ALBANY — For the first time in years it appears the State of New York will have a new budget in place when its new fiscal year begins on April 1. Still in doubt, however, is how many state employees will be a part of it. After weeks of lobbying, demonstrations, meetings and more than a little chaos, Gov. Mario M. Cuomo and the leaders of the state legislature announced March 18 that they had reached “conceptual agreement” on a $31.6 billion spending plan. There was good news for state employees that the budget deal would mean “far fewer” layoffs (Continued on Page 2).

COOPERATION IS MINIMIZING DISRUPTIONS

ALBANY — The state's budget is still not passed, few of the thousands of layoff notices sent out to state employees have taken effect, but already efforts are underway to minimize unemployment resulting from the state's budget problems. CSEA and the Cuomo Administration have been cooperating on several measures to minimize disruptions, even while the union is publicly and politically fighting against any layoffs. Several very positive actions have already resulted from the cooperative efforts. After meeting with CSEA President William L. McGowan, Gov. Cuomo told the press that if the proposed early retirement incentive program produced more retirements than the administration estimated, the additional savings would be applied to reduce layoffs and/or speed up the rehiring of any workers targeted to be laid off. CSEA has taken steps, including a massive membership information effort, to make sure that all of its members eligible to participate in the early retirement program are aware of its benefits. While the union will not encourage people to retire — retirement decisions must be based on an individual’s financial circumstances — by advising its members of the many benefits of the program, CSEA believes the administration’s target can be easily exceeded. In recognition of the union’s assistance and early employee interest in the program, the administration has agreed to delay the effective date of the early retirement program from April 7 to May 5. Precisely which layoffs would be applied to reduce layoffs and/or speed up the rehiring of any workers targeted to be laid off.

HOW MANY EARLY RETIREES?

ALBANY — As the state’s political leadership was still sorting out its agreement to resolve New York’s latest fiscal calamity, a massive information effort was underway throughout the state to spread the word about an early retirement incentive program that is expected to reduce layoffs and enrich the pensions of thousands of state workers. While controversy was a cornerstone of most of Gov. Mario Cuomo’s proposed state budget for the fiscal year beginning April 1, there was one proposal affecting state workers that drew nearly unanimous support, a plan to encourage eligible state workers to retire early.

The only revision made to the governor’s proposed legislation to create the state's first early retirement incentive program was the addition of the Legislative Bill Drafting Commission and the Legislative Library as employers eligible to participate in the program’s benefits. Observers at the capitol were predicting at mid-week that the early retirement program would be signed into law by the end of March. CSEA, meanwhile, was working closely with officials of the New York State Employees Retirement System and the Governor’s Office of Employee Relations to ensure that CSEA members eligible to participate in the program are aware of its benefits. The union says that only an individual can decide if his or her personal circumstances allow retirement, but all eligible employees should be aware of the special benefits of this program since it offers what probably will be a once in a lifetime opportunity to improve pension benefits for service. Basically the plan gives eligible employees three additional years of service credits if they retire in a “window period” between March 1, 1983 and May 31, 1983. The idea is to encourage as many active employees as possible to retire now, when the state is trying to reduce its work force. (Continued on Page 6)
Union scores major victory over DFY in School case

ALBANY — Fed up with the Division for Youth's flagrant disregard of Civil Service Law, CSEA and Local 559 President Dominic Ruggeri challenged the agency in court and this month won an important legal victory.

In a strongly worded decision, New York Supreme Court Justice John H. Pennock ordered DFY to remove Rose Washington from her position as director of the Tryon State School and to comply with Section 65 of the Civil Service Law governing provisional appointments.

"It's an important decision because the court recognized the subterfuge involved and essentially said to the Division for Youth 'you can't play these games,'" commented Dona Bullock of Roemer and Featherstonhaugh, who argued the case for the union.

In October 1982, DFY appointed Rose Washington to the director III position at Tryon State School. A provisional appointment was made after the promotion list, upon which her name did not appear, was declared non-viable after being reduced to a slate of only two acceptors.

"She wasn't on the list because she was not eligible to take the examination," Bullock explained. "And DFY discouraged people on the list from accepting, in one case sending the applicant a pre-typed letter of declination for his signature.

"If they were going to make a provisional appointment, they could have appointed one of the two acceptors on the list, both of whom expressed an interest in the position. But instead, they appointed someone who did not meet eligibility requirements. To then keep her on that position in violation of the nine-month limitation in Section 65 of the Civil Service Law." Justice Pennock called DFY's appointment of Washington in preference to the two qualified acceptors "totally arbitrary and capricious without any rational basis. . . . The abuse of discretion, in the appointment of one who could not even take the examination over two others who passed it, is incredible," he stated.

When CSEA officials began to question the appointment, and increased pressure by instituting the legal proceedings, DFY appointed Washington to another title — district supervisor for Youth Rehabilitation Services.

Bullock commented: "Changing her title did not work in this instance, because it was apparent that she was still running the facility. Normally, a change of job duties and responsibilities go along with the change in title, but in her case, the change was in title only.

The judge termed this subterfuge "a flagrant attempt to circumvent Section 65," adding that "if one acts like a director, performs the duties of the director, fulfills the responsibilities of the director, holds oneself out to be the director, and is perceived by others to be the director . . . then it is safe for one to assume that she is the director.

The judge's order also called for all other employees of Tryon holding provisional appointments in violation of Section 65 to be removed and replaced from eligible lists in compliance with the law.

Jubilant over the victory, Local President Ruggeri noted, "This kind of thing goes on all the time, not just here but all over the state. But people don't always have the nerve to stand up and challenge it."

Ruggeri acknowledged the efforts of Local Grievance Chairman Gay Hulbert, Field Representative Joe Bakarian and others who prepared the groundwork for submitting the case to CSEA's Legal Assistance Program.

How many will be around to be part of new budget?

(Continued from Page 1)

than the 9,000 originally targeted by Cuomo and later trimmed to 7,500. Just how many fewer layoffs was not clear and as of Public Sector press time, that number remained unresolved.

The governor was quoted by news media reports as predicting there would be 'fewer than 5,500' layoffs. A top legislative aide was quoted as predicting "about 2,000." But one week after the conceptual agreement was announced, there still was no formal word on what the final number would be.

The lack of information kept more than 7,000 state employees perched on the ends of their seats. These were the people who received layoff notices — some verbally and some formally — beginning in early March. There was no way for any of those facing termination to know if they would be among those fortunate enough to escape the layoff threat.

The Governor's Press Office said today that the details of the remaining layoffs would be announced as soon as those details were complete. They still were not complete.

The legislative agreement to reduce layoffs was the end result of several weeks of massive lobbying efforts by thousands of CSEA members statewide. In demonstrations across the state, often at sites where Gov. Cuomo was to make appearances, and through thousands and thousands of letters, petitions and phone calls, CSEA members made it clear that 9,000 layoffs were out of the question.

Meetings between CSEA officials and various administration officials also offered the promise of even fewer layoffs before terminations actual-

The layoffs will ultimately fall into two categories," said CSEA President McGowan. "There will programmatic layoffs, where the state simply discontinues a particular operation, and there will be 'across the board' layoffs, those caused by not having enough money despite the desire to continue a service.

"It is likely that most of the programmatic layoffs will occur. We won't know exactly who is affected or how many will be terminated until the governor and the legislature sort out their agreement. The 'across the board' layoffs will be delayed to May 5, this will allow us to assess the impact of early retirement. If the early retirement program is as successful as we believe it might be, the number of 'across the board' layoffs should be reduced," Mr. McGowan said.

"The biggest problem at this time is that no one can say who will or won't be laid off or even when. This is a terrible ordeal for those who have been targeted for layoff. We are trying to ex-

pedite these decisions, but there are very real limits on what anyone can do until the governor and legislature decide what they have agreed to," he said.

Meanwhile the union is gearing up to protect the rights of any employees who still may be displaced as a result of the budget crisis. Union officials are also meeting with state officials to explore different approaches to reduce the number of "necessary" layoffs and to expedite the return of displaced workers to the payroll.

