Bill, Irv re-elected

CSEA in the public sector

ALBANY — With legislative approval of comprehensive occupational safety and health standards now a reality for New York's public employees, attention was turning last week to Gov. Hugh L. Carey who must approve or veto the legislation soon.

Final legislative approval came on June 11 when the State Senate voted 49-10 in favor of extending occupational safety and health standards to public employees of the state and political subdivisions which are comparable to those provided to private sector employees by the federal Occupational Safety and Health Administration (OSHA).

The previous day the State Assembly had voted 141-4 in favor of the same legislation, thus ending a massive lobbying effort by CSEA involving union lobbyists and an army of rank and file lobbyists led by the CSEA's Industrial Commissioner to promote rules and regulations for additional coverage of the AFSCME Convention, see pages 5, 6 and 7.

Union bills await signature

Quick action expected on OSHA bill

Retiree bills gain passage

ALBANY — Retirees fared well this legislative session, with three CSEA-supported bills gaining passage.

Tom Gilmartin, CSEA Retiree Coordinator, stated, "Needless to say, we are particularly pleased that the retirees' cost of living increase bill was passed by the Legislature. It means that New York State's Retirement System members who retired since March 1970 would now receive their very first supplementation, amounting to 7 percent for most." If the Governor signs the bill, retirees should see new supplemental payments starting in September. Payments will be in accordance with a scale ranging from 2 percent for those who retired in 1978 to 29 percent for those who retired in 1951 or earlier. Also passed were the following measures:

- $2,000 Death Benefit — Beneficiaries of employees who retired on or before October 1, 1986, will become eligible to receive a $2,000 benefit upon the retiree's death.
- Dental Insurance — Under this measure, retirees will be eligible to participate in the dental plan. Premiums for the coverage will be established based on the claims experience of the retiree group.
- Removal of Earning Limitation — Income earned by retirees aged 72 and over won't affect pension amounts and other benefits.
- Both Mr. McGowan and Mr. Flaumenbaum have served as AFSCME International Vice Presidents and members of the International Executive Board since 1978 when

CSEA President William L. McGowan has directed union staff to continue operation of the CSEA Safety Hotline which in the last year has received more than 600 verified complaints from 60 state and local government work locations where CSEA members are employed. Using persuasion, applicable contract language and public opinion, many of these complaints were successfully resolved by the union.

Yet as CSEA has maintained since the outset of its campaign for comprehensive safety standards in the public sector, there is no substitute for statutory protection.

Final approval of the OSHA legislation by the Governor would cap a three year campaign begun by President McGowan to achieve comparable safety standards for public employees and private sector workers.

Key judiciary bills on governor's desk

ALBANY — Two of the more urgently-needed bills that CSEA got passed in the closing days of the 1980 New York State legislative session benefited the 3,800 judiciary employees the union represents.

One granted permanent competitive-class status to court employees who have held their jobs provisionally for at least a year. This was important because, statewide, about 70 percent of court employees are in such a situation, according to CSEA Collective Bargaining Specialist Pat Monachino. These employees, a large majority of whom are women, have been working several years and have held nearly a full year's worth of paychecks containing retroactive raises can now be expected about four payroll periods after the governor signs the bill.

For obvious reasons, it is absolutely vital that the governor sign both of these bills, stated CSEA President Bill McGowan. "They are matters of simple justice and, in both cases, they are long-overdue."
AMONG THOSE HONORED by Local 835 were, from left, former Local 835 past president Judy Burgess, now administrative assistant to the CSEA statewide president; and retirees Pretha Wellin, Paul Driscoll, Rose DeYulio, Margaret Quartaro, and Ann Liberatorre.

JUDY BURGESS was honored for her years of service to the Local during recently Local 835 program. Local 835 President Skip Dunham presented Ms. Burgess with a gift.

(Above) RETIREES OF LOCAL 530, representing NYS DOT employees in Cortland and Tompkins counties were honored recently at a dinner in Cortland. Retirees and honored guests at the dinner included from left, Lawrence Collins, Tompkins County, 31 years; Ken Hamlin, Cortland County, 17 years; Bill Genson, Cortland County, 14 years; Helen Davies, Cortland County, 14 years; Terry Mosley, CSEA regional field representative; Pat Crandall, regional vice president; and Chuck Petrella, toastmaster for the dinner. Retirees unable to attend included Louis Odinek, 36 years, Foster Smith 12 years, and Dave Allen, 12 years, all from Cortland County.

(Left) WHITE PLAINS SCHOOL DISTRICT UNIT retirees are honored at a recent dinner dance May 9 in Purchase. Among those honoring the retirees are, from left, front, White Plains School District Unit President John Catone and Westchester County Local 866 President Pat Mascioli.

