Major health insurance improvements possible

ALBANY — CSEA and the State have reopened talks on a union demand that the State increase the mileage reimbursement rate for employees using their private vehicles for state business, and CSEA President William L. McGowan set the tone by declaring, "... unless these employees are adequately reimbursed, we won't drive another mile. Our people are not about to underwrite the business expenses of New York State out of their own pockets."

Under current contracts between CSEA and the State covering 107,000 state employees in the Administrative, Operational and Institutional bargaining units, state employees have been reimbursed 17 cents per mile since April for the use of their private vehicles on state business. Before March the rate was 15 cents per mile. However, gasoline and oil prices have escalated greatly since March, so last month CSEA notified the Governor's Office of Employee Relations (OER) that it would invoke its right under the contracts to demand a reopener of negotiations to consider mileage reimbursement rates.

The initial meeting to prepare for actual renegotiations was held August 21 between CSEA and OER. Under the current CSEA-State contracts, if the parties are unable to resolve the mileage issue at the bargaining table the dispute could be referred to panel of impartial arbitrators for a final and binding resolution.

"If the state thinks that CSEA is about to agree quietly to a few cents a mile with gasoline jumping by nickels and dimes, they have got another thought coming.," President McGowan said. "Our contract doesn't require our members to use their cars for state purposes and unless they are reimbursed for their costs, I intend to tell them not to use their cars for state purposes."

Demand mileage increase

CSEA President William L. McGowan has announced the possibility of major improvements in health insurance for local government employees.

THE PUSH FOR SAFETY STANDARDS for public workers in New York State, led for years by CSEA, took union officials into the neighboring State of Connecticut recently to discuss Occupational Safety and Health Act (OSH) procedures there. Shown in the above photo, left to right, are: Research Associate Tom Haley of the CSEA/AFSCME Legislative & Political Action office; Dominic J. Badolato, International Vice President and Executive Director of AFSCME District Council 4; Bernard J. Ryan, Director of CSEA/AFSCME Legislative and Political Action; CSEA Safety Coordinator Nels Carlson, and Leo F. Alix, Director of the Division of Safety & Health for the State of Connecticut.
Local Government Report

Gear up for political elections

That annual "mad" season, known as election time has rolled around once again. While our own union elections are completed, or nearly so, the local government political scene is just beginning to heat up. This year the great bulk of elections is centered on local government contests. Since the "double jeopardy" affect of elections on public employees (affected as citizens and affected as workers) is always present, we should all be gearing up for the campaign.

I hear many people say that political action is where it's at these days. Personally, I feel that negotiations and grievance administration will always be more important. However, a lot of our success (or failure) in these two areas can and does rest on our effectiveness in Political Action.

There are so many areas of concern one could discuss on the relationship between politicians, public employees and CSEA that it becomes difficult to properly organize the material. But at least two ideas seem worth discussion.

First — political action at local government level is different from such at the statewide level. For one thing, our union members are often close to the candidates as neighbors, fellow lodge members, etc. While on the surface this would appear an advantage, in fact it can be a detriment.

While endorsements of statewide candidates can and does result in broad voter support for the candidate, local government endorsements run up against such things as "Jack is really a good guy" even through Jack voted against Agency Shop for your unit; or "I've known Bill all my life" even though Bill has publicly advocated contracting out; or "Jane got my son a job", even though Jane has stated the employees are already well paid!

It is hard to believe, but a fact — local government members often vote against their own interests. That close relationship is a force to be reckoned with. Political Action on the local level requires major efforts to communicate not only who we endorse, but why, and equally, why the non-endorsed candidate is not acceptable.

This can be hard, because we are "attacking" a local person. Nevertheless, it is necessary if we are to stop becoming the prime economy move of political opportunists.

The second idea is closely related to the first. Assume that all of the previous difficulties are surmounted. Proper endorsements have been made, all members have received adequate reasoning for these endorsements and now comes election day. If ever there is a "bottom line", it has to be election day.

Will our members support our endorsements? Will they break away from party lines; from friendships; from personal acquaintance, and vote their own best interests?

Some results tell us "maybe not!". It is sad to note that thousands of public employees voted for Proposition 13, then lost their jobs or suffered wage losses because of that vote!

The fact may be that many public employees have not learned to vote THEIR interests, not the candidates interest! And I am referring to all public employees! If the interests of "X" County public employees are best served by Candidate A, then all of us, State, County, City, Town, Schools and Authorities, who live in that area should support A.

Statewide officers' pay to increase Oct. 1

ALBANY — The Board of Directors of CSEA voted overwhelmingly on August 16 to increase the salaries of top union officers for the first time in many years, effective October 1, 1979.

By a margin of 54 to 17, the Board increased honorariums paid to the President, Executive Vice President, Secretary, Treasurer and six Regional Vice Presidents. The increases will not become effective until the start of new terms for officers next month. Election of statewide CSEA officers is presently taking place with ballots to be counted on September 7.

The President's honorarium, created 12 years ago at $30,000, was set at $50,000. The increase brings the salary of the President up to the low end of the range of salaries of presidents of other AFL-CIO labor organizations of similar size.

