ALBANY — CSEA lobbyists were working hard last week to get enough support in the state Senate and Assembly to enact “grandfather” protection for union members working in state Judicial Districts 3 through 9. Senate Bill 7607-A and Assembly Bill 8946 would provide immediate and permanent competitive class status to CSEA represented court employees in those Judicial Districts when an employee has occupied a provisional position for more than one year. The legislation would affect formerly local government employees merged into the state court system under the court reform program of 1976 as well as employees in the state judiciary unit.

Several years ago Gov. Hugh Carey proposed a court reform program that brought municipal and county court employees into the state court system. Yet several years after this transition had occurred, a vast number of the merged employees had not been given competitive examinations, in part because of lengthy delays in implementing a classification system. Similar problems occurred for court workers in the state judiciary unit.

As a result of these problems, a situation has developed in the state’s Third, Fourth, Fifth, Sixth, Seventh, Eighth and Ninth Judicial Districts in which more than half of the employees in these districts are provisional.

CSEA told the Legislature that giving competitive examinations now would effectively penalize the employees who have been working in provisional positions for so long and who would receive no credit for the enormous experience that they accumulated. The union also cited the mass confusion that could occur in the courts if wholesale staff changes occurred as a result of the testing.

The two bills would provide for immediate and permanent competitive class status for court employees who have served in their present positions for at least one year. As the Legislature itself notes, many of the employees involved have served, “... more than five, and up to ten years in their positions, (and) that the vast majority of present incumbents, by their training and experience in their positions have acquired invaluable expert knowledge and skill in the performance of duties in the administration of the court systems...”

CSEA introduced similar legislation last year which was enacted by the Senate and Assembly but later vetoed by the Governor.

NOMINATION MEETINGS to determine candidates for election as CSEA delegates to the AFSCME Convention scheduled in June in California were held in all six CSEA regions on March 1. Among those attending the Region IV meeting in Albany were, from left, Bob Foley, Ron Premo and Leroy Holmes. Additional information and photos of meetings around the state will be published in future editions.

Delegate election set

ALBANY — Phase One of CSEA’s program to provide elected representation to the AFSCME International 1980 Convention was completed March 1 when six Regional Nominating Sessions were held around the state to begin the election process.

CSEA this year will send its first elected delegation to an AFSCME Convention.

This year CSEA will have a full delegation of 223 elected representatives who will go to the biennial convention to provide CSEA input into the International’s constitutional and policy making process.

The election of AFSCME delegates by CSEA is regulated by the federal Landrum-Griffin Act which regulates union practices in International unions. This federal statute and CSEA’s normal election procedures will assure an open and honest election process.

Each Region held nominating meetings March 1 as Phase One in the election process. Each Region will elect a certain number of delegates from within the Region based on the total number of CSEA members in that Region.
NEWLY ELECTED OFFICERS of Judiciary Region 5 CSEA Local 334 were sworn in recently in Syracuse. From left are President Geraldine Berson, Treasurer Marian Brooks, Vice President Patricia Sacco, Lorraine Miller, standing in for Secretary Kenneth Bailey, and Claire McGrath, who administered the oath of office.

Regional staff employees seminar conducted within Western Region

CHEektowaga — Staff members from across the 14-county Region VI area gathered recently at the Holiday Inn here for a two-day seminar covering a variety of topics. Regional Director Lee Frank directed sessions on contract language for agency shop, negotiating and grievance procedures and the standardization of files. Arne Wipfler, of the Employee Assistance Program staff, presented a session detailing the program.

Attending the seminar were Collective Bargaining Specialist Danny Jinks, Field Representatives Tom Christy, Bob Young, Vince Sicari, Tom Pernido, Charlie Bird, Mark Higgins, Ray Ducharme and Mike Painter, and Organizer Bob Massey.

Employee reinstated, receives full back pay

NEW YORK CITY — John LaSand, the motor vehicle operator at Brooklyn Developmental Center (BDC) who was illegally terminated on Jan. 9, 1980, returned to work with full back pay on Feb. 19, 1980, Metropolitan Region II Director George Bispham has announced.

Bispham said LaSand received a telegram on Feb. 14, informing him of his reinstatement. When he reported to work on Feb. 19, he received papers informing him of permanent status in his job and of $1,600 in back pay, Bispham said.

LaSand was terminated by BDC Director Thomas Shiritz as though the motor vehicle operator was a probationary employee who was not entitled to due process protection even though he met the qualifications for permanent job status.

CSEA filed the appropriate legal actions to protect LaSand's rights. His reinstatement came before any of those actions reached the hearing level.

