Labor expert supports new PS&T election bid

ALBANY — A nationally recognized expert on union representation elections and labor law has asked the New York Public Employment Relations Board to conduct a new election to determine representation for some 46,000 state employees in the state's Professional, Scientific and Technical bargaining unit.

Julius G. Getman, a Professor of Law at Yale University, told PERB in a brief filed in support of CSEA's bid for a new election in the PS&T bargaining unit that despite his usual opposition to the overturning of representation elections, this case demanded that a new election be held.

"I would urge the Public Employment Relations Board to support the proposition of free and fair elections to determine employee choice," Professor Getman wrote. "I would urge that a new election be ordered herein in order that the employees be allowed to make a free, knowing and genuine choice of employee organization representative."

Professor Getman has been recognized as an expert in representation elections by the National Labor Relations Board which has cited his opinions in several cases. What makes his opinion in this case compelling, is that he is known for his opposition to the overturning of representation elections.

"Because of the differences in this case," Professor Getman told PERB, "in spite of my general opposition to setting aside elections on the basis of misrepresentations, if the allegations which CSEA raises in its motion to reopen are true, I would be in favor of ordering a new election so that the employees would have an opportunity to make a free, knowing and informed choice as to their representative."

CSEA petitioned PERB last month to reopen its hearing into the conduct of the election based on new evidence supporting the union's contention that the April 1978 election was not an accurate reflection of the choice of the unit. CSEA said in its papers filed with PERB that an independent probe of PEF "President" John Kraemer by the New York State Commission of Investigation found that Kraemer had been conspiring with some of the state's top labor department officials in an effort to decertify CSEA.

CSEA also produced evidence supporting its contention that PEF lied to PS&T employees about dues structure, internal union structure, and other matters.

In his brief to PERB, Professor Getman wrote, "If the facts as alleged in PERB's motion to reopen are true, and had the voters been aware of these facts, the electorate would perceive the PEF union as untrustworthy. The impact of this perception would be greatly increased by employee concern over criminal behavior involving collusion with the state by the local Union President."

PERB has asked the Public Employees Federation to respond to the CSEA petition and Professor Getman's brief. It is expected that PEF will not respond for several weeks and that PERB will take no action until the response is received.

State school gets good news

BATAVIA — The future of 120 students in the New York State School for the Blind appears a lot brighter this week after the New York Board of Regents decided as CSEA had suggested, that the School for the Blind remain open.

The Regents cleared the way for continuation of the special services provided to about 120 blind students at the school when it ordered that plans to contract-out the school's operations to a private corporation be abandoned and that rehabilitation of the school's campus begin.

CSEA President William L. McGowan had called upon the Regents to postpone a hasty decision when it was learned that administrators in the State Education Department would ask the Regents to close the school and turn over the pupils and the program to United Cerebral Palsy. But before anything could be done, the Regents, apparently swayed by Regent Willard A. Genrich of Amherst, voted to continue operation of the present facility and ordered a detailed study of rehabilitation needed to update the school.

The decision assures the 120 students of the school, nearly all of them multiply-handicapped, of continued programs. About 120 staff members, represented by CSEA, were also assured that the programs they worked so hard to establish would be continued.

"We're really positive about this," commented Local President Linda Kingsley, "we really give the Regents credit for seeing through this thinly veiled plan and doing what was right."

Ms. Kingsley and president-elect Helen Toleiko have been working on the rumored closings for months. Through their efforts, a position paper on the closing proposals was prepared by CSEA's Research Department in support of continuation of the school.

Research Associate Tim Mullens prepared information showing that while the average annual cost per pupil at the Batavia School was $17,000 per year, the average annual cost per pupil in other similar schools was $30,000. The position paper also showed that the services available to the students at the New York School for the Blind were not available anywhere else in the area. The research also questioned estimates used by the state for rehabilitation of the school's facilities.

