Day Care Center an innovation

ALBANY — The first day care center primarily for state workers was dedicated last week in Albany, the result of years of negotiating by CSEA with the State. The Plaza Day Care Center was dedicated in the Empire State Plaza, the huge state offices complex in downtown Albany.

CSEA President William L. McGowan, who participated in ceremonies marking the dedication, said he envisions a series of similar day care centers eventually near other large state work locations around the State. The Plaza Day Care Center is being opened as a pilot project on September 5 to serve infants, toddlers and pre-school children of state workers. It will be run as a public benefit corporation, and Gov. Carey is expected to include public employee union representatives as well as state management personnel to the corporation.

President McGowan said the union has pursued the concept for years in an effort to ease employment pressure, especially for single parent state worker families. “This is a great concept that should prove to be a great benefit to employees. I believe we will see the idea spread as this pilot project proves its worth,” McGowan said.

Employee Assistance plan helps solve problems

ALBANY — An innovative program to help state workers solve drug, alcohol, marriage, or other personal problems which affect work performance began last week in the Division of Substance Abuse Services.

The Employee Assistance Program — the first of its kind in any Albany-area state agency — was designed by the state Division of Substance Abuse Services, the Division of Alcoholism and Alcohol Abuse, and the commission on Alcohol and Substance Abuse Prevention and Education. The Civil Service Employees Assn. also helped develop the program.

Employees who are troubled with problems will receive referral to appropriate services in the community as the major part of the program, which will become fully operational this fall. Designers of the new program feel that relieving the stress of personal problems will improve workers’ job performances and increase productivity.

Under the program, employees recruited from the staff of the agencies will act as coordinators and will set aside time each week for voluntary consultation with workers. The coordinators will interview workers, identify and assess any problems, and refer the employees to an appropriate service agency, if needed.

Follow-up interviews with workers will also be conducted. All information will be kept confidential.

Coordinators will receive specialized training from the Division of Alcoholism and Alcohol Abuse to learn interviewing and assessment techniques and to help them identify public and private service agencies in the community.

Dental insurance to start for state workers July 1

ALBANY — Dental insurance coverage under the new CSEA Employee Benefit Fund will be in effect when current GHI dental insurance ceases on July 1, for CSEA members in the three major state bargaining units, Fund Director Thomas P. Collins assured this week.

“Many members have indicated concern that there would be a lapse, but actually an improved dental insurance program as well as a new prescription drug insurance program will be in effect when GHI dental insurance coverage for the state workers phases out July 1,” Collins said. CSEA negotiated the new CSEA Employee Benefit Fund to cover state employees in the Operational Services, Institutional Services and Administrative Services bargaining units.

Trustees were appointed to administer the Fund some time ago, and a number of insurance carriers bid to provide the expanded service to CSEA members under the new program. “All participating employees will receive information on the new program, detailing the expanded benefits we will offer,” Collins said. Another in a series of detailed reports on the Fund will appear in next week’s edition of The Public Sector.
President's Awards are presented to three

MIDDLETOWN — The Civil Service Employees Assn. has presented its President's Award to a staff employee, the president of a CSEA Local, and a newspaper reporter for their roles in discovering and publicizing the dumping of chemicals and cadaver parts on the grounds of the Middletown Psychiatric Center last April.

CSEA President William L. McGowan recently presented the President's Award to CSEA Field Representative Flip Amodia of Region III; Alex Hogg, President of Middletown Psychiatric Center CSEA Local 415; and Middletown Times-Herald Record reporter Robert J. Quinn. Amodio and Hogg both pursued an active investigation into the incident while Quinn was recognized for his series of front page articles surrounding the situation.

All three awards were "in recognition and appreciation of decisive action which contributed to increased employee safety and brought needed awareness to the taxpayers of the State of New York."

ALEX HOGG, right, President of Middletown Psychiatric Center CSEA Local 415, accepts President's Award from CSEA President William L. McGowan, left. In center is CSEA Region III President James J. Lennon.

John Miller named president

SARATOGA SPRINGS — Saratoga County CSEA Local 846's election results were announced by Board Representative William McTygue. He said the winners were:

President — John Miller.
Vice President — Larry O'Bryan.
Secretary — Pauline Woodcock.
Recording Secretary — Donna Sheller.
Treasurer — Monica Jump.
Board Representative — William McTygue.