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a "first come-first served" basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

<table>
<thead>
<tr>
<th>City or Village</th>
<th>Address</th>
<th>Monthly Visiting Days</th>
</tr>
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<tbody>
<tr>
<td>Mayville</td>
<td>Chautauqua County Health and Social Service Bldg.</td>
<td>First Mon.</td>
</tr>
<tr>
<td>Mineola</td>
<td>222 Willis Ave.</td>
<td>First and Fourth Mon.</td>
</tr>
<tr>
<td>Plattsburgh</td>
<td>County Center</td>
<td>Third Thurs.</td>
</tr>
<tr>
<td>Poughkeepsie</td>
<td>County Office Bldg.</td>
<td>First Thurs.</td>
</tr>
<tr>
<td>Riverhead</td>
<td>County Center</td>
<td>Third Wed.</td>
</tr>
<tr>
<td>Rochester</td>
<td>150 W. Main Street (Rm. 513)</td>
<td>Second and Fourth Thurs.</td>
</tr>
<tr>
<td>Syracuse</td>
<td>County Courthouse</td>
<td>Second and Fourth Fri.</td>
</tr>
<tr>
<td>Utica</td>
<td>State Office Bldg.</td>
<td>First and Third Tues.</td>
</tr>
<tr>
<td>Watertown</td>
<td>State Office Bldg.</td>
<td>First Fri.</td>
</tr>
<tr>
<td>White Plains</td>
<td>Westchester County Center</td>
<td>Second and Third Mon. (except July)</td>
</tr>
<tr>
<td>New York City</td>
<td>State Office Bldg. 270 Broadway (23rd Floor)</td>
<td>First and Third Tues.</td>
</tr>
<tr>
<td>White Plains</td>
<td>World Trade Ctr. (44th Floor)</td>
<td>Second and Fourth Tues.</td>
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</table>
Communications staff expanded in regions

ALBANY — With the hiring of Communications Associates in Regions II, III and VI, CSEA's communications staff is now up to full complement, with a staff member on hand in each region to facilitate communications and media regions.

The new Communications Associates are:

Marc Katz, Metropolitan Region II — Previously Katz served as public information director for the New York State Senate Insurance Committee, headquartered in Garden City, and as public relations director for the New York Diabetes Association. His journalistic background includes editing and reporting positions with the Long Island Press, Levittown Observer and radio station WLIX.

Stanley Hornak, Southern Region III — A long-time Poughkeepsie resident, Hornak was graduated from Marist College and gained his media experience with the Poughkeepsie Journal. An employee of the City of Poughkeepsie since 1972, he most recently served as the city's public relations officer.

Ronald Wofford, Western Region VI — A professional photographer and freelance music and drama critic for Buffalo area newspapers, Wofford also served as production director for Sun Ship Communications. He has also been executive producer of a monthly television magazine on WIVB, and has served as producer, reporter and host of various local public service and news presentations on WKBW-TV and WGR-TV.

Many union bills passed, letter campaign needed to gain gov's signature

ALBANY — The 1980 legislative session proved CSEA is able to produce, not only "statewide" bills like OSHA and retiree legislation, but also bills affecting smaller, but no less important, groups of employees.

For example, the union won for school-district employees the same New York State minimum wage that goes to private-sector workers. Also, the union won legislation that would allow to own race horses, under another CSEA-backed bill.

Another of CSEA's successful "smaller" bills that passed both houses this session allows sheriff's department employees to be engaged in law enforcement to elect participation in a certain retirement plan, where such participation had been barred by the failure to make a timely plan-election.

And state employees in Nassau and Suffolk Counties will have restored to them the leave credits that they were unfairly forced to use during snowstorms in 1978, thanks to a bill CSEA guided through the legislature this year.

Finally, public employees will be allowed to own race horses, under another CSEA-backed bill.

"What all these bills have in common is that they rectify situations that made second-class citizens out of certain groups of public employees," said CSEA attorney and lobbyist Stephen Wiley. "In that sense, they're no different from the 'major' bills that we got passed this year."

Mr. Wiley stressed that all CSEA members should immediately begin a mass letter-writing campaign, urging the governor to sign these bills as soon as possible.

"Once a bill clears the legislature, it's two-thirds of the way to becoming a law," he said. "The final step is for the governor to sign it. If that doesn't happen, then all our efforts were for nothing, and we have to start all over again next session."

"I can't emphasize strongly enough the importance of writing to the governor to tell him how you feel about these bills."

The proper address is given on Page one of this edition of the Public Sector.
Honor members

VALHALLA — Twenty-five members of the Westchester County Unit of CSEA Local 860 were among those honored by the county for 25 years of service.

Thirty county employees were honored at the 25 years service award luncheon at the County Medical Center.


Speaker at the awards ceremony was County Executive Alfred DelBello. The awards were presented by department heads.

