MEET THE CANDIDATES — At a recent program in Melville, Long Island, these were among the candidates in attendance. Seated, center, are Barbara M. Fauser, candidate for statewide treasurer; incumbent statewide Secretary Irene Carr and secretary candidate Ann Worthy. Standing, from left, are incumbent Executive Vice President Thomas H. McDonough, executive vice president candidate Felton King, incumbent Treasurer Jack Gallagher, Arthur Loving Jr., candidate for Region I second vice president; Lou Mannellino and Jack Cassidy, both candidates from DOT on the union’s Board of Directors. Also, Kenneth Cadieux, who is a candidate for statewide president of CSEA; incumbent CSEA President William L. McGowan, Region I President Irving Flaumenbaum, who is seeking re-election; and James Corbin, a candidate for statewide executive vice president as well as Region I first vice president.

AFFIDAVITS concerning civilian employees falsely charged with participating in the recent strike by AFSCME Council 82 are turned in by Bob Comeau, left, President of Eastern Correctional Facility CSEA Local 159. CSEA Director of Field Services Jerry Rogers, right, prepares to receive the document as CSEA Region III Director Thomas Laposello, center, checks additional papers. Austin Donovan, President of Auburn Correctional Facility CSEA Local 153 and Region II Director George Bispham are visible behind Laposello.

Affidavits are filed in defense of 600

ALBANY — More than 600 affidavits covering CSEA-represented civilian employees in 20 correctional facilities and three psychiatric centers have been delivered to the Governor’s Office of Employee Relations in defense of civilian employees falsely charged with participating in a job action earlier this year conducted by AFSCME Council 82 security personnel. CSEA regional directors and field staff assigned to civilian employees at the correctional facilities met earlier this month in Albany to review the documents with union officials from the facilities involved.

It is now up to OER to review each affidavit to determine if charges will be dropped or a hearing scheduled. CSEA President William L. McGowan has directed that the union represent the individuals at any hearings scheduled, and pledged the full support of the union’s legal facilities in defending the individuals.

CSEA contends that virtually all those charged actually could not get to work assignments because of concern for health and safety due to the job action by the security personnel, and that as such they are being falsely charged with participation in the strike.

Election in progress, ballot deadline Aug. 30

ALBANY — Some 185,000 official ballots in CSEA’s 1979 election of statewide officers and members of the State Executive Committee were delivered to the post office for mailing on schedule on August 6. A potential delay in the election was avoided on August 8 when State Supreme Court Justice John Casey denied an injunction request sought by former CSEA president Theodore C. Wenzl and CSEA Region II President Solomon Bendet. They had sought to stop the election on the grounds that “irregularities” had taken place at an April 21 Delegates meeting in which the union’s by-laws were changed to prevent retired members from holding elected office.

Deadline for returning the ballots is August 30. August 16 is the last day to request replacement ballots. Results of the election will be announced September 7.

Regional offices are also to be contested at the same time. A list of candidates for the various regional offices may be found on page 5.

BALLOT DELIVERY VERIFIED — Genevieve Clark, right, Chairperson of the Special Elections Procedure Committee, notes delivery of one of eighteen mail pallets containing 185,000 statewide election ballots, while Joseph Dolan, CSEA Executive Director, discusses the special mailing procedure with Karen Pellegrino, Statewide Elections Committee representative from Region IV. All ballots were delivered promptly to the new U.S. Post Office facility in Colonie Monday, August 6.
As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Insurance Advisor." The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit your inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 33 Elk Street, Albany, New York 12221. We pledge to answer these questions as quickly as possible.

**Appellate court expands maternity benefits**

The improvements in maternity benefits recently negotiated by CSEA have apparently formed the basis of a court settlement requiring retroactive maternity benefit payments. The Appellate Division of the New York Supreme Court has issued an order requiring the State Health Insurance Program to make retroactive maternity benefits for any enrolled female employee who had individual coverage. Known as the Wolfson Case, the action was originally brought before the Civil Service Division which denied the benefits based on the exclusions then existing in the policy for females with individual coverage. The case was then proceeded to the Human Rights Commission and eventually to the courts where a series of decisions and appeals ensued. Finally, in the Spring of 1979, the Court issued their ruling and when no further appeal was brought by the State, the order was issued.

*The order directs the State Health Insurance Program to provide "for the payment of an amount equal to the difference between the benefit, if any, heretofor paid under such Health Insurance Program and the amount which would have otherwise been paid under such program in accordance with the benefits then in effect for such employee for expenses arising from illness or disease." This is essentially what was recently agreed to in CSEA-State negotiations.

*The order is applicable to all female employees with individual coverage who participate in one of the State Health Insurance Programs, including local government. All State and participating agencies have been advised of this order. If you are a female employee who may be affected by this determination and order, you have until August 1, 1980 to file claims and information requests concerning this order should be directed to the Employee Insurance Section, New York State Department of Civil Service, 1220 Washington Avenue, Albany, New York 12239. The notation "Wolfson Case" should appear on your correspondence with the Department.

**CSEA volunteers at Special Olympics**

BROCKPORT — Hundreds of CSEA members from around the state were expected to participate as volunteer chaperones, bus drivers, first-aid technicians, food service workers and "bargains" in the Special Olympics at SUNY Brockport, Aug. 8 through 13.

The Games, sponsored by the Joseph P. Kennedy Foundation, are an international Special Olympic program for mentally retarded people of all ages. More than 3,500 athletes from around the world are competing in this year's event. About 200 will be from New York State.

"Through participation in the Olympic Games, the athletes gain confidence and social skills, as well as having a good time and showing a large audience what they can do when given a chance. Their success on the playing field is their classroom, the home and the job," said CSEA statewide President William L. McGowan. "I'm proud that our union has backed the Special Olympics a hundred percent."

CSEA Region 6 President Robert Lattimer will represent the statewide organization at the Games.