President — John Miller.
Vice President — Larry O'Bryan.
Secretary — Pauline Woodcock.
Recording Secretary — Donna Sheller.
Treasurer — Monica Jump.
Board Representative — William McTygue.

File IP over abolishing jobs

STONY POINT — The North Rockland School Unit of Rockland County CSEA Local 844, has filed an Improper Practice Charge against the Haverstraw-Stony Point Central School District Board of Education for abolishing six staff positions during an impasse in negotiations over the abolition of the positions, it was announced by Unit President Charles L. Jones.

The union filed the charge with the State Public Employment Relations Board because the Board of Education unilaterally decided to abolish the positions during the pendency of the impasse. This constitutes a unilateral change in terms and conditions of employment and is evidence of bad-faith bargaining, CSEA charges.

The union asked PERB to assist the parties in an attempt to resolve the impasse. PERB may assign a mediator or a fact-finder to provide outside expertise in resolving the negotiations impasse.

The union said it would prove that the Board of Education entered into negotiations impasse. PERB may assign a mediator or a fact-finder to provide outside expertise in resolving the negotiations impasse.

Expressing his disappointment that the negotiations had reached an impasse, Unit President Jones said, "I have not determined intent to abolish the positions, but the district negotiating team made virtually no movement from their original position of abolition of the positions."

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

June 22—Deadline for Declination of Nomination
July 9—Final day for Nominations to Fill Declinations
July 9—Final day for Petitions to be Filed
July 13—Request to each candidate for spelling of name as it will appear on Ballot. To be sent by certified mail, return receipt requested. Deadline for changes is July 20, 1979
July 13—Drawing for Position on Ballot — 10:30 a.m., CSEA Headquarters Conference Room. Candidates (or proxies) may attend as observers
July 13—Mailing of printed copies of Rules and Regulations for the Election to all candidates and local presidents
July 25—Publication of Names of all candidates in the Official CSEA Newspaper
August 6—Ballots delivered to Post Office for Mailing
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
CSEA Local 832 will be receiving a 6 increments due, under a one-year con-
agency shop clause, also provided for Employees of the Niagara County adoption leave, available to either and upgradings occurred for public health nurses, registered nurses and home health aides in the Health from $700 to $1,000 was established for Alfred Jaroszewicz, who died the service was scheduled to be held grounds of the Westchester County Memorials for Physicians and Surgeons. At press time, the service was scheduled to be held near Innisfree Park. The service, organized by the Westchester County Unit of CSEA Local 860, was going to be held near Memorial service is held for Alfred Jaroszewicz

ROBERT KEELER, President of Downstate Medical Center CSEA Local 646, explains a job phase out problem to CSEA staffers in Albany recently as members of his Local look on.

Valhalla — A memorial service for Alfred Jaroszewicz, who died while allegedly performing out-of-title work on June 5, was scheduled to have been held this week on the grounds of the Westchester County Medical Center here. At press time, the service was scheduled to be held June 19.

The service, organized by the Westchester County Unit of CSEA Local 860, was going to be held near Memorial service is held for Alfred Jaroszewicz

Contracting out charges in Nassau

Nassau County bases its right to contract out on the 1977 State Court of Appeals decision in the Westchester County case. Abbatiano said.

CSEA Attorney Richard Burstein, center, listen.

Penn Yan gets raises

Penn Yan — Workers of the Penn Yan Department of Public Works and Municipal Board employees represented by Yates County CSEA Local 862, will receive raises of 7% in each year of a three year contract, as of June 1st.

The Downstate employees also informed CSEA at the meeting that the employees who remain in the above-mentioned jobs are no longer doing direct patient-care work, but are being told to do escort- and messenger-type duties.

As a result of the meeting, the union is requesting a meeting with the central administration of SUNY and management at Downstate, requesting an investigation demanding answers to the employees' complaints. The union is also bringing the situation to the attention of the Joint State/CSEA Continuity-of-Employment Committee, through Burch, who is the CSEA staff liaison to that committee. The union for education and training for the affected employees, and increased tuition reimbursements to make such education and training possible. And finally, CSEA is asking these Downstate employees to send to the union's Research Dept., 33 Elk St., Albany, N.Y., 12207, information about their job descriptions and actual job duties.

