A VICTORY FOR STATE WORKERS — CSEA
Statewide President William L. McGowan, lower left
foreground, leads the members of the union’s coalition
bargaining team in a victory sign after team members
met in Albany recently to approve final contract
language in tentative 3-year pacts covering 167,000
state employees represented by CSEA. Ratification
ballots go out to union members affected later this
week.

ALBANY — Copies of exact contract language in the tentative
agreement between the State and CSEA covering the Administrative,
Institutional and Operational bargaining units should be in the
hands of unit members within one week.

Ratification voting April 6-27

ALBANY — Copies of exact contract language in the tentative
agreement between the State and CSEA covering the Administrative,
Institutional and Operational bargaining units should be in the
hands of unit members within one week.

The publication of changes in the
agreements is a requirement of the
union’s Constitution and By-Laws.

Copies of present contract
language and tentative contract
language will appear in the tabloid-
type publication which will begin
arriving at the homes of unit
members this week.

On April 6, CSEA will mail
ratification ballots to regular
CSEA members in the affected
units. Ballots must be returned by 8
A.M. on April 27 to be counted.

Included in the ratification ballot
mailing will be a fact sheet briefly
summarizing the major provisions
of the agreements.

Delegates to meet on April 4

ALBANY — CSEA President William L. McGowan has called a
Special Statewide Delegates Meeting for April 4 to consider
amendments to CSEA’s Constitution and By-Laws necessitated by
decertification of the PS&T bargaining unit.

The 11 a.m. session was scheduled to be held in Chancellors
Hall at the State Education Department Building on Washington
Ave., in Albany. Registration of delegates will begin at 9:00 a.m.

President McGowan said that in addition to amendments to the
Constitution and By-Laws, the Delegates will also discuss the
present schedule for the election of Statewide and Regional Of-
ficers. At press time no agenda for the meeting had been es-
blished.

CSEA upheld as court rep

ALBANY — The Public
Employment Relations Board has dis-
missed charges by the Service
Employees International Union
(SEIU) that alleged that CSEA was
improperly certified as the exclusive
bargaining agent for court employees
in Judicial Districts 3 through 8.
SEIU brought the charges in March
of 1978, after the State’s Unified Court
System recognized CSEA as bargain-
ing agent for the six separate district-
wide units, each of which was created
through a merger of several pre-
existing bargaining units.

One of the merged units cited in
SEIU’s complaint was the City of
Cortland, which had been represented
by “Local 200, SEIU.” PERB hearing
Officer Louis J. Patack found that,
“Although SEIU is an employee
organization, it is not the recognized
or certified representative of any of
the employees mentioned above, in-
cluding those in Cortland.”

As a result of this decision, CSEA
remains the sole, exclusive bargain-
ing agent for the 3,000 employees in-
volved.

Highest court rules in PS&T case — see page 2
McGowan — ‘I only have regrets that now PS&T members will never know the answer’

ALBANY — After more than a year of campaigning, electioneering and litigation, the representation battle for the State’s Professional, Scientific and Technical bargaining unit has finally ended with a decision by the State Court of Appeals denying unit members rights to an investigation of alleged forgeries in the showing of interest that triggered the election.

CSEA officials immediately went to work on details of the complex decertification process to protect the many thousands of local CSEA members in the PS&T Unit.

“We felt we had an obligation to do our utmost to assure the integrity of the representation election process,” union President William L. McGowan commented in reference to the Court decision. “We felt, and still feel, that the employees in the bargaining unit had a right to know for sure, one way or the other, if the forgery allegation was true. Now we will never know that and that is the most unfortunate element of this whole situation.”

President McGowan directed CSEA officials to proceed with an orderly decertification procedure to protect the insurance coverage that presently applies to a vast number of PS&T employees.

Reflecting on the year long battle over representation, President McGowan said that the union had an obligation to both PS&T and all employees to stand in connection with insurance carriers to explore a formula to allow PS&T members to continue their insurance coverage with CSEA should CSEA’s statewide delegates agree to extend such an opportunity to the unit. President McGowan has called a special Union Delegates meeting for April 4 to discuss this issue and others that relate to the PS&T unit and CSEA’s Constitution and By-Laws.

Union officials said the insurance question would be resolved in the immediate future and unit members would not face immediate loss of coverage until further notification.