"The situation is a hell of a lot better than it was two weeks ago," President McGowan said, "but if anyone thinks this problem is over they are dead wrong. There are seven thousand people out there wondering if they will still have jobs two weeks from now. Thousands of them will, thank God, but a lot of them won't. We haven't stopped fighting these layoffs and we won't, not until every one of the people who are put out of work are back on the job."

And despite the significant progress in reducing layoffs, the state budget agreement still provides for the reduction of some 14,000 jobs over the next twelve months through attrition.

"Our members have done a magnificent job in pulling together under the pressure to reduce these senseless layoffs," Mr. McGowan said, "and we are continuing to work with the administration to achieve further reductions, protect the rights of those who will be affected, and to assure their speedy return to work."

More details concerning the layoff situation will be distributed to CSEA Regional Offices and state CSEA Local Presidents as soon as that information becomes available.
In West Seneca:

Pact impasse prompts picket

IMPASSE PROTESTED — Blue and white collar employees of the Town of West Seneca recently picketed a town board meeting to push for an end to the impasse in their contract talks. Among them were John Langdon, on crutches in photo above left, standing with Leonard Wisniewski. An unidentified member shows his support in photo above right. At right, Tom Blake of the blue collar unit, holding sign, is joined by Danny Jinks, CSEA collective bargaining specialist.

Jamestown employees complete food drive honoring McDonough

JAMESTOWN — The Jamestown employees unit of Chautauqua County Local 807 has become the first in Region VI to complete collecting food donations for the needy in a region-wide drive in memory of the late Thomas McDonough, former CSEA executive vice president.

Unit President Frank Kaluza and Field Representative Mark Higgins reported more than a dozen boxes of food, mostly canned goods, have been turned over to the Salvation Army for further distribution.

“Everyone’s aware of the great needs due to the economic crunch, so there were no problems getting folks to pitch in,” said Higgins. “Some were just sorry they couldn’t help more. But we’re sure those receiving these donations will be appreciative.”

Kaluza said the drive was aided by CSEA members from the Jamestown Hospital and City Hall, in a committee that included Virginia Allette, Bob Rizzuto, Lee Hoyt, Bea Liddy, Bea Kinear, Dorothy Thompson, Barry Mason and Cindy Kiefner.

Stewards and volunteers are being asked to spread the word so that all may have the opportunity to donate to the cause.

ALBANY — The Department of Civil Service has set up a Preferred List Information Center for state employees facing April 1 layoffs. Counselors will be available 8 a.m. to 6 p.m. to answer telephone questions.

The phone number is (518) 457-2973. The Center, in Room 119 in Building 1 of the State Office Building Campus in Albany, will also provide information on a walk-in basis from 8:30 a.m. to 4:45 p.m. daily.

(518) 457-2973

Info Center on preferred lists opened to help layoff victims
McGowan at Marcy:
Layoffs reduced; union opposes prison plan

MARCY — Statewide CSEA President Bill McGowan made a special visit to Central Region V recently to deliver some optimistic news for state employees and to reconfirm the union's support for the CSEA Task Force and Mohawk Valley area groups opposed to the co-location of a prison at Marcy Psychiatric Center.

Speaking to some 400 CSEA members and other state employees gathered at the assembly hall on the Marcy campus, McGowan explained that an "eleventh-hour" budget agreement by Gov. Mario Cuomo and leaders of the state Legislature will greatly reduce the number of state employee layoffs. Some layoff notices will be delayed until May 5, he said.

"We are confident that with normal employee attrition by retirement, and the unknown number of state employees who will opt for the early retirement plan, the end result will be very few layoffs, if any," McGowan said.

He added that the union also has a binding agreement with the state regarding a preferred list for rehiring any layoffs.

Turning attention to the prison issue, McGowan reinforced the union position to do everything possible to stop the state plan to co-locate a prison on the Marcy Psychiatric Center campus.

"It makes absolutely no sense to discard the millions of dollars spent for a prison at Pilgrim and then waste additional millions of taxpayer dollars upstate," he said.

"The state seems to have more concern for the welfare of prisoners who have broken laws than it does for the hundreds of helpless clients who need the continuation of quality mental health care provided by the employees here at Marcy Psychiatric Center."

McGowan made the special Marcy visit at the request of Region V President Jim Moore and Local 414 President Bud Mulchy.

Mulchy, chairman of the CSEA task force fighting the co-location of a prison, reported that some 50 state and other public officials, citizens' groups, local businesses and unions are now supporting the task force.
ALBANY — Thousands of people, public workers and the general public alike, recently had the opportunity to learn that CSEA is, indeed, a full service labor union providing unique services to its membership.

The occasion was the highly successful two-day State Employees' Information Days sponsored by CSEA in the concourse of the huge Empire State Plaza complex here.

And the program provided the format to pick up more than 1,000 more signatures on union petitions opposing any state employee layoffs or service reductions under the next state budget. Several hundred CSEA postcards addressed to Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink were also signed and collected.

Among the thousands of people who passed through the display area where the union had set up numerous information tables was Gov. Mario Cuomo.

“No one can say that CSEA wasn’t flying the flag and out fighting for its members,” C. Allen Mead, president of the Capital Region, said.

“Members had an opportunity to get up-to-the minute information on every type of service CSEA provides on all levels. And our information area served as a staging area for lobby efforts by CSEA and other public employee unions. No one, not even the governor, could cross from the Capitol to the Legislative building without seeing, hearing and knowing that CSEA was against the layoffs and being supported by the general public.”

“When times are tough, the tough get going,” Jack Corcoran, CSEA Capital Region director noted. “We are out to convince the governor and the Legislature that the public workforce is not going to be the whipping boy any longer for budgetary problems. This display showed the ranges of services and the depth of CSEA strength in serving the needs of its members.”

Participants in the two-day event ranged from AFSCME International union representatives, to the Mechanics Exchange Division of Dime Bank. Representatives of the various participating services were unanimous in their praise of the informational effort.

“The general member doesn’t realize all the services that a dynamic union like CSEA provides. Activities such as this let the member see the variety of union services, contractual benefits and even community social activities which are available to them through the efforts of their union,” Steve Fantauzzo, AFSCME area director.

PETITION SIGNERS above and below, were among more than 1,000 people who penned their signatures to protest.

CAPITAL REGION PRESIDENT C. ALAN MEAD, second from left, cuts symbolic ribbon of CSEA bumperstickers to officially open the two-day information program. At left is Region IV Director John Corcoran, and at right is Frank Ricupero, chairman of the union’s downtown committee. Watching the ribbon cutting is Region IV Second Vice President Barbara Skelly.
ALBANY — With a great deal of media coverage and a lot of rumors flying around, some people are wondering just who is eligible to participate in the recently announced early retirement incentive program.

As information from the New York State Employees Retirement System puts it (see related story), the program is only for state employees. But what does that mean? In some cases, it’s not easy to know.

The state has numerous authorities and quasi-state agencies where the distinctions are a little vague. For example, can an employee of the Office of Court Administration be eligible to participate in the early retirement incentive program? Unfortunately the answer is a definite “maybe.”

The legislation implementing the program would allow the administrators of certain organizations to decide. In the case of the Office of Court Administration, the Legislative Bill Drafting Commission, Senate and Assembly staffs, etc., they can participate only if the administrators of those organizations say so. In the case of the Office of Court Administration, participation will be decided after action is taken on the legislation.

In the case of the New York State Thruway Authority, Health Research Institute, and numerous other quasi-state agencies, the program is not available. The best way to be certain is to contact your program administrator.

One very common question CSEA officials are hearing is, “How can early retirement be offered to some members of the State Employees Retirement System and not others? How is that fair?”

The answer, of course, is that money is the key. For every employee that retires early the employer, in this case the State of New York, must pay a substantial amount of money to the New York State Employees Retirement System to cover the cost of the early retirement. That is to be paid in installments over the next five years.

In essence, the state is willing to pay an extra cost to provide an extra benefit to encourage people to retire early. Ultimately the state will save money since not all of those retiring will be replaced.

Expect retirement bill signing

(Continued from Page 1)

The program is part of an effort to avert layoffs. But not only those who would otherwise be laid off benefit from the program. For the eligible employee, the three years of service counts towards pension benefits.

If an employee with 17 years of service retires under the program, for example, the employee’s pension is calculated as if the employee actually worked 20 instead of 17 years.