In the 12-year period since the honorarium was first established, the CSEA has negotiated more than 65 percent increases in the salaries of its state membership yet, until yesterday, the honorarium for President had only been increased once, six years ago, to $35,000.

The honorarium for Executive Vice President was established at $35,000 by the Board's action. Previously the compensation paid to an Executive Vice President was dependent upon several factors including the incumbent's salary as a public employee plus an honorarium of $6,000.

Top CSEA officials work full-time for the union while technically remaining public employees under provisions of a law that requires the union to pay the officer's employer for the salary and fringe benefits of the officer. This provision allows the elected officers to service the membership on a full-time basis and reimburses the public employer for all costs of the officer.

This "back pay" provision affects the offices of President, Executive Vice President, and the union's six Vice Presidents. The union also pays up to 30 days for the services of the Secretary and Treasurer as needed.

The new honorarium structure approved yesterday will equalize the compensation of future officers of the union based on the work performed on behalf of the members, not on the salaries of the incumbents with their public employers.

The new structure sets the salary of Vice Presidents at $30,000 per year including their "buy-back" as a public employee. This equalizes the compensation for vice presidents for the first time since the union's regionalization concept was adopted seven years ago.

The Board established the salaries for the Secretary and Treasurer at $15,000 each with a provision for purchasing additional blocks of time as needed.

Purchase of this time would be deducted from the honorarium. Unlike the positions of the other statewide union officers, the positions of Secretary and Treasurer are not full-time positions under the union's Constitution and By-Laws.

Supporting Scholastic football, the CSEA Unit recently donated $300 to the Connetquot High School football program. As CSEA Field Rep Jim Walters, left front, smiles in approval, football coach Bob Connolly and Friends of Football president Dorothy Dals, center, accept the contribution from Unit President Ed Pembroke, right. CSEA Unit officers watching in the rear are, from left, recording secretary Dorothy Flathmann, sergeant-at-arms Fred Steinhauser, first vice president Mary Riday, and second vice president Connie Kutsaya.
CSEA reaches agreement in Hudson, Catskill schools

Contracts have recently been settled between the Civil Service Employees Assn. and the City of Hudson and the Catskill Central School District.

A two year settlement for City of Hudson workers resulted in across the board increases of $425 in the first year and $475 in the second year.

Additional benefits include an increase in longevity payments to 25 years of service, a shift differential of .15 per hour, time and a half holiday pay for bus drivers, sick leave accumulation up to 200 days and the right of the CSEA to review procedures for assignment of overtime to all employees.

Negotiating team members were Jake Hoffman, Karne Tamburo, Lyle Shufelt and O. Oswald.

Increases of $540 in the first year, $625 in the second year and a cost of living raise, with a minimum of three and one half percent and a maximum of seven and one half percent, in the third and fourth years were negotiated for Catskill Central School District employees in that contract.

The school district has also agreed to pay an increase in employees uniform allowance and dental plans, and will allow them to buy back half of their accumulated sick time at a rate of $5 per day.

Raymond Delapenna, Robert Newkirk, Shirley Deluca and Cary Whately were on the negotiating team.

DETERMINATION AND DEFIANCE shows in the faces of union leadership, above, and the rank-and-file members, below, in these photos taken during an August 13 meeting of sanitationmen of the Oyster Bay Unit of Nassau County CSEA Local 830. Upset over unsafe equipment and intolerable working conditions, in the above photo, CSEA statewide President William L. McGowan tells the men not to move the equipment until conditions are improved. At right is Local 830 President Nicholas Abbatiello, and between the two in the background is Oyster Bay Unit President Pat D’Alessio. As reported in last week’s issue, the confrontation led to management meeting a series of union demands for improvements after the members refused to move the vehicles until the demands were met.

Local 688 shopping for Christmas early

ALBANY — Members of CSEA Social Services Local 688 are doing their Christmas shopping early — and at bargain prices, thanks to an idea by Local 688 President Jary Lubinski.

Ms. Lubinski is providing the 670 members of her CSEA group with a chance to order toys at a 40% discount during the next few weeks, through a local toy distributor. Samples of the toys were being displayed, and orders taken, in an area adjacent to the lobby of the State office building at 40 North Pearl St. in Albany, where Ms. Lubinski and some 3,200 other state workers are employed.

“We feel it’s like money in their pockets, to be able to get Christmas presents at a discount,” she said recently. “It’s just another benefit that the union can get them, using group purchasing power.”

The distributor was doing a brisk business on a lunch hour in the newly opened office building. The idea had never been tried before — at least not in this area — and CSEA members were showing enthusiasm for it by deluging the CSEA volunteer order-takers. All the officers of the local are involved in the project, according to Ms. Lubinski. Members were notified of the “Early Christmas Sale” via the local’s monthly newsletter.

During the rest of the month of August, similar order-taking for toys were planned for other Albany locations where Dept. of Social Services employees work.