Meanwhile, CSEA attorneys moved into the Appellate Division of State Supreme Court to attempt to recover dues which have been placed in escrow under terms of a court injunction issued in connection with the PS&T dispute last September. CSEA had been representing PS&T employees in grievance and arbitration proceedings in the interim and lawyers were asking the Court to restore the escrow funds for CSEA to compensate for the services provided.

It was unclear where unit employees stood in connection with future dues deductions and the amount of those deductions.

CSEA members to do its best to ensure the integrity of the electoral process. Just two months ago, the Appellate Division of State Supreme Court had agreed with CSEA’s position that substantial questions had been raised concerning the propriety of the election and that those questions demanded answers which could only be provided by a complete investigation.

“I have no apologies for our long struggle to establish the integrity of the PS&T election one way or the other,” President McGowan concluded. “I only have regrets that now the PS&T members will never know the answer.”

State overturned on 26 job-status changes

ALBANY — CSEA has won a class-action arbitration on behalf of 26 members of the Statewide Operational, Institutional and Professional, Scientific and Technical bargaining units that favorably interprets the “Benefits Guaranteed” articles of those employees’ contracts.

The article says that the State cannot try to diminish any non-contractual benefits provided by the “law, rule or regulation” without prior discussion and negotiations with the union. In the past, this has been interpreted by arbitrators to apply only to cases where actual laws, rules or regulations themselves are changed. But arbitrator Herbert L. Haber has found the article to apply to actions by the State which impair any benefits or privileges granted law, rule or regulation. “There’s a big difference,” said CSEA attorney Michael Smith, who handled the case. “We argued for this broad interpretation, to prevent the state from being able to get around the intent of the article.”

In 1976, the New York School for the Deaf and the New York State School for the Blind unilaterally changed the status of 26 employees from ‘permanent, 10-month’ to ‘seasonal.’ As a result, they lost many of the protections that permanent employees enjoy — such as protections from layoffs. In the case of several Child Care Aides involved, they also lost their right to “inconvenience pay” — that is, pay for working 4 or more hours between the hours of 6 p.m. and 6 a.m. — to which permanent Child Care Aides are entitled. The union filed a grievance.

After the lengthy arbitration process, during which Mr. Smith was aided greatly by CSEA Local President Linda Kingsley of the State School for the Blind, Mr. Haber agreed with the union’s interpretation of the “Benefits Guaranteed” article. He ordered the 26 employees restored immediately to their “10-month, permanent” status. And he directed that the Child Care Aides be repaid in full for the inconvenience pay which they would have received had they been permanent all this time.

Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Arne Wippler, Coordinator of School Affairs, CSEA, 32 ERIK Street, Albany, New York 12201.

Monitoring State aid situation

In recent weeks, many of you received a report on the distribution of state-aid to education for 1979-80. The report, prepared in the CSEA/AFSCME Legislative office, reflects the percentage of the loss or gain for CSEA represented school districts. Approximately 100 of the 400 CSEA represented districts will lose aid under the Governor’s proposed budget. However, the report was prepared from the still-amended version of the Executive Budget. It is anticipated that the budget, once amended, will address the problem of school aid more affirmatively.

We have forwarded copies of the report to all unit presidents adversely affected by the proposed budget. Although we cannot react at this point, we will continue to monitor the situation. It is also suggested you watch how your school district’s budget is developed as it will ultimately affect you.

The Unemployment Insurance issue, at this juncture, remains unchanged. Reports received thus far indicate many of you are filing forms 1 and 2 without any problems. Since the summer lay offs will soon be upon us, I have been conducting training sessions on the unemployment appeal procedure. It is very gratifying for your Coordinator to see so many non-instructionals taking time out of their busy weekend schedule to attend the workshops. It is hoped participants are returning to their respective units and conducting similar workshops. Remaining workshops will be held in White Plains on April 5, Batavia on April 7 and Poughkeepsie on April 21.

Our legislative office is keeping a watchful eye on S.1276 and A.1744 (Unemployment Insurance). As these or any other similar school related bills move, the information will be transmitted to you.

Region meeting

NEWBURGH — All CSEA Southern Region officers and executive board members are invited to a leadership conference from 9 a.m. to 4:30 p.m. April 7 at the Newburgh Holiday Inn. CSEA President Bill McGowan and AFSCME President Jerry Wuri are among the guests scheduled to appear at the program, which is being directed by Robert McEnroe, AFSCME’s Director of Education for New York State.