Union sources confirmed that it is the established policy of the county for employees to carry out all orders from superiors and complain later. Regarding out of title work, O'Connor said: "This is a practice that has to be stopped. The dangers are obvious when unskilled and untrained men are assigned dangerous work."
Abbatiello wins
MINEOLA — Nassau County CSEA Local 830's election results have been announced by President Nicholas Abbatiello. He said the winners were:
President — Nicholas Abbatiello.
First Vice President — Jerome Donohue.
Second Vice President — Pat D'Alessio.
Third Vice President — Rita Wallace.
Fourth Vice President — Edward Ochenkoski.
Fifth Vice President — Ruth Braverman.
Recording Secretary — Mary Calfapietra.
Treasurer — Sam Piscitelli.
Corresponding Secretary — Alice Heaphy.
Financial Secretary — Louis Corte.
Sergeant at Arms — Dudley Kinsley.
Board Representatives — Nicholas Abbatiello, Irving Flaumonaum.

Glenville talks
GLENVILLE — The recently organized Glenville Town Hall unit of the Schenectady County Local of the Civil Service Employees Assn. will begin formal contract negotiations by the end of June. The employees who had no representation, requested to join the CSEA earlier this year, and were aided by former Capital Region organizer Gregory Davis.

According to newly elected unit president Joan Paparella, the town hall employees were the only group in Glenville which did not have union representation and did not have benefits and job protection as other Glenville employees. 'Joining the CSEA was the most logical thing to do,' she commented. 'It would have been infeasible for us to attempt to negotiate a contract by ourselves. We would have been at the mercy of the administration. Capital Region field organizer John Cummings will lead the new negotiating team.'

Nine employees get suggestion awards
Nine State employees received a total of $425 in cash awards in May for money-saving ideas submitted to the New York State Employee Suggestion Program. Estimated first-year savings from these suggestions total more than $3,400.

Award Recipients were:
$100 — Michael Paluba, Rensselaer, Auditor, Department of Auditing and Finance.
$75 — Earl Davis, Cohoes, Senior Audit Clerk, Department of Audit and Control, and Calvin Rosenbaum, Rochester, Senior Estate Tax Examiner, Department of Taxation and Finance.
$50 — Edith Kugler, New York City, Workers' Compensation Bd.; Robert Schwartz, Brooklyn, and Cleo Nealias, Brooklyn, both of the Workers' Compensation Bd.
$25 — Patricia A. Swenson, Amsterdam, Audit and Control, and a joint award to William Schwartz, Brooklyn, and Cleo Nealias, Brooklyn, both of the Workers' Compensation Bd.
$25 — Sarah J. Dudley, Brooklyn, Workers' Compensation Bd.; and David L. Drotar, Albany, and Doris Ross, R.D. No 1, Hornell, Steuben County, both of the Department of Health.

Cash award recipients also receive Certificates of Merit. Certificates of Merit were also awarded to Francis G. Caleme, Saranac Lake, Franklin County, Office of Mental Health; and Dora M. Zerling, Hopatcong, N.J., Workers' Compensation Bd.

KEEP CSEA INFORMED ON MAILING ADDRESS
In the event that you change your mailing address, please fill out the below form and send to:
CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York, 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience. It is to be used only by those CSEA members or agency shop payors who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Change of Address for 'The Public Sector'

My present label reads exactly as shown here

Name ___________________________ Local Number ___________________________
City ___________________________ State ____________ Zip ___________

MY NEW ADDRESS IS:

Street ___________________________
City __________________________ State ____________ Zip ___________

Agency where employed ___________________________
My social security no. ___________________________

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for $5 by The Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.


Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

The Brooklyn Supreme Court ruled that the employee could be fired for the Kingsboro Psychiatric Center until a year after the 1972 CSEA strike. Ms. Vaughn last January established that they were not on strike but then pursued the legal action which resulted in last month's ruling. The reason for the firings was given as unsatisfactory performance. But, like permanent employees, employees on probation had to be brought up on charges and given a hearing. They couldn't just be summarily fired," said Ted Ruthizer, an attorney from Mailman & Fuller. Attorney explained that the Taylor Law has since been amended to allow such a procedure but it was illegal in 1972. Mr. Ruthizer said that the two employees showed up at the hearing, each in back pay and he believes they will receive interest on the money, "but the court order doesn't specifically spell it out." The state has 30 days to file for appeal of the decision but according to Mr. Ruthizer, "these are very difficult grounds to launch an appeal from and we have not received any word at this moment that they will." he said. The committee, which has recently been focusing its attention on the possibility of asbestos contamination in some buildings of the Empire State Plaza and the State Campus, will start following up reports of this and other problems in all areas. According to John Corcoran, Capital Region field director who is serving as an advisor to the committee, they have received complaints about a condition of smoke-filled, stale air, created when partitions are installed to divide work space. "Some buildings were not meant to be divided into cubicles," he said. "They were designed to have a continuous air flow from one end of the room to the other from ventilation points along the walls. Floor to ceiling partitions interfere with the air flow. Of course the employees are complaining because the air can be very irritating to breathe." Under its chairman, Capital Region president Joseph McDermott, the committee has been meeting with the State to get a handle on the asbestos contamination matter. "We have been persistent that the State hire an outside consultant to test for the presence of asbestos, that the committee be allowed to approve of the one who is hired and that we review the results of the tests," he said. Currently the committee is waiting for the test reports. Mr. McDermott feels that the problems will be readily corrected because the "State is concerned about the matter." Arsenic contamination, he reports, may not be limited to the State buildings, but may exist in schools and other public buildings as well. "The State problems have started the ball rolling," said Mr. McDermott. "We are now checking into reports of contamination in other areas."
They came to Albany by the several hundreds over the past several weeks, culminating in a self-proclaimed "Lobby Day" rally earlier this month. They discussed, they urged, they pleaded and they pressured their cause with members of the State Legislature.

"They" are the officers and the rank-and-file members of CSEA Locals from across the state, the "backbone" of the labor movement that historically has risen up and responded to a call for action.

As this year's legislative session dragged along, it became apparent that action on many of CSEA's key program bills might be delayed. As so, starting a few weeks ago, the union issued a call for unified lobbying by members to put pressure on legislators to consider and act upon union-supported legislation.

Region by region, they came to Albany to lobby with their own legislators. And, as the session headed for a mid-June recess, the membership to the legislators about their concern for the future of the union bills.

The photos on these pages depict some of the lobby activity of the hundreds of rank-and-file members who came to Albany earlier this month to lobby under guidance of CSEA professional lobbyists.

At press time, legislative action on the bills was inconclusive. A complete status report is shown on page 9 of this issue.

SENATOR LINDA WINKOW, center standing, discussed legislation with, from left, front, Ionna Knightly of Rockland Psychiatric Center Local 453 and Fujio Uchida and Addie Elberke, both of Rockland and Westchester Retirees Local 918; and back row, Mary Ann Lucevinto, left, of Local 621, and Lucille Kirkland, right, of Local 618.

CSEA PRESIDENT William L. McGowan, left, chats with Carmine DiBattista of Westchester County CSEA Local 860, a member of the statewide Legislative and Political Action Committee, during last week's lobby day rally on the steps of the capitol.

REGION PRESIDENT JOSEPH McDermott talks with retiree Gale before he enter the capital to lobby with legislators passage of CSEA-supported bills.

ASSEMBLYMAN PAUL BARRENBerg, second from left, meets with members of his district, left, Al Varacchi and Betty Zuckert of UNY Stony Brook Local 941.

SARATOGA COUNTY LOCAL 846 representatives Susan Briggs, Cheryl Shiller, and John Miller wait outside a legislator's office before entering to lobby for CSEA supported bills.

THESE CSEA MEMBERS from State Insurance Department Local 666 were photographed in the outer office of their assemblyman just prior to discussing legislation with the lawmaker. From left are Doris Jones, Virginia Hewitt and Ginny Kilby.

LABOR DEPARTMENT LOCAL 340 members Morris Eisenberg, left, and George Cusumano, right, with Senator Jeremy Weinstein, center, to talk about the status of union-supported legislation.

SUFFOLK COUNTY CSEA LOCAL 452 members Barbara Floman to and Ed Babingen are shown with Assemblyman John Behan, center.

CSEA'S DIRECTOR of Legislative and Political Action, Bernie Ryan, and Barbara Pickell of Broome County, a member of the statewide committee, helped organize the lobby day and rally held earlier this month in Albany.

