-busting," as evidenced by the improper practice charges filed with the state Public Employment Relations Board against the Genesee County Psychiatric Center.

Charging that the county's bargaining team is engaged in "union-busting," CSEA Field Representative Vinnie Sicari said, "a new era of labor relations, based on mutual trust and mutual dedication to the work at hand.

Left behind, Mr. Sicari also hoped would be the recommitments and constant harassment of union officials which saw four union presidents at the psychiatric center in four years.

Exonerated in the latest incident was Robert Donalson, president since November 1977, and Charles E. Spotford a steward at the center. Mr. Donalson and Mr. Spotford faced dismissals as a result of charges filed on March 31, 1977, that they failed to intervene, stop or prevent an assault on a resident who had earlier that day assaulted a trooper who stopped him for speeding on the Thruway on February 15, 1977.

They were also charged with failure to promptly report the alleged assault.

The state also sought to amend the charges. According to Mr. Sicari, to bring them within the necessary one year time limits by charging the two officials with false testimony during the RPC and Department of Mental Hygiene investigations of April and December 1977.

They were also charged with misconduct on similar grounds when they testified as witnesses for the two workers charged with the alleged actual assault.

Mr. Sicari filed the improper practice charges on the grounds that RPC management “has in-timidated, coerced, interfered and discriminated” against the two union officials who testified for union members.

Mr. Sicari, in the improper practice charge also said RPC's "action is an attempt by management to place the charges against Mr. Donalson and Mr. Spotford within a time frame which would allow management to press charges in this case.” after CSEA's attorney had made motions to dis- miss the original two charges because they were made more than one year after the incident.

 Arbitrator Bernard D. Levy dismissed the original charges against Mr. Donalson, and Arbitrator Thomas N. Rinaldo dismissed the charges against Mr. Spotford as "untimely."

In the meantime, and after nineteen hearings which produced more than 800 pages of testimony, Arbitrator James R. Markowitz, found that veteran workers A. Prince and Willie Mayes were not guilty of the assault charges.

Mr. Markowitz characterized the case as "bizarre."

Local 819 charges improper practice in Genesee County

Charging that the county’s negotiating team is engaged in “union busting” CSEA field representative and chief negotiator for Genesee County Local 819 filed an improper practice charge with the state Public Employment Relations Board.

Mediator Mark Beecher, entered the negotiations November 30th and a second session was scheduled for December 8th.

Mr. Pomidoro filed the charge after the county’s bargaining team preserved eliminating lay-off provision from the contract, including a requirement for prior notice, as well as numerous other proposals which would leave the workers at the mercy of the county bureaucrats. Also among the county negotiating team proposals is a requirement for workers to give the county telephone numbers where they can be reached when on personal leave.

The county’s negotiators are also promising that all workers “will punch clocks” and have indicated that they will not negotiate the impact of such a move despite a contract provision which prohibits time clocks.

In jeopardy, according to Mr. Pomidoro, are seniority rights and various rights based on past practice.

He also said that, after eight negotiating sessions, the negotiators, merely came up with nine cents per hour for workers in grade 1-7 and eleven cents for those in grade 8 or higher. Local President Annette Cox said, “That’s totally unacceptable. Our workers are suffering great hardships due to continuing inflation. They’ve got less and less to feed and clothe their families with.”

No progress

No progress was reported following the first mediation session recently in an effort to resolve an impasse in negotiations affecting county workers represented by Yates County CSEA Local 862.

CSEA leaders, legislators meet

NEW YORK CITY — CSEA officials met with members of the State Legislature from New York City on Dec. 1 to discuss public employee 1979 legislative goals.

Attending the meeting were CSEA Metropolitan Region President Solomon Bennett, Legislative and Political Action Chairman Martin Langer, Legislative and Political Action Director Bernard Ryan, attorney Sicari, Peiferstohenbaugh and Stephen Wiley and Thomas Linden, executive assistant to President William L. McGowan.

Among the many New York City legislators at the breakfast meeting were Assembly Majority Leader Stanley Fink, Senate Minority Leader Manfred Ohrenstein and Senate Finance Committee Chairman John March.

Some of the legislative proposals discussed included making the agency shop permanent for all state and local government employees and revising the Taylor Law to allow public employees and employers to meet as in collective bargaining and the elimination of the two-for-one penalty.