OFFICERS of Local 425, Utica Psychiatric Center, were installed recently by CSEA Region V President James Moore. New officers are from left to right, standing. President John Giehl, Sargeant at Arms Don Della, 1st Vice President Bob Green, Parliamentarian Earl Montgomery. Sitting are Treasurer Anna Mae Darby, Recording Secretary Debby Powers and 2nd Vice President John Blair.

THE PUBLIC SECTOR, Wednesday, August 29, 1979
Engineering aide exam

The State Department of Civil Service this month announced 'competitive transition' examinations for Engineering Aide. This is a Grade-5 title which opens the door to future career advancement through promotion examinations to Engineering Technician positions at the Grade-6, Grade-11, Grade-15 levels — and in some agencies, to Assistant Civil Engineer, G-19.

These 'competitive transition' examinations are intended to broaden and enhance opportunities for advancement and occupational change for State employees. The examinations are part of an effort by the Civil Service Department to deal with a long-standing problem faced by clerical and secretarial employees who are in 'dead end' jobs, with limited advancement opportunities.

Transition programs to help solve this problem are being carried out in accordance with a memorandum of intent, agreed to by the State and the Civil Service Employees Association, which establishes a Clerical and Secretarial Employee Advancement Program.

The Engineering Aide transition examinations are open to qualified employees of the Executive Department, Division of Equalization and Assessment (examination 00-025); the Department of Transportation and the East Hudson Parkway Authority (examination 00-035); and the Department of Environmental Conservation (examination 00-027).

To qualify, an individual must either have been permanently appointed to a clerical or technical position in the competitive or non-competitive class before Aug. 3, 1979, or must have at some time worked at least three months on a permanent basis in a clerical or technical position in the competitive or non-competitive class. The deadline for filing applications is Sept. 10, and the examinations will be conducted on Oct. 20. Announcements are available at agency personnel offices.

Suffolk County duplicate ballots

HAUPPAUGE — Duplicate ballots may be obtained from any of seven persons throughout the county in the new election of officers of Suffolk County CSEA Local 652, according to Elections Committee Chairperson Aileen Ronayne. Duplicate ballots may be secured, if an original ballot was not received, from Aug. 30 to September 5.

Members requiring a duplicate ballot may contact any one of the following individuals:

Aileen Ronayne of Copiague, evenings at 842-9330; Lynn Martins of Commack, evenings at 543-7378 or days 3 to 5 p.m. at 348-4124; Frank Trotta of Bellport, evenings at 236-3707 or days at 534-2022; James Cardy of St. James, evenings at 584-5927; Barbara Perroco of Mastic Beach, evenings at 221-0630 or days 8 a.m. to 4 p.m. at 924-4300 Ext. 294; Lorraine Zabosky of Jamesport, days at 727-3200 Ext. 221 or evenings at 722-3334, or Sylvia Cheatham of Lake Ronkonkoma, days at 733-3400 Ext. 435.

Grievance won; back on job

MT. MORRIS — A therapy aide trainee at Craig Developmental Center says she is 'completely satisfied' with the outcome of a grievance filed through CSEA, according to CSEA Local 406 President Robert Love.

In the latest development in a year-and-a-half long case, the trainee has received retroactive medical insurance coverage and maternity benefits. She had been fired in November of 1977 after completing a one-year training program by a supervisor on the grounds she missed too many days of work.

A grievance filed by Field Representative Charles Bird stated that 20 days the woman lost due to illness and hospitalization had no effect on the capability of her work, citing reports from her instructors.

An arbitrator ruled she had been illegally terminated and she returned to work April 18 of this year with back pay.

There will be no issue of The Public Sector next week. Labor Day week is one of four weeks throughout the year in which issues are not published. The next issue will be dated September 12.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

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

Change of Address for 'The Public Sector'

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

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

Name ____________________________
Local Number ______________________
Street ____________________________
City ____________________________ State __ Zip __
Zip __
Agency where employed ____________________________
My social security no. ____________________________

MY NEW ADDRESS IS:

Street ____________________________
City ____________________________ State __ Zip __
Zip __
Agency where employed ____________________________
My social security no. ____________________________
Opposes Broome County probation director appointment

By Tony Rossi, Jr.  
Special to The Public Sector

Just how important is a strong union working and sacrificing time and expense to support its public employees? Ask one of the competitors seeking the position of Broome County Probation Director what the name Robert Callender means to them for a speedy reply.

CSEA is just emerging from a lengthy court battle involving the appointment of Robert A. Callender as Broome County Probation Director in which Broome County unit of Local 804 called upon CSEA for a case against the appointee and the County.

In a case that had state-wide implications, the Broome County administration was defeated in its bid to make the job of county probation director a purely political appointment. CSEA was quick to oppose the county's move and played a large part in the defeat of the county.

The turmoil began with the appointment of Callender, who had no prior administrative experience in probation, by County Executive Donald McManus on August 3, 1978, and continued to John Tangi, Broome County probation officer and department CSEA steward.

When Callender was appointed, the professional personnel in the county's probation department, in a move called upon Barbara Pickell, President of Broome County Unit of CSEA Local 804, to see what could be done about the situation. Most of them met with Pickell and unanimously voted to petition CSEA to take court action against the county.