MARTIN LANGER, right, is chairman of CSEA's statewide Legislative and Political Action Committee. He addresses union members at a lobby day rally. At left is committee member Nicholas Abbatiello of Nassau County.
Charge merger would extend sheriff's term

By Jack Murphy

Attorneys for three Westchester County Deputy Sheriffs have told the State Court of Appeals in Albany that a merger of the Sheriff's Department with the court's Parkway Police would illegally extend the sheriff's term of office and be inequitable to the deputy sheriffs.

At press time, the Court of Appeals issued a ruling that the planned merger may go into effect on July 1 as scheduled.

The arguments before the state's top court came on an appeal by Westchester County for a decision earlier this year by Supreme Court Justice George Beisheim Jr. that declared the proposed merger unconstitutional.

The merger, approved by the county's voters last November, was scheduled to go into effect July 1. It would involve the 160-member sheriff's department and the 175-member Parkway Police. CSEA represents the sheriff's deputies.

Attorneys for the three deputies who challenged the merger, Thomas Spasiano, Robert Cantrell and Frank Prete, said that the appointment of the present sheriff, Thomas Delaney, as Public Safety Commissioner in charge of the combined force would be unconstitutional because it would, in effect, extend his term.

The provision in the merger providing for Delaney's appointment was part of a compromise between the sheriff and County Executive Alfred D'ebello to win Delaney's support for the proposal.

The Westchester County Unit of CSEA is also opposing the county's appeal. CSEA Attorney James Rose pointed out that the automatic appointment of Delaney to the Public Safety Commissioner post would be "a de facto election with but one candidate.

He also stated that the merger law would curtail employee rights in disciplinary proceedings.

From the beginning CSEA has steadfastly maintained that its opposition to the merger was not a blind opposition to a combined police force, but an unwillingness to accept what Carmine DiBattista, the Local's chief shop steward, referred to as a "bad law."

This past week Ray O'Connor, president of the Westchester County unit of CSEA, commenting on the Court of Appeals action, said, "We are interested in a true merger that will protect the rights of both the workers and the taxpayers. This law does neither."

CSEA REGIONAL ATTY. JAMES ROSE, left, discusses the latest union court victory to prevent the planned merger of the Westchester County Sheriff's Department with the county's Parkway Police with Westchester County CSEA Unit Business Agent Carmine DiBattista.

"We are very hopeful that the court decision will go in our favor. We want them all to go back and put together a merger proposal that is constitutional and fair."

O'Connor pointed out that the reason for the merger plan is "to save money."

"This plan is an expensive plan, so in addition to its other drawbacks it will save little if any money. We hope," he continued, "the people will get a chance to vote on a true merger plan that will be good for everybody."

The county is basing its appeal on the argument that "home rule" provisions of state law allow the county to effect the merger now. County Executive DeBello, however, has suggested that rather than invalidate the merger, the court should instead stay its effect until Jan. 1, 1980 when Delaney's term as sheriff runs out.

The deputies contend that the merger law should either be approved or denied as a whole because it was "a product of extraordinary political arrangement and compromise."

The murky status of the merger plan has had its effect on the county's political parties which are undecided on whether or not to designate candidates for sheriff in the upcoming general election in November.

A decision by the court of appeals is expected in mid-June.

CONSULTING WITH THE CONSULTANTS — The director and trustees of the new CSEA Employee Benefit Fund met recently with consultants to consider dental and prescription drug insurance coverage to be offered under the Fund program. Listening intently to a presentation are, from left, CSEA President William L. McGowan, who is a trustee; Fund Director Thomas P. Collins; and trustees Elaine Moory and Louis Mannellino.

Olean unit gets multi-year pact

OLEAN — A three-year agreement for the workers of the City of Olean Unit of the Cattaraugus County CSEA Local 805 will include a 40-cents per hour raise the first year.

The contract, effective June 1, 1979, also includes a cost-of-living increase the two following years. Determined by the Consumer Price Index, the increases will be a minimum of seven per cent and a maximum of nine per cent.

An agency shop clause and a $250,-000 major medical plan, with other riders have also been added. In addition, all mechanics received a $100 thank you bonus.

In addition, all mechanics received a $100--

CSEA Collective Bargaining Specialist Danny Jinks was assisted on the negotiating team by Unit President Ted Welch, Edward Hoover, Jerry Kyeytt, Helen Callahan, Charles Diebler, Michael Kosciol, Joseph Schieler, Dennis Diebler, Robert Thayer and Joseph McCaffrey.