THIRTY WESTCHESTER COUNTY EMPLOYEES, including 25 members of the Westchester County Unit of CSEA Local 860, are honored at a 25-year service award ceremony in Valhalla on May 14. Joining the long-time employees is County Executive Alfred DelBello.

New England city rejects tax limit

The first community in New England to approve a tax and spending limitation has now voted by a 54% to 46% margin to repeal its "Proposition 13-style" tax limitation.

The city of Saco, Maine, had voted for a major municipal "tax cut limitation" as an amendment to the city charter in January, 1979.

Within little more than a year, the resulting loss of tax revenues forced the city to severely cut back public services, including police and fire protection, schools and other educational programs, parks and recreational programs.

In January, 1980, Saco faced such severe fiscal problems that the city government faulted on a $2.1 million bank loan.

Saco's fiscal crisis and the declining quality of life as a result of the cutbacks in public services set the stage for the repeal of the "tax collection limitation" last month.

AFSCME Council 93, representing more than 50,000 state and local government employees in Massachusetts, has been publicizing the hardships which this tax limitation imposed upon the city of Saco, Maine.

The April, 1980, issue of the Bay State Employee — the official newspaper of AFSCME Council 93 — includes an in-depth report on the impact of the tax limitation upon Saco.

For copies of this article, write to: AFSCME Council 93, 8 Beacon Street, Boston, Mass. 02108.
ANAHEIM, California — For five busy days earlier this month, the 3,000 delegates to the 24th International Convention of the American Federation of State, County and Municipal Employees put literal meaning into the convention’s theme, “The 1980’s, Decade for Decisions.”

Scores upon scores of resolutions were discussed and acted upon by the delegates, decisions that deal with the variety of problems that confront public employees. Delegate decisions helped shape the policy of AFSCME for the coming two years, until the next International convention in 1982.

Delegates re-elected Jerry Wurf as International President and William Lucy as International Secretary-Treasurer, the top two elected positions within AFSCME, and individual delegations elected their own International Vice Presidents to the union’s International Executive Board (see story on page 1 regarding the re-election of William L. McGowan and Irving Flaumenbaum as International Vice Presidents).

The 223-member CSEA Local 1000 delegation was most prominent throughout the 5-day convention. Local 1000 is the largest Local within AFSCME, which was one of the largest single delegations at the convention. It marked the first time in the long history of CSEA that it had a full union delegation present for an international labor union convention.

The photographs of CSEA delegates on these pages 5, 6 and 7 represent a sampling of the activities associated with the Convention.
I must say addressing an AFSCME convention is an opportunity that I relish. I've been a member of this union for a long time. Each convention has been larger in size and a challenging confrontation.

In Las Vegas two years ago this convention evaluated the impact the recently enacted Proposition 13, which had been approved by the voters here in California, would have upon public services and public employees.

The impact lived up to our most pessimistic predictions, not only in California — but throughout the states.

What we've seen happen in the past two years is a series of irrational attacks on public services and bitter hostility to public employees.

A decline in concern for the misfortunate, poor, old, sick, disabled, orphaned and afflicted. Legitimate anger over tax injustice was distorted into hostility to government services and social need.

Proposition 13 benefited corporations and financiers, and became a vehicle for demagogues such as Senator Jarvis who wanted to transform this country into another Canada.

And not too many months ago, responsible public officials were the target of personal attacks on me.

The justices of the Supreme Court of California overturned Proposition 13, and joined forces with others who are equally concerned about the future of our country.

We must use the ballot box, use public relations, job actions where necessary or in appropriate combinations to achieve justice for our people.

We have to make a cost-saving provision part of every single AFSCME contract.

We must use the bargaining table and lobby in the states legislatures to properly fund pension systems and the next generation of public employees.

We have achieved amazing successes with the national and even primitive public worker labor relations laws. We deserve equality with private industry, we've got to change laws like the Taylor Law in New York, we've got to get a legitimate collective bargaining law in Ohio we've got to get more than an executive order in Illinois.

We must use the ballot box and other legislative actions where necessary or in appropriate combinations to achieve justice for our people.

We're not talking about the old class controversies in the labor movement. We're not talking about the ididaratic President whom we helped elect and the Democratic Congress, we've seen a drastic drop in support for local and state government. Throughout the last nine years, then eight, then seven through attrition. But every opportunity so that the voters' message will be heard and understood throughout the land.

Politicians will not respect or respond if we do not participate in the electoral system.

Do you know that in 1979, just a few more percent of the people eligible participated in the Presidential election? Jimmy Carter was elected with 25 percent of the people eligible to vote. And two years later, in 1981, barely 50 percent of the people participated in selecting this Congress the last two years.

This lack of involvement means an irrational environment for public services, an irrational environment for the members.