"It became clear that we were dealing with was not an attempt to improve the quality of care for the pupils, but rather an effort by a state agency to unload a bureaucratic chore that it no longer wanted to deal with," Mr. Mullens said.
Region II sets installation for Oct. 12

NEW YORK CITY — The officers of Metropolitan Region II will be installed at a dinner-dance Oct. 12 at the Terrace on the Park in Flushing Meadows.

The regional officers are: Jimmy Gripper, president; Felton King, first vice president; Frances DuBose, second vice president; Willie Ray, third vice president; Helen Cugno, secretary; and Clinton Thomas, treasurer.

Speaker at the installation will be William Lucy, Interational Secretary-Treasurer of AFSCME.

Tickets and reservation information for the event, which will run from 8 p.m. to 1 a.m., may be obtained from Region II local presidents and from CSEA Regional Director George Bishop at the regional headquarters, 11 Park Place.

Other noted guests are CSEA President William McGowan, Lillian Roberts of AFSCME, OER Director Meyer Frucher and Congressman Robert Garcia.

Healthy transfer option

In accordance with article 9.8 of the 1979 CSEA-State contract, the State has once again designated the month of October as the health insurance option transfer period. During this transfer period, employees may change health insurance options by selecting among the Statewide Health Plan Option, the GHI Option or a Health Maintenance Organization, if available.

In the previous issue, the benefits available through the basic health insurance options were summarized. Listed below, now, are the names and addresses of all HMO's recognized by the State Health Plan. If you have any questions concerning the benefits available through a particular HMO, please contact them directly.

CAPITAL AREA COMMUNITY HEALTH PLAN
Capital Area Community Health Plan
1201 Troy-Schenectady Road
Latham, NY 12110
(518) 393-3110

COMMUNITY HEALTH PLAN OF GREATER NY
Community Health Plan of Greater NY
Blue Cross/Blue Shield, 5th Floor
475 Park Avenue South
New York, NY 10016
(212) 381-2766

COMMUNITY HEALTH PLAN OF SUFFOLK COUNTY
Community Health Plan of Suffolk County
3001 Express Drive North
Hauppauge, NY 11787
(516) 383-2830

GENESSEE VALLEY GROUP HEALTH ASSOCIATION
Genesee Valley Group Health Association
41 Chestnut Street
Rochester, NY 14647
(716) 464-1700

HEALTH CARE PLAN INC. (ERIE COUNTY)
Health Care Plan Inc. (Erie County)
864 Ellicott Square Building
Buffalo, NY 14263
(716) 847-1598

HEALTH INSURANCE PLAN OF GREATER NY
Health Insurance Plan of Greater NY
623 Madison Avenue
New York, NY 10022
(212) 754-1144

MANHATTAN HEALTH PLAN, INC.
Manhattan Health Plan, Inc.
14 East 61st Street
New York, NY 10021
(212) 355-7711 Ext. 501

PREPAID HEALTH PLAN OF CENTRAL NY
Prepaid Health Plan of Central NY
344 South Warren Street
P.O. Box 4809
Syracuse, NY 13220
(315) 474-3850

ROCHESTER HEALTH NETWORK
Rochester Health Network
500 East Avenue
Rochester, NY 14607
(716) 442-6000 Ext. 500

WESTCHESTER COMMUNITY HEALTH PLAN
Westchester Community Health Plan
165 Westchester Avenue
White Plains, NY 10601
(914) 685-6700

Contract meeting

ROCHESTER — Details of a tentative agreement were scheduled to be released to members of Monroe County CSEA Local 828 at a ratification meeting set for 7:30 p.m. Wednesday, October 3, at the Monroe Community College, second floor cafeteria, 1900 East Henrietta Road. All members of Local 828 are invited to this meeting.
Pay restored to Albany Co. members

ALBANY — Five members of the Albany County Social Services Unit of CSEA have been restored to their full salaries and given back the money the County wrongly deducted from their pay for over a year, as the result of a successful arbitration by the union.