Contribute directly

CSEA's more than 300 Locals across New York State have been asked to make direct contributions to the Special Olympics to help defray costs of the 1979 International Special Olympics games in August at SUNY Brockport.

In a letter to all CSEA Local presidents earlier this month, CSEA President William L. McGowan noted CSEA had made a commitment to help raise funds to support the games, and that a film sale project backed by CSEA has not resulted in the level of support envisioned. Therefore, he said, with the games so close now, direct contributions from CSEA Locals would raise the support level of the biggest public employees union in New York State.

Portions of President McGowan's letter follow:

"Some time ago, CSEA made a commitment to help raise funds to support the 1979 International Special Olympics to be held this year at the State University College at Brockport, N.Y. With the start of the Games drawing near, our fund raising efforts have been very disappointing, and I am making a personal appeal to your Local for direct assistance.

"As you are probably aware, Special Olympics is an organization that is dedicated to sponsoring athletic competitions where mentally retarded children can participate in an atmosphere of fellowship and goodwill.

"Now, in an effort to use the same amount of time remaining before the Games to best advantage, I am asking every CSEA Local across the State to make a direct contribution to Special Olympics. Contributions from your Local should be directed to the President's Office at Headquarters and clearly identified as a Special Olympics Contribution. We will forward the contributions directly to the International Special Olympics."

ALBANY — The Civil Service Employees Assn. has recently settled contracts for two bargaining units in Columbia County, both going into effect July 1, 1979. In the City of Hudson both sides agreed to a two-year contract giving employees a 5.9 per cent salary increase in the first year and a 6.9 per cent in the second year. Employees who have ten years of service, or more, can now be paid for unused sick leave up to a maximum of 60 days per year, at set rates. In addition a sick leave bank has been established and the number of years an employee must work in order to qualify for vacation has been reduced. A three-year contract with increases of six per cent in the first year, and seven per cent in each of the next two years has been ratified in the Town of New Lebanon.
AMONG SUNY OSWEGO employees who retired during the last fiscal year was group above, who were honored by Civil Service Employees Association Local 611 at retirement buffet. Seated from left are Lura Pepper, Evelyn Foster, Mary Mauranaro, and Thelma Losurdo. Standing from left are Charles Yule, John Tonkin, Clarence Rudd, Harry Coy, Walter Rubillard, Henry Mauranaro, Carl Dickinson, Harry Lennon, John Connelly, and George Ford. The presumption of arbitrability for contract grievances would be restored.

P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage and have an opportunity to be notified and have an opportunity to be heard before a temporary restraining order to be issued against a strike.

P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented.

P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures.

P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a $2,000 death benefit.

P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year.

P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired on Jan. 1, 1971, and would increase supplements to reflect increases in the cost of living.

P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated.

P-79-15, Division of Youth Transfer—Division of Youth employees transferred to a non-profit corporation would not lose benefits of State service.

All bills on this status report are supported by CSEA.

CSEA Program Bill Number Status Sponsors
P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1979, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law.

P-79-11, Sheriff’s Repeal—Approximately eight employees of the Sullivan County Sheriff’s Department would be allowed to choose the provisions of the Retirement and Social Security Law optional 20-year retirement program.

CSEA Program Bill Number Status Sponsors
P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor.

P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University.

P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement.

P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement.

P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education.

P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented.

P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation.

P-79-26, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 25-year retirement plan.

P-79-27, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed.

CSEA Program Bill Number Status Sponsors
P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System would be implemented.

P-79-28, Employer Improper Practice—An employer organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice.

A-4149 Connor
S-4142 Rollison
A-5903 Greco
S-2766 Schermherhorn
A-3366 Miller
S-3744 Cook
A-7099 Rules
S-Pending
A-Pending
A-Pending
A-Pending
A-Pending
A-Pending
A-Pending
A-Pending
A-Pending
A-Pending
Local 435 transfers leadership smoothly

SYRACUSE — In an effort to smooth the transition of leadership of Hutchings Psychiatric Center CSEA Local 435, the local president, a member of the PS&T bargaining unit no longer represented by CSEA, has resigned.

Audrey Snyder, who led Local 435 for 12 years, resigned effective May 16, turning the presidency over to Betty Knickerbocker, a member of the Institutional Bargaining Unit. Ms. Knickerbocker had been first vice president.