"CSEA again served notice on management that we are not going to let them get away with violations of the contracts," Bispham stated.

LaSand had been terminated for causing damage to a truck he was ordered to drive after he informed his supervisor he did not have the legal license to drive the truck and it was out-of-title work.

John LaSand, right, was illegally terminated from his job at the Brooklyn Developmental Center, but has been reinstated with back pay after CSEA initiated action in his case. He is shown discussing the situation with CSEA Metropolitan Region II Director George Bispham.

Capital Region program is set

ALBANY — "Practical Experiences With Grievances," phase two of a three-part educational program, gets underway in the Capital Region of the Civil Service Employees Assn. on March 15 from 9 a.m. to 3:30 p.m. at the Ramada Inn in Albany.

Three other sessions in this phase will be held as follows:

March 29, 9 a.m. to 3:30 p.m. — Holiday Inn, Saratoga Springs
April 12, 9 a.m. to 3:30 p.m. — Ramada Inn, Albany
April 26, 9 a.m. to 3:30 p.m. — Royal Savage Inn, Plattsburgh

Attending one session in each of the three phases will lead to permanent certification as a union representative, says Betty Lennon, chairperson of the Capital Region Education Committee.

For further information call 489-5424.
All out union effort to protect park jobs

Rye — CSEA leadership and staff turned out in force last month to assure the 54 full-time employees at Playland amusement park that the union is working to protect their jobs. Almost all 54 employees attended the meeting.

A cloud over the future of those Westchester County employees was caused by County Executive Alfred DelBello proposing to the County Legislature that the county-owned amusement park be turned over to private management.

Representing CSEA at the meeting were Southern Region III President James Lennon; Westchester County Unit President and Region III First Vice President Raymond J. O'Connor; Westchester County Local 860 First Vice President Carmine LaMagna, who is employed at Playland; Westchester County Unit Business Agent/Chief Shop Steward Carmine DiBattista; CSEA Collective Bargaining Specialist Ronald Mazzola and Field Representative Donald Patrick.

Lennon told those at the meeting the full support of the region and the statewide organization are behind the effort to protect the employees’ jobs. He drove home the point that local newspapers are making a mistake when they refer to the 54 employees as “Playland employees. You are Westchester County employees working at Playland.”

Mazzola said: “We are doing the job we know must be done. We are working towards our goal of protecting you.”

O’Connor said: “Our three main concerns are job security, economic improvements and protection and expansion of benefits. ‘But the bottom line is security for the workers.’”

He explained that the union not only wants to protect the 54 individuals working at Playland but also wants to protect those job lines for the future.

CSEA’s concern is not who is managing Playland but is how does management effect the status of the CSEA members working there, O’Connor said.

Playland is now managed by a politically appointed commission which also has submitted a proposal to the county legislature to expand its powers and not go to private management, O’Connor said.

He said CSEA was in the process of formulating its own proposal for the County Legislature.

Other actions by CSEA include political action on the local level and study of the two Playland proposals in relation to New York State law by the statewide organization and the union’s law firm of Roemer and Featherstonhaugh.

“When DelBello says ‘professional management’ does he mean an individual manager or some large corporation? Would the county and its employees be giving away all their rights?” O’Connor asked.

The importance of the Playland situation with its 54 employees to the entire county unit of almost 6,000 persons was expressed by LaMagna. If they succeed here in Playland, they will try it again somewhere else in the county.

The employees at Playland are involved in a number of jobs, including operation of the ice arena, all types of maintenance and clerical.

“Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards.”

—CSEA President William L. McGowan
Medical insurance plan changes

Q. I understand that the major medical coverage has been raised from $50 a year to $75 a year. Since I'm enrolled in the Statewide Plan, it seems to me that my benefits are being reduced.

A. While it is true that the deductible has been increased by $25 per year, there have also been a number of changes which can result in a substantial increase in benefits. For example:

1. The total amount of benefits available to each enrollee has been increased from $15,000 to $25,000 per year and from $50,000 to $250,000 during the enrollee's lifetime.

2. Prior to January 1, enrollees had to pay 20% of all charges in excess of the deductible. Under the new plan, enrollees will pay 20% on only the first $2,000 in expenses in excess of the deductible(s). This means that the maximum amount an enrollee will have to pay under the major medical program in any calendar year in behalf of any one individual will be $625; regardless of the total amount of claims; or $852 for a family unit.

3. Benefits for out-patient psychiatric care have been increased.

4. Physicians' charges for care of a newborn child up to a maximum of $60 are now covered. Charges are considered covered expenses for major medical claims.