The improvement in pension benefits is permanent, so long as the employee does not reenter the State Employees Retirement System as an active employee within two years. If an employee did return to active service within the two year period, the extra service credits would simply be forfeited.

The biggest problems with the early retirement incentive program seemed to be the very tight time limitations involved.

Since the program is designed to maximize personnel savings to reduce layoffs, it must encourage retirements at the start of the state’s fiscal year. The legislation establishes March 1, 1983 through May 31, 1983, as the period during which a state employee must retire to receive the three years of additional service credits.

Retirement System regulations, however, require that a retirement application must be filed at least 30 days prior to the date it takes effect. In this case, to meet the May 31 deadline, an employee’s retirement application must be received by the State Employees Retirement System by no later than the close of business on May 2, 1983!

If that sounds pretty tight, planners have found that in practice the problem gets worse.

A common practice for employees planning to retire is to file for an official estimate of their pension benefits. While most employees have calculated their benefits independently some still await official estimates before proceeding.

With the early retirement program underway and thousands of additional state employees now seriously considering retiring immediately, people wanting official estimates are confronted by a very tight time frame.

While the State Employees Retirement System is working long hours to keep up with demand, its backlog for estimates may develop. Should that happen, some employees may find the eligibility period for participation in the program waning while they are still waiting for an estimate. To avoid this problem, the Retirement System is advising any eligible employees who will seek an official estimate to apply for their estimate immediately.

Employees who already have estimates, even if they are a few years old, can receive a rough update on the improvement in benefits they can expect from the early retirement program by bringing their estimate and data of their last three years of earnings (W-2 forms are best) to meetings with Retirement System representatives. The locations and schedules for those representatives are printed elsewhere in this edition of The Public Sector.

CSEA was expected to make a mass mailing of information concerning the early retirement incentive program — including applications for official estimates — to state employees in CSEA bargaining units identified by the Retirement System as eligible to participate in the program.

That mailing was expected to be made by March 25 and should be received by the 13,000 state CSEA members eligible to participate in the program by the end of March.

The State Employees Retirement System, meanwhile, was reporting a dramatic increase in inquiries, requests for pension estimates, and consultations as a result of the program.

Several points you should keep in mind when thinking about retiring early

* To participate, your retirement must take effect prior to May 31, 1983! Be effective by that date, your notarized retirement application must be received by the state employees’ retirement system by no later than May 2, 1983!

* If you apply for an official estimate of your pension benefits, that will not be considered as an application for retirement. An “application for service retirement” form RS-603 must be also filed. To be effective by the May 31, 1983 deadline, the retirement application form must be received by the retirement system no later than May 2, 1983 whether you have received your estimate or not! You may, of course, apply for retirement without requesting an estimate.

* CSEA is mailing letters to the 13,000 state workers represented by CSEA who have been identified by the state employees’ retirement system as eligible to participate in this program. The letter contains more information on the program and an official estimate application. If you receive this letter and want an estimate before making your decision, you must file your estimate application immediately in order to receive a response in time to meet the May 2 deadline. If you do not file your retirement application, whether you receive your estimate in time or not, if you wish to participate in the program you must be sure your retirement application is received by the retirement system on or before May 2!

* As of March 23, 1983, the legislation to implement the early retirement incentive program had not yet been enacted. The Assembly had passed a bill, the Senate was expected to pass its bill late this week and the Governor was expected to sign the bill as early as next week.

* The state retirement process is separate and distinct from any potential benefits to which you may be entitled from the Social Security Administration. While you are pursuing your options with the early retirement incentive program you should also be examining your options for social security benefits.

* Keep in touch about further developments in this program by reading each issue of The Public Sector.
More important information about the proposed retirement incentive program

THE FOLLOWING INFORMATION CONCERNING THE STATE'S PROPOSED RETIREMENT INCENTIVE PROGRAM FOR STATE EMPLOYEES WAS PREPARED BY THE NEW YORK STATE EMPLOYEES' RETIREMENT SYSTEM.

Background

Generally, the proposed legislation provides an additional three years of service credit for State employees who:

1. are members of the New York State Employees' Retirement System
2. were in the paid service of the State on January 31, 1983
3. are eligible for service retirement (45) by March 1, 1984; (45) by May 31, 1984; or (45) by May 31, 1983.
4. whose retirement date is on or after March 1, 1983 and on or before May 31, 1983.

Employee Consultations

Employees are encouraged to discuss the proposed Incentive Program in person with our representatives in our main office in Albany (first floor, Governor Smith Building) or at any of our 21 field locations throughout the State. Employees should bring to these interviews as much information about their work history as possible i.e.: recent retirement estimates, annual Retirement Member Statements, and data on their last three years of earnings (W-2 forms are best).

Retirement Estimates

We strongly urge all who are considering retirement under the proposed Incentive Program to immediately file an estimate request (form RS 6030). We are prepared to accommodate these requests on a first come, first served basis. You will receive a confirmation of your request, which will include the dates the proposed legislation would provide.

Service Retirements

The proposed Incentive Program is limited to employees whose effective retirement date is on or after March 1, 1983 and on or before May 31, 1983. It is important to remember that a retirement application (form RS 6030) must be on file at least 30 days but no more than 90 days before it can become effective. In order to qualify for the proposed Incentive Program, retirement applications would have to be delivered and received by the Retirement System no later than the close of business, Monday, May 2, 1983. A member who files for retirement and later wishes to cancel it and remain actively employed, must file written notice of the withdrawal with the Retirement System by close of business on the day immediately preceding the effective retirement date.

First Payments

We realize that many employees who will be retiring have not planned for the normal delay from their date of retirement to receipt of their first retirement check. In addition, the Retirement System will have a much larger number of benefits to calculate. Consequently, we have made arrangements to make partial advance payments to persons who retire under the proposed Retirement Incentive Program. The advance checks for March retirees will be mailed April 26; for April retirees, May 30; and for May retirees, June 29.

Other Considerations

Those of Social Security age or those wishing to know the effect of early retirement on their Social Security benefits should contact their local Social Security Office. All questions regarding the Survivor Benefit Program or Health Insurance benefits should be answered by Agency Personnel Offices.

Telephone Inquiries

The following units and telephone numbers are best equipped to handle telephone inquiries regarding the proposed Incentive Program:

Information Services (518) 474-7736
Service Retirement (518) 474-4449
(518) 474-4932
(518) 474-3621
General Estimates (518) 474-7699
(518) 474-4467

Retirement Information Service Schedule

The schedule below shows the present locations and visiting days for Retirement System information representatives.

These services are offered on a "first come, first served" basis. You need not make an appointment. However, in order to accommodate as many consultations as possible, these representatives are not able to accept telephone calls or conduct interviews by phone.

City or Village

Albany
Binghamton
Buffalo
Canton
Goshen
Hauppauge
Horseheads
Little Valley
Lockport
Mayville
Mineola
New York City
Plattsburgh
Pomona
Poughkeepsie
Riverhead
Rochester
Syracuse
Utica
Watertown
White Plains

Address
Gov. Smith State Office Bldg.
Broome County Center
Buffalo State Office Bldg.
(65 Court Street)
County Courthouse
County Center
State Office Building
Village Hall
County Office Building
Municipal Building
Chautauqua County Health and Social Service Building
State Office Building
County Health Complex (Bldg. A)
DOT Headquarters
Rochester City Hall
County Courthouse
State Office Building
State Office Building
Westchester County Center

City or Village

Monthly Visiting Days
Albany
Every Business Day
Binghamton
First and Third Monday
Buffalo
First, Second, Third & Fourth Monday
Canton
Wednesday
Goshen
Second and Fourth Tuesday
Hauppauge
Second and Fourth Monday
Horseheads
First and Third Monday
Little Valley
First Tuesday
Lockport
First and Fourth Monday
Mayville
First and Third Thursday
Mineola
First and Third Monday
New York City
First and Third Saturday
Plattsburgh
First and Third Friday
Pomona
First and Third Friday
Poughkeepsie
First and Third Friday
Riverhead
First and Third Friday
Rochester
Second and Fourth Tuesday
Syracuse
Second and Fourth Tuesday
Utica
First, Second, Third and Fourth Tuesday
Watertown
Second and Third Monday
White Plains
Second and Third Monday

ALBANY — When Gov. Mario Cuomo and legislative leaders announced agreement on a proposed state budget, it marked the end of several weeks of often frantic activity aimed at limiting the number of state employees targeted for layoffs. While full details of the success of that effort remain unclear, significant progress had obviously been made.