CSEA represents over 55,000 employees of mental hygiene facilities throughout the state, who work with and care for the retarded on a day-to-day basis. Linden himself is a 15-year employee of West Seneca Developmental Center, in Buffalo.

In addition to many volunteers from the various mental hygiene facilities, CSEA members from SUNY Brockport itself and the university's food service employees will be there, helping to see that the Games run smoothly.

Tom Pomidoro, the CSEA Region 6 field representative who is coordinating the union's participation in the Olympics, says the response from CSEA members to the call for volunteers has been fantastic.

"Right now, our food service people are in the process of baking 14,000 Special Olympic cookies, with the Olympic Seal on each one," Mr. Pomidoro said a few days ago. "And CSEA's entire Non-Instructional School Employees Committee is coming out here to be 'bargains.' Many other County-division CSEA members have volunteered. County-employed nurses, for example, will work at the first-aid stations. Everyone's eager to help out — which is a good thing, because there's a lot of work to do." CSEA has raised money for the games, as well as coming up with volunteers. The leading Special Olympics fund-raiser as of last week was CSEA Local 427 — West Seneca Developmental. Local 427 is also sending volunteers to the Games.

The spirit of the Special Olympics is not confined to the CSEA membership, however. Joining union volunteers at Brockport will be a number of celebrities, who will act in various capacities such as handing out medals. Among them are Muhammad Ali, Ron Guidry, Barbara Walters, Henry Aaron, Art Buchwald, John Denver, Penny Marshall and Don Williams ("Laverne and Shirley").

In addition to participating in the athletic competition, the Olympians will be treated to a trip to Niagara Falls during their stay at Brockport. They will be staying in the dorms at SUNY Brockport, where CSEA represents about 250 employees, as well as the food service workers.

**Insurance conversion plan**

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to $5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1979. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1979. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

*The Civil Service Employees Association* 

23 Elk Street  

Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: ____________________________

SEX: ____________________________

DATE OF BIRTH: ____________

HOME ADDRESS:  

First  Middle  Initial  Maiden

PLACE OF EMPLOYMENT:  

SOCIAL SECURITY NO: ____________

**Linden named to benefit fund as assistant director**

ALBANY — Thomas J. Linden, Executive Assistant to CSEA President William McGowan since December, 1977, has been named Assistant Director of CSEA’s Employee Benefit Fund.

The Fund, newly negotiated by the union for employees in the State’s Operational, Institutional and Administrative bargaining units, administers the dental insurance and prescription-drug plans for those employees.

Linden joined the 10-member EBF staff Aug. 6 at the EBF offices "at One Park Place, Albany."

A 1968 graduate of LeMoyne College in Syracuse, Mr. Linden began his career with CSEA as a research assistant in 1969. He successively held positions as research associate, collective bargaining specialist and coordinator of the legal assistance program, before being tapped by Mr. McGowan as the union’s first Executive Assistant to the President.

"The EBF is one of the greatest things ever negotiated by CSEA," Mr. Linden said. "I look forward to extending its benefits to employees of local jurisdictions across the state."

In addition to helping manage the EBF office, Mr. Linden expects to be involved extensively with negotiations where CSEA units are bargaining for EBF benefits.
Wildcat job action in Westchester County leads to progress in settling issues

VALHALLA - A two-day wildcat job action by Westchester County corrections officers last month led to considerable progress on a number of union-management issues.

The job action lasted from 3 p.m. July 19 to 5:30 p.m. July 21. Westchester County CSEA Unit President Raymond J. O'Connor reported.

The corrections officers work in the Westchester County Penitentiary, Jail and Women's Prison, all in Valhalla.

Issues involved health and safety from short staffing, personal leave and upgrading.

One of the instances which led to the wildcat job action occurred during the 11 p.m. to 7 a.m. shift on July 15 when only 14 officers were on duty for 156 inmates at the penitentiary when there was a disturbance, O'Connor said.

The officers would have been unable to adequately handle a fire or a riot with only 14 men, O'Connor said, noting there are many posts at the penitentiary which require two officers but are manned by only one officer.

O'Connor said he had a 3 p.m. meeting scheduled at Valhalla that day to explain the results of the meeting. He expected to meet with officers before the 3 p.m. meeting. "Apparently the officers were upset over what they heard," O'Connor said.

The 3-11 p.m. shift did not report for work.

The job action continued through Aug. 21, involving approximately 250 officers. The facilities were manned by management and temporary personnel during the time, he said.

On July 19 and on July 20, O'Connor, DiBattista and the shop stewards attempted unsuccessfully to talk the officers back on the job. He also attempted to resolve the problems with the county director of labor relations, Michael Wittenberg, without success.

On July 21, O'Connor, CSEA Collective Bargaining Specialist Ronald Mazzola, Baker, Polowaski and three other corrections officers met with the County Executive Alfred DelBello and his top staff members.

Snag develops in compliance by Saratoga School Board

SARATOGA SPRINGS - The Civil Service Employees Association is demanding that the Saratoga Springs City School District obey in total the order of the State Public Employment Relations Board as upheld by the Appellate Court and offer reinstatement under their prior terms and conditions of employment to all school District transportation department employees terminated by the school district when the district illegally contracted out the transportation department to a subcontractor.

"The Court and PERB ordered the school district to offer reinstatement under their prior terms and conditions of employment to those employees terminated by the district," John Corcoran stated. "CSEA cannot accept the unilateral actions of the school district to just reinstate the full time positions and reimburse these workers for their loss. The Court ruled that all employees in the transportation department are to be offered reinstatement. The district, to this point, has yet to fully comply with the PERB and Court decision."

"Apparently," Corcoran continued, "the district is attempting to cut its financial loss in this situation by attempting to limit the Court order to employees in full time status under the contract in existence at that time. However, that is not what the Court or PERB ordered, and CSEA cannot accept anything less than full compliance with the directive."