On Jan. 1, 1978, the five were transferred for administrative reasons from the County Probation Department, which is unorganized, to essentially similar jobs within the Social Services Department, which is represented by CSEA. They were all paid at the rate called for by the CSEA Social Services contract until suddenly, on July 21, 1978, the County unilaterally reduced their pay as though they had not been members of the CSEA bargaining unit. The pay cuts ranged from $600 to $1,800 per year.

When unit grievance chairman Charles Shrader alerted the union, the County filed suit in State Supreme Court to avoid arbitration, saying that the subject was not grievable. Justice John Pennock found that it was, however, and on Aug. 27, Daniel G. Collins heard the matter.

The County maintained its position before the arbitrator that the employees had no right to arbitrate the issue, claiming that they had never become members of the bargaining unit. But Mr. Collins agreed with CSEA Attorney William Reynolds that the employees had "accreted" into the unit.

In his decision, Mr. Collins wrote that an established principle of the doctrine of accretion is that "a party should be accorded an opportunity to determine whether, and by whom, they wish to be represented." In the case of the five Social Services employees, they did not object to being included in the CSEA bargaining unit. Also, he pointed out, "it is well established that parties' practical application of a contract provides an important guide to its interpretation." and the County had treated the five in every way as though they were bargaining-unit members from January to July, 1978, including paying them at union scale.

"The County applied the Agreement to the grievances for almost seven months," Mr. Collins wrote. "The employees did not object; on the contrary, they subsequently indicated, by bringing the present grievance, that they wished to be covered by the Agreement."

He added, "Furthermore, they now work side by side with Union-represented employees, who perform essentially the same functions as they do. The five, who are Support Collec- tors at Family Court, are: Elizabeth Polansky, Marie Collins, Mary Perrone, Shirley McCoy, and Mary Hagen.

"The CSEA Social Services Unit President, Jerome Gregory-Pindell, said he was pleased with the decision. The reduction in pay was still a completely unilateral action, for which no reasonable explanation was ever given to the employees," he said.

"CSEA Attorney William Reynolds, who handled the case, said that Mr. Collins' decision was significant "in its discussion of the principle of accretion — that is, his decision that these non-represented employees accreted into the bargaining unit by reason of the manner in which the County treated them and the actions of the employees themselves in not objecting to their inclusion in the unit."

AFSCME film available from CSEA headquarters

ALBANY — In February, 1968, sanitation workers represented by AFSCME Local 1933 in Memphis, Tennessee, went on strike to protest intolerable working conditions. Before the strike had ended, the workers had endured enormous hardships. America agonized over the racial overtones of the strike, and Martin Luther King had been assassinated after protesting with the strikers.

The story of this historic confrontation is presented in a 30-minute documentary film, titled "I Am A Man." The title was the slogan used throughout the strike in Memphis by the AFSCME sanitation workers. The film is a compelling story of public employees versus oppressive politicians, blacks uniting against prejudice, and Martin Luther King's sacrifice of his life to further a cause he believed to be just.

AFSCME's NONTEACHING SCHOOL EMPLOYEES COMMITTEE recently held a workshop for school employees in Suffolk and Nassau Counties, the second in a series of workshops being conducted across the nation by the committee. CSEA's Arne Wipfle, left, Coordinator of School District Affairs, goes over the program with Region I Acting Regional Director Bill Griffin, center, and Walter Weeks, President of Suffolk County Educational Employees CSEA Local 870.
Labor’s double standard

ALBANY — If you never thought there was a ‘double standard’ separating New York’s public sector and private sector workers, make sure you read this.

In a recent Labor Newsletter published by the National Safety Council, there is a report that a federal district court judge in New Hampshire has ordered private sector workers fired by their employer for refusing, in good faith, to work under hazardous conditions, reinstated to their jobs.

The judge ruled that the protections of the federal Occupational Safety and Health Act (OSHA) prevent a private sector employer from firing workers who have refused, in good faith, to perform dangerous jobs. That type of ruling has now been made three times by federal judges and, presumably, applies to New York’s private sector workers protected by OSHA.

It’s a very different story, however, in the public sector. Not only do public employees have no OSHA protections, such as the right to refuse hazardous jobs, they potentially face Taylor law penalties — including the infamous two-for-one fines — for trying to protect themselves.