In his Executive Budget proposal unveiled February 1, Cuomo stunned state workers by announcing plans to layoff more than 9,000 active state employees as part of a program to cut the state work force by 14,000 jobs by the close of the fiscal year beginning April 1. The reason, the governor said, (Continued on Page 8)
LAKE PLACID

Still THE VILLAGE

LAKE PLACID — The Village of Lake Placid will remain the VILLAGE of Lake Placid due mainly to the efforts of 26 CSEA represented village employees.

In a vote last week to dissolve the village form of government and have its powers and responsibilities absorbed by the Town of North Elba, village residents rejected the Proposal 964-56, a near 18 to 1 victory for the worker’s position on the issue.

“We did everything possible to inform the village residents of the dangers of dissolving the village government,” Jim St. Louis, president of the CSEA unit said.

“The Region Political Action Committee funded a very professional and well coordinated media campaign which put the issue right in front of every village resident,” St. Louis continued a very successful door-to-door campaign to make sure that the citizens knew how important their participation in this situation was.”

Region II seminar April 9-10

NEW YORK CITY — The CSEA Labor Institute has set the weekend of April 9 & 10 for an education and training seminar for members in Metropolitan Region II.

The seminar to be held at the 57th St. Holiday Inn in Manhattan, will offer three courses: the Basic Steward, the American Labor Movement and Internal Organizing.

Registration forms for the seminar are available through Region II local presidents and the regional office and must be returned by March 31 to assure reservations.

Cooperation results in several positive actions

(Continued from Page 1)

policy to implement the pledge.

Legislation has been introduced by the administration to encourage agencies to canvass displaced employees for “comparable” vacancies.

In instances where an employee was eligible for a “comparable” title vacancy rather than the same title from which they were laid off, the state could take any of the three most senior employees for the “comparable” job and the employee chosen would serve a probation period as if they were promoted. Should the employee not complete probation, he or she would be returned to the preferred list.

The normal “one for one” rule for direct appointment from the preferred list — without probation — will still apply for vacancies in the same title as the laid off employee and also for positions in direct line of promotion.

The effect of this change is to encourage agencies to expand the appointment opportunities for displaced employees to “comparable” titles as well as the same title. In those appointments to “comparable” titles, however, the “rule of three” would apply as would a probationary period. Despite the latter provisions, the “bottom line” is more rehiring opportunities for displaced workers.

Another initiative from the Cuomo Administration came in a March 16 memo to state department and agency heads. While the memo primarily dealt with setting up reporting procedures for vacancies, it also directed agencies to give first priority in any hiring to displaced workers, even if appropriate retraining was needed to qualify the displaced employee for the vacancy.

“It is the policy of the state that qualified members of the present and or displaced work force be given first preference for all appointments to competitive, non-competitive and labor class positions that become available during the fiscal year,” the directive states.

More importantly, it includes a pointed order, “No agency will be permitted to hire staff in these classes from outside the existing work force until it has shown to the satisfaction of the liaison groups (Division of the Budget, Civil Service, and OER) that it is not possible to find or develop a qualified candidate from within the existing work force.”

Agencies were given until April 4 to report back on anticipated vacancies in their ranks in the coming fiscal year.

While many of the layoff problems remain unresolved even as the effective date of layoff notices rapidly approaches, clearly major progress has been made to avert thousands of layoffs. Equally as important, substantial progress has been made to ensure that any workers who are actually displaced are offered reemployment in state service.

Union efforts to reduce layoffs bear fruit

(Continued from Page 7)

was a $1.8 billion deficit, the largest in New York State history.

CSEA efforts to fight the plan were initially hampered by the apparent inability of the administration to specify which jobs it intended to cut or how it intended to make cuts. Agencies were given until March 1 to formulate specific personnel reduction plans. Rumors ran rampant and efforts to point out the damage caused by the proposed cuts were restricted since without specific information, no one could say precisely what damage could result from the cuts.

An analysis of the budget and alternate revenue proposals was begun at the direction of CSEA President William L. McGowan who told reporters on February 2 that the union would fight the cuts and would propose tax increases for higher income New Yorkers instead.

Gradually, as more specific information became available, a comprehensive information effort began, spearheaded by CSEA’s Research Department, to distribute any information obtained by the statewide union to local leaders. High level discussions also began between union representatives and the administration to explore alternate means of reducing the work force without mass layoffs.

CSEA produced thousands of appeals to Assembly Speaker Stanley Fink and Senate Majority Leader Warren Anderson to save jobs.

As budget negotiations began in earnest between lawmakers and the governor, more help for state employees came from Senate Minority Leader Manfred Ohrenstein. To the delight of CSEA, Senator Ohrenstein, whose Democratic votes in the Senate are critical to Cuomo’s budget plans, forcefully and publicly opposed the proposed layoffs of state employees. His support was to prove critical as negotiations progressed.

All of the efforts came together on March 18 when Gov. Cuomo met with reporters at the capitol to announce “conceptual agreement” on a new state budget.

Even a week later, many of the details of that agreement and its impact on state employees was still unclear, but there appeared to be significant progress toward reducing layoffs. From the original layoff estimate of over 9,000, Cuomo told reporters the agreement would reduce layoffs to “less than 3,500”. Some legislative sources told reporters actual layoffs would number “closer to 2,000”.

CSEA officials continued to meet with administration officials to clarify the actual layoff details and propose still more alternative actions to reduce layoffs or at least minimize the amount of time before displaced workers could expect to be recalled by the state.
SEN. ANTHONY MASIELLO, second from left, studies CSEA publication concerning proposed state budget in his district office in Buffalo. He was visited by CSEA Political Action Liaisons MariJean Nichols, left, of Erie County Local 815; Region VI Political Action Committee Co-chairman Dominic Savarino, and Barbara Justinger of Local 815.

**Driving home a point — at home**

As time began running down for the state to have a new budget in place for the fiscal year beginning April 1, CSEA stepped up its campaign to have state legislators enact a budget substantially different from the executive budget proposed by Gov. Mario Cuomo. Over the past couple of weeks, that campaign has been directed squarely at the people who can achieve a final budget without the large layoffs or service reductions proposed — the state legislators themselves. Constantly being visited by CSEA representatives while in their Albany offices, state legislators now find themselves being visited when they return to their district offices back home. These photos taken in CSEA's Western Region VI are typical of activities taking place throughout the state.

Meanwhile, the lobby effort has intensified on the Albany scene. Photos, story on following pages.

BUFFALO LOCAL 003 member Kathy Fetzer met with Assemblyman Dennis Gorski when the assemblyman was back home in his Buffalo district office recently.

ELAINE MOOTRY, president of West Seneca Developmental Center Local 427, discussed problems caused by proposed state budget with Assembly Deputy Speaker Arthur O. Eve, who is also a member of the Important Ways and Means Committee.

ASSEMBLYMAN WILLIAM HOYT had a smile and a handshake when CSEA Region VI Secretary and PEOPLE Coordinator Sheila Brogan stopped in to urge Hoyt's support in revising the proposed state budget.
‘Saving jobs and justice’ in Albany: PALS bring message home to legislators

ALBANY — The battle against the budget mounted last week as nearly 140 union members filed into their legislator’s Albany office in an all-out lobbying campaign to defeat the governor’s layoff proposal.

CSEA Political Action Liaisons (PALS) instead offered an alternative to the layoffs. Entitled “Saving Jobs and Justice,” the highly-detailed union proposal is an elaboration of one offered Assembly Speaker Stanley Fink.

The proposal maintains that by imposing a sales tax on professional fees charged by attorneys, engineers, architects and other high income professionals (except doctors), over $500 million would be raised in state and local revenues.

This sales tax measure has received strong support in the Assembly, but has met some opposition in the Senate, according to CSEA Legislative and Political Action Director Bernard Ryan. At the budget 1 deadline nears, Ryan said legislators were well-prepared with packets and a supply of personnel to lobby in favor of the tax proposal.