Due to the fact that the school district must transport its students in full time positions, CSEA has a list of additional individuals who were, CSEA employees, employed by the school district's transportation department in various categories and job titles on July 15, 1977, who were also terminated by the district when it illegally contracted out the transportation department to a subcontractor.

"The Court and PERB ordered the school district to offer reinstatement under their prior terms and conditions of employment to those employees terminated by the district," John Corcoran stated. "CSEA cannot accept the unilateral actions of the school district to just reinstate the full time positions and reimburse these workers for their loss. The Court ruled that all employees in the transportation department are to be offered reinstatement. The district, to this point, has yet to fully comply with the PERB and Court decision."

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At the meeting, O'Connor said the following was agreed to:

• There will be no retaliation or reprisals.

• A meeting would be held July 26 on the personal leave problem. The meeting was held, and most of the problem was solved. Most of the officers will be able to obtain personal leave time.

• The unit Health and Safety Committee would inspect the facilities on July 26. James Verboys and Doug Hendrie of the committee made their inspection on that date.

• A decision on the upgrading was expected to be made by Aug. 8. A modification was made in the appeal procedure to speed an appeal if the county's answer is negative.

• The county agreed to meeting on staffing problems after New York State releases its staffing requirements.

• The officers will not lose any pay but will have to work up to 15 hours extra within one year to make up for their missed time.

At the present time, according to CSEA Capital Region Director John D. Corcoran, Jr., the school district is only offering reinstatement to 54 workers formerly employed by the district in full time positions. CSEA has a list of additional individuals, who were, CSEA employees, employed by the school district's transportation department in various categories and job titles on July 15, 1977, who were also terminated by the district when it illegally contracted out the transportation department to a subcontractor.

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Due to the fact that the school district must transport its students in full time positions, CSEA is not looking to delay the development of the necessary program for such services. However, CSEA is prepared to seek judicial guidance in an ongoing manner, even at the bargaining table, to see that the school district does fully comply with the Court ruling.
Nayman to join Board

ITHACA — Louis Nayman, President of Tompkins County CSEA Local 855, was appointed as board representative for the county local.

The Local 855 Executive Committee appointed Nayman on July 19 to replace John Wyrough, who resigned his seat on the board after he accepted a temporary position with the U.S. Department of Labor in Albany, Nayman said.

The executive committee also appointed Edda Gray as treasurer of Local 855, and the Tompkins County Unit Executive Committee appointed James Hennerty to replace Wyrough as first vice president of the county unit.

Nurses awarded

Three Suffolk County Public Health Nurses have been presented awards for their meritorious performance.

The nurses who received the awards for outstanding achievement are D. Cynthia Merrick, P.H.N.; Thelma Langhorn, R.N.; and Ruth Varsha, R.N. Awards were presented in a ceremony held at the Annual Staff Meeting recently in the Bay Shore Mini Center.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Day care center set to open

ALBANY — The Plaza Day Care Center, established after years of negotiations between the Civil Service Employees Assn. and the State of New York, is preparing to open on September 10 for children of state employees.

Applications, which must be in by August 15 to guarantee a place, can be obtained from any department personnel office or from the center's office on the 11th floor of Agency Building No. 2.

According to Molly Hardy, a spokesperson for the day care center, the first group of classes, for infants aged eight weeks to 18 months, toddlers aged 18 months to four years and preschoolers aged four and five, will be set from applications received by the August 15 deadline. Children whose applications are received after openings occur and all others will be placed on a waiting list.

Based on the total family income, tuitions have been set as follows:

- Under $13,000 - $35 per week
- $13,000 to $21,000 - $40 per week
- $21,000 and up - $45 per week

A reduced rate will be allowed for families enrolling more than one child.

The center, housed in core two of the Swan Street Building will provide separate facilities for the three groups of children, and will be open from 7 a.m. to 5:30 p.m. Kitchen and bathroom facilities will be provided.

Meals and snacks will be provided for toddlers and pre-schoolers, but the parents must supply formula, baby foods and diapers for the infants.

The program is still in the planning stages, says Ms. Hardy, but is expected to include an educational session, similar to that of other nursery schools, for the toddlers and pre-schoolers and a play period outdoors once a day. The program must adhere to New York State Day Care regulations, she said.

Currently, the State is in the process of appointing a director and assistant director, who will then hire a staff of teachers, teaching assistants and aides. The number of staff members hired will be based on the number of children, allowing four infants to one caregiver, five toddlers to one and seven pre-schoolers to one.
Eligible CSEA members, nearly 185,000 in all, are in the midst of one of the most basic, but important, activities of a labor union — electing their leaders at the regional and statewide levels. And for state employees, there is the added importance of electing departmental representatives on CSEA's Board of Directors.

All full dues paying members were mailed, on August 6, ballots to elect statewide officers. This is the first time that statewide officers (president, executive vice president, secretary and treasurer) will be elected to three-year terms, as a result of CSEA constitution and by-laws changes approved by union delegates at two conventions.

All eligible union members may also elect their regional officers. Regional officers are currently being elected to two-year terms, but that will expand to three-year terms in 1981. The various regional officer candidates are listed on this page.

And eligible employees of state departments and agencies are participating in yet a third election — departmental representative for two-year terms on the union's statewide Board of Directors. County Executive Committee members were elected earlier in local elections. Board of Director positions are being contested for two-year terms, and will increase to three-year terms in 1983.

