Olympic work dispute settled

ALBANY — CSEA and the Governor’s Office of Employee Relations have agreed on a solution to a salary dispute that could have derailed the International Winter Olympic Games in Lake Placid.

CSEA President William L. McGowan worked out details of the solution with Meyer S. Frucher, Director of OER after CSEA Region IV President Joseph McDermott and Regional Director John Corcoran complained that the state was paying temporary employees at the state’s job rate while some permanent workers were being paid at lower rates.

The Regional Office complained that 27 employees working on the Olympic project at their normal salary rates were outraged when they learned that the state Department of Correctional Services had hired temporary employees in the same job titles at the job rate.

Inmate workforce creates a ‘powder keg’

ALBANY — Less than three weeks after one of the nation’s worst prison riots left 39 dead in New Mexico, New York State Corrections Department is authorizing inmates to do the jobs of state employees in its prisons, because of staff shortages.

“This policy is outrageous,” said CSEA Executive Vice President Thomas McDonough. “We have just seen how dangerous prisoners can be when they get out of their cells. Now the Corrections Department is not only letting them out, but they’re letting them out to do vital jobs that were performed by state employees, before the hiring freeze took effect.”

Revamped employee counseling resumes

ALBANY — State officials will be phasing in employee counseling programs in Mental Health and Mental Retardation facilities starting February 22, but the counseling will be very different from the abuses of the past, as the result of action by CSEA.

CSEA President William L. McGowan has announced that the Office of Mental Health (OMH) and the Office of Mental Retardation (OMR) will resume counseling, but only within guidelines determined by the union in response to broad abuses of the counseling program in the past.

The problems of the counseling program came to a confrontation early last year when CSEA and the Governor’s Office of Employee Relations squared-off at the negotiating table. The union demanded reform of the system citing numerous abuses of the management program mostly effecting some 30,000 Mental Hygiene Therapy Aides who provide direct patient care at state institutions.

As a result of the union’s demands, OER agreed to reform the counseling process and imposed a moratorium on future counseling by the giant state agencies until problems with the system could be worked out. After months of subsequent discussion, several changes are planned and the reformed counseling system will be phased-in by the state beginning on February 22.

“The problem was that OMH and OMR supervisors were handing out written counseling indiscriminately and inserting them into personnel files,” CSEA President McGowan commented. “They were using this system to abuse and harass our members and we told them it had to be cleaned up. We can’t stop the state from doing these counselings, but there is no way we are going to let them abuse our people with them.”

As a result of the union’s demands, OER Director Meyer Frucher has agreed to several modifications of the old program. In a letter to President McGowan, Mr. Frucher agreed that counseling... is meant to be a positive communicative device, clarifying what has occurred and what is expected. Counseling is non-punitive having constructive goals, such as assisting in employee development or teaching or modifying behavior.”

CSEA Executive Director Joseph J. Dolan, Jr., said that if the Office of Employee Relations can get personnel officials of the Offices of Mental Health and Mental Retardation to accept that kind of philosophy, “They will have made a major stride toward resolving most of the complaints of our members.”

Under the revised plan, a special statewide meeting of top personnel officials of OMH and OMR is to place in New York City in the presence of union observers. Martin J. Langer, CSEA’s representative to the labor-management Committee on Work Environment and Productivity has been designated by President McGowan as CSEA’s observer at this meeting. At the session, field personnel officers will be instructed as to the reforms.

Field personnel officials will then conduct meetings at all OMH and OMR facilities in the near future — in the presence of CSEA appointed Local observers — to instruct facility managers on how to use the reformed procedure. As the facility training is completed, the moratorium at the facility will be partially lifted. All supervisors who choose to counsel an employee in writing can do so, but only after consultation and approval from one of the facility managers. At “problem facilities" more intense procedures will be used to stop abuses. This “clearance procedure" will remain in effect until the former abuses are stopped.

In his letter to President McGowan, Mr. Frucher stated, “Any guidelines and position statements on counseling will be drafted in a sufficiently broad fashion so as to respond to the concerns already raised by CSEA. Additionally, our intention is to carefully monitor counseling in conjunction with OMH and OMR in order to provide for the effective transition from the moratorium period and to minimize the types of problems that led to it.”
New officers installed, retirees are honored

NEW YORK CITY — Approximately 400 persons turned out for the recent installation dinner dance of the officers of Staten Island Developmental Center (SIDC) CSEA Local 429 in Queens.