Upon ascertaining the facts of the case with regional CSEA Attorney John Rittinger, CSEA gave the go-ahead to file a proceeding in State Supreme Court against Broome County. Meanwhile, Pickell wrote the Civil Service Commission in Albany advising them of the county's action.

Faced with this unexpectedly strong opposition to Callender's appointment, McManus withdrew him as permanent director and named him acting director for six months. "McManus apparently hoped during this time to overcome the opposition sufficiently to make Callender acceptable to the county legislature," said Tangi.

By naming Callender acting director, the county executive avoided the need for legislative confirmation proceedings and gained the six months for the county's law department to do battle with the State Probation Division. These moves by McManus not only put the county probation department in an uproar, but left Callender off balance, too.

To take the McManus appointment, Callender resigned as criminal justice coordinator for the Southern Tier East Regional Planning and Development Board. He left that job apparently under the impression that his future was relatively secure. It wasn't. The County executive made the mistake of assigning someone to a permanent job that is supposed to be a competitive application.

In July, Callender brought suit in Federal District Court against the State Probation Division charging the division's specifications for probation director were discriminatory. U.S. District Court Judge Edmund Port ruled the specifications were not discriminatory.

After the initial appointment of Callender, Margot Thomas, general counsel for the probation division in Albany, said the appointment by McManus was in direct conflict with Section 257 of the State Executive Law. Thomas pointed out Callender should have been required to seek the post through an open, competitive Civil Service exam and that the appointee lacked minimum qualifications for the job.

When McManus appointed Callender, he cited the man's criminal justice experience with the East Regional Planning Board as a benefit to the county. The probation division and CSEA maintained that Callender's experience fell far short of minimum qualifications for the job.

Richard J. Ciprioni, representing the Municipal Service Division of the State Department of Civil Service, wrote Barbara Pickell that he was told by Kenneth Meade, then county personnel officer, that the county intended to hold a competitive exam for the post within one month, said Tangi.

"This was simply not so," Tangi said. Instead, the county began an attempt to remove the county probation director's position from competitive classification to unclassified, thereby dispensing with the need for a competitive examination.

The county lost in its bid to do this at a hearing before the Civil Service Commission in Albany on August 1. Opposing the county at the hearing was the attorney for the State Division of Probation and representatives of CSEA.

After Callender's acting appointment expired on June 30, McManus appointed Callender permanent probation director again. According to Tangi, the county executive said he made this move to "buy time."

Apparently McManus was unable to buy enough time, though, because on August 6 the county executive withdrew Callender's name completely.

The biggest setback to Callender and McManus came the first week in August when state Civil Service officials denied the county's request to remove the competitive nature of the appointment process and the dismissal of Callender's discrimination charges by Judge Port.

James Bradley Wahl, probation officer in the Broome County division, applied for the position of probation director and was unhappy with the quick appointment by McManus of Callender. Wahl, representing the qualified applicants for the post, said he was pleased with the action of CSEA in the case.

"As far as I know, he (McManus) never even read my resume for application to the position," Wahl said. "It's evident that Callender was picked early in this game of charades." Wahl said he's not "crying the blues," and admits he may not be the best qualified for the job, but said those applicants with even the best credentials were given the same "token consideration."

"Since a large percent of our funding comes from the state," Wahl added, ", applications for the job should have gone state-wide to look for the best possible individual for the job."

The local press has also come under fire by the county probation division for their coverage of the series of events surrounding the Callender case. "The public has been getting only one side of this case by the local media," Wahl said. "Our position was never included in the articles." Wahl said the local papers seemed to favor Callender, giving the appointee more attention than he deserved.

I was very pleased with the CSEA action," said Local Unit President Pickell, adding that Broome County membership feels very good about CSEA after this and several other recent cases. Tangi expressed his satisfaction with CSEA and said CSEA was quick to help the county probation department through a tough case. He added CSEA was ready to proceed on a second case if necessary.

"Some people ask about what all our CSEA dues go toward," said Tangi. "These fees are very small to us now." Tangi said without the time and money given by CSEA, the division would have been without defense in the Callender case.

"This case shows how important a union really is," said Pickell. "We feel CSEA has proven itself, and it makes me feel proud to be a president of a CSEA Local unit."
Unrest lingers on in wake of recent prison strike

Controversy boiling

By Jack Murphy

BEACON — “If the prison guards ever strike again the state’s gonna be in one helluva lot of trouble.”

That statement from a civilian employee of a prison in the lower Hudson Valley drew cheers from a crowd of about 30 Corrections Department workers who met recently to air complaints and to get information about the state’s handling of overtime incurred during the strike by prison guards last spring.

The anger stems from two main sources: Confusion over the exact meaning of the “Hongisto memo,” and guards last spring.

A Region 3 Field Representative.

Over the course of the meeting, it became clear that several of the injustices that the Greenhaven inmates complained of, such as "no towels or face cleaning," were not as bad as the guards made them out to be. Some of the inmates also mentioned that the guards were not being treated fairly.