But the lobbying effort, he said, “really reached the legislators were the horror of layoffs, and how they affect their constituents.”

The PALs told the stories of the catastrophes which lie ahead for their brothers and sisters. These true-to-life tales had remarkable effect on the political action director added.

They will continue to lobby these same representatives in their home districts, right up until the state Legislature convenes in Albany to vote on the Executive Budget proposal.

THE JIST OF IT — Senator James Donovan (R-47th Dist.) sums up his feeling on the governor’s layoff proposals with two PALs from Region V: Local 822 President Mary Sullivan, left, and Local 833 President Dorothy Penner.

JOBS CAN BE SAVED — Local 674’s Joseph LaFreniere, right, convinces freshman Assemblyman James Tedisco (R-107th Dist.) that the sales tax proposal would produce enough revenues to avert the 7,600 layoffs called for in Gov. Cuomo’s budget proposal. At left is Local 674’s Evelyn Leon.

LINE FOR LINE — Lou Albert, center, and Connie Calangias, right, both from Schenectady County, go over the alternative proposal with Assemblyman James Tedisco.

ARGUMENTS PRESENTED — Statewide Political Action Chairman Joe Conway outlines the arguments in favor of the professional sales tax proposal as an alternative to the layoffs called for in the governor’s 1983-84 budget package.

A LIGHTER MOMENT — Assemblyman Gary Proud (D-131st Dist.), center, Local 420’s Wilma Hasser and Hemm parson take a break from a discussion on the governor’s proposed budget in Albany last week.
**Coping with Layoffs**

**Some Facts You Should Know If You Are Facing Job Uncertainty**

The question of how many layoffs, if any, and who will actually be affected under the next state budget is still unresolved at press time.

What is known is that thousands of state workers recently received layoff notices, but the final number of layoffs, if any, will not be as large as the number of notices actually sent out.

Too, due to the bumping process involved in a layoff situation, the person receiving a notice may not in fact be the person eventually laid off.

For anyone facing the prospect of going off the payroll, there are a great many things to consider. Insurance and benefits are certainly among those concerns.

The following information should be beneficial to everyone facing job uncertainty during the budget crisis.

**Answers to Some Common Questions About Health Insurance**

ALBANY — What happens to my health insurance if I go off the payroll? Although the number of state layoffs is expected to be less than once feared, many employees are still asking that question. To set the record straight, the Employee Insurance Section of the Civil Service Department has provided answers to the following questions:

1. **Am I eligible to continue coverage in the New York State Health Insurance Program if my job is abolished?**

   If you have been separated from service with the state and your name has been placed on a Civil Service Preferred List, you are eligible to continue your enrollment in the Health Insurance Program. If you are a state employee not eligible for preferred list status, but you were employed on a permanent full-time basis and are separated from service as a result of the abolition of your position, you are also eligible to continue your health insurance coverage.

2. **What if I do not pay the required contribution?**

   Your coverage in the State Health Insurance Program will end 28 days following the last day of the last payroll period in which you worked. You will automatically receive a written notice to convert your health insurance coverage through direct payments to the health insurance companies.

3. **If I continue coverage in the State Health Insurance Plan, what type of coverage will I be offered?**

   Your benefits will remain the same as when you were in active service with the exception of coverage for prescription drugs. Your coverage under the CSEA Employee Benefit Fund will cease 28 days following the last day of the last payroll period in which you worked. Coverage for prescription drugs under the State Program will begin the day following the date coverage under the CSEA Employee Benefit Fund program ceased.

4. **What is the cost to continue my State Health Insurance coverage?**

   If you are eligible to continue your health insurance coverage, you may do so by paying the employee's required contribution, if any. The State of New York will continue to contribute 90 percent of the cost of your coverage and 75 percent of the cost of any dependent's coverage. The Employee Insurance Section will bill you on a quarterly basis any premium charge you may owe.

5. **How long am I eligible to continue my State Health Insurance coverage?**

   You may continue coverage for a maximum period of one year or until re-employed by a public or private employer by contributing only the employee's share of premium charge. If you reach retirement age or before that date, you may continue coverage as a retiree. If you do not qualify for retirement by that date, you may continue in vested status until attainment of retirement age and then continue coverage as a retiree. Vested enrollees must pay both the employee's and employer's share of premium until they are eligible to retire.

Other questions concerning continuation of health insurance coverage should be directed to your Personnel Office or the Employee Insurance Section, Department of Civil Service, State Office Building Campus, Albany, N.Y. 12239.

**How to Make Direct Premium Payments**

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year. Monthly, and all who are laid off and who participate in the CSEA MasterPlan (Homeowners and Automobile Insurance) or the Family Protection Plan should contact Jardine Ter Bush & Powell at this toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co.

Questions concerning CSEA-sponsored insurance programs should be directed to Jardine Ter Bush & Powell by calling, toll-free, 1-800-342-6572.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

**How to Continue EBF Coverage If You Are on a Preferred List**

ALBANY — State employees who presently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.
Mandatory surgical opinion program to begin

ALBANY — Public employees who belong to the Statewide Health (Metropolitan) Option are reminded that the mandatory second surgical opinion program goes into effect April 1.

Second medical opinions will, thereafter, be required to receive maximum benefits for the following elective procedures: bunionectomy, cataract removal, deviated septum, hysterectomy, knee surgery and prostatectomy.

The cost of the second opinion will be paid in full by the Health Plan, and the medical consultant will be an independent expert certified by the State Civil Service Department. Arrangements should be made at least two weeks before the surgery is scheduled.

To arrange for the second surgical consultation, or to get answers to any questions about the program, call one of the following toll-free telephone numbers:

New York City area (including Long Island and Rockland/Westchester counties): 1-800-832-6500.

Other areas: 1-800-342-3726.

If, after the second opinion is given, a person decides to have the elective surgery, hospital expenses will be paid in full by Blue Cross, and Metropolitan medical/surgical will pay 80 percent of covered charges for surgery, anesthesia and other related expenses.

Payments will be made regardless of whether or not the second opinion confirmed the need for surgery. But, if a person does not arrange for a second opinion, then only 50 percent of covered hospital and surgical/medical charges will be paid.

Employee Benefit Fund moves

The CSEA Employee Benefit Fund has moved its offices from One Park Place, Albany, to 14 Corporate Woods Boulevard, Albany, N.Y. 12211.

The main telephone number is now (518) 483-6356. The toll-free number remains the same. It is:

1-800-342-4274

Tuition reimbursements for workers expedited under new program

ALBANY — Tom Quimby, director of CSEA's Labor Education Action Program, reports that reimbursements for tuition fees are "ready, set, go."

Reimbursements are funded under Article 14 of the CSEA/state contracts, and cover employees in the three major bargaining units (administrative services, institutional services and operational services).

The tuition support program assists CSEA-represented workers in improving job performance by acquiring new skills and knowledge that will also prepare them for career advancement. It is administered jointly by the union and the Governor's Office of Employee Relations (GOER).

There is now a centrally-located processing unit to expedite applications and reimbursements. The telephone number of the Tuition Reimbursement Processing Unit is (518) 474-7176.

Quimby says the new system will be "more responsive" and believes new guidelines are "more flexible."

Highlights of the program are as follows:

• Employees working half-time or more are eligible for 50 percent reimbursements up to a maximum of $900 in any fiscal year.
• Employees working less than half-time are eligible for 25 percent reimbursements up to a maximum of $150 in any fiscal year.
• Courses must be career-related and are subject to availability of funds.
• Tuition fees for both credit and non-credit courses are reimbursable.
• Registration fees up to $75 and lab fees up to $40 are considered covered tuition expenses in any fiscal year.
• Career-related courses are ones which: directly related to the employee's current job assignments, duties and/or position; increase the employee's opportunity for advancement within job title series; increase the employee's opportunity for promotions; and enable the employee to acquire knowledge or skills for which there exists a need in state service.
• To seek tuition reimbursements, a two-part process is required:
  • Form CSEA 101 is filled out and submitted to the employer who determines if the coursework is career-related. A decision must be made within 10 working days.
  • Form CSEA 102 is filed at course completion along with proof of tuition payment and proof of a satisfactory grade.
• Anyone who filed for reimbursements using the old form must resubmit using the new form.
• Copies of program guidelines and application forms are available by contacting personnel and staff development offices. Copies will also be made available shortly to CSEA state local presidents of the three bargaining units.
• The tuition support program will be in effect during the life of the current CSEA/state contracts and is retroactive to courses beginning after April 1, 1982.