The officers installed were: Felton King, president; Tyrone Daniels, executive vice president; John Jackson, first vice president; Roy Hargrove, second vice president; Michael Hicks, third vice president; Barbara Farrell, fourth vice president.

Irene Brandt, recording secretary; Gloria Wilson, corresponding secretary; Geri Bell, treasurer; Irene Hillis, assistant treasurer; Walter Taylor, institutional representative; Sal Gugino, operational representative; and Ruth Delaney, administrative representative.

Local President Felton King presented awards to three members for outstanding service to the local: Ms. Hillis, a member of the local for 29 years who has held all offices in the local; Daniels and Blanche Jackson.

The dinner-dance also was held to honor 156 recent retirees of SIDC of which a number attended the installation.

The installing officer was Region II President Jimmy Gripper. Also speaking at the installation was SIDC Director Elin Howe and Region II Director George Bispham.

The local dinner dance committee was headed by Rose Platt, chairman, and Tina Rogers, co-chairman. Master of Ceremonies was Otis Daymond.

STATEN ISLAND DEVELOPMENTAL CENTER LOCAL 429's installation dinner dance officers and speakers include, from left, (standing) Region II President James Gripper, Region II Director George Bispham, First Vice President John Jackson, Institutional Representative Walter Taylor, Executive Vice President Tyrone Daniels; Second Vice President Roy Hargrove; (sitting) Assistant Treasurer Irene Hillis, President Felton King, SIDC Director Elin Howe, Treasurer Geri Bell, Fourth Vice President Barbara Farrell and Administrative Representative Ruth Delaney.

Interpretation agreement ok

WASSAIC — The signing of the first set of comprehensive agreements on the interpretation of the CSEA-State contracts at Wassaic Developmental Center (WDC) between Local 426 and management occurred Feb. 1.

CSEA Field Representative John Deyo said the agreements are designed to address two problems: The contracts are broadly written to apply to vastly different State operations — 24-hour, seven-day-a-week hospitals to days only, five-day-a-week operations.

Middle management in different buildings at WDC was giving different interpretations to the same part of the contract.

Deyo said negotiations are continuing to reach agreement on interpretation of other parts of the contracts.

The agreements include the areas of seniority, sick leave and employee confidentiality.

Stevens boycott

MINEOLA — Nassau County CSEA Local 830 President Nicholas Abbatiiello has written to Macy's Department Store Chairman of the Board Edward Finkelstein, inquiring into the store's position regarding the sale of J.P. Stevens products.

The officers of the local, Civil Service Employees Assn., are writing to the management, George Wilcox, Local 426; Helen Connally and Jacob Thomas, both management; Daniel Daniels, executive vice president; Edward Finkelstein, inquiring into the store's position regarding the sale of J.P. Stevens products. The letter reads:

"As Chapter President of the largest local, Civil Service Employees Association Inc. in the State of New York and as a Vice President of the Long Island Federation of Labor, I have been mandated by thousands of our membership to communicate with you."

I am writing to express the concern of our members who shop at Macy's on Long Island. Our members were very concerned to learn that the store is selling J.P. Stevens products.

"We cannot understand how a company like yours can continue to sell merchandise manufactured by a company who continues to exploit its workers.

Parking lot dispute over

SCHENECTADY — A year and a half of battling with Schenectady City management for off-street parking ended for city hall employees last week when the city dropped its court appeal which objected to a Public Employment Relations Board arbitrator's ruling that it must provide a parking lot.

The fight began in July, 1978 when then-new city manager Wayne Chapman ordered the closing of a lot between Jay and Union Streets, which the employees had been using for eight years based on directives from a previous manager. Chapman said the lot would be repaired and opened for the use of employees, downtown shoppers and students on a first come, first served basis.

The Civil Service Employees Assn. objected to this move and took the matter to PERB when employees complained they had to arrive at work as much as an hour and a half early in order to get a space, and even then most had to park elsewhere.

PERB Arbitrator Louis Saltkever responded with an order for the city to negotiate a plan, with the CSEA, to provide employees with 60 off street spaces, within two blocks, of city hall and with signs prohibiting outsiders from using the spaces.

The city then offered to put chains on two of the lot's three entrances between the hours of 6:30 and 8:30 a.m., but the CSEA rejected the proposal, saying this still did not allow the majority of the employees to obtain parking.

