Talks start

ALBANY — After literally months of preparations, the Civil Service Employees Assn. and the State of New York will exchange initial contract demands this week to begin what promises to be one of the most difficult negotiation confrontations in many years.

The exchange of initial demands is the first step in actual negotiations to replace the present CSEA-State contracts covering more than 100,000 state employees in the Administrative, Institutional and Operational Bargaining Units.

Negotiating teams of CSEA members in the three units have been preparing for negotiations for weeks. In addition to planning and strategy sessions, the teams have also been reviewing thousands of "Contract Demand Sheets" submitted by employees in their bargaining units.

CSEA and the Governor’s Office of Employee Relations (OER) have agreed to ground rules setting the administrative framework for the negotiations. Traditionally included in the rules is a "news blackout" prohibiting both sides from revealing the details of the negotiations prior to a conclusion. The blackout agreement also covers details of the initial demands but obviously high on the demand list of priorities are salary increases to offset continuing high inflation and improvements in health insurance benefits.

After initial demands are exchanged this Thursday, the parties will meet for a brief "clarification session" to resolve any questions concerning the positions of the parties. Following analysis of the demands by both sides, actual negotiations will be under way later this month.

CSEA President William L. McGowan is chief spokesman for the negotiations and CSEA Chief Counsel James Roemer is chief negotiator. In addition to the members of the individual negotiating teams, CSEA Executive Director Joseph Dolan and Member Services Director Jack Carey will take part in the negotiations with CSEA Collective Bargaining Specialists Nels Carlson, Jack Conoby and Robert Guild.
TIE program holds seminar in Region I

HAUPPAUGE—Membership education is an ongoing activity in the Civil Service Employees Association. Long Island Region, under the auspices of the region's 'TIE (Training, Information, Education) Committee. Greg Szurnicki, president of CSEA's Kings Park Psychiatric Center Local 411, is chairman of the regional educational and training committee. He is shown addressing a recent educational seminar sponsored by the TIE Committee for PSE&T bargaining unit members at the Holiday Inn here. Some of the participants are shown in the accompanying photograph.

LETTERS

to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

Editor, The Public Sector:

You are not telling your members all that should be told. Such as medical, doctor and hospital bills. We are not getting good medical service at a reasonable price. This is wrong.

You must pay the doctor, hospital or any medical bill. Getting credit from any one of these sums is a no-no. What good is your medical plan send you happen to use a transcribing/dictating unit. What little I do receive does not come close to 100 wpm and never exceeds my capabilities. I might add that an inherited keen ability to improve words or sentences smooths over any rough areas reached in transcribing. Needless to say, it is impossible for me to pass the senior stenographic exam. The result, no promotion.

If a survey of stenographers was taken, I am certain that a majority would be in a similar situation. So, what do we do? I plan to retire from State service in another year (by then I will vest my rights), unless of course there is some hope for promotion. But, I suggest that those of you out there headed for nowhere do something now.

If only someone "with pull" would make an effort to reach all of us to determine how many other capable, but discouraged employees are out there—AND THEN DO SOMETHING ABOUT IT!

Sincerely,

D.M. Donatone

Editor, The Public Sector:

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Hooray for Beatrice Wahrlich and her letter which appeared in the November 1st issue of the PUBLIC SECTOR! She is not alone and has expressed an opinion shared by many of us with years of State service. Unfortunately, the rest of us have kept quiet too long.

I consider myself a very capable stenographer and feel that an outmoded Civil Service exam has only dampened my spirit and left me with little, if any, incentive. For instance, for promotion I am required to take three minutes of shorthand at 100 wpm. For nine years now my job has required little shorthand—we happen to use a transcribing/dictating unit. What little I do receive does not come close to 100 wpm and never exceeds my capabilities. I might add that an inherited keen ability to improve words or sentences smooths over any rough areas reached in transcribing. Needless to say, it is impossible for me to pass the senior stenographic exam. The result, no promotion.

If a survey of stenographers was taken, I am certain that a majority would be in a similar situation. So, what do we do? I plan to retire from State service in another year (by then I will vest my rights), unless of course there is some hope for promotion. But, I suggest that those of you out there headed for nowhere do something now.

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Sincerely,

Anita L. Murphy

Public Relations Office

Upstate Medical Center

Syracuse

Editor, The Public Sector:

In your October 25, 1978 edition, I read your article on the J.P. Stevens Company on Page 14. On Page 3, Irving Flaumenbaum tells me to "put your money where your mouth is, and that we have enough "muscle" to help our friends in politics. I feel that I must take exception. This very same edition informs us that $41,000 has been donated to Governor Hugh L. Carey, Governor Hugh L. Carey, through the Office of Court Administration, is attempting to do to the Court System just what you accuse the J.P. Stevens Company of—"Union Busting."

Our morale has reached "ebb tide."

Thus, I for one, am requesting a rebate of my funds used for political purposes by CSEA.

Sincerely,

J. Smith

Nassau County
BUFFALO — A Buffalo city law, which requires certain employees of that city to live within city limits, has been upheld by the Appellate Division of State Supreme Court.

The decision overturned a lower court decision which declared the Buffalo law unconstitutional.

The class action suit against the law had been brought by two Buffalo City Law Department attorneys. The costs of the Appellate Division appeal were paid by AFSCME Local 650.