**CSEA Regions**

1. **LONG ISLAND**
   - President: Julia (Betty) Duffy
   - 1ST VICE PRESIDENT: Irving Flaumenbaum
   - 2ND VICE PRESIDENT: Danny Donohue
   - 3RD VICE PRESIDENT: Arthur Loving
   - 4TH VICE PRESIDENT: Thomas Gargiulo
   - SECRETARY: Dorothy Goetz
   - TREASURER: Sam Piscatelli

2. **METROPOLITAN REGION II**
   - President: Jimmy Gripper
   - 1ST VICE PRESIDENT: Dorothy King
   - 2ND VICE PRESIDENT: Robert Keeler
   - 3RD VICE PRESIDENT: Frances D'Boise
   - 4TH VICE PRESIDENT: Willie Raye
   - SECRETARY: Helen Cugno
   - TREASURER: Glennie Chamble

3. **SOUTHERN REGION III**
   - President: James J. Lennon
   - 1ST VICE PRESIDENT: Marie Romanelli
   - 2ND VICE PRESIDENT: Lawrence Natoli
   - 3RD VICE PRESIDENT: Madeline Mackey
   - SECRETARY: Eva Katz
   - TREASURER: Estelle Schmidt

4. **CAPITOL REGION IV**
   - President: Richard Grieco
   - 1ST VICE PRESIDENT: Patricia Crandall
   - 2ND VICE PRESIDENT: Ralph Young
   - 3RD VICE PRESIDENT: Nancy Roark
   - SECRETARY: Carla Guardi
   - TREASURER: Marjorie Coggeshall

5. **CENTRAL REGION V**
   - President: James E. McDermott
   - 1ST VICE PRESIDENT: J. Wayne Dessingue
   - 2ND VICE PRESIDENT: Anthony (Tony) Muscatiello
   - 3RD VICE PRESIDENT: Eileen Salisbury
   - SECRETARY: Julie Braden
   - TREASURER: Gerald Toohey

6. **WESTERN REGION VI**
   - President: Robert L. Lattimer
   - 1ST VICE PRESIDENT: Genevieve Clark
   - 2ND VICE PRESIDENT: Robert C. Smith
   - 3RD VICE PRESIDENT: Ronald M. Stanton
   - SECRETARY: Judith Burgess
   - TREASURER: Barbara M. Fauser
Travel a big part of being a candidate

The quest for election to high office within the Civil Service Employees Assn. requires a great deal of travel on the part of the candidates for statewide office. Long before the union sent out its ballots on August 6, candidates were criss-crossing the state, and each other’s paths, to speak before as many union members as possible.

On page 1, group photographs show all the candidates for statewide office in attendance at a “meet the candidates” program held in Melville, Long Island for CSEA Region I members.

On this page are photographs of nearly all the candidates in attendance at another “meet the candidate” program held at the Holiday Inn, Newburgh a few days later. In between, before and after, all the candidates were making appearances at other meetings and other places.

EXECUTIVE VICE PRESIDENT CANDIDATES, in the order they appear on the ballots, are, from left, incumbent Executive Vice President Thomas H. McDonough of Albany, and challengers Felton King of Brooklyn and James L. Corbin of East Moriches.

PRESIDENTIAL CANDIDATES Kenneth Cadieux, left, the challenger from Rockville Centre, and incumbent President William L. McGowan meet each other head to head at meetings all across the state in their effort to discuss the issues with as many members as possible.

STATEWIDE SECRETARY CANDIDATES are Ann Worthy, left, of South Ozone Park, and incumbent Secretary Irene Carr of Oneonta.

INCUMBENT TREASURER Jack Gallagher of Mohawk is shown talking with Barbara Swartzmiller, President of the Ulster County CSEA Local during a meeting recently in Newburgh. Challenger Barbara M. Fauser, of Buffalo, was unable to make this meeting but is shown at the Long Island meeting on page 1 and has appeared at other sessions across the state.

Electons Timetable
Statewide Officers and State Executive Committee

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered
August 30—Return of ballots — 6:00 p.m. Deadline
August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period
September 7—Return of Replacement Ballots — 6:00 p.m. Deadline
September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11
September 7—Official Results Announced
September 17—End of Protest Period (10 days after Official Results are announced)

NOTE: Those eligible to vote shall be dues paying members in good standing as of June 15, 1979
I Developmental Center CSEA Local 405 President Bob Love, because the facility's heavy equipment operator was busy doing grounds work instead.

A MASON operated a backhoe to rip up this sidewalk, charges Craig Developmental Center CSEA Local 405 President Bob Love, because the facility's heavy equipment operator was busy doing grounds work instead.

BOB LOVE examines poison ivy at Craig Developmental Center. He charges that pesticide was applied without proper supervision.

CSEA LOCAL 405 PRESIDENT BOB LOVE peers through glass of door to building, a former slaughterhouse, on grounds of Craig Developmental Center where dangerous pesticides are currently being stored. "When the grounds supervisor lost his keys last winter, they never even changed the locks," charges Love.

"There must be enough stuff here to kill half the population of Livingston County."

By Dawn LePore

SONYEA - A recent call to the CSEA Safety Hotline has revealed several potential hazards centering around the use of pesticides at Craig Developmental Center. CSEA Local 405 President Robert Love is charging that a lack of proper supervision over the application of pesticides on the center's grounds could prove dangerous to both employees and clients there.

Under state law, even relatively simple over-the-counter pesticides, such as Raid, must be employed with the supervision of a qualified person, when used in the vicinity of mental retardees.

But, according to Love, since the grounds supervisor at Craig retired last April 12, such regulations have not been followed. State law requires that only a person holding a commercial pesticide applicator's license be allowed to supervise the storage and application of pesticides. Gross misuse of the permit carries a $25,000 fine and a one-year jail term.

Love claims that instead of immediate personnel replacement for the grounds supervisor (a Grade 12 position) who held such a permit, management at Craig, in an economy move, named the center's heavy equipment operator (also a Grade 12 worker) as his acting replacement. Under current terms of the state contract, anyone doing out-of-title work for more than 60 days must be paid an equivalent salary.

It was not until July 27 that the heavy equipment operator and another worker, a mechanical stores clerk, took the test for the permit and passed it. Although Love, a Grade 6 groundsworker with more than 30 years experience at Craig, already holds such a permit, he says he was never asked to assist in supervision of pesticide application.