"The proposal is not within the text of the arbitrator's ruling," said Schenectady City Hall CSEA Unit President Edward Kearney at the time.

The CSEA took the matter to the supreme court in May 1979, nearly a year after the battle first began, where in October a judge ordered the city to comply with the PERB decision.

The city appealed the Order in October, but has since announced it has dropped the appeal and would turn the lot over to the employees.

Calendar of EVENTS

FEBRUARY

23 — Region VI meeting, 10 a.m., Buffalo Convention Center, Buffalo.
25 — Long Island Region I delegates meeting, Musicar's, Melville.
29-March 2 — Region V Conference, Hotel Syracuse, Syracuse.

MARCH

1 — Babylon Town Unit of CSEA Local 827, second annual dinner-dance, 9 p.m., Musicar's, Walt Whitman Road, Melville.
6 — Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
9-11 — Delegates meeting, Albany.
19 — Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 955 Washington Street, Peekskill.

APRIL

2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.

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**MH employees being assaulted every day**

By Bill Butler
Staff Writer

WEST BRENTWOOD — Assaults by patients against employees occur at a one-a-day clip in the mental hygiene and mental retardation institutions on Long Island, according to a report issued by Danny Donohue, president of the CSEA Mental Hygiene Presidents Council, and Billy Chacona, president of the Pilgrim Psychiatric Center CSEA Local.

"Employees have little protection because of the lack of staff," the two CSEA leaders declared.

Their report followed three serious assaults within the past month at Pilgrim Psychiatric Center.

"Many of the assailants have discharged firearms," Chacona said. "The injuries sustained by the employees have included lacerations, bruises and fractures." The two local leaders also reported that several assaults were being handled by the police and the District Attorney's Office.

As a result of the report, the CSEA Mental Hygiene Presidents Council recommended that the CSEA Mental Hygiene Service Employees Association (CSEA) be recognized as the sole bargaining agent for all mental hygiene and mental retardation employees.

The recommendation was to be presented to the CSEA Executive Board for approval.

"We have been working closely with the CSEA Mental Hygiene Presidents Council and the CSEA Mental Hygiene Service Employees Association (CSEA) to ensure that all employees receive fair and equitable benefits," said Donohue.

"We believe that the CSEA Mental Hygiene Presidents Council and the CSEA Mental Hygiene Service Employees Association (CSEA) are the appropriate bargaining agents for all mental hygiene and mental retardation employees on Long Island," he added.

**Union succeeds in overturning Saratoga job cuts**

SARATOGA SPRINGS — A vote by members of the Saratoga Springs City Council in early January to eliminate the positions of four city fire dispatchers from the budget has been overturned by pressure from the Civil Service Employees Association.

The Council had informed the dispatchers that they would be charged with improper practices and civil service law violations for their actions.

"We are pleased that the Civil Service Employees Association has been able to overturn the Council's decision," said Donohue. "We believe that the dispatchers are doing an excellent job and deserve to keep their jobs." The Council had informed the dispatchers that they would be charged with improper practices and civil service law violations for their actions.

"We are pleased that the Civil Service Employees Association has been able to overturn the Council's decision," said Donohue. "We believe that the dispatchers are doing an excellent job and deserve to keep their jobs."
OCA workers may appeal classification

Albany — Court employees who want CSEA’s help in appealing their jurisdictional classification, title, Civil Service status and/or pay under the 1979 Office of Court Administration classification plan, must call consultant Joseph Watkins at the CSEA research department as soon as possible.

Mr. Watkins can be reached c/o Research Dept., CSEA, 33 Elk St., Albany, N.Y. 12207.

The OCA has begun sending appeals forms to employees who requested them. Such employees have 30 days from the date of their receipt to fill them out and mail them back to OCA. Mr. Watkins will assist any court employee in completing the appeals form, but he notes that, because of the deadline, his help must be sought immediately.

CSEA has asked OCA for a list of those who requested the forms, but as of Public Sector press time, the union had still not received that list.

The OCA plan, which determines the classification, title, status and pay of court employees throughout the state, is available in all court locations.

"IT HAS POSSIBILITIES, BUT..."

Answer the Census

We’re counting on you.

Why the 1980 census is important to you!

APPORITIONMENT OF CONGRESS

If everyone in New York State is not counted, we could lose up to FOUR seats in the House of Representatives. The big losers may be members with good COPE records and that means labor could have less influence in Congress.