So while OSHA provides New York’s private sector workers with direct occupational safety and health protections, including the right to refuse dangerous jobs, New York’s public sector workers are not only unprotected by OSHA, they potentially face severe financial reprisals for trying to protect themselves by refusing hazardous duty.

Now that is a double standard!

Local 609 elects Zarod

MORRISVILLE — The 186 members of Local 609 of the Civil Service Employees Association (CSEA) at State University (SUNY) Morrisville have elected new officers to serve the 1979-1981 term.

Elected to his sixth consecutive term as President was Stephen M. Zarod, of Madison.

Other newly elected officers include Mary Lou Wasilewski, of Ernieville, Vice President; Deborah J. Schroe, of Eaton, Secretary; Helen Odell, also of Ernieville, Treasurer.

J. P. Stevens boycott rally set October 11 in NYC

NEW YORK CITY — A large contingent of CSEA members are expected to participate in the ‘Mile-Long Billboard for Justice’ demonstration on behalf of oppressed J. P. Stevens workers to be held from 11:30 a.m. to 1:30 p.m. Thursday, Oct. 11, in New York City.

Mid-town plans call for a ‘Human Billboard’ (hundreds of sign carriers standing side by side) to extend along the edge of the sidewalk up Park Avenue from 46th Street to 58th Street. Wall Street plans call for the ‘Human Billboard’ to extend along the edge of the sidewalk down Broadway from Liberty Street to Bridge Street. Leaflets will be distributed on the corner of every block as well as in areas targeted because of their access to transportation.

Signs reading “Break the J. P. Stevens/Seamen’s Bank Connection” will be distributed by the Amalgamated Clothing and Textile Workers Union (ACTWU). Contact ACTWU soon as possible at 777-3600, ext. 255 or 256. You may request to be assigned to a particular block. If a block is already covered, they will assign you to a nearby block. Extra signs and leaflets will be available at each site for persons who show up without a sign and want to participate.

The “Mile-Long Billboard For Justice” is catching the imagination of a lot of people. The media is already showing interest and widespread coverage of activities is expected.

The ACTWU has urged as many volunteers as possible to help stop J. P. Stevens’ assault on the human dignity and rights of working people by forming a link in the “Mile-Long Human Billboard” to gain justice for J. P. Stevens workers.
CSEA and the Olympics

For two weeks this coming February, much of the attention of the world will be focused on the tiny Adirondack Mountain hamlet of Lake Placid, site of the 1980 Winter Olympics.

As athletes from around the world race for gold and glory in events in which winners are determined by tenths, even hundreds, of a second, conditions for the events themselves are all important.

So, too, must be conditions for the influx of not only the athletes themselves, but visitors by the tens of thousands daily. Services of all types, security, communications, transportation and parking, press facilities, maintenance of a huge variety of facilities are all examples of behind the scene efforts necessary to enable a production of the scope of the Olympics to succeed.

Many of these services are being prepared by public employees in and around the Lake Placid area, and many of those same public workers, represented by CSEA, who have been working for months in preparation for the event will also be working on the job through the Olympics to help insure continuity and success.

A gigantic undertaking, preparations for the 1980 Winter Olympics are going on virtually around the clock to not only provide the finest facilities possible, but to exceed the exacting standards required of Olympic facilities. We salute our public employees who are making this possible.

Union keeps tabs on Placid preparations

LAKE PLACID — As Civil Service Employees Assn. represented workers become more involved in Olympic preparations and operations, the union has become increasingly more concerned about the possibility of difficulties, says Charles Scott, a Capital Region CSEA field representative who works with many of the employees involved.

The union has been contacting representatives to be sure they are aware of employees rights and union policies.

Problems, so far, have been minor, reports Scott. "In some cases a representative has had to make sure that the work will go to our employees rather than private contractors, but as far as we are concerned those issues have been worked out," he said.