State Police begin drive to recruit troopers

The New York State Police have begun a drive to enroll people to take a statewide examination May 14, 1983 for the position of trooper.

State Police Superintendent William G. Connelie said recruiters would seek the best-qualified candidates. Special emphasis will be placed upon attracting women and minority male candidates in order to meet the mandate of a federal court which imposed hiring quotas on the Division of State Police.

To obtain a job application, write to: Director of Personnel, New York State Police State Campus, Albany N.Y. 12226, or visit any State Police station. Applications must be postmarked by April 22, 1983.

The job pays $16,018 while in training, and after one year on the job, is increased to $18,529, with a salary of $23,498 after five years. Troopers may retire at half pay after 20 years of service.

Applicants must be U.S. citizens and New York state residents at the time of appointment. Candidates must be at least 20 years old on the date of the exam (May 14), and between 21 and 29 at the time of appointment. However, the maximum age may be extended to age 35 in consideration of military service.

Applicants must possess a high school diploma or an equivalency diploma and a valid driver's license at the time of appointment. A felony conviction automatically disqualifies an applicant. For additional information, telephone (518) 457-7254.
Newest instructional booklets ideal for 
OMH, OMRDD promo exams coming up in May

ALBANY — The many CSEA members who plan to take the May promotional exams for positions in OMH and OMRDD should also plan to study two new instructional booklets soon to be available from CSEA.

The booklets have been specially written to assist those taking the following exams: Paramedical/Professional Careers in Mental Hygiene, Mental Hygiene Staff Development Specialist I and mental hygiene therapy assistant I. The latest copy date for the exams is March 28.

The new study materials are the latest in the series being prepared for CSEA by the New York State School of Industrial and Labor Relations, Cornell University. Together with a videotaped instructional series, they are part of a program funded by the Committee on the Work Environment and Productivity (CWEP) and designed to help improve performance on Civil Service exams.

Each of the two newest booklets in the series covers two topics. Booklet #9 deals with concepts and principles of normalization and therapeutic approaches used with the mentally ill and developmentally disabled. Booklet #10 covers principles and practices in the treatment and problems of the mentally ill and emotionally disturbed.

Each reviews important areas to be covered on the exams and also includes sample questions with full explanations.

People taking these promotional exams will also find useful Booklet #5, Preparing Written Material. And those taking the Mental Hygiene Therapy Assistant I exam should also study Booklet #6, Supervision. These two booklets are already available and may be ordered at any time.

Booklets #9 and #10 will not be available for distribution until April 15, and orders including those booklets will not be processed until then. So members also wishing to order other booklets in the series would be advised to place separate orders and avoid delays. Each of the 10 booklets in the series costs $1.50.

Watching TV can improve test results

ALBANY — Plan to spend some time in front of your television set in April, when most of the public television stations in the state will broadcast the four-part television series designed to help improve your Civil Service promotional exam scores.

In most areas, CSEA members can view the series 11:30 a.m. to noon, April 5-8. Stations carrying the instructional programs at that time are: WMHT, Channel 17 in Schenectady; WCFF, Channel 57 in Plattsburgh, WNPE, Channel 18 in Watertown; WSKG, Channel 46 in Binghamton; WCNY, Channel 24 in Syracuse; WCC, Channel 21 in Rochester; and WNED, Channel 17 in Buffalo.

Viewers in the Capital area will get still another chance to see the CSEA-sponsored programs when WMHT Channel 17 repeats the series on Saturday mornings 11:30 a.m. to noon, beginning on April 23. North Country viewers can see a repeat of the series on WCFF in Plattsburgh beginning April 30.

Additional broadcast schedules are expected to be announced soon by other public television stations and cable outlets around the state. Those schedules will be announced in future issues of The Public Sector.

Designed to supplement instructional booklets now available to CSEA members, the videotape presentation was developed by The New York Network and written by Cornell University’s New York State School of Industrial and Labor Relations.

The four half-hour programs discuss in general terms how to prepare for a Civil Service promotional examination. Special attention is paid to preparing for an oral examination and for the math portion of the tests.

The series was funded by the joint CSEA/State labor-management committee on the Work Environment and Productivity (CWEP).

CSEA STATEWIDE SECRETARY Irene Carr smiles after Siena College Associate Professor Thomas D. Paolucci, left, gave her an A-plus for her presentation in the classroom.

Carr's lecture gets high marks at Siena

LOUDONVILLE — CSEA Statewide Secretary Irene Carr recently lectured before two classes of labor-management relations students at Siena College, and although it was her first experience in such a classroom setting, she received strong grades.

"Irene brought the human element into the discussions . . . she did a. excellent job," was the assessment of Siena College Associate Professor Thomas D. Paolucci. Secretary Carr made her presentations to balance presentations made by representatives of the Governor’s Office of Employee Relations and the state’s Public Employment Relations Board.

"I told the students the truth, that unions are only as strong as the membership makes them. And that the membership often doesn’t realize all the various services available to them," she said. "I realized that the students wanted the facts of labor relations, not the textbook theory. I explained that often management forgets that it is resolving problems that concern real people, and not numbers in a computer or pins in a geographic location map."

Says Professor Paolucci: “After her presentation, many students felt confident enough to approach her with questions concerning their own careers. That’s something that didn’t happen with the other speakers.”
Jamestown unit approves 2-year agreement

JAMESTOWN — The City of Jamestown unit of Local 867 has reached an agreement on a two-year deal that boosts wages and increases other benefits, including medical coverage for its 240 members.

In 1983, a 6 percent wage increase effective Jan. 1 will be augmented by a 2 percent boost on July 1. The pay scale will be bumped by another six percent on Jan. 1, 1984.

Longevity pay was increased by 20 cents and shift differential pay will rise two cents in both years of the pact.

Senior employees will receive an increase in vacation leave and part-time employees will now receive sick leave.

The 150-day limitation on sick leave has been dropped and bereavement leave has been broadened. Full, semi-private, hospitalization coverage has been raised from 70 days to 120 days.

The contract also guarantees that any laid-off employee will receive first consideration for any new job titles created while on layoff. Any change in the list of job titles in the bargaining unit will now be negotiated with the union, including upgrading or downgrading.

Monthly labor-management meetings on company time have been introduced, along with language improvements governing worker’s compensation leave and the reimbursement of sick time.

Incumbents in job titles of dispatcher, senior dispatcher, housekeeper aide II, utilization review dispatcher, housekeeper aide II, utilization review technician, laboratory technician and medical transcriptionist will receive an additional 10 cents per hour in the first year of the contract.

Field representative Mark Higgins was chief negotiator for a committee that included Frank Kaluzia, unit president, Cindy Keefner, Sue Johnson, Barry Mason, Jan Strickroth and Virginia Attele.

Chautauqua guilty of failure to negotiate

MAYVILLE — The County of Chautauqua has been found guilty of attempting to circumvent the Taylor Law by failing to negotiate with CSEA regarding a choice between layoffs or reduced workweek.

An arbitrator’s ruling, in an improper practice charge filed by CSEA, found the county, by issuing “ballots” in the pay envelopes of Home Care and Infirmary employees, asking them to choose between stay or a reduced workweek, had violated the law.

The “opinion pool,” issued in December, gave members a choice between “37 1/2 hours a week with no staff cuts” or “40 hours a week and probably staff cuts.”

The “ballot” instructed employees not to sign their name and to place their opinions in a box near an employee entrance at the home.

Regional Director Lee Frank and Field Representative Mark Higgins said the county was ordered to place in the pay envelopes of the employees a message which states that any such collective bargaining negotiations must take place only with CSEA, the certified negotiating agent.

No layoffs have been reported for the unit of Chautauqua County Local 807.
NEW YORK CITY — Layoffs, and the devastating effects they would have on CSEA members and the state’s ability to deliver vital public services, was the topic of discussion recently at the first-ever legislative breakfast hosted by CSEA Metropolitan Region II.