And if we ever get into a world war, as some people have argued, our officers take hostages, occasionally dying, because budget cutters in Washington and the state legislatures have wiped out funds for staff.

It means — The cutting off of public services, and the elimination of service centers. It means leaving kids with no alternative except to hang out on the streets.

It means — Counties and states cutting back on road and highway maintenance and letting potholes flourish.

Just as our members lose their jobs, somehow or other there's always some money to contract out for engineering and maintenance. It means — The closing of day care facilities, which put people and outlay against public workers who work not.

It means — Caseworkers finding their agency's forecast and participate we can expect devency. But as we meet here and take conduct from this victory, it would be foolishly if we didn't recognize that we have a lot of other problems. That, for example, Democrats in Congress who stand up so well in fighting destructive cuts advocated by Nixon and Ford now believes it's going to cut and slash public services.

Do not expect public officials or the media to suddenly reverse themselves tomorrow.

The defeat of Proposition 9 has to be exploited at every opportunity so that the voters' message will be heard and understood throughout the land.

Every percent increase in national unemployment costs the Government $23 billion — $20 billion in tax revenue last and $6 billion in unemployment, compensation, welfare and other support.

A percent increase increase means about one million people employed at work. In the last 30 days, unemployment has risen from below six percent to more than seven percent, with expectations of reaching eight percent by next month.

Every conservative economist are fearful that the Administration's effort to curb inflation with unemployment is dangerous and cruel.

The experts are now saying that we may be getting into the worst recession since World War II.

Unemployment and high interest rates plus the 20 percent mean deficit is putting an extra burden on every single AFSCME contract.

When the Chrysler Corporation laid off 12,000 workers last year, Chrysler guaranteed 50 percent of the pension benefits. Government officials are now publicizing the 20 percent means the government's on the hook for the principles of the pension benefits.

We in the last decade two important changes have taken place in this way we pay for government. In the last decade 20 percent of the next generation of public employees are now heavily dependent upon money from Washington.

The movement to shut down mental hospitals and mental retardation centers and put our men and women on the streets has got to stop.

We're not talking about the old class controversies in the labor movement. We're not talking about the ididaratic President whom we helped elect and the Democratic Congress, we've seen a drastic drop in support for local and state government.

In addition to Proposition 9, your union is leading the fight all over the country against regressive tax and spending limitations. We've won in Dade County, Florida, and in Erie County, New York. We've won a decent tax measure in Massachusetts. In Ohio we're working to reform that state's income tax.

Your union is working to knock down economic barriers affecting women — leading the fight for equity — equal wealth, open opportunities for women and passage of the Equal Rights Amendment; fighting the never-ending fight against all forms of discrimination in the courts, in the federal tax laws, and against the ever-rising revenue by passing a stronger tax.
A DISCUSSION concerning CSEA's legal services involves, from left, Jefferson County CSEA Local 823 President Richard J. Grieco, CSEA Atty. Michael Smith, Watertown Unit President Ronald Spinner, and Richard Brown of Local 823.

The role of communications

ALEXANDRIA BAY — Communication is the tie which binds together the members of the Civil Service Employees Association. It also is a tool which can be used to strengthen the position of public employees as they deal with each other, politicians and the public.

That was the message delivered by Gary Fryer, CSEA Director of Communications, as part of the Spring Conference of CSEA's Central Region V here recently.

"Literally half the people" in the United States don't like labor unions, and don't think they do you," Fryer told CSEA officers and lead to problems. "Everything you the people are."

"There's all kinds of news media," Fryer said. "Usually, don't really know" if press

"We've got everybody against us and nothing for us during negotiations and job actions," Fryer said. "You do something unusual, and it's newsworthy."

And even though pay hikes for public employees, in most cases, are "insignificant" in terms of the total budget of the government involved, "because you work for government, newspapers feel they have a responsibility to tell the taxpayers what you got."

The press can also be helpful in negotiations and job actions. Fryer said. "In negotiations, when you get down to a strike situation, public opinion counts. And if politicians have the public on their side, "they can make points being tough."

"Still, Fryer believes, there are certain "unavoidable" situations — negotiations and job actions — where every attempt must be made to use the news media. And in these cases, union officials had best be prepared to deal with newsmen who will seek them out. "We've got everybody against us and nothing for us" during negotiations and job actions, Fryer said. "You do something unusual, and it's newsworthy."

The uncertainty with that approach, however, is that "you don't really know" if press

The press can also be helpful in negotiations and job actions. Fryer said. "In negotiations, when you get down to a strike situation, public opinion counts. And if politicians have the public on their side, "they can make points being tough."

"We've got everybody against us and nothing for us during negotiations and job actions," Fryer said. "You do something unusual, and it's newsworthy."

"You can't lie; you're better off saying. 'I'm not discussing it, no comment,' and walk away. There is a new breed of reporters... and they don't like being lied to. If you do, your credibility is zero."