STATE LEGISLATIVE BOUNDARIES

Our State legislative districts are dependent on population totals to insure fair representation. New York will use the census to redraw our legislative districts, and many cities will use the figures to redraw the election district boundaries of local representatives.

FEDERAL AID PROGRAMS

The number of New Yorkers counted determines the amount of federal money allocated to our state for economic development, public works jobs and job training programs as well as funds for education, health care and housing.

PLANNING AHEAD

Without accurate information, our communities cannot plan for future needs. The census will give us facts to determine the need for new highways, schools, water plants and fire and police stations. Answering the census is an investment in the future of New York State.
Coincidental with the start of the new year and the subsequent arrival in Albany of state lawmakers for the current legislative session, legislative activity by The Civil Service Employees Association increased noticeably. That is to say, it became much more visible to the rank-and-file union member at about that time. But in the background, out of general view, activity was a constant thing in preparation for the current legislative session ever since the previous session ended months ago.

When CSEA unveiled its 30-point legislative package for 1980 with a series of information meetings throughout every region during January, it represented the result of efforts over several months by members of the union's statewide and regional Legislative and Political Action Committees, the union's Legislative and Political Action Department, lobbyists, attorneys, officials and others.

Last week, The Public Sector outlined each of the 30 legislative proposals being pushed by CSEA, proposed bills which CSEA President William L. McGowan described as "bread and butter proposals". This issue we are publishing, on pages 5, 6 and 7, a message of interest concerning those proposals by the chairman of the Legislative and Political Action Committee, along with articles and photographs illustrating just some of the many activities by the union related to the 1980 package. Throughout the coming weeks, The Public Sector will publish status reports on these bills as they progress through the legislative process.

A message from the chairman

CSEA MEMBERS:

As we begin the 1980's, it is appropriate to reflect on our legislative history of the last decade.

The 1970's saw landmark legislation affecting public employees. For the first time, public employees had their scope of bargaining reduced when retirement benefit negotiations were suspended. Then, pension reform legislation was passed, creating separate retirement plans for public employees in New York State. Legislation was introduced to change the entire merit system which, in essence, challenged the concept of merit and fitness in public employment. In addition, legislation copying the California Proposition 13 concept was introduced, stating that tax caps were necessary and that public employees should be the victims of such tax caps.

On the positive side, the Taylor Law was amended to allow public-safety employees to have a method of dispute settlement. Our own Agency Shop Legislation was a landmark in public sector union history. And for the first time since the Taylor Law was enacted in 1967, part of the strike penalty provision was removed.

These changes give us an indication of the broad range of public-employee legislation that passed in the 1970's. What can we look for in 1980?

We must be aware that the economy of the nation and of New York State will cause considerable problems for the public employee in the next decade. Assaults on the public employee will increase. Campaign platforms for, "more efficiency in government...", "...less government," will mean loss of job protection and fewer jobs. The closing of the budget gap could take a serious toll on the number of public employees on the payroll in the 1980's. These should be warning signals of the necessity for public employees to be alert. These, and others that we may not have heard of yet, should be storm warnings for the 80's.

Legislation must be secured that will guarantee employees a safe and healthy work place, a fair day's pay for a fair day's work, equal rights at the bargaining table, and more job security and dignity will be as threatened as it will be in the upcoming decade. But if we stand united, our record gives us reason to look forward with optimism to the legislative battles that lie ahead.

Fraternally yours,

Joseph Conway
Push is on for legislative ok of union's 1980 proposals

January and February have been extremely active for the CSEA's 1980 legislative package, and the people most closely associated with this program are concerned.

Chief CSEA lobbyist Stephen Wiley, President William L. McGowan, Attorney General Michael Curtilt and Director Legislative and Political Action Bernard Ryan presented detailed discussions about the contents of the legislative package in each of the six regions.

Meetings for regional legislative and political action committee members were held on January 26 in Region II, January 24 in Region IV, January 17 in Region I, January 15 in Region V, January 21 in Region V, and January 25 in Region V.

Additionally, a large number of union activists attended a full day seminar in Albany on February 6 concerning various aspects of legislative activity. And on February 5, also in Albany, the union conducted its annual legislative breakfast program for state legislators, during which the 30 proposals for 1980 were unveiled for the lawmakers. On these pages are photographs showing union activists participating in the legislative action. Additional photographs showing union members participating in legislative action will be published next issue.

