Thousands eligible to select early retirement incentives; could reduce actual layoffs

ALBANY — While thousands of public employees across New York have reacted angrily to Gov. Mario Cuomo's proposed Executive Budget and its call for more than 7,500 layoffs of state workers, there is one segment of the state work force waiting with anticipation for what could be some very good news about improved pension benefits.

Most attention, including that of union lobbyists, has focused on the governor's plans to abolish some 14,000 state jobs during the next fiscal year, including actually laying off 7,500 active state employees. CSEA is continuing its fight to avert those layoffs.

Yet in contrast to the political warfare over layoffs, the governor has also proposed special legislation to implement an early retirement incentive program designed to encourage thousands of state employees who otherwise might remain on the payroll to leave their jobs early.

For the eligible state employees, the legislation implementing the program could mean three years of additional service credits added to their existing service credits. That means a higher pension benefit for anyone who participates. And for those state employees already at the maximum retirement credit level, it means a pension benefit higher than the maximum presently allowed by law.

The only condition attached to the incentive is that the employee retire between March 1, 1983 and May 31, 1983. CSEA points out, however, that as a result of other regulations of the New York State Employees Retirement System, an application for retirement must be received by no later than the close of business on May 2, 1983 in order to be effective by May 31.

There are two elements of this program worthy of close attention by state employees, the union says. First, if the program is more effective than originally anticipated, the net result could be less state workers out on the unemployment lines. Gov. Cuomo made a pledge to that effect in a recent press interview. Second, to be of value to anyone, it is critical that as many people as possible find out about the program as soon as possible.

Like all other elements of the Cuomo budget, (Continued on Page 10)
CSEAP offers free courses on career advancement

ALBANY — The Clerical and Secretarial Employee Advancement Program (CSEAP) has published a detailed schedule of courses designed to help state Administrative Services Unit employees further their careers.

Courses listed are:

Preparing for the Job Interview — How to develop a pre-interview strategy and so be better prepared to overcome anxiety, field difficult questions and make a good impression on the interviewer.

Resume Preparation — How to write a more effective resume and cover letter, with emphasis on the types of information needed to be successful.

Goal Setting and Career Planning — How to develop both a short-term and long-term career strategy.

There is no fee to attend the courses and all educational materials will be provided. Registration is on a first-come first-serve basis. Collective Bargaining Specialist John Conoby has made the following schedule available:

SUNY/FARMINGDALE
Preparring for the Job Interview — Room 115, Whitman Hall, Farmingdale
Class begins Wednesday, May 18, 6:30-8:30 p.m.
Every Wednesday until June 15, 6:30-8:30 p.m.
Resume Preparation — Room 115, Whitman Hall
Class begins Thursday, May 19, 6:30-8:30 p.m.
Continues Thursdays May 26 and June 2, 6:00-8:30 p.m.

Goal Setting and Career Planning — Room 115, Whitman Hall
Class begins Monday, May 16, 6:30-8:30 p.m.
Continues Mondays May 23, June 6, 13 and 20, 6:00-9:00 p.m.

INTERBORO INSTITUTE
Preparring for the Job Interview — 229 Park Ave., New York, New York
Class begins Monday, May 16, 5:30-8:00 p.m.
Continues Thursday, May 19, 6:00-8:00 p.m.
Thursday, May 26 and Tuesday, May 31, 5:30-8:30 p.m.
Resume Preparation — 229 Park Ave., New York, New York
Class begins Thursday, June 2, 5:30-8:30 p.m.
Continues Monday, June 6 and Thursday, June 9, 5:30-8:30 p.m.

CENTER FOR WOMEN IN GOVERNMENT
Goal Setting and Career Planning — Staff Training Academy, Room 3456, 2 World Trade Center, New York, New York
Class begins Tuesday, May 3, 5:30-8:30 p.m.
Continues every Tuesday until May 31, 5:30-8:30 p.m.

DUTCHESS COMMUNITY COLLEGE
Preparring for the Job Interview — Blodgett House, Fishkill
Class begins Thursday, May 12, 6:00-9:00 p.m.
Continues Thursdays on May 19 and 26, June 2 and 9, 6:00-8:00 p.m.
Resume Preparation — Blodgett House, Fishkill
Class begins on Monday, May 9, 6:00-8:30 p.m.
Continues on Mondays, May 16 and 23, 6:00-8:00 p.m.

GOAL SETTING AND CAREER PLANNING — Blodgett House, Fishkill
Class begins on Wednesday, May 11, 6:00-9:00 p.m.
Continues on Wednesdays, May 18 and 25, June 1 and 8, 6:00-8:00 p.m.

ONONDAGA COMMUNITY COLLEGE
Preparring for the Job Interview — Academic Building No. 1
Class begins on Wednesday, May 11, 5:30-8:30 p.m.
Continues on Monday, May 16, Wednesday, May 18, Monday, May 23 and Wednesday, May 25, 5:30-8:30 p.m.
Resume Preparation — Academic Building No. 1
Class begins on Monday, May 2, 5:30-8:00 p.m.
Continues on Wednesday, May 4 and Monday, May 9, 5:00-7:00 p.m.

CENTER FOR WOMEN IN GOVERNMENT
Goal Setting and Career Planning — Hutchings Psychiatric Center, 520 Madison Ave., Syracuse
Class begins on Tuesday, May 17, 5:30-8:30 p.m.
Continues Tuesdays, May 24 and 31, June 7 and 14, 5:30-8:30 p.m.

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

Preparing for the Job Interview — Career Development Center, Library North Ground 500
Class begins on Tuesday, May 10, 6:00-9:00 p.m.
Continues on Thursday, May 12, Tuesday, May 17, Thursday, May 19 and Tuesday, May 24, 6:00-9:00 p.m.

A last call has also been put out for the following course:
New York State Merit System — How to make an informed career decision by learning how the system works.

STATE CAMPUS
New York State Merit System — Civil Service Building, Albany
Class begins Thursday, March 24, 5:15-8:15 p.m.
Continues Thursday, March 31, 5:15-8:15 p.m.

To register, fill out the following form and mail it to: Betty Kurtik, CSEAP Coordinator, Suite 2008, Twin Towers, 29 Washington Ave., Albany, N.Y. 12210.

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Local 102 confronts layoff threat

LOCAL 102 OFFICERS confer about threat of possible layoffs for parks personnel. Local 102 president Arthur Loving, right, briefs, from left, Secretary Ethel Strachan, First Vice President Claudette Gravel and Second Vice President Sal Buonom.
Slate of candidates announced for election of State Executive Committee

ALBANY — The Statewide Nominating Committee has announced the nominees for this Spring’s election of CSEA State Executive Committee members.

Members may also qualify for candidacy by petition. Nominating petitions must be filed by April 15. Members may obtain further information and official petitions by contacting their Regional Office.

**Agriculture and Markets**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Audit and Control**
- Beatrice McCoy
- Health
- James Jayes
- Brian Madden

**Authorities**
- Walter John Francisco
- John Weidman
- Joseph Kowalski
- Fitzgerald Taylor

**Civil Service**
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Commerce**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Department of Corrections**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Education**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Executive**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Finance and Administration**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Health**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Insurance**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Judicial**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Labor**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Law**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Motor Vehicles**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Mental Hygiene — Region 1**
- John Weidman
- John Lowery
- Joseph Kowalski
- Fitzgerald Taylor

**Mental Hygiene — Region 2**
- Brenda Nichols
- George Boncoraglio
- James Gripper, Jr.
- Joel Schwartz

**Mental Hygiene — Region 3**
- Robert Thompson
- Harold Ryan
- Eva Katz
- Kenneth Klinko

**Mental Hygiene — Region 4**
- Francis Wilusz
- Michele Ring
- Wanda Lubinski

**Mental Hygiene — Region 5**
- Hugh McDonald
- Sue Buczynski
- George McCarthy

**Mental Hygiene — Region 6**
- Paul Christopher
- Elaine Mootry

**Public Corporation**
- JoAnn Lowe

**Public Service**
- Dennis Haskins

**Social Service**
- William McMahon
- Alan Siegel
- Jeraldine McMillan-Cherry

**State**
- Donald Forchilli

**Taxation and Finance**
- John Gully
- Julie DeMartino
- Adele Borakove

**Transportation**
- Joan Tobin
- John Cassidy

**University**
- Patricia Crandall
- Sara Sievert
- Marie Romanelli
- Frances DuBose-Batiste
- Charles Eymon
- Jay Helfgott
- Elizabeth Lennon
- Kathleen Berchou

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**Keep the Village THE VILLAGE**

LAKE PLACID — Residents of the world-famous Village of Lake Placid will be going to the polls March 15 to decide whether to keep their quaint Olympic village intact or dissolve it into the neighboring Town of North Elba.