"If you agree to a news blackout during negotiations, insist on the right to 'go public' with your story if there are news leaks from either side. "Public opinion is a very valuable tool, and the politicians know it. And if they think they can stick you by leaking a story, they will."

"Pick a single spokesman to deal with the press, and then have all other members of your negotiating team, or other officers refuse to talk. That way, public statements will be consistent.

"Designate a spokesman who is not a member of the negotiating team, because sometimes public statements on behalf of the union can jeopardize delicate negotiations."

Similar rules also apply toward internal communications — those within the union:

- Make sure you've got something to say, and try to be orderly, logical and interesting.
- Don't overdo it; if you haven't got anything to say, don't say it.
- Don't mislead your people, and never lie to them. "When you say something, you'd better be prepared to live with it."

Workshops, seminars highlight Region V
Legal Assistance

ALEXANDRIA BAY — The legal assistance program of the Civil Service Employees Assn. is, in the view of Atty. Michael Smith, of the union’s Albany law firm of Roemer and FeatherstonHugh, “perhaps the most ambitious of any union in the country.”

Smith led a seminar on the CSEA Legal Assistance Program as part of the 3-day CSEA Central Region V Spring Conference here recently. CSEA, through its attorneys, get involved in legal assistance in three main areas: employee, discipline; contractual violations, and contract and non-contract grievances, and legal action involving CSEA members in cases involving violations of Civil Service law and related statutes, Smith said.

There is an “incredible” degree of accountability on the union’s legal dollar, and most of the money goes for disciplinary proceedings, paying arbitrators’ and administrators’ fees, he stated, with the biggest chunk of the legal assistance dollar coming from disciplinary proceedings.

“Every time we go to arbitration, it costs a minimum of $300 for that arbitrator . . . and a minimum of $50 to the American Arbitration Association.” The “normal” bill for an arbitration proceeding is $1,000, which is split equally by the state and CSEA, according to Smith.

In an effort to conserve money, employees who expect CSEA to pay their legal fees in disciplinary cases are limited to a CSEA Regional Attorney. Smith said the union already knows the caliber of these attorneys, and their fee is tied to an agreed schedule. The employee or his local must show “mitigating circumstances” to get the union to foot the bill for an outside counsel.

Once a contract grievance reaches the third step in the grievance procedure, Smith noted that “only CSEA can request arbitration.”

The fact that CSEA may file a request to submit a dispute to arbitration “in no way binds them to arbitration” and often the union’s attorneys make the request to protect their rights while they continue to evaluate a case, he said. CSEA is almost unique in granting legal help to members for matters pertaining to Civil Service law, the state Public Employment Relations Board, and Article 78 court proceedings, according to Smith. But the union picks those issues carefully, often denying requests where there is little chance of success and where a defeat might result in “bad law” which could come back to haunt other employees.

And Smith repeatedly stressed that legal assistance is not an automatic right for union members. “No one, simply because he is a member of CSEA, has a ‘right’ to legal assistance.”

The process of obtaining legal assistance begins with a request form which must be submitted to local officers for their approval. Supporting documentation is also required, and should be sent along with the form to cut down on the amount of time it will take to fully evaluate the request, he stated. Otherwise, there are unnecessary delays while the documentation is obtained, which may preclude action on a grievance.

Ulster County Unit protests firing of an administrator

BY JACK MURPHY

KINGSTON — Members of the Ulster County Legislature, arriving at the county office building here for a meeting a few days ago, were greeted with a wall of CSEA members chanting “We want Schwenk, We Want Schwenk!”

When “encouraged” by a couple of policemen at the county building to “move along,” the protesters changed the tune to “Hell no, we won’t go! Give us Schwenk! It was the police who decided to move along.

Who is Schwenk and why the scene?

Robert Schwenk is the recently discharged administrator of the Ulster County Infirmary. The protest was composed mainly of employees from that facility — who were outraged that the county board, having failed to coerce Schwenk into a quiet resignation, dismissed him from the post.

Joe Van Dyke, president of the Ulster County Unit of CSEA, said the infirmary employees were particularly upset because Schwenk was a rarity in Ulster county — he has a good relationship with the employees.

People could go to the man with problems,” said Van Dyke. “If an employee had a legitimate complaint you could be sure he would make an effort to correct the situation. He is a very fair man.”

Van Dyke pointed out that the county replaced Schwenk with “a person I think the county thinks will be too happy to whip us, the union, into shape. We are unhappy with the new atmosphere at the infirmary.”

The Ulster County government may be worried about CSEA political action according to Van Dyke.

The Republicans (who control the board) realize that CSEA is bringing a great deal of power and pressure to bear in local elections,” said Van Dyke, “and I think they might be getting a little bit nervous about us.”