Union leaders, including Statewide President William L. McGowan, local officers and political action chairpersons, expressed their concern over this vital issue to New York City senators and assemblymen in a program that allowed for an informal exchange of ideas and opinions.

In a scathing attack on the announced layoffs and the resultant service cuts, President McGowan expressed his bewilderment with where “this nation’s priorities are starting to lie at a time when the needs of the needy are so great.”

“The needs of the needy,” he said, “are being neglected.”

McGowan noted that the state right now is barely meeting its obligation to provide essential public services. He challenged the assembled legislators to try to have someone admitted to a state psychiatric center. “The doors,” he said, “have been closed and locked tight.”

Recognizing the need to reduce state spending, McGowan said, “We have a lot of resources in this state but there is one resource we don’t use — CSEA members.” He called on the legislators to look to union members, who “work day-in and day-out” in state programs, for help in finding areas of waste in the state budget. “They can tell you where the waste is, where the fat is. Let’s utilize everybody.”

McGowan concluded his address by asking the CSEA members in attendance to sign up five new political action liaisons for lobbying against the proposed layoffs.

Metropolitan Region II President George Caloumeno said the layoffs called for in the Executive Budget “threaten the state’s ability to provide essential public services.”

He went on to itemize various jobs performed by CSEA members, who form the “front-lines in the state’s delivery of services to the public,” and asked the legislators to consider the impact that laying off CSEA members would have on those services.

On a positive note, Caloumeno promised that the Region II legislative breakfast will become “a tradition that will increase communications along the two-way street” between legislators and the 35,000 CSEA members and their families in New York City.

Region II Political Action Chairman Robert Nurse concluded the formal program by setting forth the realities of political life.

“We (CSEA) can be a powerful ally,” he told the legislators. “We can, quite frankly, make a real difference come election time.”

Nurse pointed out that CSEA is prepared to help legislators in their reelection bids if, in turn, the legislators “help us, not as a political debt, but because we represent people who are too often ignored by politicians — working people, many of whom are Black or Hispanic, many of whom are women, people struggling to make ends meet, to pay the rent, to feed their families, to send their kids to college so they will be able to live a better life than us.”

“We’re getting raped by Washington right now,” he concluded. “We deserve better from Albany.”
Failure to pay increments could become costly mistake for Schenectady taxpayers

SCHENECTADY — Schenectady County taxpayers may end up paying a 5 percent interest penalty on increments due on county workers.

The county has failed to pay service increments due to some of the 750 county workers represented by CSEA under the terms of their recently expired agreement. CSEA has filed an improper practice charge against the county for violating the terms of the Triborough Decision.

The Triborough Decision, which was signed into law by former Gov. Hugh Carey, prohibits the unilateral changing of the terms and conditions of expired agreements and also makes provisions for increment and longevity payments due to workers under the terms of the expired agreement until a new contract is negotiated.

In February, CSEA learned that the increments due to the workers, which range from $175 to $748, had not been paid by the county.

In March at a mediation session concerning the contract, CSEA asked the county to correct the non-payment situation under the terms of the Triborough Decision. The county refused, forcing the union to file an improper practice charge.

In order to protect the interest of its members, the union is seeking a 5 percent interest penalty on the increments due the employees. This would add several thousand dollars to the amount being withheld illegally by the county.

"County Manager Robert McEvoy is acting for the county legislators in this matter. Maybe the county legislators can explain to the taxpayers where the interest penalty funds are going to come from once the county is found guilty of illegally withholding the employees' increments," Dan Campbell, CSEA spokesperson, said.

In past instances, PERB has directed that interest penalties in the 3 percent range be added to funds illegally withheld from public workers.

Fulton unit members approve salary hikes, benefit gains

FULTON — A new two-year contract calling for salary increases and other important benefits was recently ratified by the City of Fulton Service Unit of CSEA Local 838 Oswego County.

According to Ron Smith, CSEA field representative and chief negotiator for the unit which represents nearly 100 Fulton employees, the new agreement is retroactive to Jan. 1, 1983 and was reached as a result of PERB mediation.

Contract terms include:
• An 8 percent salary increase each year of the agreement.
• Increased shift differential.
• Five weeks of vacation after 25 years of service.
• Effective July 1, 1983 a basic paid-in-full dental plan for employees and their families.
• Effective Jan. 1, 1984 an improved dental plan to include periodontics, prosthetics and orthodontics.
• Medical insurance provided to retired employees with 23 years of service up to age 65.

In citing the new contract terms Smith also called special attention to language changes that pertain to the definition of a grievance.

"It's a good contract, not only from the standpoint of increased wages, but other benefits and language that will improve the job security for the employees," Smith said.

Smith also praised the dedication and hard work of the unit negotiating team which included: Unit President John Allen, Beverly Downs, Don Davis, tom Dann, Ed Whelsky and Lynn Vero.

EAST IRONDEQUOIT Central Schools employees have become the newest unit of Monroe County CSEA Local 843. The unit’s Sam Orlando goes over CSEA constitution and by-laws with CSEA Region VI Organizer Tom Mullen.

COMPETITIVE PROMOTIONAL EXAMS
(State employees only)

Detailed announcements and applications may be obtained from the following locations:
ALBANY: Examinations Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.
BUFFALO: State Department of Civil Service, Room 250, 65 Court Street, Buffalo, NY 14202.
NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.

LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).
Special Test Arrangements Will Be Made For Saturday Religious Observers And Handicapped Persons When A Written Test Is Held.

FILING ENDS APRIL 4, 1983

Principal Bank Examiner G-27
Principal Overseas Branch Bank Examiner G-29 ... BANKING ......... 37-823
Principal Drafting Technician (Electrical) G-15
Principal Drafting Technician (Mechanical) G-15 .... ECECUTIVE . 37-837
Senior Drafting Technician (Electrical) G-11 ....... -OGS . 37-838
Senior Drafting Technician (Mechanical) G-11 ........ 37-839
Senior Medical Conduct Investigator G-16 ............ HEALTH . 37-883
Senior Social Services Planning Specialist G-23 ... SOCIAL .... 37-898
Chief Social Services Management Specialist M-4 .... SERVICES . 39-718
License Inspector Trainee I $11,500 State 37-111
License Inspector Trainee I (Spanish Speaking)
WHAT WILL WILLIE DO WITHOUT WORK?

After 18 years with state, mechanic Willie Irby may lose the job he loves

By Richard Chernela
CSEA Communications Associate

NEW YORK CITY — The world Willie Irby built for himself and his family is about to be shattered. After 18 years of working for the state Willie Irby got a layoff notice.

"I had a dream world," he says. "Now I have to sell out."

Irby, literally, will have to "sell out" to provide for himself, his wife, 12-year-old daughter and for the baby due in July. The house he saved for and planned for over so many years, the house he bought just a year ago, is going on the market.

"I can't support my family on $125 a week unemployment insurance. The house," he says sadly, "will have to be sold."

Irby loves his family. He also loves the job that enabled him to build his "dream world."

As a general mechanic at a substance abuse research facility in Brooklyn, Irby has responsibility for the facility's physical plant, a responsibility he takes seriously and enjoys. "I like working with my hands and using my head to find new and better ways to do things," he says with pride.

Hallock union's pick for 105th Assembly

ALBANY — CSEA's Capital Region Political Action Committee has endorsed Eugene Hallock in the April 12 special election for the 105th Assembly District.

"Gene Hallock's 35 years of service to the people of Schoharie County speaks for itself," said John Francisco, Region IV PAC chairman. His experience as county clerk, town supervisor and school board member gives him broad experience in many areas of government which will enable him to represent all of the people in the 105th Assembly District."

The district is composed of Schoharie County and parts of Montgomery, Schenectady and Albany counties. The Capital Region covers 14 counties including all of the 105th Assembly District. More than 2,500 public employees represented by the union reside in the district.

Hallock has been endorsed by both the Republican and Conservative parties.

A key aspect of his job is to maintain the facility's heating system. "You have to make sure the animals in research are kept in the right temperature," he explains.