Victor Gotha, Executive Director of AFSCME District Council 37, hosted the breakfast meeting.
For public employees as a group, the Taylor Law is probably the most important of the state's laws. Among other things, the Law provides for the establishment of the Public Employment Relations Board (PERB) to administer the law involving the activities of public employees. Some of those disputes involve collective bargaining; others involve improper practices by governments and by unions; and cooperative relationships between government and its employees.

Because of the impact and frequency of disputes by PERB affecting public employees at every level in New York State, it is important to understand PERB and the adjacent reports are designed to help accomplish that goal.

**Taylor Law enforcement by PERB**

**ALBANY** The Public Employment Relations Board (PERB), the state agency charged with carrying out many provisions of the Taylor Law, is a major force in helping public employee unions and governments and between unions and governments. PERB has the authority to administer the law covering this expires June 30 and can be appealed to the courts and can be appealed to the courts and can be appealed to the courts and can be appealed to the courts.

**PERB BOARD CHAIRMAN HAROLD R. NEWMAN (LEFT) discuses recent developments with PERB Executive Director Ralph Vatalaro. Newman, the board's full-time chairman, is joined by two part-time board members in making decisions affecting public employees in New York State.**

Vatalaro estimated that in one year, PERB handles about 800 contract disputes, 30 improper practices disputes, 13 representation cases, 75 elections, 60 designation cases and 50 guilt investigations. PERB, headed by the board's chief attorney, has its headquarters at 270 Broadway, New York City; and at 125 Main Street, Scadura, administer of arbitration and mediation; met in Kelly's office at PERB headquarters in Century Village for more than 600 improper practices investigations, 15 penalty investigations. Among the staff are eight attorneys for improper practices and representation cases, four attorneys for arbitrations and strikes, all case investigations, four economists for research on wages, fringe benefits, etc. to the mediators, and seven mediators for collective bargaining. The full-time staff mediators are supplemented by 25 mediators, fact finders and arbitrators, hired as needed for particular disputes.

PERB operates on an annual budget of about $30 million, Vatalaro said. In addition to headquarters at 54 Wall Road, PERB has regional headquarters at 270 Broadway, New York City, and at 125 Main Street. Ralph Vatalaro, PERB executive director, said that strike and arbitration between Salamanca and CSEA.

**THE LARGE NUMBER OF PUBLIC SECTOR NEGOTIATIONS requires PERB's mediators to meet each morning to keep track of what is going on in the field. On Dec. 1 (from left) Jon Westervelt, mediator; Vera Scadura, administrator of arbitration and mediation; Erwin Kelly, director of representation cases; Paul Carey, supervising mediator; met in Kelly's office at PERB headquarters in Century Village for more than 600 improper practices investigations, 15 penalty investigations. Among the staff are eight attorneys for improper practices and representation cases, four attorneys for arbitrations and strikes, all case investigations, four economists for research on wages, fringe benefits, etc. to the mediators, and seven mediators for collective bargaining. The full-time staff mediators are supplemented by 25 mediators, fact finders and arbitrators, hired as needed for particular disputes.**

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**PERB neutrality important**

**ALBANY** Neutrality is the key to the Public Employment Relations Board, PERB, said Chairman Harold R. Newman. The PERB director Ralph Vatalaro believes.

"We are like an umpire in a baseball game," he said. While he believes that in labor and government who come in contact with PERB know this, the image of the agency by the rank-and-file members of public sector unions and by the general public might be different. PERB is the state agency designated with the responsibility of carrying out many provisions of the Taylor Law.

"We are not tainted by government appointments," Vatalaro says, noting that three board members are appointed by the governor. Other members are appointed by the legislature and are from political parties. The governor has made it a practice to appoint only highly qualified and experienced people to the board.

Also, the Law prevents the governor from appointing more than two PERB board members from the same party at the same time.

Vatalaro also pointed out that all the board members since 1967 have been experienced in labor relations, arbitration, mediation and/or labor law prior to their appointment. The governors have made it a practice to appoint only highly qualified and experienced people to the board.