Ms. Snyder has continued to serve the CSEA local in an advisory capacity. "She has been very helpful," Ms. Knickerbocker said.

Since becoming president, Ms. Knickerbocker was able to set up a one-year pact, retroactive to July 1, 1978, which provides for a 5.2 percent raise, up to $2,000. In addition, provisions have been made for payment of accrued sick leave at retirement, up to $2,000. In addition, longevity increases will provide $25 at the 21st, 26th and 31st years.

On the negotiating team with CSEA Collective Bargaining Specialist Danny Jinks, were President Robert Tassoff, Delores Tonnecheff and Theodore Pietruck.

OK Lackawanna pact

LACKAWANNA — Workers in the Lackawanna unit of the Erie County Educational Local 868 recently signed a one-year pact, retroactive to July 1, 1978, which provides for a 5.2 percent pay increase. Charwomen and food service helpers received an additional salary differential of $300.

New layoff, bumping and recall procedures will allow the use of title and district-wide seniority and salary differential of $300.

NORTH HEMPSTEAD Town Supervisor Michael J. Tully, Jr., left, presents John McQueen of Great Neck with a 25-year retirement service pin, thanking him for his tireless efforts as a laborer at the Town's incinerator.
ALBANY — The wages of Comprehensive Employment and Training Act (CETA) employees, as regulated by the new CETA Law are causing problems for both unions and the local government prime sponsors of the program.

Common interest in the problem led both union and management representatives to get together at a CSEA-sponsored meeting in Albany on June 11.

The problem is that even though a CETA employee can be paid up to $10,000 a year, the average CETA wage must be that of the average wages in the area, which usually are in the vicinity of $7,200 a year according to a CETA formula.

Adhering to this facet of the CETA Law, which went into effect April 1, forces the creation of sub-entry-level positions (labor trainee) where the actual work done by the CETA employee would be identical to the higher-paid entry-level position (laborer).

Both union and management representatives at the meeting were in agreement that the use of sub-entry-level positions would create second-class citizens of CETA employees, and would place a stigma on such workers and create bad feelings.

CSEA President William L. McGowan, who attended the meeting, said: “You hurt them before they ever start work... It’s an awful thing for the dignity of working people.”

The meeting was coordinated by CSEA Collective Bargaining Specialist Paul Burch and was attended by CSEA staff and attorneys, CSEA Region VI President Robert Lattimer, and by representatives of AFSCME International, AFSCME New York State, New York City municipal unions, CSEA locals, State Department of Labor, New York State United Teachers, State Association of Counties, county governments and the city of Albany.
NEW YORK CITY — New York City CSEA Local 010 held its annual workshop and convention with an excellent turnout May 28-30 at the Concord Hotel, Kiamesha Lake.

The 3-day program, traditionally held during the Memorial Day period, featured workshop sessions on insurance, health plans, retirement, employee benefit fund, and political and legislative action, among other topics.

The adjacent photos depict some of the activities during the workshop and convention.

SOLOMON BENDET, right, President of CSEA Local 010 and also President of CSEA Metropolitan Region II, greets guest Irving Flaumenbaum, President of CSEA Long Island Region I and an International Vice President of AFSCME.

SPEAKERS — As Irving Goldberg, front, makes a point during one of several programs conducted, Gennaro Fischetti awaits his turn to speak. Fischetti was a member of the workshop planning committee.

CSEA ATTORNEY Stephen Wiley discusses the union's political action activities during one of the workshop programs. At right is moderator Martha Owens, who also helped plan the annual workshop and convention.

CSEA EXECUTIVE DIRECTOR JOSEPH DOLAN JR., left, chats with Region II and Local 010 President Solomon Bendet.

CSEA REGIONAL DIRECTOR GEORGE BISPHAM, right, chats with AFSCME's Nat Lindenthal, a guest observer during the workshop.

ROSA | LINE | EDWARDS of the Manhattan Center gestures emphatically during a floor discussion.

STATEWIDE CSEA OFFICERS Executive Vice President Thomas McDonough, second from left; Secretary Irene Carr and Treasurer Jack Gallagher, right, discuss union affairs with Local 010 members Joe Johnson, left, and Willie Raye, second from right.

MEMBER PARTICIPATION was strongly encouraged throughout workshop, and John Singleterry joins in by voicing his opinion on one of many topics discussed thoroughly.