The conference is free, and lunch will be provided. Only the first 125 persons reserving places, by writing to CSEA Southern Region President James J. Lennon, will be admitted.
Grievance on bomb plan filed by Westchester County Unit

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 has filed a health and safety grievance with the county regarding failure to react properly to bomb threats against two county buildings, Unit President Raymond J. O'Connor said.

O'Connor said the grievance asks the county to:
- Clarify its bomb-threat procedures.
- Initiate training for personnel in bomb-search procedures.

Unit Health and Safety Chairman James Ver-boys, is expected to meet with the county to dis- cuss the grievance, O'Connor said.

O'Connor told the following story:
On March 1, a bomb threat against County Of- fice Building II, 150 Grand St., White Plains, was received. The county's bomb procedures were not followed, and a number of employees were asked to search for a bomb. The employees making the search lacked training in bomb-search.

Many employees evacuated the building on their own and stood across the street where they would have been in jeopardy had a bomb ex- ploded, shattering glass in their direction.

On March 2, a bomb threat against County Of- fice Building I, 148 Martine Ave., was received. The county's bomb procedures were not followed, and maintenance men were ordered to search for the bomb. The maintenance men lack-
ed training in bomb-search procedures.

"Our members are instructed not to refuse work orders from legitimate authority and to grieve later," O'Connor said.

Southern Region holds first multi-unit grievance session

FISHKILL — A "first" for Region III of CSEA took place here recently when a multi-unit "grievance workshop" was held at regional head- quarters.

Initiated by a request from Madeleine Mackey, president of CSEA Local 410 at the Hudson River Psychiatric Center in Poughkeepsie, the workshop drew CSEA members from Local 410, Wassaic Development Center Local 426, and Department of Transportation Local 507.

The session was conducted by Celeste Rosenkranz, chairman of the CSEA Statewide Education Com- mittee, and John Deyo, Region III field representative.

According to Deyo, the program was designed to teach members of grievance committees in the various units the mechanics of procedures, laws and forms of the grievance procedure.

During the day those attending were broken up into a number of small groups and given hypothetical cases to discuss and act upon. "These were based on cases I've handled before," said Deyo. "That way we had some basis for comparing results."

President Mackay said she was "elated" with the results of the seminar, and Deyo said "I think the results were very good — it was very worthwhile."

Hypertension screening for Hudson River PC

ALBANY — The staff of the Hypertension Control Program of Columbia University, under the direction of Dr. Leslie Baer, will conduct a hypertension screening of employees of the Hudson River Psychiatric Center during the month of April.

Civil Service Employees Assn. president William McGowan is urging all Department of Health employees to participate in the free testing programs as they are held at the various developmental and psychiatric centers over the next several months.

According to Dr. Baer, these employees are more prone to hypertension than others, but are often unaware of having the illness.

Employees who are found to be hypertensive may receive treatment from HCP 
worksite treatment centers, where available, or will be advised where to seek outside help. To date, treatment centers have been established at Rockland Psychiatric Center, Letchworth Developmental Center and the New York State Psychiatric Institute. Previously undetected and severely hypertensive employees are in this treatment program," said Dr. Baer. "It is no exaggeration that in many cases prevention of stroke and serious heart disease can be credited to this treatment program."

Two judicial units merge

BINGHAMTON—Two units of Judicial Employees CSEA Local 334 have banded together to form a new 6-county unit. Following a recent meeting in Oneonta, the unit 5 group (Otsego, Delaware, Chenango) and Unit 6 group (Broome, Tioga, Cortland) formed the new single unit and elected Patricia Roberts as Unit President.

The primary goal of the new six-county Unit is to work for im- plementation of the court employee Classification plan. Court workers in these counties have been working for lower county salaries for two years awaiting raises.

CSEA PRESIDENT WILLIAM L. McGOWAN, left, and John Madlon, President of the Hauppauge CSEA Local 016, discuss union business of mutual interest during the recent spring meeting of CSEA delegates in Albany.

THE PUBLIC SECTOR, Wednesday, April 4, 1979  Page 3
Management training class announced

The 1979-80 Public Management Trainee Program has been announced by the Training Section of the State Department of Civil Service. About 25 State employees will be selected to receive an intensive, year-long program of classroom training, special projects and on-the-job training.

Any State employee who has worked at least one year in a position in salary grades 9 through 23 may apply. Applications must be submitted by Apr. 23 to the employee's agency personnel or training office. Applications must not be sent directly to the Civil Service Department.