Q. What is the purpose of the "Assignment of Benefits" portion of the major medical claim?

A. By completing the assignment form you authorize the Metropolitan to make direct payment of reimbursement for a physician's or other supplier's charges to that individual as indicated on the form. Its main use would be in cases where the enrollee's charge was so large that it would be difficult for you to pay it before you received your benefit check.

Q. Do I have to use the "Assignment of Benefits"?

A. No. This authorization is provided solely as a convenience. You are free to make any arrangements you wish for payment of your physicians' charges.

Q. If I have a question about my major medical claim, who should I contact?

A. You may now call the Metropolitan Life Insurance Company directly and without cost regardless of where you live by using the following toll-free number:

If you are calling from a telephone in New York State, call 1-800-942-4640.
If you are calling from outside New York State, call 1-800-431-4312.

Q. What happens to my coverage under the CSEA prescription drug program?

A. Your coverage under the CSEA prescription drug program will continue for 28 days after the end of the payroll period in which you lose eligibility for that program. On the 29th day, you will become eligible for the prescription drug benefits of the Statewide Plan or the GHI Option; depending on your enrollment status.

Q. When I received my new Blue Cross hospitalization cards, I noticed that they do not indicate that I have Family coverage. Isn't this going to cause trouble if my spouse or children have to be admitted to a hospital?

A. No. We will accept these cards as evidence that you have Family coverage. This information will then be verified against a Central Enrollment File when the hospital submits a claim to Blue Cross.

Q. I thought that Blue Cross was supposed to pay my medical and board and charges for other hospital services when I was an in-patient in the hospital, but the last time I was a patient I received a separate bill from a radiologist. Why?

A. Ordinarily all x-ray equipment is owned by the hospital and x-ray technicians are employees of the hospital. As a result, the charges, the radiologist, a physician who reads and interprets your x-rays, is now almost always a separate charge, but his/her charges are not covered by Blue Cross, but must be submitted to the Metropolitan or to GHI depending upon your enrollment option.

Q. I'm enrolled in the Statewide Plan but I'm also in a bargaining unit represented by CSEA. How does this affect my coverage for prescription drug charges?

A. As long as you hold a position assigned to a state bargaining unit represented by the CSEA you are eligible for enrollment in the prescription drug program sponsored by the CSEA, and are eligible for the benefits of the Statewide Plan prescription drug program.
Undercover tour of facility leads to Daily News series

For years now the Civil Service Employees Association has been warning the general public, lawmakers, and anyone who would listen of enormous problems associated with the state's mental health programs. A few years ago the union blanketed the state with an advertising campaign detailing many of those problems. Issue after issue of The Public Sector have dealt with serious problems of understaffing, underfinancing, low morale, severe assaults upon employees by patients, community problems associated with deinstitution, and many other problems affecting employees, patients and the general public.

Recently the New York Daily News sent newsmen Don Gentile on "an undercover, tour of Manhattan State," What he found and reported upon became a four-part series which appeared in the Daily News on March 3, 4, 5 and 6. The Daily News labeled the series "Psycho City." The Daily News has granted permission to The Public Sector to reprint the series in its entirety. The initial article appears below, and the following three articles are reproduced on pages 6 and 7.

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By DON GENTILE

It is 11 a.m. in the day room of Ward 5B, The Kirby Building, Manhattan State Psychiatric Center, Wards Island. The room is L-shaped. Two hanging plants seem out of place among the 40 mental patients who pace back and forth erratically. A pool table sits unused. On the wall there is a poster for the Laurel & Hardy movie "A Fine Mess."

A patient with a ragged straw hat is reading. The book is "America. History of a Free People." Another patient is siting. He is facing across the room, repeating, "Gonna beat it, gonna beat it, yes, gonna beat it."

A screen emanates from the rear of the day room, back near the pool table. The screen is ignored. The first patient suddenly jumps to his feet and cries out. "Look at my book, look at my book." Then, straightening to attention, he shouts, "Sieg heil, my führer!"

Unfazed by the scene is Sinclair Rudder, a hospital therapy aide, whose difficult task it is to control these 40 patients—whose symptoms range from suicidal to homicidal. He has positioned his tiny desk as the entrance to the day room, and describes his job this way: "I'm a jailer. Therapy? Forget it. All I can do is drug them three times a day and watch them." The scene in Ward 5B mirrors the disordered life in the 42 wards that comprise Manhattan State Psychiatric Center—population: 1,300 mental patients.