According to Natoli, most institutions in the lower Hudson Valley, which is CSEA’s Region 3, reported problems similar to those at Greenhaven, and there were reports of violence and harassment.

The other issue that caused a great deal of discussion and comment concerned complaints about overtime.

The guards reported that they were not being paid for overtime, or that they were only being paid for the first 8 hours of overtime.

According to Natoli, most institutions in the lower Hudson Valley, which is CSEA’s Region 3, reported problems similar to those at Greenhaven, and there were reports of violence and harassment.

The guards reported that they were not being paid for overtime, or that they were only being paid for the first 8 hours of overtime.

COMPLAINT OVER UNEQUAL PAY and different working conditions during recent prison strikes is registered by Cathy Dodrick of the Fishkill facility.

CSEA members claim:

By Jack Murphy

BEACON — Primitive or non-existent facilities for “locked-in” civilian employees who staff the state’s prisons during a strike by correction officers, drew the ire of some of those involved in a meeting here to discuss what they believed to be “inequities” in the state’s payroll for the emergency period.

The first night I slept sitting at my desk with my feet in a vertical position on the chair. The next night I slept hugging a desk top and I actually ended up sleeping at desk level more than anywhere else.

At one point, they put mattresses on the floor but they weren’t... the next thing I knew, we were on the floor and in the dorm.

The uncertainity of it all, drove many to the point where they just gave up. We’re going to pursue this thing,” he said “until we’re treated fairly.”

CITY HALL, right, Chairman of the CSEA Region III Corrections Committee, discusses grievances with Paul Capozano and Ron Averill, both of Fishkill Correctional Facility.

A new flurry of questions came up on what constitution to institution on reporting work and standby hours.

At one point they put mattresses on the floor but they weren’t... the next thing I knew, we were on the floor and in the dorm.

The uncertainity of it all, drove many to the point where they just gave up. We’re going to pursue this thing,” he said “until we’re treated fairly.”

"To me," he said, "that is standby, but we’re not getting paid for it.”

"We didn’t have any towels or face cleaning," said one woman, "even though they told us it was necessary."
It is not surprising that mail and phone calls from retirees have been pouring in since it was stated in this column that improved health insurance benefits will become available to them within a few months. The inquiries boil down to: How? and When?

The drug prescription benefit will become effective for the State's retired public employees on January 1, 1980. Sometime before then drug prescription cards will be received in the mail from the Employees Health Insurance Section of the Civil Service Department.

Some retirees are confused and concerned by the fact that, while they have not yet received such cards, working employees have already received them. This is the result of the 1979 contract agreement negotiated by the Civil Service Employees Association. The program is administered by the New Employees Benefit Fund office for state workers, but not for retirees. The Health Insurance Plan for retirees continues to be administered by the Civil Service Department.

Until January 1, 1980, retirees continue to be protected to the same extent that they have been covered in the past.

For the retirees the new prescription drug plan will be of tremendous financial benefit. Every retired person knows only too well how the high costs of prescribed medications can run for the elderly. The retiree simply pay the pharmacist the one dollar deductible which then bills the State for the balance.

Membership in CSEA, as a retiree, is not necessary to enjoy this benefit. But it should be remembered that it was CSEA negotiators who made this benefit a reality. It is another answer to the question sometimes raised by retirees: What is CSEA doing for me? The very least a non-member retiree can do at this point is to join the ranks of the 20,000 CSEA retired members to strengthen their on-going push for more urgently needed benefits.

As to giving credit where credit is due, what other retired public employees association can claim credit for this drug prescription windfall negotiated by CSEA, the State's largest union?

By Thomas Gilmartin
CSEA Retiree Coordinator

Reaction to the 1979 cost-of-living increase for retirees who received just 1% is still lively, ranging from disappointment to outrage, from "let the legislators have it, they like to take care of themselves," to "I can't decide how to spend that extra dollar they've added to my pension check." Bitterness is too weak a word to characterize their feelings. The press, both local and syndicated, quickly recognized a good story and has been giving the incredible "increase" full treatment, as prominently as the rash of bank robberies in New York City.

Perhaps in the next election year, no other happening will have moved the retirees more to holding their legislators accountable for their position on supplementation bills for state retirees. Even the most aesthetic have become aroused by what some have called an "insulting" response to the nation's double digit inflation. Time will tell.

In fairness, it should be pointed out that all who received the small 1% increase which caused such a stir, also had renewed for them the increases they had already been getting, ranging from 18% to 28%.

SARATOGA SPRINGS — With the start of a new school year just around the corner, CSEA continues to battle with the Saratoga Springs City School District, charging that the district has thus far failed to comply with earlier PERB and Public Employment Relations Board rulings regarding the reinstatement of CSEA-represented workers in the school district's transportation department.

At press time, CSEA was back before PERB officials in Albany in an attempt to force the school district to comply with the earlier PERB order, and a subsequent Court order regarding reinstatement of school district employees terminated illegally in 1977 when the district illegally contracted out the transportation department to a private subcontractor.