CSEA is strongly opposed to the dissolution measure, and has launched a media campaign entitled “Keep the Village THE VILLAGE” at the request of the village unit and Essex County Local 816.

At issue for the village’s 3,474 residents are the potential loss of low-cost electrical power, village police, fire protection and the village’s highway services.

CSEA notes that special legislation would be required to set up a special police district, a lengthy process which could take months to enact.

Capital Region Political Action Chairman John Francisco stresses the importance of a high voter turnout March 15.

“If each voter realizes just how important his or her vote is, and just how much the area has to lose, then village residents will take the time to vote,” he said.
Region III schedules series of workshops

FISHKILL — Region III President Raymond J. O’Connor is asking members in this seven-county region to “make a date” for four workshops to be held March through June.

“Internal Organizing” will be the topic of a seminar running from Friday night, March 26 through Saturday afternoon, March 27 at the Tappan Zee Towne House in Nyack, Rockland County. Reservation forms are available from the regional office in Fishkill, and must be returned by March 18.

“Officers Training Workshops” will be held April 27-28 at the Fishkill regional office. Flyers for that workshop will be mailed out shortly.

A major program is scheduled for the Americas Great Gorge Resort in McAfee, N.J. May 13-15. There will be workshops on the American labor movement, basic negotiations, and OSHA. The deadline for reservations has been extended. Forms are available from the Fishkill office, and must be returned by March 25.

Finally, workshops on “Internal Organizing” will again be offered in the region, this time at the White Plains satellite office, 222 Mamaroneck Avenue, June 22-23. President O’Connor says, “These workshops will be very valuable learning experiences, and I hope our members take advantage of these opportunities. Our education and program committees have done a fine job in presenting educational programs for each workshop. The Regional Executive Committee has mandated at least two workshops to be held in this period. We have four excellent ones scheduled, and I hope our members support these efforts.”

Death of former officer mourned

NEW YORK CITY — Bronx Psychiatric Center Local 401 President Ernest Punter and the local’s members and officers are mourning the recent death of former Local 401 President William Anderson.

“Mr. Anderson served as local president for several terms and fought hard to protect the rights of his membership,” Punter said.

“We, the executive board and membership of Local 401, will always remember and cherish his efforts and hard work.”

Punter urged CSEA members to send their condolences to: The Anderson Family, 140 West 130th St., New York, NY 10027.

Dividend checks due

The Mutual Life Insurance Company of New York has declared the ninth consecutive dividend on the Supplemental Life Insurance Plan sponsored by CSEA. Dividend checks are scheduled to be mailed on or about March 15.

The amount of a dividend is based on the current dividend rate for age groups, as follows:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Dividend Rate</th>
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<tbody>
<tr>
<td>Age 60 and over</td>
<td>6%</td>
</tr>
<tr>
<td>Age 40 to 59</td>
<td>12.5%</td>
</tr>
<tr>
<td>Age 40 and under</td>
<td>25%</td>
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</table>

The dividend rate is applied to the annual premiums payable for that coverage which was in effect for the entire policy year of November 1, 1981 to October 31, 1982. Premiums for any coverage which became effective after October 31, 1981 do not qualify for this dividend.

With this dividend, policy holders have received over $2,390,000 since the Supplemental Life Insurance Plan was installed in 1970. Continued favorable claim experience makes this dividend possible.

Please direct any questions concerning this dividend to the Plan Administrator:

Jardine Ter Bush & Powell Inc.
P.O. Box 966
Schenectady, New York 12301

OMH, OMRDD promotional exam series deadline is March 28

ALBANY — A promotional exam series which should be of significant benefit to CSEA members in OMH and OMRDD has been announced by the Civil Service Department. Filing deadline for the exams is March 28.

For the first time, permanent employees in a variety of Grade 9 direct-care titles in OMH and OMRDD will be able to compete on a promotional basis for such grade 11 para-professional titles as Recreation Assistant, Mental Hygiene Therapy Assistant I, and Mental Hygiene Staff Development Specialist I.

A further improvement is that candidates will no longer have to take a different written test for each of the titles. Although there are three different exam numbers for each agency, employees will take one common written test for all titles. The exception is Mental Hygiene Therapy Assistant I, which will include an additional block of questions on supervision. Written tests will be administered May 14, and applicants must file by the March 28 deadline.

The examination numbers are as follows:

<table>
<thead>
<tr>
<th>Exams and Titles</th>
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<tr>
<td>38-705 Para-Professional Careers in Mental Hygiene</td>
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<tr>
<td>37-810 Mental Hygiene Staff Development Specialist I</td>
</tr>
<tr>
<td>37-947 Mental Hygiene Therapy Assistant I</td>
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</tbody>
</table>

OFFICE OF MENTAL HEALTH AND DEVELOPMENTAL DISABILITIES

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<th>Exams and Titles</th>
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<tr>
<td>38-706 Para-Professional Careers in Mental Hygiene</td>
</tr>
<tr>
<td>37-851 Mental Hygiene Staff Development Specialist I</td>
</tr>
<tr>
<td>37-948 Mental Hygiene Therapy Assistant I</td>
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</tbody>
</table>
Legislators ‘shocked’ by poor conditions during tour of Manhattan Psych. Center

Accreditation review brings ‘cosmetic’ changes at facility, Caloumeno charges

NEW YORK CITY — Overcrowding, understaffing and poor conditions for patients and staff at Manhattan Psychiatric Center (MPC) were brought to the attention of elected officials during a tour of the facility by Congressman Charles Rangel, State Sen. Olga Mendez and Assemblyman Angelo Del Toro.

Metropolitan Region II President George Caloumeno and MPC Local 413 President Floyd Payne accompanied hospital administrators and patient advocates on the tour as the psychiatric center’s problems were pointed out to the elected officials.

After seeing first-hand the deficiencies which led to MPC's loss of accreditation in 1980 by the Joint Commission on Accreditation of Hospitals (JCAH), Rangel, Mendez and Del Toro each expressed shock at what they witnessed on the wards and promised to do their best to bring MPC up to JCAH standards.

The loss of accreditation caused MPC to lose between $6 and $8 million a year in Medicaid and Medicare funds. Another JCAH accreditation review is scheduled for May.

At a round-table discussion following the tour, Caloumeno objected to the “temporary, cosmetic moves” planned by the Office of Mental Health (OMH) simply to get MPC to pass accreditation. He noted that up to 80 temporary workers are being hired at the facility.

“We (CSEA) will not tolerate the hiring of temporary workers when permanent additions to the staff are needed,” he told the elected officials.

Caloumeno accused OMH of being more concerned with getting accreditation than with bringing quality of care up to JCAH standards permanently.

“Frankly,” he said, “I believe OMH will hire staff to get through accreditation and then lay these newly hired people off, returning Manhattan State to business as usual.”

Rangel, Mendez and Del Toro were equally outraged at what they see as temporary moves to simply pass accreditation, and pledged to work for a permanent upgrading of the facility.

WEST SENeca — Deadlocked contract talks prompted blue and white collar employees of the Town of West Seneca to picket a recent town board meeting to push for an end to the impasse.

The members of Local 815 carried signs and chanted “we want a contract” as the board met, but failed to address the issue, which has left the workers without a pact since the start of this year.

The CSEA members were upset, in addition, by the signing of a contract with town police that boosts wages 6 percent this year and 8 percent in 1984.