Each agency will screen its applications, and may submit up to three names. Agencies have been urged to nominate women, minorities and the handicapped.

Detailed information is available from agency personnel and training offices.

Elections Timetable

The following is the remaining dates in the timetable for the 1979 election of CSEA statewide officers and members of the State Executive Committee.

April 16 Final Day for Nominations to Fill Declinations (If Less Than 2 Candidates Remain)

April 20 Request to Each Candidate for spelling of name as it will appear on ballot sent by certified mail; return receipt. Deadline for changes — May 5, 1979.

April 20 Drawing for Position on Ballot — 10:30 A.M., Conference Room. Headquarters — Candidates (or Proxies) may attend as observers.

April 27 Mailing of Printed Copies of Rules and Regulations for the Election to All Candidates and Local Presidents.

May 11 Publication of Names of AllCandidates in the Official Newspaper.

May 14 Ballots in Mail.

May 26 Replacement ballots may be requested as of this date if original ballot has not been delivered.

June 21 Return of Ballots — 6 p.m. Deadline.

June 23 Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine counted will be counted manually during this period.

June 27 Return of Replacement Ballots — 6 p.m. Deadline.

June 28 Ballots to be counted. Candidates to be notified by telegram by June 29th.

July 9 End of Protest (10 days after official results are announced.)
Merger in Dutchess opposed by Lennon

By JACK MURPHY
POUGHKEEPSIE — A proposed merger of the Dutchess County Department of Mental Hygiene and the state's Hudson River Psychiatric Center here has drawn the opposition of the president of CSEA Region III.

James J. Lennon, president of Region III, sent a telegram to Dutchess County Executive Lucille Pattison in which he said: "On behalf of Southern Region CSEA, I would like to be recorded as being in opposition to a dual appointment to the director of Hudson River Psychiatric Center and Commissioner of Dutchess County Department of Mental Hygiene. This in no way reflects the state's Hudson River Psychiatric Center here has drawn the opposition of the president of CSEA Region HI. Lennon also pointed out that CSEA opposed a similar merger proposal in Rockland County two years ago. That proposal was never implemented.

Hutchings aide reinstated

SYRACUSE — As the result of a decision by the American Arbitration Association, a Mental Hygiene Therapy Aide has been reinstated to his position at Hutchings Psychiatric Center, with back pay and all attendant benefits.

The aide had been suspended without pay following an incident involving the restraint of a patient who had threatened another patient in the lobby of the Youth Center Building at the facility.

In his decision, dated February 26, 1979, William A. Babiskin, AAA Arbitrator, found the grievant not guilty of the charges set forth in the notice of discipline, dated December 15, 1978. "Under the state contract (Art. 33.4 (j) an employee can only be suspended for probable cause. I find there was no probable cause for the suspension. While the gravity of the charge is one factor which must be considered, it is not the only factor which must be taken into account with respect to the probable cause issue. It is evident that the Center (Hutchings Psychiatric Center) made no evaluation of the 'totality of circumstances' before the grievant was suspended." Babiskin stated.

The decision also indicated that the employee had been employed at Hutchings Psychiatric Center for six years and this was the first notice of discipline issued against him. He was represented by Atty. Earl Boyle.

New contract for Local 808

ELMIRA — The Elmira City Unit of Chemung County Local 808 of the Civil Service Employees Assn. has ratified a new 4-year contract by a narrow margin.

Terms of the pact, released jointly by Jack Woods, President of Elmira City Unit, and Roger Kane, CSEA Collective Bargaining Specialist and chief negotiator for the 130 employees in the bargaining unit, include: an increase of 35 cents per hour, plus increment, each year; out of title pay from day one; discipline and discharge procedures guaranteeing job protection for all employees.

The new contract also includes an agency shop clause in line with the signing of the agreement.

Both sides are expected to sign the formal contract in the near future.

Koch's Civil Service reform plan blasted by Bronx assemblyman

Assemblyman Guy Velella of the Bronx, Ranking Minority Member of the Assembly Committee on Governmental Employees, has blasted Mayor Koch's proposal to remake the civil service rules, calling Mayor's "devious way of bringing back the spoils system by disguising it as civil service reform.

"This so-called 'Koch reform' wipes out the basic principles behind the civil service system without producing one bit of improvement in management, skill or worker productivity," Velella said.