Facing unemployment in a depressed economy, Irby wonders if he will be able to find another job. If he does, he doubts he will find co-workers he likes as much as his fellow state employees.

"I love the workers here," he says. "Everybody's family. We do our jobs and get along just fine. It's hard to find that environment anywhere."

Irby uses the word "hurt" often when talking about the prospects of losing his job and his house. And hurt is what he felt when he broke the bad news to his wife. "She cried a little bit, but I told her to keep the faith."

Irby is keeping the faith, hoping that the state "can find some way of resolving this layoff problem," but he is understandably bitter, especially at Gov. Mario Cuomo. "I voted for Cuomo and that hurts," he says. "He promised us certain things and he didn't meet those promises."

Is he going to do anything about these layoffs, anything for the people he's throwing out of work? Is he going to move us into his house and feed us?" he asks sarcastically.

"I don't understand why it's happening," Irby says, "especially to a person with 18 years experience. No one can tell you."

Frustrated by the complexities of budget figures which reduce him to a statistic in the eyes of state bureaucrats, forced to sell his house to provide for a pregnant wife and a daughter, and facing unemployment, Willie Irby can only "try to hold onto God and my willpower, but I really don't know where I'm going from here."
CSEAP offers free courses on career advancement

ALBANY — Where do I go from here? How can I get ahead? Do I need a resume? Can I survive an interview?

The answers to these questions are now available for state Administrative Service Unit employees through the Clerical and Secretarial Employee Advancement Program (CSEAP).

This spring CSEAP is offering, at no charge, three courses which Collective Bargaining Specialist John Conoby describes as, “career development training for people, especially at the entry level, who may not have had as much exposure to career planning and movement.”

Courses offered on a first-come-first-served basis are:

GOAL, SETTING AND CAREER PLANNING — Will help you set career goals, identify strengths and weaknesses, and prepare an individual career plan.

RESUME PREPARATION — Your resume and covering letter can either open doors or close them. Learn how to present yourself effectively on paper by using the right information, format and words to describe your achievements.

PREPARING FOR THE JOB INTERVIEW — Designed to help you research and dress for an interview, respond to an interviewer’s questions and nonverbal cues, and deal with nervousness. Course includes practice interviews and other “real life” exercises.

Here is the schedule:

SUNY/FARMINGDALE

Preparing for the Job Interview — Room 115, Whitman Hall, Farmingdale
Class begins Wednesday, May 18, 6:30-8:30 p.m. Every Wednesday until June 15, 6:00-9:00 p.m.
Resume Preparation — Room 115, Whitman Hall
Class begins Thursday, May 19, 6:30-8:30 p.m. Continues Thursdays May 26 and June 2, 6:00-8:30 p.m.
Goal Setting and Career Planning — Room 115, Whitman Hall
Class begins Monday, May 16, 6:30-8:30 p.m. Continues Mondays May 23 and June 6, 6:00-8:20 p.m.

INTERBORO INSTITUTE

Preparing for the Job Interview — 229 Park Ave., New York, New York
Class begins Monday, May 16, 5:30-8:30 p.m.

SUNY/BINGHAMTON

Preparing for the Job Interview — Career Development Center, Library North Ground 500
Class begins on Tuesday, May 10, 6:00-9:00 p.m. Continues on Thursday, May 12, Tuesday, May 17, Thursday, May 19 and Tuesday, May 24, 6:00-9:00 p.m.
Resume Preparation — Career Development Center, Library North Ground 500
Class begins Wednesday, May 4, 6:00-9:00 p.m. Continues Wednesdays, May 11 and 18, 6:00-8:00 p.m. and Wednesday, May 25, 6:00-7:00 p.m.
Goal Setting and Career Planning — Career Development Center, Library North Ground 500
Class begins Monday, May 2, 6:00-9:00 p.m. Continues Wednesday, May 4, Monday, May 9 and Wednesday, May 11, 6:00-8:00 p.m. and Monday, May 16, 6:00-9:00 p.m.

The following CSEAP courses were recently added to the schedule and appear in THE PUBLIC SECTOR for the first time:

SUNY/BROCKPORT

Goal Setting and Career Planning — The Center, Room 125
Course begins Monday, May 16, 6:30-9:30 p.m. Continues Thursday, May 19, Monday, May 23, Thursday, May 26 and Thursday, June 2, 6:30-9:30 p.m.

ROCHESTER PSYCHIATRIC CENTER

Resume Preparation — Medical Surgical Building, Lecture Room No. 2, Elmwood Ave. (near South Ave.)
Course begins Tuesday, May 24, 6:00-9:00 p.m. Continues Thursday, May 26, 6:00-9:00 p.m.
Preparing for the Job Interview Medical Surgical Building, Lecture Room No. 2, Elmwood Ave. (near South Ave.)
Class begins Tuesday, May 31, 6:00-9:00 p.m. Continues Thursday, June 2, Tuesday, June 7 and Thursday, June 9, 6:30-9:00 p.m.

CENTER FOR WOMEN IN GOVERNMENT

Resume Setting and Career Planning — Erie Community College, City Campus, 121 Ellicott St., Buffalo.
Course begins Tuesday, May 10, 5:30-8:30 p.m. Continues Tuesdays, May 17, 24 and June 7, 5:30-8:30 p.m.

GREENACRES SCHOOL

Resume Preparation — School located in Kenmore, N.Y.
Course begins Monday, May 16, 6:00-8:20 p.m. Continues Mondays, May 23 and June 6, 6:00-8:20 p.m.
Preparing for the Job Interview — School located in Kenmore, N.Y.
Course begins Wednesday, May 18, 6:00-8:30 p.m. Continues Wednesdays, May 25, and June 1, 8 and 15, 6:00-8:50 p.m.

To register, fill out the following form and mail it to: Betty Kurtik, CSEAP Coordinator, Suite 2008, Twin Towers, 59 Washington Ave., Albany, N.Y. 12210. Telephone No. is (518) 473-3410.

CSEAP
Clerical and Secretarial Employee Advancement Program
Administrative Services Unit

My first choice is:
My second choice is:
Name:
Home Address:
Home Phone: Business Phone:
Social Security No. Local No.

THE PUBLIC SECTOR, Friday, March 25, 1983, Page 19
HAUPPAUGE — Despite a soaking winter rain, more than 1,000 CSEA demonstrators picketed outside the state office building here March 18 and gained public avowals of support against layoffs from 10 area state legislators.

Statewide CSEA President William L. McGowan was on hand to tell the crowd that the protests of union lobbyists and by the rank and file were being felt in the chambers of the governor and the Legislature. But, he pleaded, “Keep up the pressure.”

McGowan told the crowd that Gov. Cuomo had admitted that state employees had already “done their share” to help the state meet the fiscal crises induced by recession and federal aid cutbacks.

The pickets — although soaked, chilled and bedraggled — showed high spirits. They chanted: “Hell no, Mario,” and “Governor says cut back — We say fight back.”

They marched in a paved drive in front of the major public-access state installation in the Long Island Region chanting and displaying placards. “Who will serve the clients?” asked one picket sign. Many read: “Layoffs don’t work — People do.”

Long Island Region I President Danny Donohue noted that 27 different state offices serve the public from the Hauppauge Office Building. Thousands of members of the public witnessed the demonstration, which attracted wide coverage from the local media.

Donohue noted the bipartisan mixture of state legislators who were introduced and spoke. “It’s not a Democratic or Republican issue,” he declared. “You can’t run New York State without the employees.”

At the time of the rally, it was not clear how far negotiations in Albany had progressed against the proposed state layoffs.

But State Senator James Lack told the CSEA pickets that “layoffs should not happen,” and re-nounced the state’s completed action on the proposed budget. Assemblyman John Cochrane said the proposed layoffs would be trimmed, but was unable to say by how much.

Assemblyman Pat Halpin said “there are ways” of increasing state revenues to avoid layoffs, and Assemblyman I. William Bianchi proposed a gasoline-tax increase.

All spoke of the impact of CSEA lobbying. Assemblywoman Antonia Rettaliata said, “Your union has been knocking on our doors every day.”

Others who pledged support were Senator Caesar Trunzo, Assemblymen Paul Harenberg, George Hochbrueckner, Thomas Barraqa, and Philip Healey.