The local must decide whether to appeal the latest decision to the State Court of Appeals.

The Appellate Division ruled: "It (residency) is a qualification of employment, no less than admission to the bar may be in the case of the plaintiffs, and a qualification which the city may impose if it choses to do so without running afoof the constitution or general laws of the state."

Unified court plan appeal set Nov. 17 in Appellate Div.

NEW YORK CITY — The Appellate Division, First Department, State Supreme Court will hear an appeal here on November 17 to a State Supreme Court ruling November 1 which blocked the proposed reclassification plan of the unified court system proposal of the State Office of Court Administration. The proposed court system would classify all state court employees as state employees in the unified court system and the current system many are listed as county employees. Most of the 9,500 non-judicial employees affected are represented by the Civil Service Employees Assn., which has already gone on record as being opposed to many of the changes included in the planned reclassification plan. However, the law suit halting the proposal was brought by a number of small unions that represent some 1,700 New York City court workers not represented by CSEA.

A State Supreme Court justice ruled on November 1 that Administrative Judge Richard J. Bartlett lacks the constitutional and statutory authority to adopt the plan.

While CSEA strongly objects to particulars in the proposed plan, it does not generally object to the overall proposal since many of the nearly 8,000 CSEA-represented court workers affected would be in line to receive higher wages and benefits. CSEA had testified at the first of a series of public hearings scheduled on the proposal, but which was curtailed pending the outcome of the law suit.

CSEA suit gains in court

NEW YORK CITY — A State Supreme Court justice has ordered a law suit charging the Commissioner of the Division of Housing and Community Renewal with illegally creating positions and filling them with political appointees transferred to a trial term of State Supreme Court.

The lawsuit was filed by the Civil Service Employees Assn. Division of Housing and community Renewal Local 258, the CSEA of New York State Management/Confidential Employees Inc., and others.

State Supreme Court Justice DeForest C. Bartlett at a recent special term of court in Albany that the case should be transferred to a trial term of State Supreme Court to determine the "factual basis of the administrative determination" by the State Civic Service Commission in creating three exempt positions in the Division of Housing and Community Renewal. The lawsuit charges the determination was arbitrary and capricious and a violation of law, containing the positions are in the competitive class of Civil Service employees, that an immediate competitive examination should be conducted to fill the positions with qualified persons.

The case is expected to be heard at a future trial term of State Supreme Court at Albany County Supreme Court.
Will those political IOUs be paid back?

The endorsement and the support of CSEA proved to be an important factor in the results of many State Senate and Assembly elections. One especially good example of this was in the 92nd Assembly District in Westchester County, where Republican incumbent Peter Sullivan defeated anti-CSEA candidate Joyce Gordon.

CSEA Local 860 actively supported Sullivan. County Executive Alfred DelBello actively supported Ms. Gordon.

The Westchester County Unit, which makes up more than half the local's membership, faces a number of layoffs proposed by DelBello which the County Board of Legislators must act on shortly.

To some extent, the Sullivan-Gordon race was a test of strength between the unit and the county executive. The legislators, who face re-election next year, probably were watching closely the results. (G.A.)

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Closed negotiations best

The age-old debate over the merits of conducting negotiations under a news ‘blackout’ is certain to revive itself again with the start this week of formal bargaining between the Civil Service Employees Assn. and the State of New York.

There are those who feel that bargaining should be conducted ‘in the open.’ complete with release of initial positions by both sides and daily reports as the talks progress. Others feel just as strongly that contract talks are the responsibility of union professionals and negotiating team members and that their efforts should not be hampered by ‘nudging through the news media.’

We agree completely with the latter position. Anyone who has ever participated in the bargaining process knows that initial positions are only starting points; that both sides tend to work toward middle ground; and that releasing of daily information of progress or lack of progress would only be detrimental to the process.

Let’s not make a difficult task even harder. (R.A.C.)
CSEA has a new paper, and it is a good one. I am appreciative of the opportunity to write an occasional column. Hope you enjoy it.

Convention '78 is now a memory. At least the memories are mixed.

One certainly has to be impressed with the speakers who presented to us. Of particular interest were the several AFSCME officials who spoke — and spoke in terms that all of us are familiar with.

For many years those six letters, the acronym for American Federation of State, County and Municipal Employees, were disliked, feared, avoided and ignored by most of us in CSEA. In truth, it was hard to realize that this union represented tens of thousands of employees who do EXACTLY the kind of work CSEA members do. Listening to speeches from AFSCME officials, hearing them talk about school bus drivers, county highway employees, clerks in Social Services, etc. — helps one to realize that CSEA and AFSCME are in the same business, and have been for many years! One comes to the AF that school bus drivers in Minnesota have about the same problems as do our school bus drivers.

President Jerry Wurt's address stressed the seriousness of problems facing public employees everywhere, and of the need for all of us to work together to meet these problems. Independent Vice-President Victor Gottbaum discussed the enormous opportunity this affiliation presents for all of us to move forward in public employee unionism. Executive Assistant Bill Hamilton spoke of the methods being developed to inter-face CSEA with AFSCME.

These speakers certainly convinced me, (and others I'm sure) that public employees need each other and can succeed only if we have each other.