"It's only an act of God that no one has been seriously injured or killed yet," Love said. "I can show you where, within the past week or two, 24-D has been used to kill poison ivy on the grounds."

An examination of the area surrounding several buildings which house clients revealed dead brown leaves of poison ivy still clinging to the fences where it had earlier climbed.

Love says that because the heavy equipment operator is busy doing grounds work, his own work is being handled by other employees.

"Last week, I watched as a mason, a man who just returned to work after several months off, operated a backhoe to rip up the sidewalk in front of the community store," he said.

According to George Rice, institutional manpower director at Craig, a senior groundworker from downstate New York has been appointed to the position of grounds supervisor, awaiting budget approval. Rice said that the man was planning on getting his commercial permit within the next few weeks.

When asked why a replacement was not hired sooner, Rice responded that "it was not envisioned that more than one (commercial applicator) was needed at this time."

"Part of the problem is the test (for the permit) is open book. If you can read, you can pass it," Love said. "Whether you go back to the manual later, is the real question."

Love said that in speaking recently to one of the men who just passed the test, the man admitted that, if asked, he wouldn't know how to calibrate the pesticide sprayers properly.

On a related charge, Love says that he has been unable to find any records pertaining to the storage or usage of pesticides at Craig.

"After an extensive search, I couldn't find any inventory or records of past usage of pesticides anywhere," Love said. "There must be enough stuff here to kill half the population of Livingston County."

Until three years ago, pesticides used when Craig operated a farm on the grounds were stored "all over the place," Love said. At that time, they were gathered up and locked in a brick building once used as a slaughterhouse.

"It (the building) was a good choice, but because it's behind a coal pile, it's far from security," he said. "When the grounds supervisor lost his keys last winter, they never even changed the locks. Those keys could have been in the hands of a resident. Because there is no inventory, Love says it is impossible to tell if anything has been removed from the building."

According to Joseph Burgio, deputy Director at Craig, when the administration was notified of the situation a few weeks ago, the locks were changed.

The slaughterhouse contains several dangerous restricted pesticides, such as Chlorodane and Tersan OM. After Love recently contacted a Department of Environmental Conservation officer, plans were made to remove the restricted items.

Love also questioned the legitimacy of the operation of a private nine-hole golf course on the grounds by a group of Craig workers using state equipment.

Burgio responded that the Keshequa Golf Course is a non-profit corporation, run with the permission of the Office of Mental Retardation and Developmental Disabilities. The course is open to a limited number of people from the community as well as to employees and clients at Craig.
Some benefit cards not delivered

ALBANY — State employees who have not received Employee Benefit Fund (EBF) information and a prescription drug card should contact the Employee Benefit Fund, P.O. Box 11-156, Albany, N.Y. 12211, or call (518) 458-8483.

Please include your name, address, zip code and social security number.

EBF staff members indicate the post office has returned many letters due to incorrect or insufficient address information.

Westchester unit demanding wage readjustment talks

WHITE PLAINS — The Westchester County Unit of CSEA Local 860 is seeking a wage readjustment from the county. Unit President Raymond J. O'Connor said:

"As you are aware, the agreement between Westchester County and CSEA, which has a term of January 1, 1978 through December 31, 1980, was negotiated during a period of time when cost of living and annual projection rates were running in the 5 to 6 percent bracket.

In fact, the cost of living for Metropolitan New York-New Jersey area from August 1977 through August 1978 was 5.6% and the projection for the remainder of the year was 7% to 8%.

"As you will recall, the thrust of the negotiations centered around the effort of the County to have the CSEA accept a limited wage settlement, based on the projected cost of living and impact to the taxpayers.

"Reasonableness and responsibility were the key ingredients to the discussions, and, in fact, words of praise were resplendent from not only yourself, but members of the County Legislators, the media, and taxpayers alike.

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"Everyone agrees that a 5% increase due February 1, 1980 will only continue the undue financial hardship and would not give relief in overcoming the severe economic constraints being forced upon our employees.

"We are prepared to meet with you upon a moments notice to reach an amicable solution. Looking forward to your anticipated cooperation."

Barbara Pickell

Some benefit cards not delivered

ALBANY — State employees who have not received Employee Benefit Fund (EBF) information and a prescription drug card should contact the Employee Benefit Fund, P.O. Box 11-156, Albany, N.Y. 12211, or call (518) 458-8483.

Please include your name, address, zip code and social security number.

EBF staff members indicate the post office has returned many letters due to incorrect or insufficient address information.

Retirement advisor named

ALBANY — Barbara Pickell, President of the Broome County Unit of the Civil Service Employees Association Local 804, has been named a member of the Advisory Council for Retirement Systems by State Comptroller Edward V. Regan.

The announcement was made by John S. Mauhs, Deputy State Comptroller, at a meeting held recently in Albany.

Ms. Pickell, an employee of the Broome County Social Services Department, will be the only council member from CSEA, which represents 250,000 public employees in New York State.

In addition to serving as unit president, Ms. Pickell has also served as CSEA delegate and committee member on local, regional and statewide levels.

WATERTOWN — A contract was imposed on the city of Watertown Unit of Jefferson County CSEA Local 823.

The Watertown City Council voted on Aug. 6, 1979, to impose a one-year settlement which will reduce the wages of approximately one-fourth of the 200-member unit by five cents an hour.

The council voted 3-2 in support — word-for-word — of the city manager's position. The councilmen who supported the CSEA unit said the imposed contract was very unfair. Local 823 First Vice President Richard Brown said Brown is a member of the unit and of its negotiating team.

Under the imposed contract, City Hall employees will be required to work an additional 2.5 hours a week without additional compensation. With all employees receiving a seven percent increase, the hourly wage of the City Hall employees was reduced five cents from what it was prior to the imposed contract.

Brown said the unit's executive board will meet on Aug. 15 and a general membership meeting probably will follow.

He expects some action by the unit will be taken. He said possibilities for the action might be work-to-rule or enforcement of the imposed contract to the letter.