Southern Region briefing

Southern Region III legislators in legislative action process included, from left, Region III President James Lemon; Regional Trustee Eleanor McDermott, Westchester County Local 106; President Pay Manzoni; and Region III Legislative and Political Action Director Carmine D'Antonio.

PROPOSED LEGISLATION is discussed at Region III briefing by Alexander Baggi, left, of Mattituck Psychiatric Center Local 112, and Regional Director Thomas Luparello.

DUTCHESS COUNTY LOCAL 105's Ellis Ambers, left, and C. Scott Daniels are shown at the briefing on legislative presentation by Region III.

Western Region well attended

SEARLE A. MEAD, President of Wayne County CSEA Local 103, listens to presentation on CSEA's 1980 legislative package.

BATAVIA — A seminar on CSEA's proposed legislative program for 1980 drew its largest turn out here in Region VII recently. More than 90 interested CSEA members attended the morning meeting held January 30th at the Holiday Inn.

"We are delighted to have this kind of response," said CSEA attorney James Featherstonhaugh, who, together with fellow attorney Steve Wiley, CSEA Director of Legislative and Political Action Bernard Ryan and his assistant Tom Haley conducted the session.

AT METROPOLITAN REGION II meeting in discuss proposed legislation, Region II President Bernard Ryan, right, is shown with Region II Legislative and Political Action Committee Chairman Horace Smith, left.

CSEA LOBBYIST STEPHEN WILEY describes the union's proposed legislative agenda to members attending a recent briefing meeting at Region I's Albany Capitol Region Office. At left are Caswell Bricker and Joseph Riley.

DISCUSSING CSEA'S 30-POINT LEGISLATIVE PACKAGE during CSEA's annual Legislative Breakfast for legislators are, from left, Nick Abbatiello, CSEA Capital Region President Joseph McDer-mott; Michael Curtilt and Robert Kilterman. Abbatiello, Curtin and Kilterman are all members of CSEA's Statewide Legislative and Political Action Committee.
Editor's note: This is another in a series of reports concerning activities within each of CSEA's six regions. Similar reports covering each region will be published periodically. This particular report is the result of an interview of CSEA Region I President Irving Flaumenbaum by Public Sector Associate Editor Gerald Alperstein.

HAUPPAUGE — Keeping the members of CSEA's largest region Long Island Region I — informed about what is going on in their union is one of the highest priorities of its regional president, Irving Flaumenbaum.

SUFFOLK EDUCATION LOCAL 870 President Walter Weeks, left, discusses problems with, from left, Region I President Irving Flaumenbaum, Region 1 Director William Griffin and Field Representative Irwin Scharfeld at a meeting in the local's office in Ridge.

Below, MEETING AT THE SUFFOLK COUNTY OFFICE BUILDING in Riverhead are, from right, Long Island Region I President Irving Flaumenbaum, Riverhead County Unit President Jo Ann Fleischman, County Clerk Arthur J. Felice (sitting), Suffolk County Local 832 Executive Vice President Robert Kolterman, Director of Real Property Thomas J. Ray and Chief Deputy County Clerk Edward Hines.

Car pooling

MINEOLA — Nassau County CSEA Local 830 President Nicholas Abbatiello is pleased with the efforts of the county in the establishment of a computerized car pooling program.

"This program saves our members money and saves energy," Abbatiello said.

In August 1979, county employees interested in the program were given the opportunity to fill out a computer card with the appropriate information.

On Jan. 9, 1980, County Executive Francis T. Purcell announced that more than 4,000 employees indicated an interest in the program and each county department has been provided with a list identifying employees with similar driving patterns.

Region I has approximately 47,000 members, and when agency shop and nonmembers are included the total is almost 60,000, Flaumenbaum said.

"Servicing our members is a tremendous job for our office and field staff operating from our offices in Amityville and Hauppauge," he said.

To increase the flow of information with the members, Flaumenbaum said a number of meetings are being planned, including:

— A regional conference for April 7-9 at Gurneys Inn in Montauk.

— The first CSEA regional safety and health workshop was held in Hauppauge on Jan. 26.

— A second safety workshop and workshops for mental hygiene and school employees are being planned.

Flaumenbaum also said Field Representative Ron King has recently joined the regional staff. King transferred from CSEA Central Region V.