The union is now keeping tabs on the amount, if any, of overtime the employees are working and the rate of pay they are getting for it. This will also be a concern during the Olympics.

"This is a once in a lifetime opportunity for the employees and the CSEA is proud of the jobs they are doing and will be doing," said Scott. "We've had no major complaints, but if there are any we'll be right there."

Village of Lake Placid employees are busy repairing roads to handle the increased traffic expected during the Olympics in February. Among them are these CSEA-represented employees. From left are Leander Lawrence, CSEA Shop Steward Robert Mullarney, George Beattie and Leo Jewtraw. They are among hundreds of local, county and state employees represented by CSEA working to prepare for the 1980 Olympics in the Lake Placid area.
**Lake Placid Olympic Games**

**Whiteface employees provide major effort**

LAKE PLACID — The work of transforming the tiny New York State Village of Lake Placid into an Olympic Village calls for the efforts of many people, among them the public employees of Whiteface Ski Center, the Village of Lake Placid and the Town of North Elba, all represented by the Civil Service Employees Assn.

Whether it be minor preparations, such as altering public buildings to accommodate the larger crowds, or major work such as installing new ski trails on Whiteface Mountain, the role of these employees is an important one, which could have a bearing on the very success of the Olympics.

Construction and reconstruction at Whiteface Ski Center, where the alpine events will be held, began several months ago and has required the skills of all Whiteface employees. Long all types of heavy equipment, skilled employees have been at work transforming the rough terrain of previously unused sections of the mountain into slopes and trails, specially designated for Olympic events.

According to Robert Paron, director of Whiteface Mountain and Olympic Development, the large portion of the work that Whiteface employees are the ones to do on hand to make these operations a success.

"These employees are the ones who know the mountains," he said. "Most of the men have been working here for years and they, more than anyone else, know how the work must be done." He added that they are working within specifications set by the Olympic Committee.

In accordance with Olympic regulations, the trails will be compressed just in advance of the Games, so that they can be tested out, and altered if necessary.

Elsewhere on the mountain, those with technical knowledge and skills are set to make everything from more efficient snow-making equipment. Again, the regular Whiteface employees are the ones most qualified to handle the job. This equipment absolutely must be installed and maintained properly, so conditions for the events are to be ex-

There is no room for error, Paron added. "A fake snow condition could mean the difference between a gold medal and a bronze," he said. "An employee who is not performing his job properly could mean the difference between one and zero gold medals."
By Deborah Cassidy  
SCHENECTADY — As the first retiree member of the Civil Service Employees Association, ever to be appointed to the Statewide Political Action Committee, Elizabeth Steenburgh, or Betty as she likes to be called, has, in the words of CSEA Retiree Coordinator Thomas Gilmartin, "played a starring role in the passage of legislation affecting her peers."

"Quietly, by being sincere and just plain nice, she has accomplished so much."

 Legislative and Political Action for CSEA, and Mr. Gilmartin have recently recognized Ms. Steenburgh, now over 70 years old, for the tremendous effort she has been putting into her role as a member of the committee over the past two years. The issues facing the elderly in our society today, such as an inadequate income and a lack of health and community services, became real to Ms. Steenburgh shortly after she retired in 1965 from her position as a senior stenographer for the State of New York, and she realized that radical changes could be brought about only through legislation. After having served for several years as an officer for the Albany CSEA Local of Retirees, she took up the matter of political action on her own in 1973 and was officially appointed to the committee by CSEA President William L. McGowan in 1977.

Now convalescing in a Schenectady County retirement home following a stroke nearly a year ago, she cannot get out to pursue her regular political action duties, but keeps busy calling and writing letters to the members of her local to inform them of the progress of bills in the legislature, and looks forward to resuming her committee work by next year. "The elderly haven't gotten what they deserve," said Ms. Steenburgh in an interview with The Public Sector. "So we must become advocates. When you talk and have money, you can get whatever you want and need."

She is pleased with the effort CSEA has put into political action on behalf of the retirees, but feels the union should become even more active and vocal in its fight. "They must keep at everyone from the governor on down to the workers who want to accomplish anything," she said. "As long as I'm able, this is what I'll do."