BARBARA PICKELL talks with Deputy State Comptroller John S. Mauhs after she was named a member of the Advisory Council for Retirement Systems by State Comptroller Edward V. Regan.

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BARBARA PICKELL talks with Deputy State Comptroller John S. Mauhs after she was named a member of the Advisory Council for Retirement Systems by State Comptroller Edward V. Regan.
Is Westchester County plotting whitewash of employee killed working out-of-title?

WHITE PLAINS — The Westchester County CSEA Unit is still awaiting an official response by County Executive Alfred DeBello to the job-related death of CSEA member Alfred K. Jaroszewicz on June 5 on the Westchester County Medical Center grounds in Valhalla.

And, according to Unit President Raymond J. O'Connor, he is also awaiting DeBello's response on CSEA charges relating to out-of-title work at the Westchester County Medical Center. The late Mr. Jaroszewicz died from electrocution on June 5, 1979 while performing out-of-title work on the medical center grounds.

While O'Connor had not received an official response from the county executive as of Aug. 6, more than two months since the death, he has accumulated some documentation which indicates the county may be attempting to whitewash their responsibility in the death. Some of that information follows:

A memorandum from Frank C. Bohlander, commissioner of Public Works, to J. Robert Dolan, county executive officer, states in part: "Mr. Jaroszewicz (sic) was employed by this department...as a Maintenance Mechanic, Grade 2 (Heating Plant and Air Conditioning)."

"Although the title indicates heating plant and air conditioning, the specifications...require knowledge and skills in electrical work."

O'Connor said close examination of those specifications reveals only "attitude knowledge of electrical plumbing," which he said involves the installation of electrical conduits.

"Nowhere in Jaroszewicz's job description does it call for him to be skilled in working with electricity, especially high voltage — 400 volt — current," O'Connor said.

A memorandum from Eugene M. White, director of Operations, to Bohlander, states in part: "Jaroszewicz for his own death without sufficient evidence, O'Connor said. The memorandum states in part:

"We do not know for certain who energized feeder number 1 but we feel Jaroszewicz did so himself. We base this on the fact that a voltmeter was with him when he was moved away from the splice box."

O'Connor said Jaroszewicz, who died in the mid-afternoon, had been working on the electrical problem since the early morning and probably had the voltmeter with him for any number of reasons.

That same memorandum states that Jaroszewicz had 39 years experience in electrical maintenance. A close examination of his work record revealed he had worked in the 1940s and early 1950s as a maintenance electrician. However, from 1958 to 1978 he had worked as a computer operator and supervisor, his records state.

O'Connor finds fault with the documentation is attempting to support. He said:

"The county appears to be attempting to build a case that Jaroszewicz was an expert electrician. On the other hand they are trying to prove — without evidence — that he turned on the current that killed him."

"In either case he was working out-of-title."

"If he was the expert they claim he was, it is hard to believe that he would have acted as incorrectly and carelessly as the memorandum claims."

"On the other hand, employees are not supposed to work out-of-title to protect the unskilled from killing themselves."

CSEA EXECUTIVE DIRECTOR JOSEPH J. DOLAN, right, conveys an objection to the job-related death of CSEA member Alfred K. Jaroszewicz on June 5 on the Westchester County Medical Center grounds in Valhalla.

CSEA is extremely concerned with responsibilities in regard to its client agencies and the State Civil Service Commission.

The Civil Service Employees Association has its own ideas concerning civil service reform. CSEA Atty. James Featherstone has just testified before a public hearing of the Senate Committee on Civil Service and in the last portions of the hearing said:

"In either case he was working out-of-title."

"If he was the expert they claim he was, it is hard to believe that he would have acted as incorrectly and carelessly as the memorandum claims."

"On the other hand, employees are not supposed to work out-of-title to protect the unskilled from killing themselves."

The first meetings with representatives of Budget's Organization and Management Unit are expected to take place within two weeks. Initial discussions will focus on the general approach to the project, and the specific procedures necessary to carry it out.

The Budget Division estimates that the major components of this review could be completed early in 1980.

In commenting on the prospects of this joint undertaking, Howard F. Miller, Director of the Budget, said, "I look forward to a successful effort which will provide the Department with both a structure and approaches which will enable it to better address the personnel management concerns of State government."

State to undertake review of Civil Service Commission

A review of the organization and mission of the State Department of Civil Service has been announced by Victor S. Bahou, President of the New York State Civil Service Commission.

It will be carried out with the assistance and support of the State Division of the Budget and is the latest phase in the continuing comprehensive review of the New York State civil service system undertaken in 1976.

The Civil Service Employees Association has its own ideas concerning civil service reform. CSEA is extremely concerned with responsibilities in regard to its client agencies and the State Civil Service Commission.

The development of a Department re-organization plan which is expected to produce more efficient use of resources, establish more clearly its roles and responsibilities and place greater emphasis on its personnel management functions.

The development of new directions for civil service reform which may be formulated principally as internal administrative changes.

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Meet on compressed week

It has recently been brought to the attention of CSEA that the State Department of Transportation intends to recommend to many of its employees that they agree to participate in a pilot project involving a major modification in the employees' existing work week and work day.

To insure all DOT employees will receive complete details of the proposal, President McGowan plans to call an emergency meeting of DOT representatives of CSEA Locals in Albany in the near future.

Although the State Department of Transportation has suggested that the project is "voluntary" in nature, CSEA is extremely concerned with the possibility that the project might involve violations of existing contract articles.

Among the many union concerns are implications involving attendance rules, rules of the Budget Director's method of use and accumulation of vacation and sick leave credits, and the all important method of overtime payment.