Unit President Jim Kittner and Collective Bargaining Specialist Danny Jinks said the next avenue will be the fact finder route, with briefs being filed the week of Feb. 21.

Jinks said the fact finder’s report should be completed in three weeks.
The case of the cramped court quarters

Proposed renovation plan at Middletown City Court not suitable, says Local 332

MIDDLETOWN — "The proceedings of a city court should take place in a dignified setting, not a closet-type atmosphere." So says Patricia Nealon, president of CSEA Court Employees Local 332, in describing the current conditions at Middletown City Court.

Cramped facilities and other poor conditions have plagued the court for several years now, but the city's answer to the problems — a proposed $30,000 worth of renovations — won't help much, say Nealon and other Local 332 leaders, who have rejected the renovation plan.

"It will be a waste of taxpayers' money," says Nealon.

One of the major problems at the court is the courtroom itself, which seats 23 people. On one recent inspection of the facilities with The Public Sector, CSEA Shop Steward and City Court Marshall Frank Dendanto counted 25 people standing in the courtroom because there were no seats, while another 50 were standing in the small entranceway or outside in 15-degree weather.

Fortunately for those present, all who were supposed to appear before City Judge Elaine Slobod did not show, or another 30 people would have been jammed into the facilities. More than a dozen attorneys stood in the small area before the judge's bench.

Other problems cited include an improperly-functioning double door which leads to overcrowded office space, where files are stacked on top of another against the walls and in one bathroom, which must be used by both male and female employees. A section of the office space is used as a cashier's window for paying fines.

"I left the door (from the outside) open all day it was so hot in here," said court employee Maria Hotaling on a day on which the temperature was in the teens.

Mayor Richard Hutchings has pointed out that additional court space is required because the state minimum is 65-80 square feet per person. The court office is only 22 feet by 9 feet.

In an effort to confront some of the problems, the Middletown Common Council passed a resolution to have the office placed in the basement of the building, which also houses the police headquarters. The basement is used by the police department as a lockerroom, gym and bathroom, and also houses the jail generator and boilerroom.

"The city leaders said the basement was not fit for prisoners, yet they want the staff to go down there," says Shop Steward Dendanto.

Nealon points out the $30,000 renovation figure is now more than two years old, and is not enough for the proper work to be done. She says, "Judge Herbert Evans (in Albany) has the power to go to the state comptroller to move our facilities to another building, then charge the city. Right now, that would probably be the best thing to happen."

In addition to inconveniences and hazards for employees, the cramped court presents problems for the public. There are no bathrooms, and juries must deliberate in the judge's chambers, where law books are readily accessible.

"Juries are not supposed to deliberate in those surroundings. "It shows a total disregard for the law," says Nealon.

She believes Mayor Hutchings should work more closely with the union local, since its employees will be working in any renovated or new facility. In a letter to the mayor, she wrote, "The City of Middletown's position may have been in good faith in its feelings on the basement expansion, but everyday operations suggest that the proposed expansion leaves much to be desired. No one can deny that the atmosphere of a court must be one of integrity and dignity; but unfortunately, the City Court of Middletown lacks the space and facilities to provide this, even with the proposed expansion."

Now that Local 332 has rejected the proposed renovation plan, the ball is in the city's court, so to speak, and the local will be waiting to see what, if any, alternatives the city comes up with.

The verdict: Court must correct problems by March 15

MIDDLETOWN — The New York State Department of Labor has notified Ninth Judicial District Administrative Law Judge Joseph Gagliardi that there are several violations in Occupational Safety and Health Administration (OSHA) requirements at the Middletown City Court facilities, and ordered that improvements be made by Mar. 15.

The OSHA report says the near-cubicle in which the court employees work is too crowded, which violates the rule that there should be a minimum aisle width of 28 inches. Cardboard files which are currently stacked on top of another must be removed immediately.

Internally-illuminated exit signs must be properly functioning. Employees are to be instructed how to operate fire extinguishers, and records must be kept showing the extinguishers are in proper working order.

Food cannot be stored in the bathroom. Caution signs must be placed on doors leading into the cramped office to show there may be someone, or something (a file cabinet) behind it.

Local 332 President Pat Nealon says, "These violations are of long standing. We've made numerous complaints, and nobody ever did anything about them. We’ll be checking Mar. 15 to make sure all the regulations are being complied with."

Mayor Richard Hutchings has been notified of the OSHA violations, and workers have moved the copy machine to another part of the room and taken some temporary files out of the office. But the court employees are hoping for better, more permanent changes.
At Middletown Psychiatric Center:
Legislators, members confront issue of tentative layoffs

MIDDLETOWN — A trio of state legislators recently toured the Middletown Psychiatric Center for a first-hand look at the facility, one of several slated to suffer employee layoffs under a state budget proposed by Gov. Mario M. Cuomo. Later they participated in an employee information program conducted by CSEA Local 415 at the center.

State Senator Richard Schermerhorn, Assemblyman Bill Larkin and Assemblywoman Mary McPhillips were hosted by Local 415 President Alex Hogg, CSEA Field Representative Felice Amodio and various union officials. The Middletown Psychiatric Center is tentatively scheduled to lose 61 positions through layoffs, but CSEA and other public employee unions are mounting massive campaigns designed to offer alternate budget proposals that would eliminate the need for mass layoffs.

Letters and calls can save thousands of jobs

For Carl Sova, more duties means more pay

Differential pay awarded for doing job of vacationing supervisor

POTSDAM — Carl Sova will be getting out-of-title pay for work he did last summer while his supervisor was on vacation. But, it took a grievance, CSEA's legal assistance program, and an arbitrator to do so.

Sova, a member of CSEA Local 845 and an employee of this St. Lawrence County village since 1971, traditionally assumed the duties of his supervisor whenever he was absent. Indeed, he routinely did so in his position of working foreman in the Building and Preventative Maintenance Program.

On June 1, 1982, a new contract was negotiated which provided that, "an employee who performs out-of-title work is to be compensated for the difference between his wage and the higher paying position, beginning on the third day of such functioning." Accordingly, Sova was paid extra money when he temporarily assumed duties last June. But, when he did the same a month later, out-of-title pay was denied.

Village officials argued that the new contract language implied that such work cannot be assumed without prior authorization from management. Moreover, it held that the June payment was, "the payroll clerk's error."

CSEA argued that the contract clause is silent on the question of authorization. And, it is management's duty to inform the union and the employee if they intend to change a practice which has been mutually understood and followed.

Arbitrator Mona Miller found merit in the union's position, saying, "The employee does not bear the responsibility for discovering management's discontinuance of a practice. The notification of a work force's change is as much a management's responsibility as the opportunity to initiate such changes is a management's rights. The village owes Carl Sova the out-of-title differential pay."

THE PUBLIC SECTOR, Friday, March 3, 1983
Keep your Assembly representative informed

MEMBERS OF THE NEW YORK STATE ASSEMBLY
ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE ASSEMBLYMAN, c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

DIST. ASSEMBLYMAN

1  Joseph Sawicki, Jr.  27  Nattie Mayersohn
2  John L. Behan  28  Alan G. Hevesi
3  I. William Bianchi  29  Cynthia Jenkins
4  George J. Hochbruecker  30  Ralph Goldstein
5  Paul E. Harenberg  31  Anthony G. Seminario
6  Robert C. Wertz  32  Edward Abramson
7  Thomas F. Barraga  33  Alton R. Waldon, Jr.
8  John C. Cochrane  34  Ivan T. Lafayette
9  John J. Flanagan  35  Helen M. Marshall
10  Antonino T. Calitata  36  Denis J. Butler
11  Patrick G. Halpin  37  Clifford E. Wilson
12  Philip B. Healey  38  Frederick D. Schmidt
13  Lewis J. Yevoli  39  Stanley Fink
14  Frederick E. Parola, Jr.  40  Edward Griffith
15  Angelo F. Orizio  41  Helene E. Weinstine
16  Mary W. Reilly  42  Clarence Norman, Jr.
17  Kemp Hannon  43  Melvin H. Miller
18  Barbara A. Patton  44  Daniel L. Feldman
19  Armand D'Aato  45  Howard L. Lasher
20  Arthur J. Kremer  46  Frank J. Barbor
21  Gregory R. Becker  47  Dow Milimo
22  George H. Madison  48  Louis Fredo
23  Gerdi L. Lipschutz  49  Joseph R. Lentol
24  Saul Weprin  50  Joseph F. Ferris
25  John F. Duane  51  Eileen C. Dugan
26  Leonard P. Stavisky  52  Victor L. Robies