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EDITOR'S NOTE: One of the most visible of professional staff jobs within the Civil Service Employees Assn. is that of field representative. In fact, more than a quarter of the union's professional staff of about 215 employees carry the title of field representative or field service assistant. An average of about 10 field reps are assigned to each of CSEA's six regional headquarters to provide direct services to members within the regions. The writer of the following article attempted to study the important position from the point of view of the field rep. Although the writer selected CSEA Field Representative Bill Lochner, assigned to the union's Capital Region, for the interview, the work situations described would be relatively typical of any one of the nearly 60 field reps employed by CSEA. Appropriately, the article required a number of interviews since Mr. Lochner was often interrupted by calls or called away by business in the midst of compiling this story. A few rescheduled discussions also had to be postponed due to job commitments at the last moment. This article is being published not so much as individual recognition, but as general recognition of all the field representatives for the work they do and the unique conditions under which they do it.

By Marilyn Feinberg
Special to “The Public Sector”

When a public employee has a problem — a job-related problem — the field representative is their contact or liaison person from CSEA, their union. While it would seem that dealing with other area employees of CSEA, their union. While it would seem that dealing with other area employees of CSEA, their union. While it would seem that dealing with other area employees of CSEA, their union. While it would seem that dealing with other area employees of CSEA, their union.

Field Representative Bill Lochner, assigned to the union’s Capital Region, describes his job as a “challenge” and says, “I enjoy the role that I play in assisting these employees in bettering themselves.” Lochner has been a field representative since June of this year, but has been dealing with job-related problems since March of 1975 when he began as a field service assistant.

Each field representative has different responsibilities. Some have more state level duties and others concentrate on local government. Lochner, a SUNY Albany graduate, represents all county employees in Saratoga County as well as the Saratoga County Educational Local composed of 10 school district bargaining units. In Washington County he is CSEA’s “liaison” for two school districts and one village bargaining unit. Rochner is also a representative for five state locals: Empire State College Correctional Facility at Mt. McGregor, Wilton Developmental Center, Saratoga Spa and Eastern Barge Canal.

As field representative, Lochner serves as the informal and interpretive resource for officers and grievance representatives for each bargaining unit he represents. He is CSEA’s “expertise liaison man” who has been well trained by CSEA for his role as their chief spokesman at the bargaining table. He assists negotiating teams in contract renewals and in ‘guiding them towards achieving the best package to be obtained from management.”

Lochner, whose work day sometimes lasts till after midnight, also processes requests for legal assistance in disciplinary procedures, files unfair labor claims against employers and has written a number of first time contracts for the bargaining units he has organized. While much of the field representative’s time is devoted to grievances, Lochner says his time is divided equally between grievances and what he refers to as “preventive maintenance” which involves sitting down with management. Lochner says, “You often meet with management and say, ‘Look, we feel that you're not acting appropriately. You've made a unilateral decision to do this or do that. You didn't secure CSEA input, this is wrong, change it. And usually they do so, and no grievance materializes.”

Lochner spends much of his time on the phone advising — he is called at home at all hours of the day — and he relies heavily on the unit president and grievance chairperson to keep him up to date on employee disputes. Whether conducting business on the phone or at general membership meetings, Lochner explains that there is a “chain of command” that must be followed. The employee usually explains his complaint to the unit president, who then outlines the problem for Lochner. Lochner later talks directly to the employee about his complaint. He explains, “You have to have a chain of command which is purely logistical given the context of my responsibilities. I just can’t have everybody calling me. It’s just impossible. The role of the unit president and officers and grievance chairperson is essential to my functioning efficiently.”

Lochner describes the unit and local officers as “dedicated people who work, without pay, just to enhance the interests of the people who elect them.”

Lochner has a deep respect for the people he represents and a large part of that respect he seems to have inherited from his father. Joe Lochner, who retired a year and a half ago after having served as Executive Director of CSEA for 46 years. According to the younger Lochner, “If there was one thing my father subscribed to it was the merit and worth of the public employee.”

Lochner also feels that the public employee is viewed by the general public as “a less than first class citizen.” He says, “Within the last few years public employees have been called on to bear the brunt of inflation. They have been singled out to bear the brunt of the inflationary spiral because they’re a resource that the public at large looks at as the easiest ones to pick on... the public at large has to be educated to the fact that the public employee makes a valuable contribution in so many different ways. They are an indispensable part of the framework of our society and very often they are not accorded their due, either in public recognition or the collective bargaining table specifically.”