And well they might, as Van Dyke indicated the ballot box was the most likely next weapon to use against the county over the Schwenk matter.

“We will use political action,” Van Dyke said. “There are no legislators up for election this year, but there are Republicans running for other county jobs, for the Senate, the Assembly and so on. . . . I think we can let them know how we feel about this situation. . . We can express our anger through political action.”

It was time for the legislators meeting. Van Dyke and the others made their way into the meeting room, to let the legislators know they were watching, and watching . . .
Legislature again refuses to alter unfair Taylor Law

ALBANY — While CSEA scored several major successes in this legislative session such as retiree protections, occupational safety, and ‘grandfathering’ judicial employees, there is one area where the Legislature refused to budge and that is the Taylor Law issues relating to negotiation and contract administration.

Several CSEA proposals to reform the Taylor Law’s heavy-handed favoritism for management were left on the floor when the Legislature finally adjourned for the summer recess.

CSEA Lobbyist Stephen Wiley said the mood in the Legislature is running against modification of the Taylor Law. He attributed this to an impression among legislators that the public favors harsh penalties against public employees, a fact disputed by an independent opinion poll commissioned by the union last year.

The fact that 1980 is a big legislative election year coupled with two highly publicized public employee strikes recently, has added to the climate in the Senate and Assembly against change.

CSEA had proposed several modifications to balance the scales in public sector collective bargaining and prevent favoritism for management were left out.

Repeal of the infamous ‘two-for-one’ penalty was among these proposals. This penalty mandates that employees deemed to be involved in a job action shall be fined at the rate of two days pay for every day that a strike is in progress. This penalty is harsher than the no strike penalties imposed by other states against public employees.

The union also sought legislation that would require courts to notify public employees of applications for restraining orders preventing strikes. This legislation would, for the first time, allow the union to be heard on its arguments against such an order. Despite the fact that this proposal represented only a minor change, there was no support for it.

A similar measure would have prohibited fines levied against a striking union if it was found that the strike was caused by an improper practice committed by the employer. This measure would have deferred employers from willfully provoking strikes, but again the measure lacked support.

Another bill would have restored the Triborough Doctrine which was a rule established by the state Public Employment Relations Board that provided for continuation of terms and conditions of employment for public employees if their collective bargaining agreements expired before a successor agreement was negotiated. This measure would have removed another major inequity in the present law which allows an employer to stall through negotiations and then legally change terms and conditions of employment unilaterally.

Yet another proposal by CSEA would have restored the ‘no-lose’ provision which provided a presumption that contract disputes should be resolved by arbitration.

This concept had been in effect in both private and public sector collective bargaining until the New York State Court of Appeals ruled recently that there could be no presumption of arbitrability in public sector contract disputes. The result of the decision was a delay in resolving disputes since action had to be taken in court, unless the particular area of dispute was clearly covered by an arbitration clause in the contract.

“We have legislatures who recognize the bias of the Taylor Law and support change,” Mr. Wiley said, “but there is still a lot to be done in pointing out the failures of the law to other legislatures and bringing them around to recognize the injustice that exists in the present law.”

Advancement program seminars being held

ALBANY — Seminars being held across the state on the Clerical and Secretarial Employees Advancement Program (CSEA/P) is attracting hundreds of workers interested in learning about the innovative program pioneered by CSEA in the union’s current Administrative Services Bargaining Unit contract.

The program has attracted national attention as a negotiated effort to “provide meaningful training, development and advancement opportunities for women, minorities and the handicapped.

The program, funded by the state at $150,000 for each of the three years of the contract (which took effect April 1, 1979) has already resulted in several notable successes. Some 75 people have already been appointed to Public Administration traineeships (leading to grade 18 administrative positions) as a result of a test open to clerical and secretarial positions.

The program works: its background, history and progress so far; and how to implement any or all of its six concepts at specific work locations. Conducting the union’s portion of the seminars are ASU Negotiating Committee members Tim Drew and Marie Romanelli and ASU Chair Elaine Todd, and CSEA Collective Bargaining Specialist Jack Conoby.

Included in the day-long presentations are slide-shows, question-and-answer sessions, and role-playing episodes in addition to the straightforward explanatory talks.

Attendance and participation have been fantastic so far,” Mr. Conoby said. “People are really interested, because this represents their first real chance to rise to a job outside the clerical ghettos.”

The next seminars will be July 9, from 10 a.m. to 3:30 p.m. Rm. 4430, State Office Building, Hauppauge; and July 11, from 10 a.m. to 3 p.m., Lecture Center Rm. 100, SUNY at New Paltz.

Media coverage of the Albany seminar, the first, resulted in a request from the Vermont State Employees Association for information on how it could negotiate a similar program for its members.

Unions in other parts of the country have been attempting to emulate CSEA/P, too, since word of its success began spreading.