Angelo DeToro  60  Mary M. McPhillips
Edward C. Sullivan  61  William J. Larkin, Jr.
Geraldine L. Daniels  62  Lawrence E. Bennett
Herman D. Farrell  63  Stephen M. Saland
John Brian McLaughlin  64  Richard I. Coombe
Jose E. Serrano  65  Elizabeth E. Warren
Louis Nune  66  Neil W. Kelleher
John C. Dearie  67  Maurice D. Hinche
Aurelia Greene  68  Clarence D. Lane
Jose Rivera  69  Michael J. Hoblock
Gloria Davis  70  Richard J. Conners
George Friedman  71  Richard J. Connors (Vacant)
G. Oliver Koppel  72  Michael R. McNulty
Elliot L. Engel  73  William E. Bush
Vincent A. Marchiselli  74  Paul M. Sullivan
Nicholas A. Spano  75  John R. Branca
Gordon W. Burrows  76  Henry W. Barnett
John M. Parone  77  Vincent L. Leibell, III
Richard L. Bordsky  78  William J. Ryan
Peter M. Sullivan  79  Robert J. Connor
John R. Branca  80  Eugene Levy
Henry W. Barnett  81  Mary M. McPhillips
Vincent L. Robies  82  William J. Larkin, Jr.
Thomas F. Catapolno  83  Lawrence E. Bennett
William S. Boyd land  84  Stephen M. Saland
Albert Varn  85  Richard I. Coombe
Roger L. Green  86  Elizabeth E. Warren
Helene E. Weinstine  87  Neil W. Kelleher
Eric N. Vitaliano  88  Maurice D. Hinche
Robert A. Straniere  89  Clarence D. Lane
William F.  90  Michael J. Hoblock
Passannante  91  Richard J. Conners (Vacant)
Sheldon Silver  92  Michael R. McNulty
Steven Sanders  93  Alexander B. Grannis
Richard N. Gottfried  94  Joseph T. Pillittere
Mark Alan Grannis  95  Albert Varn
Mark Alan Grannis  96  William E. Bush
Ann E. Demett  97  John W. Dispenza
William J. Larkin, Jr.  98  John P. Treanor
Richard A. D'Andrea  99  Louis A. Maciol
Olga Mendez  100  Michael R. McNulty
Joseph Galiber  101  John P. Scheffler, Jr.
Olga Mendez  102  William E. Bush
Joseph Galiber  103  Richard J. Connors
Olga Mendez  104  Richard J. Connors
Joseph Galiber  105  Richard J. Connors
Olga Mendez  106  Richard J. Connors
Joseph Galiber  107  Richard J. Connors
Olga Mendez  108  Richard J. Connors
Joseph Galiber  109  Richard J. Connors
Olga Mendez  110  Richard J. Connors
Joseph Galiber  111  Richard J. Connors

Here's how to contact your state senator

MEMBERS OF THE NEW YORK STATE SENATE ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE SENATOR, c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

DIST. SENATOR

1  Kenneth LaValle  8  Norman Levy
2  James Lack  9  Carol Berman
3  Caesar Trunzo  10  Andrew Jenkins
4  Owen Johnson  11  Frank Padavan
5  Ralph Marino  12  Gary Ackerman
6  John Dunne  13  Emanuel Gold
7  Michael Tully  14  Anthony A. Barone

Roy Goodman  26  Norman Levy
Manfred Ohrenstein  27  Carol Berman
Franz Leichter  28  Andrew Jenkins
Leon Bogues  29  Frank Padavan
Olga Mendez  30  Gary Ackerman
Joseph Galiber  31  Emanuel Gold
Israel Ruiz, Jr.  32  Anthony A. Barone
Abraham Bernstein  33  Norman Levy
John Calandra  34  Andrew Jenkins
John Flynn  35  Frank Padavan
John Pisani  36  Gary Ackerman
Mary Goodhue  37  Emanuel Gold
Thomas Bartsch  38  Anthony A. Barone
Mark Markowitz  39  Norman Levy
Richard Schermher  40  Andrew Jenkins
Charles Cook  41  Frank Padavan
Jay Rolison, Jr.  42  Gary Ackerman
Howard Nolan, Jr.  43  Emanuel Gold
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Here's how to contact your state senator.

Page 8  THE PUBLIC SECTOR, Friday, March 11, 1983
We're fighting for both

A frank appraisal of the controversial state budget dilemma by CSEA President William L. McGowan

Whoever it was that said, "The only things you can depend upon are death and taxes", sure knew what he was talking about. Just ask the 7,500 state workers headed for the unemployment lines.

They supported a candidate for governor who promised, "Jobs and Justice". The proposed budget does tap new revenue sources, but it’s all to lay off more than 8,500 active state employees. And it must sacrifice everyone now, and he really doesn’t want to cut anything. He simply doesn’t have any choice, he says.

In some respects, of course, Mario Cuomo is absolutely correct. He didn’t create the state’s budget deficit. Like it or not, he’s also right when he says the state can’t afford to keep present work force levels in the face of recession, high unemployment, inflation and all the rest. But that’s about as far as I am willing to go.

He also says he can’t avoid layoffs. That simply isn’t correct. What he is really saying (and he has actually said this many times) Is, "How can I justify squeezing the budget every where else, but not squeeze you. Personnel Is more than 60 percent of the state’s operating budget and it must sacrifice along with everyone else."

No one would argue that state employees don’t account for the lion’s share of the state operating budget. This is, after all, a safe, guaranteed way to save money. Machines can’t do that, only people can. But no one is arguing that state employees are over-compensated.

Reducing 14,000 state jobs seems to me like more than enough sacrifice for state workers who have been making sacrifices after sacrifices for the past decade.

Candidate Cuomo recognized that sacrifices and defended state workers during the campaign. Governor Cuomo apparently had a different point of view when he drew up his budget.

So now CSEA is giving it everything we’ve got in the legislature to thwart the governor’s plan to abolish 14,000 state jobs by starting with 7,500 layoffs. So much for "Jobs and Justice."

And the picture isn’t a great deal better on the "Justice" side. A critical part of the governor’s argument that he must have layoffs deals with limited state revenues. If he only had the money, he says, he wouldn’t have to resort to layoffs at all.

The proposed budget does tap new revenues, in the area of $900 million in new revenue from expanded sales taxes, increases in user fees and other revenue "spin-ups". Yet it draws those resources from all New Yorkers regardless of income or ability to pay. The $5,000 a year pensioner and the $50,000 a year executive contribute equally. So much for "Justice."

The governor says he made a judgement that to raise any of the state’s "broad based" taxes would be "counter-productive". It would encourage businesses to move out of the state, says he, and would send a bad signal to business that when the jobs are down, the state will resort to raising taxes despite Its long standing policy to control or reduce taxes.

Mario Cuomo isn’t alone either. There are plenty of people in the business community and in the news media who agree with the governor. Notably, these are not people who depend upon public services.

A considerably different point of view is evident among patient advocate groups, the handicapped, and so on. They know that sudden cuts in state services aren’t going to help this state much either. Take away the psychological smoke screen and the fact is the state is increasing taxes anyway, the only question is are they being increased enough and are they being increased fairly? The answer to both questions is, of course, "no."

So now what? CSEA members across New York State are demonstrating their dissatisfaction with the proposed layoffs. Frequently when the governor makes public appearances and that is how it should be. He must know that this union and its members will not stand silently by while he proposes laying off CSEA members.

The governor has already spoken. He has stated his position publicly and he isn’t likely to change it. The only place to stop the layoffs now is in the legislature. That is where CSEA is concentrating its efforts. In one-on-one meetings with legislators, active lobbying by teams of Political Action Liaisons, and lobbying efforts in the home districts of individual legislators, CSEA Is making its case for averting layoffs.