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STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS AUGUST 27, 1979

<table>
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<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
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<tr>
<td>Aquatic Biologist, Supervising</td>
<td>$18,301</td>
<td>25-391</td>
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<td>Beverafe Control Investigator</td>
<td>$11,250</td>
<td>25-219</td>
</tr>
<tr>
<td>Beverafe Control Investigator (Spanish)</td>
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<td>25-219</td>
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<td>Beverafe Control Investigator Trainee</td>
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<td>Building Construction Engineer, Assistant</td>
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<tr>
<td>Building Construction Engineer, Senior</td>
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<td>Medical Investigator</td>
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<tr>
<td>Medical Control Investigator, Senior</td>
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<td>25-255</td>
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<tr>
<td>Rent Examiner</td>
<td>$12,385</td>
<td>25-393</td>
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<tr>
<td>Rent Examiner, Senior</td>
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<td>Superintendent of Construction, Assistant</td>
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<td>Natural Disaster/Civil Defense Radiological</td>
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<td>Representative</td>
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FILING ENDS SEPTEMBER 10, 1979

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FILING ENDS AUGUST 27, 1979

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You can also contact your local Manpower Services Office for examination information.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

FILING ENDS AUGUST 26, 1979

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FILING ENDS SEPTEMBER 14, 1979

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<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
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<tr>
<td>Thruway Division Engineer</td>
<td>$29,340</td>
<td>36-823</td>
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<tr>
<td>Employees’ Retirement Benefits Examiner I</td>
<td>$9,860</td>
<td>36-810</td>
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<tr>
<td>Engineering Technician</td>
<td>$9,330</td>
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<td>Senior Engineering Technician</td>
<td>$11,060</td>
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<td>Senior Architect</td>
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<tr>
<td>Engineering Aide</td>
<td>$7,900</td>
<td>02-026</td>
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<td>Engineering Aide</td>
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<tr>
<td>Sr. Real Property Info. System Specialist</td>
<td>$15,420</td>
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For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus, 1 Geneva St., Buffalo, New York 14239 (716) 691-5216, State Office Building, 5th Floor, New York 14217 (212) 488-4280.
Chairman Carmine DiBattista said.

the direction of Bernard Ryan, CSEA
the staff of the CSEA-AFSCME
Region III.

action seminars are scheduled for the

Salary Schedule

WHITE PLAINS - Two political
action seminars are scheduled for the

throughout the last two years I have
had the privilege of attending several Regional Workshops.

are there a number of dedicated CSEA people who work
at organizing and operating these Workshops, and the quality of the
sessions proves the ability of these

What comes to mind because of
this opportunity (to attend various Regional Workshops) is twofold.

First - one must be impressed by
the numbers of members across
this state who are willing to give
of their time and talents to improve
their union. When one considers all
the officers of all the units and
locals, all the committee people of
all the units and locals, all the
members who serve on Regional and
Statewide committees, and all the
members who work on special
projects such as social events,
organizations, negotiations, etc., we
are talking of thousands of people.

In doing the traveling I have done
(and it is not that much traveling)

these constant reminders of the
grass-roots involvement of our
union is nothing short of inspiring.

How many organizations of any
type can demonstrate such
interest? We have hundreds of people
who know something about
teach other, something about
any aspect of union affairs.

We also have many people who
know what's wrong, and how to
improve this union. Our annual
commisions prove this!

CSEA is ahead of any union in
this matter. While it tends to force
slow decision making, it assures all
of us that such decisions are made
by knowledgeable people, most of
whom have already proven their
dedication to CSEA.

Secondly - I am also impressed by
the unquenchable desire for
more knowledge and information
active members have.

The recently concluded County
Workshop proved this. We had
nearly 300 delegates signed in. I
looked for attendance for each workshop
periods, and found attendance in
excess of 240 at each period! Given
the need for delegates to use the
Workshop opportunity to discuss
local problems with regional
statewide officials, this is very
high attendance.

Similar pictures are seen at
all Regional workshops.

Current interest is centered on
several areas - women,
members, health insurance, Civil
Service law, and others. Yesterday
it was job actions, tomorrow who
knows?

What I do know is this -
whatever new area arises, CSEA
members will identify it, demand
information about it, and plan their
actions collectively. Furthermore,
CSEA will supply the expertise
necessary to do this via workshops
of all types.

Lots of people complain about
their union and its actions (or lack
of action). It is very heartening
to know that so very many people are
interested enough to complain, to
learn, to work and to improve our Union.

This column should appear about
the time Statewide and Regional
ballots go out. Here is the MOST
basic membership activity we have.
Each of you should vote and
make sure a fellow member has
voted. Good luck to all candidates.

See you soon

Joseph Lazarony
County Division Chairman

State salary schedule

(Salary schedule incorporates a 7% salary increase as the result of contract negotiations between the CSEA and the State of New York)

Effective: the beginning of that payroll period the first day of which is nearest to April 1, 1979.

<table>
<thead>
<tr>
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<td>1788</td>
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<td>890</td>
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Political action seminars set for Region III

WHITE PLAINS - Two political
action seminars are scheduled for the
end of August in CSEA Southern Region III.

Both seminars will be conducted by
the staff of the CSEA-AFSCME
Legislative Office in Albany, under
the direction of Bernard Ryan, CSEA
legislative and political action direc-
tor; Region III Political Action
Chairman Carmine DiBattista said.

On Aug. 30, 1979, the Region III
political action seminar will be at
the Holiday Inn in Newburgh starting at
6:30 p.m. It will be attended by the

regional political action committee and
other invited members.

Region III President James Len-
non, DiBattista and Ryan cooperated in
arranging the seminar.

On Aug. 29, 1979, the Westchester
County CSEA Local 860 political
action seminar will be held at the White
Plains Hotel in White Plains starting at
6 p.m. It will be attended by the

local's political action committee and
representatives of area AFSCME
units.

Local 860 Political Action Com-
mittee Co-Chairman Eleanor Mc-
Donald is coordinating the seminar.

Some of the subjects to be covered
will include telephone banking, can-
didate screening, printing by CSEA,
spot sampling, voter registration,
election day polling and poll
watching, DiBattista said.