Lochner lives with his wife in Ballston Spa and, like other field reps, has little spare time to spend working on his house or pursuing a hobby. Of his heavy work load, he says, “They've got us going in many different directions simultaneously... sometimes we just manage to get the absolutely essential things done... because of the work load involved. Public employees are demanding more and more representation from their union, and they deserve it.”

---

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouse
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon below 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

Page 8 THE PUBLIC SECTOR, Wednesday, December 13, 1978
CSEA warns on IAPES

ALBANY — The Civil Service Employees Association says that any hassling of its Labor Department representatives over the use of time accruals will be immediately grieved, as long as employees continue to be given time off for the activities of a group to which they belong, the International Association of Personnel in Employment Security.

CSEA Collective Bargaining Specialists, such as barring employees from using accrued time to attend meetings and perform other duties in connection with an IAPES convention scheduled for New York City next spring.

Burch wrote to the Labor Department's Executive Deputy Industrial Commissioner, William O'Toole, that IAPES, which is not a professional organization under the terms of the union's contract, "is not a recognized or certified bargaining agent entitled to time off for any internal activities."

IAPES is a group concerned with employment security and related matters. Its membership consists largely of New York State Labor Department employees.

An O'Toole memo of Nov. 14 told department directors, bureau heads and supervisors: "The success of the IAPES convention will depend in large part of the cooperation and support of all employees... Committees have been formed... This is an enormous undertaking, and it is imperative that committee members be granted time to attend meetings and perform other duties... Supervisors are asked to grant such time... The Department is fully committed to this endeavor..."

In response to the memo, Burch told O'Toole that: "I protest your action as strongly as possible... CSEA representatives have been harassed and badgered by supervisors for engaging in legitimate union activities... The protection of these grievances because of the time used. Our members are subjected to arbitrary refusals for the use of accrued time around every single holiday period. Our members are refused time off because of weather extremes, lack of heat, air conditioning, etc., yet you give the Department stamp approval to granting time off for an unauthorized and unrecognized organization..."

He concluded by warning O'Toole that the union will file both a contract grievance, under the employee organization and or annual leave articles, and an "Improper Practice" charge under the rules of the Public Employment Relations Board, if you persist in your action for this IAPES endeavor, while harrassing and badgering CSEA representatives and denying employees the use of their accrued time because of your "mission" or your "departmental needs..."

CSEA is the exclusive bargaining agent and employee organization for Labor Department employees.

Have you started giving serious thought to your choice of retirement options — probably not. According to the American Council of Life Insurance, most people do not adequately plan for retirement they simply allow retirement to happen.

Experience has shown that the wrong choice of option can result in a substantial loss to both the retiree and his or her family. The choice of your retirement options that are available to you at retirement can be given in-depth consideration and analysis.

Many important factors must be taken into account. For example, how much your retirement allowance will be determined by whether you will be a beneficiary of the retirement plan you are in; your number of years of credited service; the amount of any lump-sum or final average salary which retirement option you select. Your choice of option is based on a number of personal considerations; such as, your present net worth, your eligibility for social security, your life and health insurance portfolio and your plans for entering another area of employment.

As you can see, determining what course of action is best for you is not a simple matter. Without adequate preparation a hasty decision made at the last minute could have very unfortunate ramifications. Why put yourself and your family in that situation?

To help you answer these questions, a free pre-retirement counseling session is now available to all CSEA members over age 50. The service is provided by trained insurance advisors at Ter Bush and Powell, Inc. Ter Bush and Powell offers individual counseling sessions at the time and place convenient for the member and his or her family. At these sessions, the

Free retirement counseling

NEW YORK CITY — Registration for a special college credit program of labor studies, offered by Cornell University for union members, shop stewards, etc., continues through December 23.

The winter term will begin January 2, 1979 with classes to be conducted once per week. Students may select a once-a-week night class from 6 to 9:20 p.m. or a Saturday morning class from 9:30 a.m. to 12:50 p.m. All classes will be held at 3 East 43rd Street (4th floor) in Manhattan.

Courses will include labor law, occupational health and safety, collective bargaining, labor history and communications. Students can earn three credits each term, and may compile 18 credits over a two year period to receive the Cornell University Certificate in Labor Studies.