The case is strong. There is general recognition now that Gov. Cuomo’s budget underestimates tax revenues. It also underestimates the effects of an early retirement incentive program in reducing the work force through attrition. And it overestimates the impact of those layoffs on other expenditures, such as unemployment benefits.

Only a fool would predict at this point that all layoffs can be averted, but only a pessimist would say that there is nothing that can be done about the threat. The legislature is being deluged with the anti-layoff post cards we asked you to mail. Individual lawmakers are beginning to complain about the calls from state employees demanding budget justice. Every single legislator will feel the political heat of the thousands of individuals and families targeted for layoffs before this budget comes to a vote. That is our only hope of having a meaningful effect on the outcome.

I urge you to continue your efforts by signing anti-layoff petitions, mailing in your post cards or encouraging your fellow workers to do so, and contacting your own legislators individually. These are the tools that make with them depends on how much effort we all are willing to spend to achieve the goal that all of us want: "Jobs and Justice."
Planting the seeds for a grassroots lobbying effort

CSEA PRESIDENT William L. McGowan addresses the projected layoffs slated for April 1 at the Legislative Seminar held in Albany last month.

After a series of morning workshops, CSEA statewide President William L. McGowan took the podium and addressed the sensitive issue of the projected state layoffs. The union president declared members will not tolerate any layoffs, and the union will do everything in its power to avert the thousands of layoffs called for in Gov. Cuomo's $183 billion budget.

"This seminar stressed the importance of lobbying strongly through the PALS in the home districts, where the numbers mean the most to their legislators, where a legislator realizes who his/her constituents really are," commented Rosario Ryan, director of CSEA's legislative and political action department.

Thousands may find retiring early is more attractive under new Incentive program

The early retirement incentive program is subject to legislative review prior to becoming effective. Lawmakers were given the necessary legislation to implement the program on February 23. It's taken some time to review its implications and at Public Sector press time, it will be paid by the state over a five year period advantage to averting current budget expense. McGowan pressed the governor to consider the benefits of this program immediately, while CSEA officials were scheduling meetings with lawmakers to discuss the program before it can become effective. That also means the legislature could alter the "window period", thereby reversing back to normal retirement benefits thereafter.

While the program was just announced, CSEA has learned that higher than normal demands are already being made on the State Employees Retirement System for official estimates of retirement benefits by people apparently already inquiring about the plan. This demand has created a jam, however, and the system may not be able to keep up with the call for information. The program requires that thinking to be done now, not revert back to normal retirement benefits thereafter. If you had any plans to retire this or next year or even the year after that, it is definitely your interest to consider the benefits of this program immediately.

CSEA EXECUTIVE VICE PRESIDENT Joseph McGorman, right, greets Lt. Gov. Alfred DelBello at the Legislative Seminar held last month in Albany.

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Fabric of seamstress’ life
Unravels after 22 years

By Tim Massie
CSEA Communications Associate

MIDDLETOWN — Zeta P. Anderson has become a symbol, a person whose plight has become a rallying cry for state workers in CSEA Region III.

Zeta, 54, would have marked her 22nd year of state employment in April. However, on Saturday night, Feb. 19, as she and her daughter were hanging pictures in their living room, Zeta got a phone call from her supervisor at Middletown Psychiatric Center, Fannie Williams.

“Mrs. Williams told me, ‘Come on over, we have something to tell you.’ I asked her what was wrong, and she said, ‘You’re one of the people to be laid off.’ . . . I felt like someone hit me in the stomach.”

A seamstress at Middletown, Zeta could retire in August, when she’ll reach her 55th birthday. She made the last payment on her house in January. But she says, “I can’t keep my house. I’ve got to sell it. I’ll need the money to live.”

Zeta is supervising garment worker at the Middletown facility. She pointed with pride recently to the drapes that hung in the employee lounge. “I made all of them,” she said, showing a visitor the long drapes with splashes of blue, green, white and purple in a floral print.

She says even though her job is not directly related to patient care, her position has a great impact on the residents at Middletown. “I repair the patients’ clothing, make alterations on new clothing from the boutique, and keep pretty busy with my sewing machine,” she notes. She also makes safety jackets for the patients.

Zeta lives alone. Her daughter has now moved to the nearby community of Winnerton. Yet, she says she doesn’t feel alone in the fight to keep her job. She says confidently, “I have a lot of people fighting for me. (Local President) Alex Hogg is really going to bat for me. I’m looking for a positive outcome to all this.”

Zeta says she is a little hard of hearing, which is a handicap when looking for a job. So is the fact that she is 54 years old, and a woman. She faces all these barriers, despite the fact that all of her evaluations at Middletown have said the same thing: she is an outstanding employee.

Zeta P. Anderson may lose her job, a job which has given her a bi-weekly take-home pay of $351, after 22 years with the State of New York.

When Cuomo met with CSEA leaders in Hyde Park on Mar. 4, Regional President Raymond J. O’Connor used Zeta’s example when he told the governor, “Thanks to you, she faces a dismal future without her job. While Albany’s offices are filled with advisors making well over $50,000 a year, the governor wants to lay off someone with wages barely above the poverty level.”

Says O’Connor: “It’s people like Zeta P. Anderson, and the problems she now faces, that are being brought to the attention of Gov. Cuomo and state legislators who have been looking at numbers, not persons.”

Zeta has written dozens of letters to Albany, as have her co-workers at Middletown. They are all hoping that no layoffs will be necessary, so that Zeta can work just five more months, then enjoy her retirement, instead of worrying about her forced departure.

L.I. region layoff protest March 18

HAUPPAUGE — A massive show of resistance to proposed state layoffs is scheduled for March 18 by Long Island Region I civil service workers.

CSEA will picket at the State Office Building here from 11 a.m. to 1 p.m. State locals, with the support of county division locals, have been arranging carpool and bus transportation.

The idea, according to Region I President Danny Donohue, is to concentrate CSEA protest at the most visible state installation in the area. Many thousands of members of the public get state services there every day.

Local legislators were scheduled to appear, Donohue said, after giving CSEA assurances of their support in the fight to change the governor’s proposals.

Donohue had earlier called on CSEA rank-and-file members to turn their fears into action by writing, telephoning and calling on their local legislators. The grass-roots campaign was designed to turn CSEA lobbying into a one-two punch that legislators would not be able to duck.

“CSEA has shown its power, and these legislators will listen,” Donohue asserted. “We have got to give them plenty to listen to. If we are silent,” he warned, “the legislators may not feel it is necessary to support us.”

Intensive formal lobbying was under way at the regional level to supplement contacts at the Albany level, he declared.

With a successful campaign of formal and rank-and-file protest, Donohue said, the layoff threat would be severely curtailed or eliminated during negotiations with the Legislature.

Meanwhile, Donohue was scheduled to present the CSEA protest at a special hearing on the state budget scheduled by Assemblyman Pat Halpin, a Democrat, on March 11 at the Suffolk County Legislative building in Hauppauge. Donohue is also expected to attend a similar hearing scheduled by Assemblywoman Toni Retallicka, a Republican, and other Republicans at the Islip Town Hall on the same day.

CSEA locals were promoting the letter-writing by members phase of the campaign.
EMPLOYEE DISCIPLINE

A Supreme Court judge has ordered the removal of the chairperson from a disciplinary panel due to the professional relationship between the chairperson and the expert witness to be called by the charging party (Matter of D.W., M.D. State of New York).

In the matter, the petitioner was the respondent in an administrative disciplinary proceeding being conducted by the New York State Department of Health State Board for Professional Medical Conduct. The petitioner contended that the chairperson of the disciplinary panel, the only psychiatrist on the panel, had a lengthy, close professional relationship with the expert witness for the state and that such a relationship prevented a fair and impartial hearing.

The court noted that while insignificant or fleeting professional or social contacts between a party and an administrative panel member is insufficient proof of bias, certain contacts that include both casual or limited social relationships and a business relationship can preclude an impartial verdict.