Calendar of EVENTS

July

5—Genesee Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Dansville.

8—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Ave., Holtsville.

9—CSEA workshop, Region II, 10 a.m.-3:30 p.m., Room 4430, 2 World Trade Center, New York City.

10—CSEA workshop, Region I, 10 a.m.-3 p.m., Room 2843, State Office Building, Hauppauge.

11—Albany City Local 013 annual clambake, 5 p.m., Hinernwedel’s Gaet, Taft Road, North Saratoga.

11—CSEA workshop, Region III, 10 a.m.-3 p.m., Room 100, Lecture Center, SUNY New Paltz, New Paltz.

21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.

21—Region III Mental Health labor/management meeting, 1 p.m., Hudson River Psychiatric Center, Poughkeepsie.

23—Saratoga County Local 846 general membership meeting, 7 p.m., Solar Building, High Street, Ballston Spa.

25—DOT Local S05 annual clambake, Rosecliff Restaurant, New York Mills.

26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.

August

2—DOT Local S08 first annual picnic, Belmont State Park, Babylon.
Labor/management, working together, create a happy day to be remembered

BALLSTON SPA — The Saratoga County Infirmary/Health Related Facility is listed as being a 277-bed facility staffed by 280 employees who provide services twenty-four hours a day, three hundred and sixty-five days and nights a year.

But in the eyes of the two hundred and ten members of the Civil Service Employees Assn. who work at the complex, the facility is the home of 277 people who need to laugh, smile and feel loved every once in a while.

Because of this dedication the staff of the facility and their union became involved in the development of a special treat recently for the facility's residents, a Carnival Day.

Shop Steward Cheryl Sheller explained what the union members did to help make Carnival Day a reality and a success. "Our people did everything they could think of to help in the planning and the running of the day. We know that people donated time, money and effort to see that the residents had a great time. Employees who were off came in to make sure that every resident had a chance to go to the Carnival; nightshift workers came in early. People just could not do enough."

CSEA Saratoga County Local 846 aided the Carnival effort by donating one hundred and fifty dollars to help fund the event, purchase prizes for the various booths and rent needed equipment. John Miller, Local CSEA President said, "Our members wanted to get involved in something other than just pure union activities. Our small donation primed the pump and caused our members to be proud of our interest in their efforts to serve the needs of the people they care for on a daily basis."

CSEA was joined by numerous other local community merchants and businesses who contributed to the funding of the event. On Carnival Day employee efforts had transformed the Infirmary and HRF into a Carnival site. Hallways were decorated, rooms were converted into game rooms and entertainment areas.

The patio area of the complex had become a picnic area with a dunking pool and pie throwing taking center ring. A petting zoo filled one corner of the walkway.

Carnival Day began with a half-hour musical presentation by the Ballston Spa High School Band. Residents then exchanged play money for game tickets and participated in games ranging from bean bag toss to face painting.

At noon the employees served the residents a picnic lunch under the big top on the patio. Two talent shows were presented by the staff, one in the morning, the other mid-afternoon.

But the two events which seemed to generate the most interest and the most laughter were the dunking pool and the pie throwing contest. These two events also seemed to weld the employees and management into one unified body with only one goal, to entertain the resident audience. First the employees dared the patients to pitch a small ball and dump a person into the pool. But by days' end the audience had seen the facility administrator, Lorraine Frollo; a staff physician, Doctor Russell Peacock; the Director of Nursing Laura Benscoter; County Legislature Chairman Harry Warring and CSEA Local President John Miller take the plunge. Administrator Frollo and Union President Miller also served as targets for the pie throwing contest, each ending up covered with whipped cream.

When a local television news reporter asked the administrator what she thought of her staff, she replied, "I'm so proud of my staff. They really care. Just look at the smiles, the joy on the faces of our residents."

The Carnival was not intended to raise funds but more than $660 was raised and this money will be used to purchase items which the residents can use to better enjoy the patio area of the facility.

While the complex has now returned to normal operation, the staff and management are looking forward to the next Carnival Day next year.
More health care resources are urged

ALBANY — CSEA's Program Consultant on Mental Hygiene told a gathering of the New York State Association of Mental Health Administrators here recently that the State of New York should be devoting more resources, not less, to its mental health care system.

Saying that the Legislature and the Division of the Budget believe the system is poorly administered, CSEA Consultant Paula A. Lambert said that this belief has led, in part, to cutbacks in jobs and services in the mental health system through inadequate funding.

Not only is this practice endangering the jobs of the employees of the Office of mental Health and the Office of mental Retardation and Developmental Disabilities, Ms. Lambert said, it is also endangering the future of thousands of mentally handicapped people who depend on the State for mental health services.