Another planned meeting will be for region delegates in preparation for the March 9-11 CSEA Delegates meeting. The meeting will be Feb. 25 at Musicares in Melville, Flaumenbaum said.

"The region is unhappy over the treatment accorded our mental hygiene members with the rumors of institutions closing."

"The region is fighting proposed reductions in state staffing in mental hygiene, DOT, parks, universities and other agencies in cooperation with CSEA headquarters."

"In the institutions, we're fighting for the patients as well as for our members," Flaumenbaum said.

He said CSEA and AFSCME are working together to fight the proposed reductions. Flaumenbaum is an AFSCME international vice president.

As has previously been reported in The Public Sector, Flaumenbaum proposed making Martin Luther King Day, Jan. 15, a legal holiday.

He said AFSCME International President Jerry Wurf since has told him AFSCME has been in support of it since Dr. King's death in 1968.

"We've got to re-activate the effort," Flaumenbaum said.

Region I Director William Griffin said the entire regional staff attended a one-day seminar on the Employee Assistance Program (EAP) on Jan. 25. The seminar was conducted by EAP Representative Arne Wipfler. EAP is part of the CSEA-Slale contracts.

Promotion exam rescheduled

MINEOLA — Persons who took the Nassau County Clerk-Typist II promotional examination in Room 254 of Mineola High School on Oct. 28, 1978, can take the examination over, according to Nassau County CSEA Local 830 Parks and Recreation Unit President Thomas Gargiulo.

Gargiulo urged those involved to contact the Local 860 office in Mineola (582-3229).

The opportunity to be re-examined was the ruling by State Supreme Court Justice J. Burke in a Jan. 28, 1980 decision.

Nassau County, however, can appeal Justice Burke's decision, Local 830 President Nicholas Abbatiello said.

Those persons taking the examination in Room 254 had been given improper instructions regarding the number of questions they were required to answer, while persons taking the examination other than in Room 254, were given the correct instructions.

Nassau County, in addition to having to decide whether to appeal the ruling, must decide whether every person who took the examination on Oct. 28, 1978, must be retested.

CSEA Local 860 was represented in the case by Regional Attorney Richard M. Gaba.
EAP program
set up for OGS local

ALBANY — Representatives from the State Office of General Services Local of the Civil Service Employees Assn. and OGS management have finalized plans for the establishment of an Employee Assistance Program to seek professional help for employees who have alcohol, drug or other medical/behavioral problems.

The program, according to Earl Kilmartin one of three CSEA representatives on the EAP committee, will go into effect sometime before July 1, 1980.

Through this program, state and union officials hope to aid employees in recognizing, at the earliest possible stage, problems that could affect job performance and safety and to motivate them to seek help. After undergoing initial treatment through the EAP, employees will be given further support through periodic follow up and referral, if needed.

Kilmartin noted that any information given by an employee participating in the program will be kept strictly confidential and job security or promotional opportunities will not be jeopardized by participation.

A neutral program coordinator to be appointed by the committee will oversee the operations by working directly with employees and outside agencies. The coordinator cannot act as a counselor.

The EAP committee, which is composed of CSEA representatives Leroy Holmes and Cosmo Lembo, in addition to Kilmartin, and state representatives Mary Valentino, Art Beaudoin and Nancy Shene, is in charge of establishing EAP policies and periodically reviewing the effectiveness of it.

Any diagnostic and treatment services utilized by the program will be selected and evaluated by the committee and the coordinator.

CSEA shop stewards and OGS supervisors will be asked to inform employees of the availability of the EAP and to recommend they use it.

The Employee Assistance Program (EAP) in Region III on Jan. 25 are, from left, (standing) Field Representative Flip Amodio, EAP Representative James Murphy, (sitting) EAP Director John Quinlan, Southern Region III Director Thomas Lapoioello and Region III President James Lenox. EAP started in Region III and is now a statewide program.

MEETING IN WHITE PLAINS TO DISCUSS the Employee Assistance Program (EAP) in Region III on Jan. 25.