The proper inquiry of the court is to consider the nature and quality of the relationship between the panel member and the witness.

At a hearing on the matter, it appeared that the expert witness knew the chairperson for 25 years, and both had been members of the New York State University Medical School Faculty, but there had been no social contact between them.

Based upon the professional relationship between the two, the court ordered that the chairperson be removed. In so ordering, it held that: "... the impartiality of a panel member must be above implied bias suspicion ... Thus, in the interests of fairness, equity and justice, the professional relationship between ... (the chairperson and the expert witness) requires removal of ... (the chairperson) from the panel. The serious nature of the charges and subsequent consequences to petitioner warrant judicial intervention when even a suspect prejudicial relationship exists."

MEBERS AND OFFICERS of the Dutchess County Unit show their solidarity with striking nurses at Vassar Brothers Hospital in Poughkeepsie by demonstrating nightly in front of the hospital. Just two days after CSEA announced its support of the nurses, a settlement was reached between the nurses’ union and hospital administrators.

Dutchess members back nurses in bid for better benefits, pay

POUGHKEEPSIE — Two days after members of Dutchess County Local 814 and the Dutchess County Unit threw their support behind striking nurses at Vassar Brothers Hospital here, administrators announced that a settlement had been reached.

Nurses were demanding better pay and benefits as well as changes in disciplinary procedures. After months of slow-moving talks, the RN’s walked off their jobs and onto picket lines. The nurses were experiencing their first contract pains, as they had recently joined the New York State Nurses Association.

CSEA showed its solidarity with the Vassar nurses by joining them on the picket lines Feb. 15, the 11th day of the strike. Unit President Mary Rich pointed out the similarity between the two groups when she said, "Like public employees, nurses have long been underpaid and unrewarded for careers dedicated to public service."

The officers, shop stewards and members of the local and unit told passersby that as professionals, the Vassar nurses "deserve the dignity of a fair contract which provides an equitable process to resolve disputes. The inadequate pay scale offered has worsened the problems at the hospital. Without adequate pay and a fair contract, this hospital cannot attract and keep qualified nursing professionals."

CSEA members marched on their free time, including nights, when some members stayed past midnight, and their efforts have apparently paid off. On Feb. 17, two days after CSEA presented its statement of support to the hospital’s Board of Trustees and administrators, it was announced that an agreement had been reached — an agreement close to the terms demanded by the striking nurses.

The unit and local members who walked on the lines those cold and snowy days and nights received one big thank you from the nurses, who now know they can count on the support from their brothers and sisters in CSEA when a crisis erupts.
HYDE PARK — If Gov. Mario Cuomo expected a peaceful trip to the hometown of President Franklin Delano Roosevelt, he was in for a big surprise.

Cuomo was the keynote speaker at the presentation of the Four Freedoms Medals at St. James Church here earlier this month. While the 250 invited guests listened to political rhetoric outside, the speeches were interrupted by the chants of 600 CSEA demonstrators outside. CSEA members were joined by representatives from the Public Employees Federation at a demonstration opposing the governor’s plans to lay off thousands of state workers to close the state budget gap.

“In less than a week, we were able to rally together this many people to go to the governor and tell him directly that he has let us down,” said Region III Field Representative John Deyo, one of the organizers of the demonstration.

The drizzle that fell that morning did not dampen the spirits of the demonstrators who came from each of the region’s seven counties. Buses pulled up to a grassy, muddy field near the church at 9:30 a.m. Deyo had joined Regional Director Thomas J. Luposello and Regional President Raymond J. O’Connor in seeking a temporary restraining order to allow the informational picketing in front of the church, after the State Police moved it about 100 yards north on Route 9. That move was turned down by State Supreme Court Justice James Benson in Poughkeepsie.

Still, the turnout was so impressive, that Gov. Cuomo stopped his car and came out to meet with O’Connor and the rank-and-file.

Pointing to a sign carried by a number of CSEA members, O’Connor asked Cuomo, “We supported you governor, so why don’t you support us? You said you didn’t want to balance the budget on the backs of state employees, yet that is what you are trying to do!”

Cuomo’s only reply was, “I have no choice.”

The governor answered questions from upset members for about 20 minutes, but lost his composure at one point.

Cuomo refused to back CSEA’s proposals of allowing attrition to take its natural course and supporting the state income tax surcharge for individuals with salaries above $30,000 annually. But he did say he wanted to meet with CSEA officials in Albany soon to discuss the matter.

In a rousing speech after the governor left, O’Connor told the crowd, “It is rather hypocritical for Gov. Cuomo to be here for the presentation of FDR’s Four Freedoms Medals. Our Hyde Park neighbor outlined those four freedoms in his 1941 inaugural address. They are freedom of speech, freedom of worship, freedom from want, and freedom from fear.

“CSEA is here today to exercise our freedom of speech. CSEA is here today to ask Gov. Cuomo why he is willing to violate President Roosevelt’s call for freedom from want and freedom from fear.”

Placards carried by some CSEA members reminded the governor, “We gave you your job!”, and asked the question, “Why do you want ‘mine’?”

O’Connor ended his speech by saying, “That’s all we want… dignity and decency for our state workers. It’s up to the governor and the state Legislature. Please show us your support.”

While those 600 CSEA members may not have gotten any satisfaction from the governor, they were satisfied they were able to bring their complaints directly to him. As one member said, “We have a long memory, governor. You haven’t beaten us yet.”

Plans are now being made for CSEA’s political action liasons (PALs) to meet in Albany on March 15 to lobby for the union’s proposals to avert any state employee layoffs.

**Pink slips**

(Continued from Page 1)

taxes to legal and other non-medical professional fees, a move that would generate $550 million to help avert layoffs and restore some trimmed programs.

After speaking personally with Speaker Fink and Senate Minority Leader Manfred Ohrenstein, CSEA President William L. McGowan announced to the press that CSEA would put all of its support behind the Fink plan. Later in the day, the union president sent a personal message to Gov. Cuomo urging his support of the proposal as a reasonable alternative to the disaster layoffs would create.

The development was the latest, and most optimistic, in a see saw battle over the future of the State’s operations. Previously, CSEA has proposed an “If/Only” tax measure to generate revenues and help avert layoffs. The proposal was that if state revenues fell short of predicted levels, a temporary and modest personal income tax increase would be implemented but only affecting taxpayers with gross incomes in excess of $55,000 per year.

The plan, CSEA argued, would save jobs and require higher income New Yorkers to make some modest sacrifices to avert layoffs. While the Fink proposal relies upon the sales tax expansion for professional fees rather than the income tax, it has roughly the same impact by generating additional revenues without affecting lower and middle income New Yorkers.

Speaker Fink and Senator Ohrenstein said the proposal would generate sufficient state revenues to avert most layoffs, restore some programs and fund some adjustments in Cuomo’s proposed school aid formulas.

“This union has said since the budget was proposed that layoffs on such a massive scale would devastate public services and hurt the least privileged in our society,” Mr. McGowan said. “We have also said it is unfair to expand taxes for low and moderate income New Yorkers with higher income areas. This proposal appears to address that concern as well.”

“This union will use every ounce of leverage we have to enact what appears to be the most intelligent and innovative approach to this problem that has been offered to date,” he continued.

Moving quickly, Mr. McGowan notified CSEA’s Regional Offices and union lobbyists to immediately throw CSEA support behind the Fink/Ohrenstein proposal.

While the union would still propose the “If/Only” tax as an alternative to layoffs, with major legislative support already in place for the Fink proposal and the clock running out on budget negotiations, the latter plan seemed at Sector press time to be clearly the best hope of averting, or at least limiting, the layoffs.

Yet to be heard from, of course, is Governor Cuomo and Senator Anderson. Their views will be a major factor in the final outcome.

CSEA members are still being urged to contact their own individual lawmakers to push for no layoffs of state workers. Now, however, in view of the newest development, members are urged to encourage their lawmakers to support the Fink/Ohrenstein proposal for expanded sales taxes on professional fees as a realistic alternative to layoffs.
NEW YORK CITY — Chanting “Hell no, Mario!” nearly 5,000 state workers, including Metropolitan Region II CSEA members, vented their anger recently in a demonstration to protest the 8,400 layoffs called for in Gov. Mario Cuomo's Executive Budget.