"We need more, not less," Ms. Lambert told the administrators, "more forensic units, higher staff to client ratios, services for high risk adolescents, mental health services for children with an emphasis on prevention, services for the elderly, and services for those with a dual diagnosis of mental deficiency and mental disability who are presently bantered back and forth in the system only to fall through the cracks — serviced by no one.

union_bill_to_end_exam_fee_passes_now_on_governor's_desk

ALBANY — If the governor signs a CSEA-sponsored bill that passed both houses of the 1980 legislature, neither state nor local government employees will have to pay to take Civil Service exams any more.

Passage of the bill became a top CSEA priority when the state Civil Service Department instituted a $5 fee for incumbent public employees, for open-competitive exams in 1979.

Open-competitive exams often must be taken by incumbent provisional employees in order for such employees to keep their jobs.

"It's not fair for people to have to pay a fee just to keep their jobs," said CSEA lobbyist Stephen Wiley. "It's also bad for morale to make people pay to take an exam for a job series in which they'd be best suited and most efficient. That's another reason why incumbents take open-competitive exams."

"This legislation addresses our real concern, at both the state and local levels," Mr. Wiley said. "Now we have to focus our efforts on a mass write-in campaign to the governor, to get him to guarantee fair play for incumbent civil service employees by signing this bill into law."

The governor's address is given on Page One of this issue.

Discrimination case won

By Tony Rossi Jr.

After filing a State-CSEA grievance claiming sex discrimination, Barbara Buckenzie, member of CSEA Binghamton City Local 002, is now hard at work with a Department of Transportation road crew. The grievance was given March 5th and the winning decision, a first step decision, was issued March 18th.

Charles Eynon, president of CSEA Local 002, filed the grievance on behalf of Buckenzie who was employed by the DOT in Broome County, but wasn't happy with the area of work she was involved in. Buckenzie had been assigned to work in highway rest areas, but felt she couldn't find advancement opportunities.

Buckenzie visited New York State Job Service in Binghamton in 1978 and was very disturbed when she was told by her interviewer that, despite a very impressive volunteer work resume, she would find it hard to get a job other than unskilled labor.

Buckenzie has been involved in numerous volunteer activities, including League of Women Voters, Broome County Ambulance Board, Broome County Democratic Executive Board, Port Crane Civic Association Board, Regional Affirmative Action Board, and others. She is also a volunteer in the Chenango Valley School District's Perception Motor program, and is a Democratic Committee person.

Job Service told Buckenzie she had a very impressive volunteer resume, but that because she had no college degree, work record, or did not qualify for a CETA position, the best employment she could get was unskilled labor.

"Since I had to do labor work, I wanted the best work with the most opportunities available," said Buckenzie. "I wanted to get on the road crew because of the self-advancement opportunities and to be eligible for more promotional exams."

Eynon said Buckenzie claims the distinction of being the first woman to file a grievance, win, and join a road work crew in Broome County. Buckenzie also holds the distinction of being the only woman in Broome County to have applied for, been accepted, and taken a competitive promotional exam for Supervisor I.

The exam was held May 17th.

Since joining the DOT road crew, Buckenzie has been working out of the Castle Creek sub-station and has, more or less, become another one of the guys. "I didn't take this job thinking it would be a Sunday School," said Buckenzie. "I never try to change things," she added with regard to her fellow workers style of doing things.

Buckenzie said she expects no special privileges, and she doesn't get any. She said she realized that is the way it should be before she took the job.

Buckenzie likes to feel as if she's breaking the door open for women in the road labor field. "I think we'll see more women in this department," Buckenzie said, but she stressed women seeking road labor jobs should be ready to accept these kinds of conditions.

Barbara won a sex discrimination grievance to earn a position with a Department of Transportation road crew.

Union bill to end exam fee passes, now on governor's desk

ALBANY — If the governor signs a CSEA-sponsored bill that passed both houses of the 1980 legislature, neither state nor local government employees will have to pay to take Civil Service exams any more.

Passage of the bill became a top CSEA priority when the Civil Service Department, by memorandum, ordered all local governments to begin collecting the exam-fee from their incumbents, too. Several have already done so.

However, the newly passed bill makes such fees for incumbents illegal, both for state and county workers.

"This legislation addresses our real concern, at both the state and local levels," Mr. Wiley said. "Now we have to focus our efforts on a mass write-in campaign to the governor, to get him to guarantee fair play for incumbent civil service employees by signing this bill into law."

The union's next step was to write the bill, and get Sen. Anthony Seminerio and Assemblyman Richard Gottfried as sponsors.

The issue heated up this spring when the Civil Service Department, by memorandum, ordered all local governments to begin collecting the exam-fee from their incumbents, too. Several have already done so.

Mr. Wiley said. "Now we have to focus our efforts on a mass write-in campaign to the governor, to get him to guarantee fair play for incumbent civil service employees by signing this bill into law."

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