So, one memory, and probably my most important one, is that the AF that school bus drivers in Minnesota have about the same problems as do our school bus drivers. We are in the same business, speak the same language and, together, are better able to do our job than we were before.

Another memory — those ten huge signs on the dias. Each labeled the same — "Public Employees — where would you be without them?" Each sign develops the importance of a different type of public employee, and reminds all who read it that we (public employees) do important work. I hope CSEA and AFSCME greatly expand this program. The developing animosity to public employees is unfair, but there will always be opportunists ready to degrade us. And the song — we have a song on the same theme. Every unit and chapter meeting should open with the song that tells us why we are important. Pretty catchy tune too!

Other memories include the new words to "Dear Old Donegal" sung at the banquet, the Irish Revolution and their great music, the long, ineffective discussions, the difficulties political action can produce, and the made-house on check-out day. I have attended a lot of these conventions. Each has had its own thrust. This one stressed unity for CSEA with AFSCME. Unfortunately, it did not stress unity within CSEA. All of us who were privileged to be there, owe our members a report on what happened. I hope this column has created interest in these reports.

See you soon.

State Police communicators win upgrading

ALBANY — The Civil Service Employees Assn. has won a major upgrading for some 100 communications specialists with the New York State Police.

The employees were formerly Grade-8 radio operators, but have been reclassified as Grade-10 communications specialists as the result of an effort by CSEA.

CSEA Research Analyst Tim Mullens made the formal application for the upgrading, noting that the so-called "radio operators" are really "specialists in the field of law enforcement communications." Among other duties, Mullens said, the employees in question operate a computer with terminals at hundreds of locations statewide. This computer, the RCA Spectra 70/6, is known as the New York State Police Information Network. It puts the state police employees in instant communication with teletype operators from such agencies as the National Crime Information Center, the Department of Motor Vehicles, the Division of Criminal Justice Services and the National Law Enforcement Teletype System.

"The advent of NYSPIN made the so-called 'radio operators' into teletype operators," Mullens said, "but operating the computer is just one of dozens of job duties the communications specialists perform daily. The new responsibilities taken on by these employees over the years have made the old title — and the old pay — ridiculous."

Mullens was notified by the Department of Civil Service last week of the department's approval of the reclassification and reallocation for the employees. The new pay will take effect only after it has been approved by the Division of the Budget.

Under the new plan, future hires will be appointed to Grade 8, State Police communications specialist trainee position, and will automatically be advanced to a Grade 10 pay after one year's experience. All incumbents will be reclassified and reallocated immediately upon Budget Division approval.

"This is a step in the right direction," Mullens said. "Credit should be given to Peter S. Carpenter of Troop K in Poughkeepsie, the applicant who represented the entire group in the upgrading procedure, and also to all the communications specialists who helped win the upgrading by providing the union with information and background material."

"I am glad the state has finally recognized that the duties these employees perform are much more difficult and comprehensive than the former job specs would lead one to believe."

LOCAL GOVERNMENT REPORT

Joseph Lazarony
Chairman, CSEA County Division

County workshop set in Oswego

OSWEGO — Representatives from 20 counties of the Central Region of the Civil Service Employees Assn. will participate in a 2-day workshop for county members November 17-18 at the Captain's Lounge, 27 East First Street, Oswego.

Francis G. Miller, chairman of the regional county executive committee and chairman of the workshop program, announced that the program will begin with a 2-hour discussion November 17 on the CSEA-AFSCME affiliation. Irving Flauenbaum, CSEA Long Island Region President as well as an AFSCME International Vice President, will be guest speaker.

On Saturday, November 18, CSEA consultant Joseph Watkins will speak on Civil Service Law rules and regulations, Robert Lattimer, CSEA Western Region President and Carolyn Rush, director of the Oswego County CETA program, will speak on the local CETA, "Putting It In Perspective."

Chairman Miller has issued an invitation to CSEA county officers from throughout the state to attend. For additional information, he may be contacted by phoning (315) 592-2333.

ALBANY — The Civil Service Employees Assn. presented a check for $1,250 to the Very Special Arts Festival last week, making the union the major contributor in a fund-raising campaign that resulted in contributions of over $10,000 to help promote arts for the handicapped.

In the above photo, CSEA President William L. McGowan, who is a member of the committee organizing the fund-raiser, holds a poster with Jean Kennedy Smith, chairperson of the Very Special Arts Festival Committee. The organization promotes the arts as an aid to helping mentally handicapped individuals.
Will those political IOUs be paid back?

With modification of the infamous Taylor Law still a top priority in the next session of the State Legislature, it is important to evaluate the expected relationship between the Civil Service Employees Association and members of the Senate and Assembly. Did the union's chances for a breakthrough increase or decrease on November 7? If political endorsements mean anything at all, and they usually account for something, CSEA should be held in high esteem by members of the next Legislature.

In legislative elections last week, 51 out of 54 CSEA-endorsed State Senate candidates won, a sparkling 94%. And over in the Assembly, 124 out of 141 CSEA-endorsed candidates won seats, an excellent 88%. And most successful candidates in both houses received not only financial backing, but a variety of services as well from the union.