Region II President George Caloumeno, addressing the crowd in front of the World Trade Center, noted, “CSEA was the first union to endorse Mario Cuomo when he ran for governor; now we are the first to feel the pain. We have all been betrayed by Mario Cuomo.”

“Throwing state workers on the unemployment line,” he continued, “will not have a real impact on the state’s $1.8 billion budget gap.”

As an alternative to layoffs, Caloumeno reiterated the CSEA proposal to add a temporary surcharge on the personal income taxes of New Yorkers in upper income brackets. “Tax the rich,” he urged to cheers from the assembled state workers. “Don’t cut the workforce.”

Caloumeno called on the crowd to pressure the state Legislature to act to avoid layoffs.

“This demonstration shouldn’t end today. It should be just the beginning. Go back to your legislators and tell them, ‘No layoffs.’”

STRENGTH IN NUMBERS — Metropolitan Region II members were in full force at the recent demonstration to protest layoffs, as evidenced in the top photo. Above, Region II Political Action Chairman and Kingsboro Psychiatric Center Local 402 President Robert Nurse, left, and Local 402 Treasurer Robert Sage are shown on the demonstration line. At right, Region II President George Caloumeno gives CSEA’s position on the proposed job cuts to ABC-TV correspondent Roger Sharp.
Major innovations recommended to unify local contract talks

ALBANY—After nearly a year of lengthy research, regular meetings and consultations, CSEA's Local Government Contract Task Force has issued a comprehensive series of recommendations for improving the negotiating process affecting more than 100,000 CSEA members.

"Many people mistakenly think of CSEA as representing state employees and local government workers. That hardly tells the tale because while there are only three state bargaining units covering our 107,000 state division members, in local government we have hundreds and hundreds of bargaining units. Some have as many as 10,000 members, others as few as 10," commented CSEA President William L. McGowan, who appointed the Task Force last year.

"CSEA goes all-out for state negotiations and I am determined to bring that same all-out approach to local government negotiations," he continued. "But with so many bargaining units of such diversity, we need to begin by standardizing our approach and making sure that all of this union's considerable resources are brought to bear on all contract negotiations, not just in the major bargaining units."

The Task Force recommendation is now being reviewed for comment and action by President McGowan's office.

Basically, it recommends several major actions to improve local government negotiations and resource use. A comprehensive educational effort would ensure that all CSEA officials involved in local negotiations are as prepared as possible for what they will meet at the bargaining table. A sophisticated automation of research data would make up-to-date bargaining statistics and analysis immediately available to negotiators. A step-by-step procedure would help ensure equitable representation of all aspects of the union's membership in negotiations and ratification.

Noting that in a union as diverse as CSEA no single approach can be devised for complex negotiations, the Task Force recommended a comprehensive educational effort involving a negotiating manual, training of CSEA officials directly involved in bargaining and increased utilization of the resources of the union's Department of Education and Training.

Collective bargaining is the end product of numerous processes, the Task Force concluded, and an active bargaining unit structure with effective lead negotiators, internal organizing efforts, active contract enforcement and effective political action "must be encouraged through comprehensive education and training."

Another major area of action targeted by the Task Force is the automation of the union's extensive research operation. This function involves various analyses of contract provisions, salary and benefit proposals, public employer budgets and other activities.

"Information and research pertaining to contract benefits and wage surveys, as well as budget analyses, is essential to developing a strong position to support union proposals," the Task Force's report states, "CSEA should develop a data processing capability to assist the Research Department in providing service to all CSEA bargaining units with accurate and timely material."

While the CSEA Research Department presently employs many bargaining services, the process is manual, and particularly at major bargaining cycles, the work load increases dramatically commented Bruce Wyngaard, Associate Research Director and a staff advisor on the Task Force.

The groups recommendation is to automate as much of the research information as possible. This would minimize manual efforts and speed analysis. The system would require enough flexibility, however, to adapt to the ever-changing demands of negotiations and be compatible with CSEA's other data processing needs.

Examples of the services of such a system include comparison of salaries of selected job titles among various employers, comparisons of benefits among similar types of employers, bargaining unit census data, salary "scattersgrams" and other computation formats to "cost out" bargaining proposals. The Task Force also recommended automating the department's budget analysis service to improve efficiency so it may serve more units.

A third major finding of the Task Force was that the need for "clear, well-defined policy concerning the preparation and conduct of negotiations". Included in this recommendation were 26 separate areas for policy action identified by the Task Force as requiring attention.

Noting that CSEA currently has no written policy on the conduct of negotiations in local government, school districts and public authorities, the Task Force concluded, "Without certain basic and sometimes very simple rules, the negotiation process can break down and be the source of fragmentation and dissent rather than the focus of a positive process that should cause all the union's resources to be pointed toward the same goal."

Included in the policy recommendations were: clarification of assignment criteria for professional staff involved in negotiations; identification of the appropriate roles of bargaining unit leadership, negotiating committees and negotiating teams in the bargaining process; training for negotiating team members; negotiating committee composition reflecting the various elements of the union's membership; guidelines on the demand preparation process, record keeping, advance planning, etc.; development of "model contract language" to be made available for all unit negotiations; participation by professional staff negotiators in all negotiations; and ratification procedure guidelines.

President McGowan said he is carefully reviewing the Task Force report in its entirety and will respond to its findings in the near future.
Sick leave without strings for clerk

NEW ROCHELLE — "Benefits granted under an agreement are meant to be meaningful promises, not illusory ones."

With those few words, Arbitrator Stanley L. Aignes upheld the collective bargaining agreement between this Westchester County city and its CSEA unit, and ordered four days of Dorothy Segal's vacation sick leave, and two days of compensatory time restored.

Segal, a principal clerk at the municipal marina, filed the grievance when the city ordered her to exhaust the leave credits before receiving extended sick leave. But the arbitrator ruled that once the city freely agreed to grant the extended leave, it could not unilaterally attach strings to it.

"There can be no question," said Aignes, "but that the city has no absolute obligation to grant extended sick leave to employees. Such grants, both parties agreed, are discretionary. But once such a request is granted, it seems to me the city must be held to have assumed an obligation."

SUPPORT GROWING—State legislators, county, city and town officials, and a score of representatives from concerned citizens groups recently met in Utica to add support to the growing opposition to the co-location of a prison on the grounds of the Marcy Psychiatric Center. Among the 29 officials who gathered for the progress report at a Feb. 25 breakfast session were, left to right: State Assemblyman William Sears (115th Dist.); Local 414 President and Task Force Chairman Bud Mulchy; CSEA Region V Political Action Chairwoman Dorothy Pennor; Region V President Jim Moore; Sue Buczninski, Region V Mental Health board representative; and Oneida County Executive John D. Plumley. Mulchy announced that more than 40 public officials, public and private sector unions, business organizations, and other concerned citizens groups, representing nearly 40,000 Mohawk Valley residents, are now supporting the drive opposed to the state prison plan.

Union wins Seneca Falls school challenge by 2-1 margin

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Opposed to prison plan—
TV stations across state take lead in airing popular civil service exam series

ALBANY — The new four-part television series designed to help individuals improve their Civil Service promotional examination scores should rate high with CSEA members throughout the state.

The four-hour TV programs were produced by CSEA and the Governor’s Office of Employee Relations, funded through the Joint Committee on the Work Environment and Productivity (CWEP).

Designed to supplement instructional booklets now available to CSEA members, the videotape presentation was developed by the New York Network and written by Cornell’s School of Industrial and Labor Relations. The topics of the programs are: Part I, How to Prepare for a Civil Service Examination; Parts II and III, How to Prepare for an Oral Examination; and Part IV, How to Prepare for the Math Portion of Civil Service Examinations.