Mental hosps turning streets into madhouses

(Continued from page 3)

...six sides should be watching that many patients. It is estimated that 80,000 former mental patients live in squarole at single room-occupancy hotels. Another 6,000 former patients are homeless and wander the streets.

The profiles of many patients who are discharged or escape the watch of some of the suspects accursed in the latest wave of violent assaults on the public and police. But their violent behavior also is obvious inside the psychiatric center. Last year, an estimated 600 hospital employees reportedly were assaulted, raped or murdered. Which only further fuels the question of how those patients are allowed to leave in the first place.

Tomorrow: Who are the targets?
by DON GENTILE

Over a finger and its sagged edges were cutting Hayes' expected. "But my vision is still blurry and my back aches included a broken nose, wrenched back and multiple times provide therapy themselves, are not always promises but no results. They've messed up the mental health system for 50 years and its still a mess."}

by DON GENTILE

"...many of the patients who walk away up Manhattan State's streets."}

by DON GENTILE

"It's a priority for the state," says James Gripper Jr., the union's local regional director. "We've had constant problems with patients who are in and out of the hospital."}

by DON GENTILE

More than one fifth of all people who were discharged from St. Mary's had the violence...
Onondaga ratifies new pact

SYRACUSE — Members of Onondaga County CSEA Local 834 turned out in record numbers March 3 to overwhelmingly approve a 30-month contract calling for salary increases of 7.5 percent in 1981; another 5 percent increase for the first six months of 1982; the restoration of increments; plus an Agency shop Clause.

Tom Murphy, President of Local 834, which represents nearly 3,500 county employees, said 1,329 members voted nearly 2 to 1 to ratify the tentative agreement. The union now must wait for contract approval from the county legislature at its next scheduled meeting in April.

Roger Kane, CSEA Collective Bargaining Specialist, and chief negotiator for the employees, listed other benefits of the new agreement which includes an upgrading of dental coverage for county employees. After September 1, employees will receive full dental coverage, and a family dental plan will begin on a 50/50 basis January 1, 1982.

The new contract also calls for miscellaneous increases in shift differentials, education premiums, mileage reimbursement and meal allowances for employees in some county divisions.

In a comment following the announcement of the ratification, Kane thanked the membership of the local for its interest and patience that aided the committee in reaching the agreement.

I specifically want to praise the members of the negotiating team . . . . Tom Murphy, Sue Smith, Dale King, Jim Bishop, Jim Seton, Don Zimmerman, Don Anguish, Kathy Koppel and Marie Kalbfleisch, for their time and dedication. They did a fine job in helping to hammer out this tentative contract. As with any contract, you never win all your proposals, but this one contains some good benefits, in addition to the three salary increases. In many ways, it tops a good number of other county contracts across the state," Kane said.

Employee Assistance Plan launched at Syracuse DC

SYRACUSE — The Employee Assistance Program (EAP) has been officially launched at Syracuse Developmental Center, according to Santo DeVito, president of CSEA Local 424 at the facility. Representatives of the union, SDC management and community services signed the formal agreement February 19.

In signing the statement, Syracuse Developmental Center joined the rapidly growing number of state facilities and departments to become involved in the EAP, a free, confidential counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse.

Which of these are you?

Which of these are you?

Some share their leaders do and show. Their support their leaders do and show. Some greet new members with a smile. Some do nothing—only take. Some do their best, some help, some make.

Consider, which of these are YOU?

JAMES GRIPPER JR., PRESIDENT REGION No. 2
ALBANY — CSEA is accepting applications for vacancies in Field Service Assistant positions in CSEA’s Regions 2, 3, and 6. The union’s personnel office has announced the positions are under the direct supervision of Regional Directors. They provide services to CSEA Locals and Units in representing the needs of members and acting as the communications link between members and officers.

Field service positions are open

ALBANY — CSEA is accepting applications for vacancies in Field Service Assistant positions in CSEA’s Regions 2, 3, and 6. The union’s personnel office has announced the positions are under the direct supervision of Regional Directors. They provide services to CSEA Locals and Units in representing the needs of members and acting as the communications link between members and officers.

* CSEA Field Representative Thomas Brann explained the collective bargaining agreement and how to file and process grievances.
* CSEA Regional Attorney J. Martin Cornell explained how to protect the rights of workers who have been disciplined or terminated and how to use the CSEA Legal Assistance Program.
* AFSCME Representative Bailey Walker gave some ideas on how to build the strength and membership of a unit or local through critical analysis, planning, delegation of tasks and periodic assessment of progress.