Registration is from 2 to 5 p.m. Tuesday, Wednesday and Thursday through December 21 at 3 East 43rd Street. Additional information is available by calling (212) 697-2247. Tuition rate is $75 per term, and a high school diploma is not required.

NEW YORK STATE ELIGIBLE LIST

Handicraft Instructor

(Earn No. 80-017)

Test Held November 6, 1978

1. Davis, David, Brooklyn 99.0
2. Ireland, Dwyer, Plattsburgh 97.5
3. Bellisimo, Palma, Beacon 97.5
4. Bellisimo, Palma, Beacon 97.5
5. Powell, Inc. Ter Bush and Powell 93.9
6. Munson, June, Cranberry 93.5
7. Goeller, Theresa, Nanuet 93.0
8. Hofland, Elizabeth, Valatie 92.9
9. Dhondt, Richard, Albany 92.8
10. Petrini, Stephen, Beacon 92.1
11. Shaefer, Barbara, Shrewsbury Falls 90.7
12. Martin, Beverly, Costerston 90.0
13. Price, Madeleine, Stony Brook 89.7
14. Arnone, Stephen, Valatie 89.7
15. Marks, Paula, Corona 89.6
16. Lopes, Lawrence, Walkill 89.5
17. Mosley, Joseph, Brooklyn 88.0
18. Williams, Lee, Brooklyn 87.3
19. Lauber, Beverly, Morristown 86.8
20. Walz, Martin, Plattsburgh 86.4
21. Shulman, Joanne, Brooklyn 85.7
22. Pouliot, Jane, Albany 85.4
23. Orammer, Judy, Malletts 85.2
24. Holmberg, Gregory, Plattsburgh 85.0
25. Kaminsky, Margit, Brooklyn 84.2
26. Feld, Jeff, New York 83.6
27. Howes, Alice, Brooklyn 83.4
28. Lawrence, Diane, Brooklyn 82.8
29. Deborah, New York 82.6
30. Knoblauch, Mary, Brooklyn 82.0
31. Dupuy, Rose, Brooklyn 80.5
32. Greene, Barry, Bronx 80.0
33. Hard, Burnett, New York 79.0
34. Willers, Alfred, Lakemont 77.0
35. Agostino, John, New York 76.6

Register for labor courses

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Oswego fact-finder

OSWEGO — PERB has assigned Professor Robert J. Rabin to serve as fact-finder in the long-standing contract dispute between the Oswego City Schools Unit of CSEA and the School District. The hearing date has been scheduled for December 12, 1978.

Jason McGraw, CSEA Collective Bargaining Specialist and chief negotiator for the nearly 350 teachers and staff in the bargaining unit, indicated that the basic issues are wages, increment parity, and fringe benefits for more than 100 employees.

Osseo-fact-finder

Oswego County school board to harass school unit president Robert Tasseff by imposing a 30-day suspension and one year probation on him for "punching out without permission of his supervisor..."

Justice Frank Kronenberg agreed "the penalty was excessive" and reduced the suspension to ten days.

Conciliator named to Homer dispute

HOMER — A super conciliator has been named by the state Public Employment Relations Board in an attempt to resolve a dispute between the Civil Service Employees Association and the Homer Central School District.

Negotiations between the Homer School CSEA Unit and the district have been going on for a year now. A conciliation meeting was scheduled to be held this week in the latest effort to untangle the dispute.

CSEA Field Representative Terry Moxley, chief negotiator for the union, said the dispute centers around contract language interpretation.
DIFFERENT EMPLOYERS, COMMON INTERESTS — Public workers represented by the Civil Service Employees Assn. may have different employers but share many work-related problems, interests and objectives. Union workshops and other meetings provide opportunities for public employees to discuss such items. At a recent Capital Region workshop, for instance, Greene County CSEA Local 539 President Henry Wyszynski and Jane Perry of CSEA Local 496, State Agriculture and Markets Department, discuss situations relative to both state and local government employees.

ALBANY — The Civil Service Employees Assn. has distributed a listing of unionized establishments to public workers in the area to patronize the following union-organized establishments:

**ALBANY:**
- Albany Motor Inn — Route 9W
- Americana Inn — Shaker Rd.
- The Saratoga Raceway — Nelson Ave.
- The Queensbury Hotel — Ridge St.
- DiCaprio's Caterers — East Main St.
- Mario's Theatre Restaurant — Campbell Ave.