Having lived in the area for the past ten years, Ms. Steenburgh was well acquainted with many legislators and was able to introduce Mr. Gilmartin to them when she joined the committee. She also advised him how to deal with the members in her local. During the past two years, she kept abreast of the status of all retiree bills in the legislature, and through newsletters, phone calls and personal visits, Mr. Ryan and the membership informed.

"As soon as you talk with Betty you realize how dedicated to the retirees she really is. Quietly, by being sincere and just plain nice, she has accomplished so much," he said.

In Greenburgh

Increments restored

ELMSFORD — Merit increments are being paid to members of the Town of Greenburgh Unit of Westchester County CSEA Local 860, thanks to a recent arbitrator's decision. Arbitrator Jonathan S. Liebowitz ruled:

"The Town violated the contract by unilaterally changing the standards of employee evaluation, and failing to pay to employees... contractual increments."

Unit President Eleanor McDonald said: through 1977 merit increases were paid to all employees below the top step who received satisfactory or better evaluations.

In 1978, the second year of the contract, the town stopped paying increments to eligible employees, including those with high evaluations, said Ms. McDonald.

"As CSEA's representative to the Senate Committee on the Aging, she attended countless hearings on bills and personally visited or wrote letters to legislators who could help in any way. "Betty has been an assiduous worker before the committee," commented Mr. Gilmartin. "She has a way with people, she's able to work effectively with everyone..."

The evidence shows that Greenburgh made its change in standards mid-contract and unilaterally... On review and discussion of Town records, it appears that there were no 'satisfactory' evaluations... Evaluations under the new system seem to have lacked any objective standard."

"Thus, Greenburgh's position does not reasonably reflect compliance with contract or with unwritten practice under it."

The arbitrator ordered the town to pay merit increments to all eligible employees and to return to its pre-1978 system for evaluations. The arbitration involved more than two days of hearings. CSEA was represented by Regional Attorney Arthur Grae.

HOW THE STATE WORK FORCE IS DEPLOYED — According to the latest available statistics, this map of New York State shows the location of State employees by counties, and also lists state positions by major cities. The distribution listing is from the 1978 annual report of the State Department of Civil Service.
WESTBURY — A Nassau County Court and PERB have upheld CSEA actions against a Long Island Village recently as CSEA Region I units successfully overturned illegal management initiatives against CSEA Members.

The Nassau County Supreme Court agreed with CSEA that the Incorporated Village of Westbury acted beyond their authority and violated the collective bargaining agreement when the village sent employees home on a regular workday claiming there was no work because of “inclement weather conditions.”

TROY — A Public Employment Relations Board hearing officer has upheld a charge by the Civil Service Employees Assn. that Rensselaer County Sheriff Eugene Eaton committed an Improper Practice when he failed to actively support passage of a bill giving competitive civil service status to 70 deputy sheriffs and corrections officers in the county.

CSEA filed the Improper Practice charge with the Public Employment Relations Board after the County and the union had negotiated a new contract for the employees last year. Eaton made copies of CSEA’s warning, dated Feb. 23, and distributed them to each legislator.

Two legislators believed, after conversing with him, that Eaton was ambivalent about the wisdom of enacting the law at that point in time, Mr. Miller continued.

The hearing officer added that, “Although initially supporting the law, Eaton later had reservations, which were communicated to at least two members of the legislature . . .”

By the end of February, Eaton was no longer willing to espouse the local law. Such an abandonment of an agreed position is inconsistent with the obligation of affirmative support and may well have contributed to the tabling of the bill.

Mr. Miller ordered that Eaton cease and desist from the actions found to be in violation of the obligation to negotiate in good faith.

CSEA REGION VI POLITICAL ACTION COMMITTEE members met recently. Seated, from left, are Gary Clark, Lee Sapienza, Tom Warzel, James Wiley and Patsy Howard. Standing, from left, are June Ferner, Barbara Justinger, Ramona Gallagher, Grace Steffen-Boyer, Domenic Saratino, Kathy Fetzer, and Joe Hartman.