CSEA'S NEWLY-APPOINTED STANDING EDUCATION AND TRAINING Committee held its first meeting of the new year recently at CSEA headquarters in Albany. Reviewing the final draft of the shop stewards' manual were, from left to right: John Weidman, vice chairman of the State Executive Committee; consultant Celeste Rosenkranz, Karen E. Mesier, Rensselaer County Unit president; Mary R. Lauzon, chairperson; Thomas B. Quinlan, CSEA's Director of Education and Training; Jerry Frieday, secretary of Local 562; Loretta C. Redwell, president of Local 600; Larry Naich, president of Local 160; Lou Nayman, president of Local 853; and Stella Williams, president of Local 351.

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

NEED HELP?
Call E A P

William L. McGowan
President, CSEA

John C. Quinlan
Director, EAP

1-800-342-3565

The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly CONFIDENTIAL.

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### State Open Competitive Job Calendar

**Filing Ends February 25, 1980**

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<th>Title</th>
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<tr>
<td>Automotive Facilities Inspector (Spanish speaking)</td>
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<td>Canal Structure Operator</td>
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<tr>
<td>Public Buildings Manager</td>
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<td>Rehabilitation Counselor, Trainee</td>
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<tr>
<td>(Spanish Speaking)</td>
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<tr>
<td>Optician</td>
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<tr>
<td>(Spanish Speaking)</td>
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<td>Archivist I</td>
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<tr>
<td>Archivist II</td>
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<td>Archivist III</td>
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<tr>
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<td>Rehabilitation Therapist, Chief</td>
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<td>Recreation Therapist, Head</td>
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<td>Mental Hygiene Education Program Coordinator, Assistant</td>
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<tr>
<td>(Spanish Speaking)</td>
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<td>Industrial Training Supervisor</td>
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<td>(Spanish Speaking)</td>
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<tr>
<td>Physical Therapist</td>
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<tr>
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<td>Audionologist</td>
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<td>Assistant Speech Pathologist</td>
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<td>Assistant Audiologist</td>
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<td>Dietician</td>
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<td>Dietitian</td>
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<tr>
<td>Supervising Dietician</td>
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<tr>
<td>Stenographer (NYC only)</td>
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<tr>
<td>Typist (NYC only)</td>
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<tr>
<td>Senior Occupational Therapist</td>
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<tr>
<td>Occupational Therapist (Spanish Speaking)</td>
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</table>
| CSEA Safety Hotline

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

**800-342-4824**
Staff/patient ratio shrinking while sculpture garden grows

By Dr. Gerald Alperstein
Associate Editor

NEW YORK CITY — "You can't tell a book by its cover" was never more true than at Manhattan Psychiatric Center on Wards Island. While 105 pieces of modern sculpture decorate the grounds outside the mental facility, patient care continues to deteriorate, CSEA Metropolitan Region II Director George Bispham has charged.

He said since Dr. Gabriel Koz became director of Manhattan PC approximately two years ago, the Sculpture Garden, as it is called in official brochures, has grown while patient/staff ratios have declined.

According to statistical information Bispham has received, between December 1978 and December 1979 the Manhattan PC patient/staff ratio declined from approximately 1:0.6 to 1:0.5. These statistics include direct care staff in grades 7-15.

When registered nurses are included the ratio drops from 1:0.8 to 1:0.6, Bispham's statistics showed. "These decreases have come in spite of the Morgado memorandum which said the State would work towards a 1:1 patient to staff ratio," he said.

CSEA Field Representative Bart Brier said he believes Manhattan PC has the lowest patient staff ratio in New York State.

Bispham's statistics showed that from December 1978 to December 1979 the patient population declined only 73, from 1,348 to 1,272. The direct care staff dropped 185, from 811 to 626, and the nursing staff decreased by 106, from 199 to 99.

The shortage of staff may have something to do with a number of patients observed outdoors on a recent January morning in shirtsleeves, Bispham said.

He said it was hard for him to believe that in spite of inflationary price increases, Manhattan PC was able to cut its food per patient cost almost in half between 1978 and 1979.

Bispham's statistics showed the food per patient cost in 1978 as $463 and in 1979 as $237.

While patient care appears to have deteriorated, the Sculpture Garden has grown.

The official brochures also identify the Manhattan PC Public Information Department as the place to call for the two tours of the Sculpture Garden. "The tour on cassette tape is available by appointment only through Manhattan Psychiatric Center's Public Information Department... This SCULPTURE GARDEN project is made possible through the collaborative efforts of Manhattan Psychiatric Center..." the brochure said.