While it is obvious that CSEA can pick up some IOUs based on its endorsement record, it remains to be seen whether candidates are willing to pay up on such an emotional and controversial issue as modification of the Taylor Law. In years past, when CSEA did about as well in endorsing successful candidates, it did not pay off in terms of significantly changing the Taylor Law, but did have a recognized effect in other key legislative goals. But CSEA did work harder this past election for more successful candidates than ever before, so the debt becomes a bit greater.

Still, a survey released just prior to Election Day by the Citizens Public Expenditure Survey, Inc. (CPES) showed a majority of legislators who did respond do not support changes in the Taylor Law, especially the 2-for-1 strike penalty. So it shapes up as another difficult session on that particular legislation. But perhaps the extra effort displayed by the union this past election will make the possibility for change greater. (R.A.C.)

CSEA endorsement helps

The endorsement and the support of CSEA proved to be an important factor in the results of both State Senate and Assembly elections. One especially good example of this was in the 92nd Assembly District in Westchester County, where Republican incumbent Peter Sullivan defeated anti-CSEA candidate Joyce Gordon.

CSEA Local 860 in Westchester County, worked hard for the election of Sullivan.

After the votes were counted, Ms. Gordon, speaking on radio, blamed her defeat on Sullivan's support by the public employee union.

Local 860 proved that a concerted effort by a CSEA local can play an important part in the results of an election. The Sullivan victory also has wider implications for the politics of Westchester County. While Local 860 actively supported Sullivan, County Executive Alfred DelBello actively supported Ms. Gordon.

The Westchester County Unit, which makes up more than half the local's membership, faces a number of layoffs proposed by DelBello which the County Board of Legislators must act on shortly.

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**Suffolk County voters approve initiative and referendum law**

Riverhead - A proposition 15-type initiative and referendum which the Civil Service Employees Assn. had bitterly opposed was approved overwhelmingly by Suffolk County voters on Election Day, giving it the decisive definition of being the first in New York State with such a law on the books.

CSEA's Suffolk County Local 812 had felt a law suit to keep the proposal off the ballots, charging the county legislature violated the County Charter in placing the referendum on the ballot. Justices in the State Supreme Court and the Appellate Division both upheld the union law, but the proposal was placed back on the ballot just days before the election when the State Court of Appeals granted a stay.

The Suffolk County proposal allows changes to the county charter to be considered annually by the voters, rather than by the county board at a regular session of a majority of the council members, including just 50 of the 60 members. Even if the legislature were to reject the proposal, residents still could force a referendum by gathering signatures of 5 percent of the county's registered voters.

Without the referendum, voters would have to wait until at least 1980 to vote on a new county charter, leading to a countywide referendum.

**Tompkins County union effort not enough**

ITHACA - A difficult, controversial election has been held in the Unit of the Civil Service Employees Assn. at Tompkins County Hospital in the 8th Assembly district. CSEA members there have been defeated November 7 when Tompkins County voters turned down enabling the hospital to be turned into a private corporation.

CSEA unit members had obtained enough signatures on a petition to force the issue onto the ballots, preventing the county legislature from simply turning over the public hospital to private ownership, as the county board had decided in the private contract earlier this year. The defeat at the polls was a bitter one for the county at-large, and particularly upset the CSEA members. However, the defeated union had succeeded in obtaining the referendum. A successful advertising campaign urging the rejection of the proposal by the county board was turned to the issue. The defeated union believes the county will lose its status as public employees and become private employees of the corporation. However, it is not known how many of the present employees will be retained, and the employees also believe they will suffer reduced wages and benefits under the transfer.

Voters on Election Day cast ballots on two different proposals concerning the possible transfer approving both countywide propositions by a vote of approximately 9,000 to 7,000.

The drive to return county ownership of the county hospital was spearheaded by CSEA Unit County Chair Lou Nymann and Local 812 Political Action Committee Chairman John Wyrough, augmented by a referendum committee of most of the union members who participated in the successful signature drive. Just prior to election day, an independent election committee came in with a strong recommendation to defeat the proposal, and the defeated union believes the county will lose their status as public employees and become private employees of the corporation. However, it is not known how many of the present employees will be retained, and the employees also believe they will suffer reduced wages and benefits under the transfer. The county unit members felt it was imperative to vote on the proposal to assure the hospital continued as a public service.

Each of the two propositions was defeated by a margin of about 6 percent. The turning point was the hospital's decision to turn their hospital over to the public hospital over to the county board. A two-for-one public hospital in New York State with such a facility operated by the county and the county in New York State with such a facility operated by the county and the Civil Service Employees Assn. was advocated by CSEA members, door-to-door canvassing, literature and cash contributions.

**Return forms**

A reminder has been issued to union members to return the completed forms to CSEA, Local 852, in order to receive the completed forms to CSEA, Local 852, in order to receive the most work.
By Dr. Gerald Alperstein  

WESTCHESTER — The Westchester County Unit of CSEA Local 860 launched its campaign to try to prevent massive layoffs of county workers at a meeting of the Westchester County Board of Legislators on Nov. 6.

Approximately 300 members of the 6,000-member unit, using their lunch time or personal time, packed the legislative chamber to provide moral support for unit President

**Labor Department employees get raises**

NEW YORK CITY — An effort by the Civil Service Employees Assn. to extend negotiated salary increases to certain hourly employees of the Department of Labor has paid off. The department has notified William DeMartino, president of the Metropolitan Department of Labor CSEA Local 350, and CSEA Collective Bargaining Specialist Paul Burch that the matter raised at recent labor-management meetings has been resolved.