Region VI makes endorsements

BUFFALO — The Region VI Political Action Committee has announced the committee's first endorsements for Erie County elections: Edward J. Rutkowski (Rep.) over Alfreda Slominski in the Sept. 11 primary; Marie M. Gagnon (Dem.), 1st Legislative District; Leonard Leinhan (Dem.), 13th Legislative District; Mrs. Homer Schlenker (Lib.), Councilman, Town of Evans; and Paul E. Lawton, Supervisor, Town of North Collins.

Final decisions on political endorsements will not be made until after the primary.

Schenectady victorious

SCHENECTADY — The following new officers were recently elected in Schenectady County CSEA Local 847: Alfred Farone, president; Frank Tomecko, first vice-president; Frank DeBiase, second vice-president; Jacelyn Alper, third vice-president; Connie Croanganello, secretary, and Georgeanne Hughes, treasurer.

Mr. Farone was also elected to the CSEA Board of Directors and Ronald Teller was elected Capital Region delegate.

Region V moves office to Liverpool

LIVERPOOL — The Central Region V headquarters has been moved from Syracuse to suburban Liverpool at 290 Edwina Davis Road, Suite 308.

The new telephone number of the regional office is (315) 451-6350.
Westchester reclassification
turndown may be appealed

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 most likely will appeal the county's decision not to reclassify its corrections officers, Unit Business Agent Carmine DiBattista reported.

DiBattista said the county informed him on Aug. 8, 1979, it will turn down the unit's request for reclassification. Once the county's official report is received, the unit can appeal to the joint union-county Classification and Corrections Officers, Unit Business

WESTCHESTER RECLASSIFICATION

Agent Carmine DiBattista reported. The county's decision not to reclassify its Local 860 most likely will appeal the reclassification. The corrections officers were involved in a wildcat strike in July 1979.

Compensation Appeals Board, he said. The unit is seeking a one-grade reclassification. The corrections officers are hired at $11,615 without experience and at $12,570 with experience, he said. DiBattista said most of the corrections officers are at the top step and are due $18,340.

The unit's position on the reclassification is based on dangerous working conditions, both environmentally and personal bodily safety; short-staffing; large turnover due to quitting; and 115 job injuries in the last year; DiBattista said.

The corrections officers were involved in a wildcat strike in July 1979.

Arbitrator supports CSEA

BATH — A Harverling school district laundress will receive a back pay adjustment as part of a ruling by an arbitrator upholding a past practice.

Arbitrator Irving Markowitz ruled that Arlene Wheaton was improperly changed from a ten month salary schedule to an hourly rate and is thus due the $700 difference in pay for the past year. She is also to be restored to her salary schedule for the balance of the contract between the district and CSEA Local 851.

Bus drivers awarded back pay

RICHBURG — Arbitrator Donald Goodman has upheld a past practice for bus drivers of the Richburg Central School and awarded back pay to several aggrieved drivers.

Mr. Goodman ruled that the district could not unilaterally change the past practice and hire substitutes for the extra runs.

Several drivers who were replaced by substitutes on extra runs will receive the pay which they would have earned had they made those runs.

The drivers are represented by Allegany County CSEA Local 862.

Insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to $5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1979. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1979. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME:

Last First Middle Initial Maiden

HOME ADDRESS:

Street City State Zip Code

PLACE OF EMPLOYMENT:

SOCIAL SECURITY NO:

SEX:

DATE OF BIRTH:

THE PUBLIC SECTOR, Wednesday, August 29, 1979

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<td>Senior Medical Records Technician</td>
<td>$10,624 20-102</td>
</tr>
<tr>
<td>Pharmacist (salary varies with location)</td>
<td>$14,388-15,562 20-129</td>
</tr>
<tr>
<td>Assistant Sanitary Engineer</td>
<td>$12,890 20-133</td>
</tr>
<tr>
<td>Senior Sanitary Engineer</td>
<td>$13,876 20-132</td>
</tr>
<tr>
<td>Junior Sanitary Engineer</td>
<td>$12,890 20-131</td>
</tr>
<tr>
<td>Clinical Physician I</td>
<td>$27,942 20-111</td>
</tr>
<tr>
<td>Clinical Physician II</td>
<td>$31,055 20-110</td>
</tr>
<tr>
<td>Assistant Clinical Physician</td>
<td>$25,001 20-117</td>
</tr>
<tr>
<td>Attorney</td>
<td>$14,850 20-113</td>
</tr>
<tr>
<td>Assistant Attorney</td>
<td>$12,397 20-112</td>
</tr>
<tr>
<td>Director of State Publications</td>
<td>$11,727 20-111</td>
</tr>
<tr>
<td>Junior Engineer</td>
<td>$12,890 20-130</td>
</tr>
<tr>
<td>(Bachelor's Degree)</td>
<td></td>
</tr>
<tr>
<td>Junior Engineer</td>
<td>$13,876 20-109</td>
</tr>
<tr>
<td>(Master's Degree)</td>
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</tr>
<tr>
<td>Dental Hygienist</td>
<td>$8,950 20-107</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>$8,051 20-106</td>
</tr>
<tr>
<td>Nutrition Services Consultant</td>
<td>$13,404 20-139</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$10,042 20-130</td>
</tr>
<tr>
<td>Senior Services Management Specialist</td>
<td>$12,397 20-131</td>
</tr>
<tr>
<td>Occupational Therapy Assistant I</td>
<td>$9,029 20-147</td>
</tr>
<tr>
<td>Occupational Therapy Assistant I</td>
<td>$9,029 20-147</td>
</tr>
<tr>
<td>(Spanish Speaking)</td>
<td></td>
</tr>
<tr>
<td>Vocational Rehabilitation Counselor</td>
<td>$14,142 20-140</td>
</tr>
<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
<td>$11,983 20-140</td>
</tr>
<tr>
<td>Medical Record Technician</td>
<td>$9,861 20-140</td>
</tr>
<tr>
<td>History Technician</td>
<td>$9,861 20-139</td>
</tr>
<tr>
<td>Professional Positions in Auditing and Accounting</td>
<td>$11,250 20-200</td>
</tr>
<tr>
<td>Computer Programmer</td>
<td>$11,250 20-220</td>
</tr>
<tr>
<td>Commercial Programmer - Scientific</td>
<td>$11,250 20-221</td>
</tr>
<tr>
<td>Senior Programmer</td>
<td>$14,075 20-221</td>
</tr>
<tr>
<td>Senior Computer Programmer - Scientific</td>
<td>$14,075 20-223</td>
</tr>
<tr>
<td>Mobility Equipment Rater</td>
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</tr>
<tr>
<td>Instructor of the Blind</td>
<td>$11,250 20-223</td>
</tr>
<tr>
<td>Health Services Nurse</td>
<td>$11,250-12,025 20-226</td>
</tr>
<tr>
<td>(salary varies with location)</td>
<td></td>
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<tr>
<td>Senior Heating and Ventilating Engineer</td>
<td>$18,301 20-227</td>
</tr>
<tr>
<td>Senior Sanitary Engineer - (Design)</td>
<td>$18,301 20-227</td>
</tr>
<tr>
<td>Senior Building Electrical Engineer</td>
<td>$18,301 20-228</td>
</tr>
<tr>
<td>Senior Building Structural Engineer</td>
<td>$18,301 20-229</td>
</tr>
<tr>
<td>Senior Mechanical Construction Engineer</td>
<td>$18,301 20-230</td>
</tr>
<tr>
<td>Senior Plumbing Engineer</td>
<td>$18,301 20-231</td>
</tr>
<tr>
<td>Assistant Stationary Engineer</td>
<td>$8,761 20-232</td>
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<tr>
<td>Electrophysiologist - Physician</td>
<td>$7,616 20-233</td>
</tr>
<tr>
<td>Radiologic Technologist</td>
<td>$8,454-10,369 20-334</td>
</tr>
<tr>
<td>(salary varies with location)</td>
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<tr>
<td>Medical Record Administrator</td>
<td>$11,904 20-348</td>
</tr>
<tr>
<td>Food Service Worker I</td>
<td>$6,456 20-352</td>
</tr>
<tr>
<td>Mental Hygiene Therapy Aide Trainer</td>
<td>$7,204 20-349</td>
</tr>
<tr>
<td>Mental Hygiene Therapy Aide Trainer - (Spanish Speaking)</td>
<td>$7,204 20-349</td>
</tr>
<tr>
<td>Associate Actuary (Casualty)</td>
<td>$18,369 20-346</td>
</tr>
<tr>
<td>Principal Actuary (Casualty)</td>
<td>$22,364 20-347</td>
</tr>
<tr>
<td>Supervising Actuary (Casualty)</td>
<td>$25,516 20-348</td>
</tr>
<tr>
<td>Architect (Casualty)</td>
<td>$31,055 20-349</td>
</tr>
<tr>
<td>Nurse I</td>
<td>$10,042 20-354</td>
</tr>
<tr>
<td>Nurse II</td>
<td>$11,904 20-355</td>
</tr>
<tr>
<td>Nurse II - (Psychiatric)</td>
<td>$11,904 20-356</td>
</tr>
<tr>
<td>Nurse II - (Rehabilitation)</td>
<td>$11,904 20-357</td>
</tr>
<tr>
<td>Medical Specialist I</td>
<td>$33,705 20-358</td>
</tr>
<tr>
<td>Medical Specialist I</td>
<td>$27,042 20-359</td>
</tr>
<tr>
<td>Psychiatrist I</td>
<td>$27,042 20-358</td>
</tr>
<tr>
<td>Psychiatrist II</td>
<td>$33,705 20-359</td>
</tr>
<tr>
<td>Social Services Management Trainee</td>
<td>$10,042 20-360</td>
</tr>
<tr>
<td>Social Services Management Specialist</td>
<td>$10,042 20-361</td>
</tr>
<tr>
<td>Social Services Management Specialist - (Spanish Speaking)</td>
<td>$10,042 20-361</td>
</tr>
<tr>
<td>Social Services Management Specialist - (Spanish Speaking)</td>
<td>$10,042 20-361</td>
</tr>
<tr>
<td>(salary varies with location)</td>
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<tr>
<td>Industrial Training Supervisor</td>
<td>$10,424-12,853 20-367</td>
</tr>
<tr>
<td>(salary varies depending on specialty)</td>
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</tr>
<tr>
<td>Physical Therapist</td>
<td>$11,337 20-368</td>
</tr>
<tr>
<td>Physical Therapist - (Spanish Speaking)</td>
<td>$11,337 20-368</td>
</tr>
<tr>
<td>Senior Physical Therapist</td>
<td>$12,070 20-369</td>
</tr>
<tr>
<td>Senior Physical Therapist - (Spanish Speaking)</td>
<td>$12,070 20-369</td>
</tr>
<tr>
<td>Speech Pathologist</td>
<td>$12,070 20-370</td>
</tr>
<tr>
<td>Audiology Standing</td>
<td>$12,070 20-371</td>
</tr>
<tr>
<td>Assistant Speech Pathologist</td>
<td>$12,070 20-372</td>
</tr>
<tr>
<td>Assistant Audiologist</td>
<td>$11,857 20-373</td>
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<tr>
<td>Dietician Trainee</td>
<td>$10,857 20-374</td>
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<tr>
<td>Dietitian</td>
<td>$10,857 20-375</td>
</tr>
<tr>
<td>Supervising Dietician</td>
<td>$13,857 20-376</td>
</tr>
<tr>
<td>Stenographer (NYC only)</td>
<td>$8,865 20-377</td>
</tr>
<tr>
<td>Typist (NYC only)</td>
<td>$8,865 20-378</td>
</tr>
<tr>
<td>Senior Occupational Therapist</td>
<td>$12,070 20-380</td>
</tr>
<tr>
<td>Senior Occupational Therapist - (Spanish Speaking)</td>
<td>$12,070 20-380</td>
</tr>
<tr>
<td>Occupational Therapist - (Spanish Speaking)</td>
<td>$12,070 20-380</td>
</tr>
<tr>
<td>Occupational Therapist</td>
<td>$11,337 20-381</td>
</tr>
<tr>
<td>Occupational Therapist - (Spanish Speaking)</td>
<td>$11,337 20-381</td>
</tr>
</tbody>
</table>