The officers of Rockland County Local 844 are: John Mauro, president; Harry McIntosh, first vice president; Ray Zabarini, second vice president; Agnes Schmoll, secretary; and Sylvia Hoffman, treasurer.
Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

Check your retirement system status

NEW DIRECTORS ON WESTCHESTER COUNTY CSEA Local 860’s Executive Committee are sworn in by Local 860 President Pat Mascioli, right, after their election on Feb. 6 at the executive committee meeting. The new directors are, from left, Ed Carafa, Tony Biasie and Jim Marino.
Legal decisions affect members

ALBANY — Capital Region President Joseph E. McDermott reported on recent legal decisions which will aid the union in future battles involving benefits guarantee clauses and employee bargaining unit determinations, during a recent regional meeting.

In the City of Schenectady, McDermott noted, the new city administration dropped their appeal of an arbitrator's award to CSEA, which directed the City to provide a parking lot for public employees at a specific location. This lot was covered by the employee benefit clause and while employee parking was never mentioned in the previous contracts, the record of administrative involvement in its maintenance, regulation, etc., enabled the arbitrator to support the employees' claim.

In Clinton County, a PERB decision prohibits the fragmentation of the Department of Public Works employees from the county-wide CSEA unit. James Murphy, a representative with the Employee Assistance Program, explained the various services EAP can provide employees. "The press sensationalized the alcoholic treatment aspects of EAP," Murphy explained. "We help public employees with far more problems than just that."

C. Alan Mead, regional first vice president, chaired a portion of the program dealing with Committee reports. Also, region state Locals were updated on aspects of the union involvement in the ongoing parking and asbestos problems within the state.

A lengthy Political Action Committee report was given, followed by a discussion on the New York State evaluation system problems.

REGION IV COMMITTEE CHAIRMEN also include, from left, Political Action Committee Chairman Timothy Drew; Education Committee Chairman Elizabeth Lennon; Women's Committee Chairman June Scott; Auditing Committee Chairman Anthony Muscatiello; Constitution and By-Laws Committee Chairman Barbara Skelly; and County Committee Chairman Jeanne Kelso.

REGION IV SOCIAL COMMITTEE consists of, from left, Grace Fitzmaurice. Chairman Jane Perry, Norma Paige, Harold Meineker and Ronald Lindell.

AMONG THOSE ATTENDING Recent Capital Region meeting were CSEA Field Representative William Lochner, left, and members George Kirkpatrick and Cathy Drexler.
Employee Assistance Program

A new dimension in membership services

A recent seminar at the Quality Inn, Albany attracted nearly 200 CSEA staff and members as well as officials from various state agencies. The seminar was sponsored by the CSEA Employee Assistance Program office, and was held to bring together labor and management for a discussion of the various aspects of the EAP, CSEA structure and the Union's involvement in the program.

CSEA President William L. McGowan stressed the need for the program and the strong commitment of CSEA. "CSEA recognizes the illness of alcoholism is a problem of unions as well as the individual. We strongly support the concept of the Employee Assistance Program."

CSEA Executive Director Joseph J. Dolan outlined the CSEA structure for the participants. "Through the CSEA Employee Assistance Program we are embarking on a new dimension in membership services." He stated further, "... with success ... both the employee and employer will be winners."

EAP Director John Quinn presented an overview of the workings of the program, which is funded by a $187,000 grant from the Division of Alcoholism and Alcohol Abuse. Quinn stated that early identification, a major goal of the program, can stop problems before they adversely affect the employee's job performance. Convincing an employee he has a problem that is affecting his performance and convincing him to seek help is a job which requires a great deal of tact, noted Quinn. "Union people are often more suited for such a task than management," he pointed out.

Robert Ross of the Division of Alcoholism and Alcohol Abuse reaffirmed the position of the State. Ross stated the need for labor and management to join hands is essential in this endeavor.

The keynote speaker at the seminar was John McManus, Assistant Director of Community Services, AFL-CIO, Washington, addressing some 200 seminar participants.

George Meany and his commitment to community services programs such as the CSEA/EAP. Several participants remarked after the speech delivered by McManus that they had been inspired by his talk enough to make sure the program becomes a success on a statewide level.

The afternoon session was divided into mini-workshops. Each CSEA region was used as a workshop base. Facilitation of the workshops came from EAP involved people in the regions. Coordinators, committee members and chairmen of EAP Committees from the regions made up the bulk of the participants. Arne Wipfler, Training Specialist with the CSEA/EAP, stated, "The showing of interest for the program is overwhelming. We hope this seminar will be the first of many meetings that will bring together all the forces in the EAP network."

The CSEA/EAP is located at 1215 Western Avenue, Albany.