Agency Manpower Management Director Gerald E. Dunn, said hourly workers in the Department of Audit and Control and in the Division of the Budget not employed during the week of March 31, 1977, but “who were employed during the 1967-77 State fiscal year and reemployed after April 1, 1977, should be eligible for the five percent increase on April 1, 1977, and rate increases if they continue to meet the tests established in the 1977 legislation.”

Raymond J. O’Connor, who presented the unit’s position to the legislators, said the 1979 proposed budget was not known. The officials reported that there was some sentiment for freezing hiring rather than laying off and that one legislator was against all layoffs in the budget.

In O’Connor’s address to the legislators, he was specific about why the unit is aiming its campaign at the legislators to save the jobs. “The Board of Legislators is our court of last resort. We do not blame you. We are not confronting you. I am appealing to you to save jobs,” O’Connor said. The actual hearing at which O’Connor and other CSEA members spoke, was on a proposed pay increase of approximately $4,000 for DelBello employees. In addition to those pay raises, also criticized were the already-presented 18 percent ($3,300) increase for the legislators, to almost $15,000 a year. Unit officials said the wording of that proposal was so vague that those of the legislators who had voted in favor of it in its 10-4 passage, unsuccessfully tried to have a revote so they could vote against it. The officials also said the vague wording prevented the unit from mounting opposition to the increase.

O’Connor said the proposed pay increase with the proposed layoffs were ill timed. “The consideration of raises and layoff proposals in new executive positions is an affront to working people. Do not cut jobs from people who have to work to support families.”

Unit member Rick Paradiso pointed out to the legislators that a new $40,000 executive position was just added to the county, which could pay the salaries and benefits of three county workers.

The legislators are expected to vote on the raises for the county executive and the other administrators later this month.

**Court to rule on old exams**

ALBANY — The State Civil Service Department, which is trying to unravel mass confusion and scores of complaints surrounding other prehistoric pay raises passed on June 18, 1977 examination pending a hearing scheduled to be held as “The Public Sector” was going to press.

Some 165 attorney positions still remain to be made under that list in numerous state departments. The positions involved are associate and senior attorneys. Last week the stay was ordered. 21 appointments had been made to associate attorney positions and about 30 to senior attorney positions. It is uncertain how the recent court action will affect appointments already made.

The tests last year were reported by the first civil service exam for associate and senior attorneys given in about eight months. The filing of appointments was on a suit filed by five attorneys in different state departments. The petitions are to be dismissed as replacements were made from the eligibility list. Some of the plaintiffs reportedly had served provisionally as long as six years.
The three successful State Legislative candidates in the November 7 general election from the Utica/Rome area take time out to pose with two officials of Civil Service Employees Assn., which endorsed all three. From left are Senator James Donovan of the 46th Senate District; James Currier, chairman of the CSEA Utica/Rome Political Action Coalition; Assemblyman Nicholas Calogero of the 116th Assembly District; CSEA Central Region President James Moore; and Assemblyman William Sears of the 115th Assembly District.

SUCCESSFUL CANDIDATES

Course deadline November 30

November 30 is the deadline to register for Spring 1979 Employee Benefits Training Courses. All State employees in State-CSEA Administrative, Institutional, Operational, Professional, Scientific and technical negotiating units may apply. Courses are held at colleges, schools and other educational facilities throughout the State. Upon successful completion of each course, students will receive continuing education units (CEUs). Classes begin as early as January 2, 1979.

For application cards, check with your facility’s Personnel or Training Office.

The courses are supported by funds negotiated between CSEA and the State, and are administered by the Training Section of the Department of Civil Service.

Here is a list of courses being offered:

- Fundamentals of Supervision
- Administrative Supervision
- Administrative Management
- Administrative Analysis Techniques
- Introduction to Public Personnel Administration
- Concepts of Modern Public Administration
- Case Studies in Supervision
- Human Services Administration
- Principles of Accounting, Part I
- Principles of Accounting, Part II
- Principles of Accounting, Part III
- Elementary Accounting I
- Intermediate Accounting II
- Taxation
- Income Tax Accounting II
- Auditing
- Business Law
- Principles of Economics II
- Governmental Accounting, Part I
- Governmental Accounting, Part II
- Administrative Law
- Basic Statistics
- Basic Mathematics
- Introduction to the Metric System
- Computer Techniques Workshop
- Fundamentals of Electronic Data Processing
- Fundamentals of Stationary Engineering, Part I
- Fundamentals of Professional Engineering Series I
- Review of Engineering Mathematics
- Statics
- Strength of Materials
- Dynamics
- Electricity and Thermodynamics
- Economics
- Fluid Mechanics
- Hydrology and Hydraulics
- Thermodynamics
- Basic Carpenters Skills
- Basic Electrical, Part II
- Refrigeration Mechanics
- Basic Auto-Welding
- Basic Welding
- Small Engine Workshop
- Blueprint Reading
- Blueprint Reading, Building Trades
- Mechanical Drafting II, Part I
- Human Relations
- Introduction to General Psychology
- The Psychology of Interpersonal Relations
- Behavior of Individuals
- Individual and Interpersonal Relations
- Abnormal Psychology
- Developmental Psychology
- Deviance and Normalization
- Child Psychology
- Personality
- Introduction to Developmental Disabilities
- Human Loss and Grieving/Death and Dying
- Social Psychology
- The Learned Helplessness Syndrome
- Sociological Aspects of Suicide
- Introduction to Sociology
- Human Development I
- Retirement Planning
- The Family
- Effecting Change in Yourself and Others
- Introduction to Social Work
- Institutionalization vs. Normalization
- Sociology of Human Service Organizations
- Field Work in Human Services
- Basic Principles of Mental Retardation
- Understanding & Treating the Geriatric Patient
- Alcoholism and Drug Abuse
- Aging: An Overview
- Introduction to Health & Mental Health Administration
- Introduction to Mental Health
- Nursing Pharmacology for the Licensed Practical Nurse
- Nutrition and Diet I
- Introduction to Human Services
- Mental Health Services and Systems
- Family Therapy I
- Applied Mathematics
- Intermediate Mathematics I
- Intermediate Mathematics II
- Introduction to Categorical Programming
- Fundamentals of Stationary Engineering, Part II
- Plumbing and Heating
- Refrigeration & Air Conditioning I
- Basic Auto-Welding I
- Intermediate Welding
- Heating and Air Conditioning II
- Small Engine Workshop Advanced
- Basic Counseling Techniques
- General Psychology II
- Introduction to Exceptionalities II
- Education of Exceptional Individuals
- Introduction to Social Work Practices
- Sociology II
- Fundamentals of Stationary Engineering, Part III
- Refrigeration and Air Conditioning II
- Advanced First Aid
- Advanced Group Counseling
- Oral Communications
- Effective Speaking Techniques
- Efficient Reading
- Understanding & Interpretation of Written Materials
- Freshman English I
- Sophomore English II
- Basic Conversational Spanish
- Basic Conversational French
- Beginning Sign Language
- Improving Reading and Writing Skills
- Technical Writing
- Report Writing
- Communication Skills
- Intermediate Conversational Spanish
- Intermediate Conversational French
- Intermediate Sign Language
- Freshman Composition and Literature II
- Beginning Typing
- Intermediate Typing I
- Intermediate Shorthand III
- Understanding Medical Terminology, Part I
- Refresher in Secretarial Techniques
- Secretarial Procedures and Administration

Region VI students

BUFFALO — Civil Service Employees Assn. members from the union’s Western Region comprise the largest contingent of students from any union at all locations in programs of labor studies offered by the School of Industrial and Labor Relations of Cornell University in the western section of the State.

According to Celeste Rosenkranz, chairman of CSEA’s Education Committee, this fall’s enrollment of 45 CSEA members is a record enrollment. They include members taking courses at Buffalo (23), Alfred-Hornell (16) and Rochester (3).

Separations cut by state

ALDEN — A rate of 33 cents per hour is retroactive to last June 1st for the Village of Alden Department of Public Works employees represented by Erie County Local 815, Civil Service Employees Assn., under terms of a new two-year contract.

They will receive another 30 cents hourly increase beginning June 1, 1979.

Joining CSEA Field Representative Robert E. Young on the negotiating team were Francis Pierce, unit president, and Robert Holtz.

NEW YORK STATE ELIGIBLE LIST

Motor Equipment Storkeeper (F15274)

Test Held August 12, 1978

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THE PUBLIC SECTOR, Wednesday, November 15, 1978
Disputes over charge of $ waste

By Daniel X. Campbell

ALBANY — The Capital Region of the Civil Service Employees Assoc. and the Court of Claims Local of CSEA have taken exception to the statements of State officials concerning the alleged waste of taxpayer money in the Court of Claims due to a clause in the CSEA/State Agreement which prevents the contracting out for goods and services already being provided by State employees.

If the State had presented all the facts concerning the work that Court of Claims typists do, compared to the possible costs of contracting this workload out to a private contractor, the general public would have saluted the job being done on their behalf by these public employees. Instead, the State officials only told part of the story and attempted to smear the image of their employees while threatening their job security, Ms. Filippone exclaimed as she began to defend the workers in the Court of Claims CSEA LocaL.

President Filippone, Judiciary Local President, went on to explain that the Court of Claims serves the general public as a clearing house for financial claims against the State or business within the State which can be brought by the largest to the smallest business in the State or by individual citizens.

Recently a major Capital Region Newspaper alleged that the Court of Claims was wasting taxpayer dollars by using fourteen typists to transcribe the Court Reporters' notes. State officials claimed that outside transcription contractors could do the job for $.50 per page instead the State was paying nearly $2.50 per page for the work produced by the fourteen typists.

The salary of the typists totaled $149,000 without including benefits. The State claimed the workers had only produced 60,000 pages of transcript during the last year.

President Filippone presented facts which proved that the value of these public employees was far more than the State wanted the general public to believe since both State and Court contract negotiations are about to begin.

"First," Ms. Filippone stated, "the 60,000 page figure is only court work. It does not include the figure for day to day work produced both for the Court of Claims and also the Office of Court Administration to which these typists are also assigned. That figure, which the State could develop if it wanted to, was never given to the reporter.

Second, no mention was made of the transcription work done by the Court of Claims in the recent hearings into judicial conduct concerning the fixing of traffic tickets which was conducted by the Office of Court Administration.