"Koch wants to turn back the clock to the days of Boss Tweed and the spoils system," he declared.

Velella particularly faulted the Mayor's attempt to replace the "one in three" rule with his redesigned "one in ten" rule.

"It is here that we see Koch's most blatant attempt to replace the merit system with a system that gives his office the maximum leeway to dispense jobs to political cronies," Velella said.

Velella also criticized the so-called reform proposal as being "inflexible and unworkable" in today's civil service climate. He said that the city was kept afloat during its fiscal crises through the investment of worker pension funds into municipal bonds.

"To turn around now and destroy the very units that bailed out our city is not only a sign of inflexibility but also a potential cause of problems in the future," Velella concluded.

"My criticism is not aimed at the need for reform, but it is a criticism of those who would use the need for reform to inflict a new spoils system on New York City.

"I call upon the Mayor to devise a new plan for civil service reform. Right now, the Koch plan is one fast sweep that is giving New Yorkers one fast shuffle."
Layoffs don't save; dollars in payroll costs from layoffs occurring between the years 1971 and the joint State/Civil Service Employees Assn. Continuity of Employment Committee.

The report suggests that since most layoffs are on a small scale, the State should plan for the work force to reduce itself through attrition (retirement, resignation or death), and then reemploy excess workers to other agencies which need an increase in staff.

"Good work force planning and a thorough consideration of alternative strategies and programs for reemployment could have avoided most, and possibly all, of the layoffs of the 1970's," said the report.

The Continuity of Employment Committee has been steadily moving toward its goal to minimize the ill effects, if not the occurrence, of State layoffs. Among its major accomplishments has been in the reemployment of employees facing layoffs at the Manhattan Developmental Center and the Warwick Training School, and providing funds to the Department of Agriculture and Markets to help meet the costs of retraining former meat inspectors to be farm inspectors.

The State and the Civil Service Employes Assn. agreed to the formation of the Continuity of Employment - an effort to ensure that employees could be placed in new jobs in the State, increased employees resistance to change and damage to the State's image as an employer.

When all of these cost items were totaled, "even with grossly conservative estimates, the net savings of the layoff strategy was more than $1,000 per worker under the savings of the attrition strategy," the report concluded.

The Committee recommends that the State invest this $1,000 per worker necessary to maintain the attrition strategy and the employees cooperate in a program of continual employment. Employees should be given a "reasonable" amount of notice, which "musts pay raises, fringe benefits and the geographical location. The effect of job training would help the employees discover and develop new skills for other lines of work was also considered to be a benefit.

Furthermore, the State would be wise to reach individual job placement decisions after reviewing a person's total work experience, the qualifications. This effort is intended to go beyond what is in the preferred employment system. The Center will also arrange interviews when openings occur and help clients to write resumes and prepare for the interview, which "maintains pay levels, fringe benefits and the geographical location," according to the Committee.

"The Center does not get people jobs, it educates them on how to get a job on their own. We are mainly a referral and information service," said Mr. Knippenberg.

Non-traditional methods of obtaining State employment are used, says Knippenberg. That is, a Job Center representative can make arrangements with an Agency which has an opening to have an employee provisionally hired until an exam comes up. This is the most effective means, and within the Civil Service Law, he says.

It serves to attract an force in specific layoff situations, where it functions to help employees understand what is happening and what options are open to them. A representative is sent in to the layoff site to answer employees' questions and dispel rumors which are considered to be harmful to the reemployment effort. "After advising a few layoffs, we are seeing significant changes in attitudes," said Knippenberg. "Both sides are more willing to cooperate now than they have been in the past."

The Center offers counseling to municipal and county workers who are seeking State employment and to State employees who wish to transfer to positions similar to what they currently hold.

After approximately 10 months of operation, the Center still has a rather low profile, commented Mr. Knippenberg.

"We're in the process of becoming better known to the people and workers. Job placements are increasing monthly, but the Center is still a small client file. It is expected, however, that the file will be considerably larger once the Center becomes permanent, so that larger numbers of clients will be served. The Center is doing well, says Mr. Knippenberg, but they do not wish to look at the Center initially when they are hired. They wish to make periodic visits to the Agency and be informed of any changes in the job market.

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One of the most serious threats to the future of CSEA and other public employee unions in New York State is the so-called Civil Service reform legislative package proposed by New York City Mayor Edward Koch. This evil group of proposed laws reeks with the stench of union busting in spite of the antiseptic camouflage of reform.