At press time, the bill still had not been enacted by the Rensselaer County Legislature.
PERB orders
retro overtime

NASSAU COUNTY — Nassau County's Fire Communications Bureau must revert to its old shift schedule and pay retroactive overtime to employees who worked hours in excess of that schedule since July 14, 1978, as the result of a successful Improper Practice charge leveled against the County by CSEA.

The recent decision by Public Employment Relations Board Hearing Officer Robert J. Miller will give retroactive checks to 15 fire marshalls, members of CSEA Nassau Local 830.

Under their CSEA contract, the men were entitled to four straight days off after working five straight days on the midnight-to-8 a.m. shift. But on July 14, 1978, the County unilaterally reduced the number of days off after that shift from four to three.

Mr. Miller agreed with CSEA's argument that the County's action amounted to changing the worker's terms and conditions of employment without negotiating with the union — an Improper Practice under the state's Taylor Law.

"While the County was free to alter the timing of the shifts, it was not free to extend or diminish the number of work hours unilaterally," Mr. Miller wrote.

Region IV Board

ALBANY — Delegates at a business meeting of the Capital Region of the Civil Service Employees Assn., held in September, elected the following individuals to serve on the Capital Region Executive Board: From the State Division, John Francisco, Carmen Bagmolia, Shirley Brown, Betty Lennon, Jean Book, June Scott and Charles Knox and from the County Division, Sam Ciraulo and Joe Blair.

The board will meet monthly with the Region officers to handle business.

A motion was passed at the meeting making Ronald Premao the permanent sergeant-at-arms for the Capital Region at future statewide CSEA conventions.

Region IV Chairmen

ALBANY — Region IV President Joseph McDer- mott has appointed the following committee chairpersons to serve two-year terms:

Activities, Eileen Salisbury; Auditing, Anthony Muscatiello; Constitution & By-Laws, Barbara Skelly; County, Jeanne Kelsey; Downtown, Richard Weeks; Education, Betty Lennon; Finance, Joseph Cassidy; Political Action, Timothy Drew; Social, Jane Perry; Uptown Sandra Sokoloski, and Women's, June Scott. Vacancies for chairpersons on the Special Transportation and Adirondack Committee still exist.

Calendar of EVENTS

October
12 — Metropolitan Region II installation dinner-dance, 8 p.m. Terrace on the Park, Flushing Meadows.
12 — Hudson River Psychiatric Center Local 410 Annual Dinner Dance and Installation, Meadowbrook Lodge, Newburgh.
12-13 — Region 6 Conference, Holiday Inn, Bovina.
16 — Hudson River Psychiatric Center Local 410 monthly meeting, Fairview Firehouse, Poughkeepsie.
17-19 — Public Employee Conference meeting, Concord Hotel, Kiamesha Lake.
18 — Local 002 general membership meeting, First Ward Legion, Clinton and Grace Streets, Binghamton, 7:30 p.m.
21 — Board of Directors meeting, Concord Hotel, Kiamesha Lake.
21-26 — Annual Meeting, Concord Hotel, Kiamesha Lake.

November
3 — Capital Region IV School District Committee workshop, Thruway House, Albany.
3 — Capital Region IV State Bargaining Units committee workshops, Thruway House, Albany.
16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.

DEPARTMENT OF LABOR CSEA LOCAL 350 officers were installed in New York City on Sept. 20 by Long Island Region I President Irving Flaumenbaum, on right, and New York City Comptroller Harrison Goldin, third from right. The new officers are, from left, Florence Ritter, treasurer; Steve Tanzer, second vice president; Tina Packer, secretary; Betty Mathews, first vice president; and George Caloumeno, president. Third Vice President Dennis Tobin is not pictured. Among the speakers at the installation were AFSCME District Council 37 Executive Director Victor Gotbaum, pictured on right.