Third, the State officials conveniently forgot to tell the reporter that the typists are also responsible for the accurate copying of transcripts and the integrity of the copied cases. This may sound trivial, 'Ms. Filippone noted', but in a legal procedure, every word of testimony is very important and if a copy of a transcript was inaccurate, the validity of the whole legal procedures in both cases could be brought into question by the parties involved. Since the Court of Claims provides three additional copies of each original page of transcript, the correct typist production should be 60,000 original pages of courtroom testimony and 180,000 accurate and reliable copies.

Fourth, the State officials, Howard Rubenstein and Richard Cominsky, both of whom know the daily working and special services available from the typists, forgot to tell the reporter about 'expedited service.' This is an extra, no-cost service in which a transcript and the required three copies are produced by the typists in as little as twenty-four hours; usually in one or two working days, so that's really 15 hours.

Ms. Filippone continued. 'The State never told the reporter about the existence of this service. In a normal year, anywhere from a few thousand to one or two of the full case load or more could be done under expedient service. CSEA called an outside contractor to find out the cost of such a service by these supposed cheaper agents. The cost of one original and one copy of a normal two hundred page transcript produced in twenty-four to forty-eight hours was $5.00 per page of testimony or $3,000. The outside contractors' extra charge for this one service alone in any given year could run from an additional $50,000 for only 10,000 pages of testimony to $150,000 if 30,000 pages were required under expedient service.

The present typists perform this extra service at no additional cost, no additional overtime. The outside contractor would add all of this additional work on top of his original contract cost.

Ms. Filippone concluded, 'The State officials again conveniently forgot to tell the reporter that the 60,000 page production used in their comparison was reached with only twelve of the seventeen judge positions being filled. The five new judges have already increased the production of typists by 7,000 pages of courtroom work, not including increased regular daily assignments, and the addition of additional judges will certainly not decrease this work load.

One point the news article made was that the State had kept eight additional typists positions frozen to stop the additional waste of taxpayer money. In reality, the public needs the service of these eight additional typists so that justice can be provided to the average taxpayer in a timely manner. If the positions are not filled, the increased work load might possibly hold up the system to the detriment of the citizens of the State.' Ms. Filippone concluded.

CSEA contacted the reporter involved in the story. After listening to the points presented by Ms. Filippone, the reporter indicated that he would ask the State officials involved, Howard Rubenstein and Richard Cominsky, why they failed to provide a clear and complete picture of the work done by the Court of Claims typists. Also, the reporter indicated that he would check with the CSEA from now on before writing a one-sided story on public workers of any level of government.

Capital Region CSEA President Joseph E. McDermott, reacted swiftly to ensure that State officials were put on notice by CSEA that this Region will be monitoring their statements to the press from now on so that an accurate presentation of the facts of public service by public servants will become the norm rather than the exception.

Mr. McDermott stated, 'The State and Court may be trying to gain public support by painting a bad picture of public workers, however, CSEA will act to correct the half truths and distortions of the facts presented by the 'honorable' State officials. The Court of Claims typists provide a service which, when really researched, could not be duplicated by contracting out. The general public must be educated to the fact that public workers provide necessary services, generally at cost much less than the public is constantly duped into believing should be expended.'
Negotiation problems reported

JOHNSTOWN — The Fulton County area of the Capital Region of the Civil Service Employees Association has become a hot-bed of union activity recently as both the Johnstown Central School District non-instructional employees and the Fulton-Montgomery Community College non-instructional employees represented by the Civil Service Employees Association become involved in contract negotiation problems.

Recently the Fulton-Montgomery Community College administration rejected a fact-finder’s report which supported the position of the non-instructional employees one hundred percent. The employees were prepared to begin informational picketing to make their situation known to the college community and the area residents, but once College officials learned of this possible development they quickly moved to reopen communications with CSEA and expressed belief that meaningful negotiations could be reopened shortly.

In the Johnstown Central School District, CSEA Fulton County Local has already sponsored a series of local newspaper advertisements which have informed District residents of the happenings at the bargaining table. Harm Swits, CSEA Collective Bargaining Specialist, commented on the School District problem. "The School District has the money to settle the contract problems but it doesn’t realize it. CSEA can make suggestions on how to modernize the present salary schedule at no cost to the school district. But right now the District isn’t listening to the workers, so we are taking our case to the public."

More seniority credit

In a recent change benefitting long-time state employees, Civil Service Regulations have been revised to allow seniority credits in promotion examinations to successful candidates regardless of their length of service. Formerly, only the first 20 years of service were counted.

MEMBERSHIP AT ALL TIME HIGH — The CSEA special membership committee reported recently that the union’s membership has reached an all-time high of 220,697 full-time members and 16,225 retired members, from left, committee member Salvatore Bistler; Dave Sparks, CSEA computer services manager; committee chairman Samuel Emmett; Jack Carey, CSEA director of member services; committee members Cindy Noble and Dorothy Penner; and Ellolouse Wadhurst, CSEA supervisor of membership records.

STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the State Civil Service Department, 2 World Trade Center, Manhattan, N.Y. 10048 or with the local Manpower Services Office for examination information.

The following is the open continuous job calendar for the State Civil Service Department.