CSEA is opposing the passage of all the bills in the heinous Koch reform package.

The analysis of the so-called reforms was prepared by Public Sector Associate Editor Dr. Gerald Alperstein in association with CSEA Legislative and Political Action Director Bernard Ryan and Research Associate Thomas Haley.

### Civil Service reform

Koch backing union busting

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### Write legislators to oppose Koch’s ‘reform’ proposals

ALBANY — Bernard Ryan, CSEA Legislative and Political Action Director, urges CSEA members to write their State Legislators to express opposition to the so-called Civil Service reforms as proposed by New York City Mayor Edward Koch.

CSEA opposes all the bills proposed in the so-called reform package. To date, the bills have been introduced in the Assembly. Ryan suggests referring to the bill’s number when writing to your legislators.
Legislative profile

Sen. Padavan: Friend to Mental Hygiene

ALBANY — High quality care for the patients of New York State’s mental hygiene institutions and for the former patients of those institutions are goals of CSEA. The goals of high quality care also are those of State Senator Frank Padavan, Republican Conservative, chairman of the Senate Committee on Mental Health and Addiction Control.

As Padavan sees it, the legislative battles of recent years produced laws which established basic policy regarding care of the mental hygiene patients.

Therefore, his committee will focus its attention on legislation to implement those policies by providing funding to increase institutional staffing ratios and to improve care to former patients in the community.

“Funding is an important part” of improving the quality of care. “You don’t get far without it,” Padavan said.

He said he expects bipartisan support within his committee for improving the quality of care. In the past, 99 percent of the bills were reported out of his committee unanimously, he said.

As for this legislative session, Padavan expects his committee to also consider a bill which would prohibit the hiring in mental hygiene institutions of persons convicted of sexual or violent crimes.

Padavan, in his third year as chairman, has been a member of the Senate since 1973. He represents the 11th senatorial district in eastern Queens, which comprises a number of neighborhoods including Jamaica, Flushing, Bayside and Little Neck. Creedmoor Psychiatric Center is in the district.

Sen. Frank Padavan

CSEA program bills

All bills on this status report are supported by CSEA

Week of March 26, 1979

CSEA Program Bill Number | Bill Number, Sponsors | Status
--- | --- | ---
P-79-1, Agency Shop—Agency shop would become permanent and mandatory. | A-Pending | S-Pending
P-79-2, OSHA—Minimum health and safety standards for public employees would be established. | A-Pending | S-Pending
P-79-3, Two-for-One—The fine for striking would be reduced from two day’s pay to one day’s pay for each day struck. | A-4168 Connor, Greco, Barbaro, Johnson, et al | Governmental Employees Comm.
P-79-4, Injunctive Notice—Unions and employees would be required to give forty-eight hour notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike. | A-Pending | S-Pending
P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare. | A-Pending | S-Pending
P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented. | A-Pending | S-Pending
P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached. | A-4165 Greco, et al | Governmental Employees Comm.
P-79-9, Redline Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay. | A-4171 Connor, Finneran, Nine | Governmental Employees Comm.
P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures. | A-4166 DeToro, Greco, Finneran, Barbaro, et al | Governmental Employees Comm.
P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year. | S-5221 Flynn | Civil Service Comm.
P-79-13, Extension of Supplementary Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living. | A-4109 Barbaro | Governmental Employees Comm.
P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated. | S-3361 Flynn | Civil Service Comm.
P-79-15, Division of Youth Transfer—Division of Youth employees transferred to a non-profit corporation would not lose benefits of State service. | A-4177 Orazio | Education Comm.
S-3441 Donovan | Education Comm.
P-79-16, State Employees—State Employees would be entitled to receive benefits of the New York State Employees Retirement System. | A-2519 Budget | Ways & Means Comm.
P-79-17, Employee Indemnification—Additional instance in which public employees would be indemnified from suit by the employer for acts which were in the course of performing their duties. | A-5831 Greco | Governmental Employees Comm.
P-79-18, Sheriff’s Reopener—Approximately eight employees of the Sullivan County Sheriff’s Department would be allowed to change the provisions of the Retirement and Social Security Law (optional 20-year retirement). | A-Pending | S-Pending
P-79-19, State University Unclassified Employees from classified service would be returned to the Civil Service Commission from the State Public Employment Commission. | A-3836 M. Miller | Governmental Employees Comm.
P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University. | S-3794 Cook | Governmental Employees Comm.
P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years of credit toward retirement. | A-Pending | S-Pending
P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education. | A-Pending | S-Pending
P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect twenty-year retirement would be implemented. | A-4204 Hochbrueckner | Governmental Employees Comm.
P-79-24, Pension Advisory Board—Power to remove State investigators to elect 20-year retirement. | S-3093 Johnson, Lack. | Vote expected
P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan. | A-Pending | S-Pending
P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed. | A-Pending | S-Pending
P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System would be implemented. | A-1773 McCabe, et al | Passed
P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employee practice. | A-1770 Greco, et al | S-Pending