Toll-free telephone numbers have
been established for the use of
enrollees under the state's Health In-
urance Program to inquire about
second surgical opinions or to receive
additional information about the
program.

Upstate plan enrollees may call toll
free 1-800-342-3729.

In the New York City area, including
Greater New York, Long Island,
Westchester, Putnam, Rockland and
Orange Counties, statewide plan
enrollees should call 1-800-4070 and
GHI Option enrollees should call 1-800-6045.
Locals utilize media advertising to inform public and improve image

By Deborah Cassidy

ALBANY — Local Civil Service Employees Assn. leaders are finding that taking a public stand on certain issues through advertising campaigns can be an effective means of accomplishing their goals.

When conventional methods fail, "hitting them on the head with the stick," Gary Fryer, director of public relations for CSEA Inc., can lead to a contract settlement, can prevent contracting out of public services or can counter negative publicity about public employees.

In the form of newspaper ads, radio spots and organized informational demonstrations, campaigns have been successfully conducted in the counties of Montgomery, Clinton, Essex, Warren and Nassau, to name just a few.

The recent settlement of a contract in Nassau County is viewed by CSEA as a classic example of how ad campaigns can be used to the public employee's advantage. As of the end of the year, according to Local president Nick Abbatiello, negotiations had gone to impasse and fact-finding and the legislature was about to impose a contract. The CSEA realized, however, that not only was the legislature unsympathetic toward the employees, but was totally ignoring their needs.

An analysis of the county budget, done by CSEA and AFSCME accounting staffs, revealed that it was "well-padded" by the politicians and could provide for the employees' salary increases without requiring a tax increase. Using this information as a basis for ads placed in local newspapers and radio stations, the CSEA found that the politicians had changed their minds and were "more than willing to talk." The subsequent settlement reached at the negotiating table, where it should have been reached in the first place, says Abbatiello, was overwhelmingly approved by the membership.

Negotiations for a contract in Montgomery County came to a deadlock over salary increases about a year ago, and after confering with his Local Board of Directors, CSEA Local President William Zippiere, decided that an ad campaign might work. For several weeks the public was bombarded with radio and newspaper ads about work hours demonstrations and a local television talk show telling them things about jobs of supervisors that they didn't know and comparing supervisor's salaries with those of the average workers.

The public responded with letters to the editor and to public officials expressing sympathy and concern for the plight of the public employees. As a result, negotiations resumed and the county agreed to a reasonable salary increase and to pay for the employees' health insurance program.

Such a campaign is currently being conducted in the Greater Amsterdam School District where negotiations have been lagging since early spring. The campaign began in late spring and has been slowed down for the summer, but will pick up again in the fall to point out that the employees' salaries are much lower than those in surrounding school districts that they do not receive unemployment insurance during the summer months, and that public employees are taxpayers too, who provide quality and essential services.

Already the public has shown support for the CSEA members and have indicated to Local president Barbara Case, that they were not aware of many of the facts which the campaign has been bringing out.

In the city of Long Beach, public officials recently threatened to do away with the department of parks and recreation until a CSEA ad campaign prompted the public to demand that services not be cut.

A guest on a radio talk show heard by residents of Clinton, Essex and Warren Counties, mistakenly commented that public employees are underworked and often leave their jobs early in the day. Out of concern for the adverse opinion of public employees, the comments could create, the Adirondack Coalition Council, a group which unites units and locals in this vast area with each other and the Capital Region Office in Albany, requested that the Region public relations office take some action. Daniel Campbell, public relations specialist for the Region, addressed the public over the radio waves, telling them about the important services provided by public employees and quoting the Civil Service Creed to which they must adhere. For weeks after, this was followed by the playing of the public employee song on radios statewide.

As a result of their successes, the Locals are totally committed to the use of ad campaigns.

Says Abbatiello, "We have found a way to show the public that the government is responsible for its problems, not the public employees. We've made them realize that the government should not be a profitmaker and should not be ruthlessly allowed to cut quality services. And we've made the government and politicians realize the CSEA is not kidding around and should not be ignored.''

Mr. Zippiere and Ms. Case agree that this method is a "new form of protest." Both admitted that in the beginning they were somewhat skeptical about the chances for success, but have found that the public really listens and wants to know more. "When you can strike or take any other kind of serious job action, you're limited. And advertising campaigns can be effective.

"When the public is presented with a distorted view of public employees, it's absolutely necessary that the CSEA members take action to defend themselves," commented Betty Lennon, a member of the ACC who helped to coordinate the campaign in the Adirondack area. "And since it has been proven that the public will listen to what we say, it makes sense to use campaigns to get their support in a crisis situation, such as a stalled contract negotiations. I think we've shown management that we do have power and that we will use it when and where necessary."

All agree that the use of campaigns in their Locals has given the members a sense of identity with the Statewide ad campaign CSEA has sponsored over the past several months. Both have made the public employee and CSEA visible and have changed the public opinion somewhat in favor of public employees.

The employees themselves have become more united and have a new sense of pride in being public workers, say the Local leaders.

Contact region office first

ALBANY — Before embarking on an advertising campaign in any situation it is best for Local leaders to contact their Regional public relations specialist or the Headquarters Communications Department, advises Gary Fryer, Communications Director for the Civil Service Employees Assn.

"Whether or not an ad campaign should be used depends entirely on the situation," said Mr. Fryer. "It can be effective on a contract matter, to block a referendum or to prevent contracting out, but not always, so the Local should not make the decision without advice. CSEA's Public Relations people are trained to handle such matters and they can help the Local to decide what approach is best."

In most cases, he said, the Local should first contact the Region to work it out. If the campaign is to be extensive, the Headquarters Communications office will be called in.

Funds for local advertising campaigns are put up by the local, but in special cases, the Region may help out.

"In general we firmly believe in using ad campaigns where practical. Appealing to the public, letting them know the facts, can bring about major changes," Fryer concluded.