For more information about these and other state jobs, contact the state Civil Service Department.
FIRST STOP AT CSEA DAY at Playland in Rye on Aug. 19 was at the ticket desk manned by members of Westchester County CSEA Local 860, the host and sponsor of the event. More than 400 CSEA members, their families and friends attended the twice-rain-postponed event at the county-owned amusement park. At the ticket desk are, from left, Carmine LaMagna, Local first vice president; Grace Ann Aliosi, a co-chairman of the event; Pat Mascioli, Local President; and Linda Peterson.

THREE PRESIDENTS chat about union issues at CSEA Day in Playland including, from left, Region III President James Lennon, Local 860 President Pat Mascioli and Westchester County Unit President Raymond O’Connor.

ELEANOR McDoNALD is a co-chairman of CSEA Day at Playland.

ENJOYING A PICNIC LUNCH at CSEA Day is Linda Wren and her father John.

THE MIDWAY AT PLAYLAND attracted the Batts family. With parents Valder and John are, from left, Adrian, Devona, Andre and Chelsea.

KAY LAMAGNA and TERRY BASIE, below, appear to be having a good time at CSEA Day at Playland.

REACHING ALL THE RIDES at Playland takes quite a bit of walking. Gillian Baillee solved that problem by travelling piggy-back on her mother, Barbara.

HEAD SHOP STEWARD for the Playland employees represented by CSEA is Curlie Bell.
AFSCME gives course on training of shop stewards

ALEXANDRIA BAY — Stewards have always occupied a special and important role in the labor movement. Recognizing the unique responsibilities of stewards, the Civil Service Employees Assn. conducts periodic training seminars for the men and women who fill these key positions. Most recently, CSEA in conjunction with the training and education department of AFSCME conducted a seminar here for instructors who train stewards within the union’s Central Region. The adjacent photos illustrate some aspects of that seminar and provides a glimpse of some of the union members who fill the all-important job of steward/instructor.

AFSCME Educational Representative Bailey Walker, standing, gestures to make a point to instructors’ class recently held at Alexandria Bay to expand Region V Stewards Training Program. CSEA instructors include CSEA Regional President James Moore; Mary Lauzon, President of SUNY at Potsdam Local 613 and Pat Smith, Steward Instructor of Marcy Psychiatric Center Local 414.

LEARNING TEACHING TECHNIQUES were Dorothy Penner, Steward Instructor, Oneida County Local 833; Ralph L. Young, 3rd Vice-President of Region V from Oneida County Local 833, and Claire McGrath, Grievance Chairperson of Syracuse Local 013.

ENJOYING A LIGHTER MOMENT are Delores Herrig, President of Oneida Educational Local 869; Ron Spinner and Richard P. Brown of Jefferson County Local 823 and Marnie Kirchhessner of Tompkins County Local 835.