DEPARTMENT OF HEALTH CSEA LOCAL 664 officers installed recently are from left, Anthony W. Muscatiello, treasurer; Sandy Droper, secretary; Cele Belmonte, executive committee; Tom McMahon, vice president; Linda Rolfe, executive committee; Al Mead, president; and Margaret Lynch and Stan Zioabrowski, both executive committee. CSEA Field Representative Joe Bakarian, right, swears officers in. Executive Committee member Rebecca Goldman is not pictured. At the officers meeting which followed the installation, Mead, McMahon, Muscatiello, Droper, Belmonte and Zioabrowski were selected as delegates to the CSEA annual meeting.

Court back Nassau Local on eligibility for increments

MINEOLA — Nassau County CSEA Local 830 has won the first round in a legal battle with Nassau County over whether approximately 200 county employees are eligible for increments.

CSEA Regional Attorney Richard Gaba said State Supreme Court Justice Arthur Spatt ruled Sept. 24 the employees involved, who had been CETA employees before being hired into permanent positions, were eligible for increments.

Gaba expects Spatt's decision to be appealed by the county.

The problem developed when the contract between CSEA and the county which went into effect on Jan. 1, 1977, provided increments only for employees hired before the contract went into effect, Local 830 President Nicholas Abbatiello said.

Nassau County refused to pay increments to those who had been CETA employees when the contract went into effect and later filled permanent positions. The Nassau County Civil Service Commission classified those employees as new employees, Abbatiello said.

In June 1978, Local 830 sued the county over the issue.
Employee—run day care now at Adam DC

By Dawn LePore

PERRYSBERG — After two years of planning, lots of hard work and more than just a few stumbling blocks, an employee-run day care center has finally become a reality at the J.N. Adam Developmental Center.

The day care center — a grass roots effort from the beginning — is the only program of its kind known to operate in the 25 counties of Western New York.

A ribbon-cutting ceremony officially opening the center was held Sept. 13. Attending the ceremony were CSEA Region 6 President Robert Lattimer, Regional Field Supervisor Lee Frank, and Local 400 President Paul Christopher along with Frederick Zasyoki, Deputy Director of J.N. Adam, and Grace Martin, a representative from the N.Y.S. Department of Social Services. Ms. Martin presented the state license to Priyilis Badurek, the director/teacher of the day care center during the ceremony.

"The idea for the center originated in June 1977" said Dave Polisoto, a member of the day care center's Board of Directors and past president of Local 400. According to Polisoto, a needs assessment survey was conducted and received a good response. Management supported the idea and a steering committee was established, with Polisoto as co-chairman.

"Part of the reason the union got involved was because we found something in our contract that indicated partial funding might be available for the project," Polisoto said. "When we discovered there were no funds set aside specifically for our purpose, we turned elsewhere."

Committee members were able to develop CETA programs that would sponsor a teacher and two aides, but the limited salary allowance of $6,500 made it difficult to fill the teacher's position with someone meeting New York State qualifications in Early Childhood or Elementary Education.

In addition, Local 400 contributed $500, the Fisher-Price Corporation donated toys and staff members gave furniture, paint, paper, etc., as well as their time. Management at J.N. Adam assisted in locating an available building on the Center's grounds that could meet state safety standards and agreed to pay for utilities. An unused staff house was agreed upon and remodeled to fit the center's needs.

The day care program, which was being operated at near capacity since its unofficial opening July 16, has room for a dozen children, ages three to five. Children as old as six or seven will be able to participate during the summer months.

A structured schedule provides for "classes" in music, art, literature and history, free play time and naps. Hot lunches and snacks for the children are paid for through a tuition plan — $25 a week, $6 a day, or $1 an hour. The center is open from 6:30 a.m. to 5 p.m., but plans to keep the facility open 16 hours a day, seven days a week are in the works.

Right now the major concern of the center's board of directors lies in locating continuing funding for the project. The one year CETA pilot program runs out next summer, although the aides positions will probably be able to be renewed.

A grant application to the Appalachian Regional Commission has been labeled "low priority," although the final word will not return until December 1.