Bispham asked: "I question the propriety of state employees being engaged in such cultural activities on state time. In addition to the public information employees, I wonder if there are other employees engaged in activities relating to the Sculpture Garden?"

The whole specter of alleged deteriorating patient services and the growth of the Sculpture Garden brought a number of questions from Bispham, including:

• Has the state paid for the sculptures?
• Has the state paid for insurance on the sculptures?
• Are state employees maintaining the sculptures?
• Is there any connection between the presence of the sculptures and the declining patient staff ratio?
• Is there any connection between the sculptures and the drastic reduction in food per patient cost?

Brier has some thoughts about security at Manhattan PC. "During the last two years, I have been informed that the security staff at Manhattan Psychiatric Center increased from 18 to 69 persons and a gatehouse was constructed. "In spite of these additional security measures, Manhattan Psychiatric Center has the worst record in New York State mental institutions for patients escaping — walk aways.

"The New York Times recently reported that Manhattan Psychiatric Center patients accounted for more than one in six of all walk aways at all New York State psychiatric Centers. "I wonder whether increased security personnel and the gatehouse are for patients or for the sculptures?" Brier said.

Manhattan Psychiatric Center CSEA Local 413 President Ismael Lopez and Grievance Chairman Mohamed Hussein find one aspect of the presence of the sculptures on the Manhattan PC grounds incongruous.

While the sculptures have sprung up on the center's grounds in the last two years, so has a garbage dump, in one corner of the grounds, which Lopez said is rat infested.

CSEA FIELD REPRESENTATIVE Bart Brier stands next to one of the modern sculptures on the Manhattan Psychiatric Center grounds. Brier wonders whether center security is devoting its resources to the patients or to the sculptures.
Notice: nomination procedure to elect delegates to 1980 AFSCME convention

Delegates to the AFSCME Convention to be held in Anaheim, California from June 9 to June 13, 1980, will be elected from members in good standing of CSEA as of February 1, 1980.

Delegates will be elected on a Regional basis. Each CSEA Region will elect the number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. Based on the formula set forth in the AFSCME Constitution, the following number of delegates will be elected from the six CSEA Regions:

Region 1—56  Region 4—38
Region 2—24  Region 5—35
Region 3—35  Region 6—35

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

Nominations Procedure

Any member in good standing as of February 1, 1980, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 1, 1980 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at a meeting to be conducted in each Region on Saturday, March 1, 1980. The meeting will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated for delegates from a particular Region must be members of that Region and be nominated by members from that Region.

Persons nominated need not be present at the nomination meeting.

A qualified member may nominate as many candidates for delegate as he/she desires, not to exceed the total number of delegates to be elected from his/her particular Region.

To make a nomination, the nominator must provide the name, address, social security number, and work location of the nominee. In order to assist in the nominating process it would be beneficial if each nominator presented a list of nominees at the meeting containing the necessary information.

A person who is nominated more than once may have his/her name appear on the ballot only once. If nominated as part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Each nomination must be seconded by a qualified member at the time the nomination is made.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Nomination Meeting Locations

All meetings will be held on March 1, 1980 at the following locations and times.

Region I — Holiday Inn, Long Island Expressway Exit 55, Hauppauge, L.I., 10 a.m.
Region II — 9th Regional Armory, 125 West 14th Street at 6th Avenue, Manhattan, 2 p.m.
Region III — Holiday Inn, Route 17K, Newburgh, 10 a.m.
Region IV — Knights of St. John Hall, Washington Avenue Extension, Albany, 10 a.m.
Region V — Hotel Syracuse, 500 S. Warren Street, Syracuse, 10 a.m.
Region VI — Holiday Inn, 200 Oak Street, Batavia, 10 a.m.

Elections Procedure

Ballots will be mailed to members sometime between April 1, 1980 and April 15, 1980.

In accordance with the AFSCME Constitution, returned ballots will be counted no earlier than twenty (20) days after mailing date.

Nominees will have the opportunity to campaign from the time they are nominated until the ballots are counted.

In accord with Federal law, candidates desiring to mail campaign material may utilize the facilities of CSEA, Inc., 33 Elk Street, Albany, NY for the purposes of labeling and mailing. Expenses for these processes will be borne by the candidate and paid for in advance.

Ballots will be prepared, mailed and counted under the supervision of the CSEA Election Committee.

Candidates or their observers are entitled to be present during the addressing, stuffing, mailing, pickup and tabulation of the ballots.