**TROY:**
- Sunset Inn — Fifth Ave.
- Silver Diner Caterers — Michigan Ave.

**GLENS FALLS:**
- The Queensbury Hotel — Ridge St.
- The Queensbury Raceway — Nelson Ave.

**AMSTERDAM:**
- DiCaprio's Caterers — East Main St.

**COLONIE:**
- Americana Inn — Shaker Rd.
- Barnaby's Restaurant — State St.
- Sunset Inn — Fifth Ave.

**SARATOGA SPRINGS:**
- The Queensbury Hotel — Ridge St.
- The Queensbury Raceway — Nelson Ave.

**BARNABY'S:**
- Barnaby's Restaurant — State St.
- Silver Diner Caterers — Michigan Ave.

**ANCORP:**
- Ancorp Restaurants — Albany Airport
- Larkin's Restaurant — Lark St.
- Sidewheeler Restaurant — Route 9W
- Thruway House — Washington Ave.
- Wellington Hotel — State St.

**CCHOES:**
- Smith's Restaurant — 171 Renssen St.

**AMSTERDAM:**
- DiCaprio's Caterers — East Main St.
- The Queensbury Raceway — Nelson Ave.

**SCHENECTADY:**
- Holiday Inn — Nott Terrace
- Miranda's Catering — State St.
- Mother Peros Rest. — Barrett St.
- Ramada Inn — Nott St.
- Silver Diner Caterers — Michigan Ave.
- Tony's Catering — 2727 Consul Rd.
- Mario's Theatre Restaurant — Campbell Ave.
- Sunset Inn — Fifth Ave.

**NATIONAL HISTORIC SITE:**
- International House of Pancakes — Wolf Rd.
- Barnaby's Restaurant — State St.
- Ancorp Restaurants — Albany Airport
- Gladiux Food Co. — State Campus
- Service Systems — Empire State Mall
- Joe's Caterers — Madison Ave.
- Barnaby's Restaurant — State St.
- Sunset Inn — Fifth Ave.
- Silver Diner Caterers — Michigan Ave.
- Tony's Catering — 2727 Consul Rd.

Greater Albany area has many unionized restaurants

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan, State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

<table>
<thead>
<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Pharmacist (salary varies with location)</td>
<td>$14,388-$15,562 20-129</td>
</tr>
<tr>
<td>Assistant Sanitary Engineer</td>
<td>$14,142 20-132</td>
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<tr>
<td>Senior Sanitary Engineer</td>
<td>$17,492 20-123</td>
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<tr>
<td>Clinical Physician I</td>
<td>$27,942 20-118</td>
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<td>$30,555 20-119</td>
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<tr>
<td>Attorney</td>
<td>$14,850 20-113</td>
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<tr>
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<td>$13,397 20-112</td>
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<td>$11,733 20-112</td>
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<tr>
<td>Junior Engineer</td>
<td>$11,904 20-109</td>
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<td>(Bachelor's Degree)</td>
<td>$12,890 20-109</td>
</tr>
<tr>
<td>Junior Engineer</td>
<td>$12,890 20-109</td>
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**OPEN CONTINUOUS STATE JOB CALENDAR**

**STATE OPEN COMPETITIVE JOB CALENDAR**

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan, State Office Building Campus, Albany, or 1 West Genesee St, Buffalo.

**FILING ENDS JANUARY 22, 1979**

| Coordinator of Uniform Reporting and Accounting Systems | $8,295 No. 27-835 |

**FILING ENDS JANUARY 22, 1979**

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| Coordinator of Uniform Reporting and Accounting Systems | $8,295 No. 27-835 |

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 1, Albany, New York 12239 (518) 457-6216
2 World Trade Center, 55th Floor, New York City 10047 (212) 486-4248
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260

Page 10 THE PUBLIC SECTOR, Wednesday, December 13, 1978
Retirement consultant team traveling New York state

With thousands of public employees annually reaching retirement age, and with many times that number enrolled in the retirement plan, the State Employees' Retirement System has a team of traveling retirement consultants to help answer questions from members. If you have questions concerning the State Employees' Retirement System, a consultant will be available on the following visiting schedule. Additionally, information may be obtained by calling the SERS Albany Office, (518) 474-7736.