Title Salary Exam No.
Pharmacist (salary varies with location) $41,388-$55,562 20-129
Assistant Sanitary Engineer $14,142 20-122
Senior Sanitary Engineer $18,301 20-123
Clinical Physician I $27,942 20-118
Clinical Physician II $31,055 20-119
Assistant Clinical Physician $22,623 20-121
Attorney $14,850 20-112
Assistant Attorney $12,397 20-113
Junior Engineer $11,904 20-109
(Bachelor's Degree)
Junior Engineer $12,890 20-109
(Master's Degree)
Dental Hygienist $8,950 20-107
Licensed Practical Nurse $6,148 20-108
Nutrition Services Consultant $13,404 20-119
Stationary Engineer $10,042 20-100
Senior Stationary Engineer $11,250 20-101
Occupational Therapy Assistant I $9,029 20-174
Occupational Therapy Assistant II $9,029 20-174

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above:

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 477-6716
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4200

THE PUBLIC SECTOR, Wednesday, November 15, 1978
**Colby's got to go**

OYSTER BAY — Faced with proposed subcontracting of their jobs, more than 150 Civil Service Employees Assn. members of the Oyster Bay Sanitation Department recently demonstrated before the Oyster Bay Town Hall. The angry workers were accompanied by wives and children as well. Carrying placards, the demonstrators kept up a steady stream of chants and slogans, most aimed at Oyster Bay Town Supervisor Joseph Colby. "Colby's got to go" echoed as a popular chant as the workers vowed political revenge at the polls. Early last month Colby announced he had hired a consulting firm to study the cost savings of subcontracting out to private firms the work of the 180-member sanitation department.

CSEA members claim the reason that Colby ordered the study was to punish and threaten the union and the sanitation department in particular. According to the employees, differences between management and the CSEA over additional compensation for the extra time allotted to pick and place in special recepticals the newspapers for the town's paper recycling plan has caused bad feelings on both sides. That issue is currently before the State Public Employment Relations Board.

Some union members say Colby has continually harrassed the department and the union since the rift over the paper pickup, and said a recently ordered study into a residency law for all town employees was nothing more than a pattern of harassment and intimidation.

The demonstration was led by Pat D'Alessio, Oyster Bay CSEA unit president, and Nicholas Abbatiello, Nassau County CSEA Local 830 president.

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**Westchester local shows muscle with endorsement**

WHITE PLAINS — The political potential of CSEA was realized last week when a defeated Assembly candidate blamed her loss on her opponent support by a CSEA local.

The 92nd Assembly seat was retained by Republican Peter Sullivan, who defeated Joyce Gordon, 22,214-15,607. The district in Sullivan, who defeated Joyce Gordon opponents support by a CSEA local.

The county unit has about 6,000 of the members in approximately 90 units. The county unit has about 6,000 of the members.

County unit President Raymond J. O'Connor said Sullivan had been a strong supporter of CSEA in the Assembly. DiBattista said Ms. Gordon, a White Plains councilwoman, had been an opponent of the White Plains unit in its negotiations with the city.

In a letter being sent to members of the county unit this week, O'Connor said: "The lesson is obvious. We can be a decisive factor in local elections if we work together for a common goal."

The election of Sullivan and the defeat of Ms. Gordon might have significance beyond the Assembly. White Local 860 actively supported the winner, Westchester County Executive Alfred DelBello actively supported the loser, with radio advertisements strongly backing Ms. Gordon.

DelBello will unveil a proposed 1979 budget this week which will contain the layoff of a large number of county workers. The County Board of Legislators must ultimately decide whether to endorse the proposed budget or to restore the positions.

"We hoped to send a message to the administration that we support our friends. The reverse also is true. We work against our enemies," DiBattista said.

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**The biggest of the biggest**

The Civil Service Employees Assn., then the nation's largest independent public employee labor union, affiliated with the American Federation of State, County and Municipal Employees union (AFSCME), the largest public employee union in the AFL-CIO, in April, 1978. The affiliation jumped AFSCME from the third largest to the largest union of any kind in the AFL-CIO and made it the only union in the federation with more than one million dues-paying members. As Local 860, CSEA became the largest of more than 2,500 locals and councils within AFSCME. This is another in a series of articles designed to inform CSEA members about AFSCME and the affiliation.

Numbers are important because only large organizations have the power needed to produce results for their members. But structure and participation are equally important.

The Washington Post cited AFSCME as the union that tries hardest to communicate with and serve its members. AFSCME, said that prestigious newspaper, is "a model of vitality and democracy ... It's a union that works incessantly at communicating with its members and in espousing causes that many other unions shun.'" Organized into more than 2,500 locals and councils, AFSCME is a democratic union. Each of these bodies has its own constitution, its own elected officers, stewards and priorities.

Two full-time officers, the president and the secretary-treasurer, administer the International Union. Jerry Wurt, a New Yorker, has served as president during AFSCME's phenomenal growth period beginning in 1964. William Lucy, a product of California, became the union's secretary-treasurer in 1972.

International Union policy is set by biennial conventions that bring together delegates from every local. Between conventions the International Executive Board, made up of salaried vice presidents who come from local unions and councils—direct the union's activities. CSEA recently selected William McGowan and Irving Flumenbaum as its two representatives on the Board.