CSEA Program Bill Number | Bill Number, Sponsors | Status
--- | --- | ---
P-78-10, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law. | A-4194 Connor | Governmental Employees Comm.
P-78-17, Employee Indemnification—Additional instance in which public employees would be indemnified from suit by the employer for acts which were in the course of performing their duties. | A-5831 Greco | Governmental Employees Comm.
P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years of credit toward retirement. | A-Pending | S-Pending
P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education. | A-Pending | S-Pending
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P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed. | A-Pending | S-Pending
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### STATE OPEN COMPETITIVE JOB CALENDAR

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td><strong>FILING ENDS APRIL 9, 1979</strong></td>
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</tr>
<tr>
<td>Urban Park Patrol Sergeant</td>
<td>$11,994</td>
<td>No. 24-958</td>
</tr>
<tr>
<td>Building Structural Engineer (Assistant)</td>
<td>$14,850</td>
<td>No. 24-979</td>
</tr>
<tr>
<td>Assistant Architectural Specifications Writer</td>
<td>$14,850</td>
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<tr>
<td>Architectural Specifications Writer</td>
<td>$11,994</td>
<td>No. 24-969</td>
</tr>
<tr>
<td>Building Equipment Writer</td>
<td>$11,994</td>
<td>No. 24-970</td>
</tr>
<tr>
<td>Purchasing Specifications Assistant</td>
<td>$14,075</td>
<td>No. 24-971</td>
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<tr>
<td>Purchasing Specifications Assistant (Electronics)</td>
<td>$14,075</td>
<td>No. 24-971</td>
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<tr>
<td>Purchasing Specifications Writer (Electrical)</td>
<td>$18,301</td>
<td>No. 24-974</td>
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<tr>
<td>Purchasing Specifications Writer (Electronics)</td>
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<td>No. 24-975</td>
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<tr>
<td>Purchasing Specifications Writer (Furnishings and Textiles)</td>
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<td>Purchasing Specifications Writer (Mechanical)</td>
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<td>No. 24-977</td>
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<tr>
<td>Toll Equipment Mechanic Trainee</td>
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<td>No. 24-980</td>
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<td><strong>FILING ENDS APRIL 30, 1979</strong></td>
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<tr>
<td>Architectural Specifications Writer, Junior</td>
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<td>No. 24-982</td>
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<td>Pesticide Control Inspector</td>
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<td>No. 24-986</td>
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<td>Pesticide Control Inspector, Senior</td>
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<tr>
<td>Tree Pruner Supervisor</td>
<td>$8,950</td>
<td>No. 24-988</td>
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<tr>
<td>Worker's Compensation Examiner Assistant</td>
<td>$8,454</td>
<td>No. 24-988</td>
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<tr>
<td>Worker's Compensation Examiner, Assistant (Spanish Speaking)</td>
<td>$8,454</td>
<td>No. 24-988</td>
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<tr>
<td><strong>FILING ENDS MAY 14, 1979</strong></td>
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<tr>
<td>Medical Technologist</td>
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<tr>
<td>Veterinarian I (Animal Industry)</td>
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<tr>
<td>Veterinary Technician</td>
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<td>No. 27-902</td>
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<td><strong>FILING ENDS MAY 21, 1979</strong></td>
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<tr>
<td>Supervisor for Traffic Signal Operations, Assistant</td>
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<tr>
<td>Traffic Signal Coordinator</td>
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<td>No. 27-903</td>
</tr>
</tbody>
</table>

For more information about these and other state jobs, contact the state Civil Service Department, Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.
New Nassau County holidays

By William Butler

MINEOLA — A demand by Nick Abbatello, President of Nassau County CSEA Local 830, has resulted in a court order allowing two more holidays for 13,000 employees of Nassau County.