NEW YORK STATE ELIGIBLE LIST

<table>
<thead>
<tr>
<th>City</th>
<th>Address</th>
<th>Monthly Visiting Days</th>
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<tbody>
<tr>
<td>Binghamton</td>
<td>State Office Bldg</td>
<td>First, Second, Third, Mon.</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Gen. William Donovan Rd Office Bldg</td>
<td>Third Mon., First and Fourth Weds.</td>
</tr>
<tr>
<td>Cortland</td>
<td>Country Courthouse Rd</td>
<td>First, Second, Third, Fourth</td>
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<tr>
<td>New York</td>
<td>State Office Bldg</td>
<td>First, Second, Third, Fourth, Weds.</td>
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<tr>
<td>Rochester</td>
<td>Village Hall</td>
<td>First, Second, Third, Fourth</td>
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<tr>
<td>Little Valley</td>
<td>County Office Bldg</td>
<td>First, Second, Third, Fourth Mon.</td>
</tr>
<tr>
<td>Lockport</td>
<td>Municipal Bldg</td>
<td>First, Second, Third, Fourth</td>
</tr>
<tr>
<td>Poughkeepsie</td>
<td>State Office Bldg</td>
<td>First, Second, Third, Fourth</td>
</tr>
<tr>
<td>Riverhead</td>
<td>County Office Bldg</td>
<td>First, Second, Third, Fourth</td>
</tr>
<tr>
<td>Rochester</td>
<td>35 W. Main St</td>
<td>First, Second, Third, Fourth</td>
</tr>
<tr>
<td>Syracuse</td>
<td>County Courthouse</td>
<td>First, Second, Third, Fourth</td>
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<td>Ulster</td>
<td>State Office Bldg</td>
<td>First, Second, Third, Fourth</td>
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<tr>
<td>White Plains</td>
<td>Westchester County Center</td>
<td>First, Second, Third, Fourth</td>
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<tr>
<td>New York</td>
<td>State Office Bldg</td>
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<td>City</td>
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</table>

CSEA'S OUTSTANDING ENDORSEMENT RECORD in State Legislative elections last month will be an important factor in the union's legislative goals for the coming session. CSEA racked up an impressive record by helping elect 94% of its endorsed candidates for State Senate and 85% of its endorsed candidates for State Assembly. In the 133rd Assembly District, CSEA Local 601 members from the State University College at Brockport worked especially hard in electing Assemblyman Andrew Virgilio. Assemblyman Virgilio, center, is shown with Local 601 President George Webster, left, and Political Action Committee member Dale Burrell.

Kodak film with pre-paid Special Olympics processing

<table>
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<th>Color Prints</th>
<th>Suggested Use Price</th>
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<td>110-12</td>
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<td>$4.49</td>
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<tr>
<td>110-20</td>
<td>$10.16</td>
<td>$6.15</td>
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<tr>
<td>126-12</td>
<td>$7.11</td>
<td>$4.49</td>
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<td>126-20</td>
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<tr>
<td>135-24</td>
<td>$12.27</td>
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<tr>
<td>135-20</td>
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<tr>
<td>Kodachrome 40</td>
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ORDER FORM (please print)

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<th>Kind of Film</th>
<th>No. of Rolls</th>
<th>Total Price</th>
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<tbody>
<tr>
<td>Kodak Color II</td>
<td>110-12</td>
<td>$7.11 $4.49</td>
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CSEA CIVIL SERVICE EMPLOYEES ASSOCIATION

Now you can have photographs of your holiday season, save money, and help support the 1979 International Special Olympic Games all at the same time.

CSEA has endorsed Special Olympics, an international program of physical fitness, sports training and athletic competition for mentally retarded children and adults. In August, 3,500 special athletes from 50 states and 35 nations will meet for the Fifth Annual Summer Special Olympics at the State University of New York at Brockport. We're asking you to help CSEA support this great project. Every roll of film you buy through the Film for Special Olympics Program will help finance this worthwhile event.

By sending in your order with the appropriate amount from the ordering chart, you'll be helping yourself save your precious holiday memories, and you'll be helping sponsor the Special Olympics. All film is fresh dated Kodak film. Prints will be mailed directly to you. All borders are 1 inch wide. Silk textured print paper. Processing is performed by a quality photo-finisher. Film and processing are guaranteed — if film is lost or damaged, the processor will replace it with an equivalent amount of unexposed film and a pre-paid processing mailer.

Send in your order today to: Film for Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624.
McGowan speaks at Albany area
J. P. Stevens boycott rally Nov. 30

ALBANY — The capital district J. P. Stevens boycott rally on Nov. 30 was highlighted with speeches by CSEA President William L. McGowan and Lieutenant Governor-elect Mario Cuomo.

The rally, at Rockefeller Plaza, was attended by most Albany-area news media and received considerable coverage.

The rally was in support of the Amalgamated Clothing and Textile Workers Union (ACTWU) AFL-CIO, which has been seeking to unionize Stevens workers and win for them decent contracts since the mid-1960s.

McGowan told of a reporter asking him why CSEA is interested in J. P. Stevens. His answer was: “CSEA believes every person has a right to decent working conditions and decent pay.”

McGowan mentioned some of the notorious background on J. P. Stevens, including: “J. P. Stevens has been found guilty of more than 1,200 violations of labor laws... has been convicted of avoiding corporate taxes... is a convicted wiretapper... is a convicted price fixer... has been found guilty of illegal discrimination against women and minorities.

"J. P. Stevens has cotton-dust levels at its plants that are three times higher than federally permissible levels.

"This causes brown lung disease, which cripples thousands of textile workers each year," he said.

McGowan emphasized that Stevens closed plants in Utica, Rome and Amsterdam to avoid having to negotiate with a union.

"This has put thousands of people out of work in our state, and onto the welfare rolls. It is a disgrace to have to use taxpayers’ money, when all these people want is a chance to work, and their only "crime" was that they wanted the dignity of unionization," he said.

McGowan made special mention of Stevens’ Utica brand name. "One of J. P. Stevens’ biggest brand names is still Utica. But I say we should commit ourselves to a total boycott of Utica towels and all other J. P. Stevens products until Stevens workers can enjoy their legally guaranteed right to a union contract.

"Rather than live with a union contract, J. P. Stevens closes up its plants and moves to the Carolinas, the least unionized states in the land, where it can pay slave wages to its workers.

"J. P. Stevens is now one of the largest employers in the Carolinas, and bears the great share of the blame for those states having atrocious infant mortality rates, shameful education levels and overcrowding housing."

McGowan said all the banks CSEA does business with will be asked whether they have any ties to Stevens, and if they do, CSEA money will be withdrawn.

Cuomo, who said he was speaking as both a citizen of the state and as a representative of the Carey administration, said his appearance at the rally was one of the most important he would make.

He said the issue was fundamental human rights and decency for Stevens workers.

He said Governor Hugh L. Carey had declared the day J. P. Stevens Worker Support Day.

Cuomo said consumers should "shun the products of J. P. Stevens as you would shun the fruit of an unholy tree."

Another key speaker was Sam Hirsch, New York State coordinator of the Stevens boycott, who explained that even when the ACTWU has succeeded in winning representation rights, Stevens refuses to bargain in good faith, especially in the areas of dues checkoff and grievance procedures.

He said strikes would have little effect because Stevens would transfer the work to some of its approximately 90 plants in the south. He also said southern judges are notorious for no-picket injunctions and southern police usually supply escorts for scabs.

Hirsch did explain how the boycott was working. He said the pressure of huge withdrawals from banks, insurance companies and other companies by labor unions and their pension funds has forced those institutions to rethink their personal and financial associations with Stevens.

Two institutions who cut ties to Stevens identified by Hirsch were Manufacturers Hanover Trust Co. and Aven.

Other organizations represented at the rally were Labor Action Coalition, New York State United Teachers, United Auto Workers AFL-CIO, New York State Labor Department, American Federation of School Administrators, United Steel Workers, New York Education Association, Albany Longshoreman, Communication Workers of America and Coalition of Labor Union Women.

Also the governments of Albany, Troy and Cohoes; the northeastern region of the Central conference of Rabbis and the Albany Catholic Diocese.

The Rev. Brian O'Shaughnessy, who represented Bishop Howard Hubbard, requested: "Don't sleep with J. P. Stevens tonight!!"