Abbatello’s insistence on the extra holidays, earlier rejected by the county, went to Supreme Court where Justice William Berman ruled in favor of the employees.

The holidays are Dr. Martin Luther King Day and Flag Day.

The county had claimed that because both are Sundays and the legislature distinguished the two holidays by not providing that they be paid, they are not holidays. CSEA has brought the matter before the County Legislature with a minimum of 11.

Four CSEA members reinstated by court

Mr. Kelly wrote in his decision: "There is no statutory authority for job termination by the Supervisor, and no indication that the Board ever conferred such authority upon him by resolution... The Board also lacked the authority to terminate the employee at an executive session. However, that part of its proceedings wherein a decision is announced and at which the vote of the individual members is taken must be open to the public. "The Court finds that Colello did not have the authority to terminate the employment, and that the Board’s attempt to do so was illegal and arbitrary," Mr. Kelly concluded.

With that, he annulled the four employees’ layoffs.

The town has subsequently held a public meeting at which the four were laid off in accordance with the court decision. Since then, Mr. Banford has retired and Mr. McQuown has got another job with the town, so there are only two employees still directly involved with this case. However, the union is following up its protection of its members. CSEA has brought the matter before the board of supervisors and Mr. O’Brien and Porter to arbitration, based on a contractual provision mandating the town to lay off part-timers, provisionals, temporary and probationary employees before terminating permanent workers such as O’Brien and Porter.

Briefs in that arbitration have been filed and a decision is expected shortly.

"The price of job security is eternal vigilance," said CSEA field representative Larry Scanlon. "We must ensure that management lives up to its legal and contractual obligations on all fronts."

Region I nominees announced

NORTH AMITYVILLE — Irving Flaumenbaum, incumbent president of Long Island CSEA Region I, will be opposed by Betty Dufy, President of the Pilgrim Psychiatric Center CSEA Local, in the June election of regional officers.

The names of Flaumenbaum and Dufy head the list proposed by the regional Nominating Committee. Also placed in nomination were: For First Vice President: James Corbin, past president of the Suffolk CSEA Local; and Danny Donohue, president of the Central Islip Psychiatric Center Local and chairman of the statewide Mental Hygiene Presidents Council.

For Second Vice President: Nick Abbatello, president of the Nassau County CSEA Local, and Alex Bozza of the Nassau Local.

For Third Vice President: Ruth Braverman of the Nassau Local, and Bill Lewis, president of the Suffolk County CSEA Local.

For Fourth Vice President: Peter Biggers, president of the Long Island State Parks CSEA Local; Bob Conlon of the Suffolk Educational Local, and Tom Gargiulo of the Nassau County Local.

For secretary: Dorothy Goetz of the Suffolk Local, and Sylvia Weinstock of the Pilgrim Psychiatric Center Local.

For treasurer: Sam Piscitelli of the Nassau Local, unopposed.

Calendar of EVENTS

APRIL

7 — Non-instructional employee training session, 10:30 a.m. to 12:30 p.m., Polish Falcons Club, 123 Swan Street, Batavia.

17 — Syracuse Area Retirees CSEA Local 913, luncheon meeting, 1 p.m., Firestone Inn, Baldwinsville. Election of officers will be held.

21 — Non-instructional employee training session, 10 a.m. to 12 noon. Poughkeepsie High School, Poughkeepsie.

MAY

4 — Local 860, White Plains Schools annual dinner-dance honoring recent retirees. 7:30 p.m. to 12:30 a.m., Purchase Country Club, Anderson Hill Road, Purchase.
**Contract orientation**

Although CSEA officials conducted a series of informational meetings around the state last week to explain in detail the aspects of the new, tentative 3-year agreement covering 107,000 state employees in three bargaining units, only a limited number of the employees covered could actually attend such sessions.

Each of the CSEA members in the state Administrative, Institutional and Operational Services Units will be receiving copies of the tentative agreement prior to participating in a scheduled ratification vote, however.

And, as always, a prime source of accurate information about union affairs are the CSEA field representative, collective bargaining specialist, and staff employees at CSEA statewide headquarters in Albany and the union's six regional headquarters.

Before the first in a series of membership meetings were held around the state last week, CSEA staff employees from all areas attended an intense, detailed briefing session in Albany.