Most public television stations in the state are scheduled to broadcast the series 11:30 a.m. to noon, April 5-8. These stations are: WNET, Channel 17 in Schenectady WCFE, Channel 57 in Plattsburgh WNEP, Channel 18 in Watertown WSKG, Channel 46 in Binghamton WCNY, Channel 24 in Syracuse WXXI, Channel 21 in Rochester WNEPD, Channel 17 in Buffalo “Check your local television listings for these public TV stations,” advised CSEA Communications Director Gary Fryer, “especially in those areas of the state where these stations are carried by cable outlets.”

“Realizing that most of our members will be at work when these network-fed broadcasts are going on, we’re still working with the stations to confirm additional broadcasts at more convenient time slots,” Fryer explained.

“Were particularly pleased that Albany’s Government Access Channel 8 has gone out of its way to line up early morning and evening hours for this programming,” Fryer said. “They have arranged to broadcast the entire series four times between now and the Senior Clerical Exam series later this month. This means that many of our members in the Capital area will be able to take advantage of these broadcasts.”

The broadcasts are scheduled for 7:30-8 a.m. and 9-9:30 p.m., March 15-18 and again March 22-25. This means Part I will be shown Tuesday mornings and evenings, Part II on Wednesday, etc. Government Access Channel 8 is carried on TV monitors in State office buildings in Albany, and is also carried by four cable TV outlets in the area: Capitol Cable, Troy New Channels, Bethlehem Delmar Video and Rensselaer Cablevision.

Members in the North Country will also get a second opportunity to view the series when WCFE in Plattsburgh repeats the series. Parts I and II will be shown 9-10 a.m., Saturday, April 30, and Parts III and IV will be broadcast in the same time slot the following Saturday, May 7. The four segments will also be repeated 6-6:30 p.m., May 2, 3, 9 and 10.

WCFE is also carried by Cable Channel 7 in Plattsburgh; Channel 8 in Malone, Chateaugay and Brushton; Channel 7 in Lake Placid and Tupper Lake; Channel 15 in Long Lake, Channel 60 in Fort Henry and Moriah; and Channel 67 in Wilberboro and Ticonderoga.

“We’ve also received indications from Channel 17 in Schenectady, Channel 21 in Rochester and Channel 17 in Buffalo that they’re trying to schedule additional airings of the series,” Fryer added.

The three public stations serving Downstate viewers—WLW on Long Island and WNET and WNYC in New York City—have not yet confirmed additional airings of the series, Fryer added.

“Through the availability of videotapes in the Regions, we hope that every member who really wants to take advantage of this educational opportunity will be able to do so.”

State workshop

ALBANY — Delegates to the State Workshop at Grossinger’s April 13-15 will have an array of interesting and new workshops from which to choose.


“Details of this year’s workshop have been mailed out, and we’re expecting about 500-600 participants,” said Jack Carey, administrative director of collective bargaining, who’s spearheading the three-day conference.

Hotel reservations should be made directly with Grossinger’s, and delegate certification forms must be returned to CSEA Headquarters no later than March 25.

Local, unit elections timetable

ALBANY — CSEA Locals and Units throughout the state are electing their officers and delegates this year. With few exceptions, they are following an election timetable calling for nominations to be open this month, independent nominating petitions to be filed in mid-April, and balloting to get underway in May.

In most cases, this means that CSEA members wishing to run for office have only a short time left in which to file Candidate Request Forms.

“These forms are made available through members of local nominating committee or at the Local or Unit office,” explained Greg Szumicki, chairman of the union’s statewide Election Procedures Committee.

“By now, a notice of election of officers should be posted on CSEA bulletin boards in each work location of Locals or Units who are conducting their elections on this spring schedule,” Szumicki added. “And additional information should also be available in Local or Unit newsletters.”

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A national opinion poll released by the million-member American Federation of State, County and Municipal Employees indicates overwhelming public support for a $25 billion jobs creation program by the federal government to rebuild the country's infrastructure. The poll also assesses attitudes toward Reaganomics, unemployment, and presidential politics.

"Our poll indicates that wealth and social status are becoming reliable indicators in predicting attitudes towards the Reagan Administration," said Gerald W. McEntee, President of AFSCME. "After two years in which to judge the policies and initiatives of the Reagan presidency, the AFSCME poll results show that American voters have much less confidence that the nation is moving in the right direction."

Among the major poll findings are:
- By a 55% to 33% margin, Americans support a massive, $25 billion jobs program aimed at rebuilding the nation's infrastructure.
- By a 71% to 20% margin, Americans would prefer government sponsored jobs creation programs to reducing the federal deficit.
- 38% of the poll respondents say that they or a member of their family has lost a job in the past year. This is an increase from 18% who made the same comment in a May 1982, AFSCME poll.
- 66% of the survey respondents indicate that they are very concerned or somewhat concerned that they or a member of their family might lose a job in the next year. This is an increase from 43% who made the same comment in a May, 1982 AFSCME poll. Union members and those in the middle and lower income brackets were the most concerned about job loss.

"Our poll confirms that a consumer-led recovery won't occur unless the government takes meaningful steps to create jobs," McEntee declared. "The fear of unemployment is still pervasive, and it could stifle recovery."

Among the other poll results are:
- Fewer than one of four Americans reveal a clear intention to vote for Ronald Reagan's re-election.
- 61% of all Democratic primary voters don't have a strong preference for a party candidate yet. Among those who express a strong preference, Mondale and Glenn are leading.
- By a ten-to-one margin, union members who are Democratic primary voters would be inclined to support a particular Democratic presidential candidate who was supported by their own union.

"Those who say that labor unions have no influence over their rank-and-file members in presidential elections are dead wrong," McEntee concluded. "In fact, union members surveyed in our poll overwhelmingly indicate they will support the candidates of their own union in the presidential primaries."

The poll was conducted by the Boston-based firm of Marttila and Kiley in mid-January and is the fourth in a series of polls commissioned by AFSCME since the Reagan Administration took office.

"Our poll confirms that a consumer led recovery won’t occur unless the government takes meaningful steps to create jobs..."
CSEA’S REALISTIC PLAN TO HALT STATE LAYOFFS

ALBANY — CSEA continued its battle last week to stop the layoffs of more than 7,500 state employees proposed in Gov. Mario M. Cuomo’s Executive Budget.

William L. McGowan, CSEA’s president, met personally with the governor to discuss the layoff threat and the potential for alternatives. Following the meeting McGowan said that the governor indicated he was open to “any reasonable alternatives” but still insisted that layoffs of state employees were necessary.

McGowan said the union would increase its legislative activity to thwart the Cuomo layoff plan.

A comprehensive union proposal to avoid layoffs was hand delivered to state lawmakers late in the week. Titled, “Saving Jobs And Justice”, the 20-page report, prepared by a Washington economic consultant under the direction of CSEA’s Chief Lobbyist James D. Featherstonhaugh, outlines the union’s “reasonable alternative” to the Cuomo plan.

Basically, the report cites two possible avenues to avert displacing state employees. It sided with state legislative committees, the Congressional Budget Office and the President’s Council of Economic Advisors, in concluding that the Cuomo budget underestimates economic activity in the coming fiscal year and, therefore, uses unrealistically conservative revenue projections.

“When the Executive Budget of 1983-84 was prepared,” the report states, “it based revenue projections on a real Gross National Product (GNP) growth of only 1.5% (for the coming fiscal year). This forecast was significantly lower than the estimates used by the Council of Economic Advisors, the Congressional Budget Office, the City of New York and the Nova Institute.”

Noting that one of the economic forecasting services used in preparing the state’s budget has already upgraded its projected revenues, the CSEA study reported that recent dramatic increases in national economic indicators clearly establish that the Cuomo revenue projections are far lower than the state will actually receive.

The state also “over-borrowed” funds to pay off last year’s budget deficit, adding to enriched revenue leading the consultants to conclude, “In fact, if the Governor’s budget is enacted unchanged, there is no question but that a significant budget surplus will be produced by fiscal years 1985-86 and 1986-67, perhaps in the same or greater magnitude than the deficit which faces us now.”

Adding to the revenue weaknesses in the Executive Budget, the CSEA report states, is the over-estimation of what the state would actually save as a result of the proposed layoffs.

While the Cuomo budget claims the layoffs would produce a savings of $149 million in the fiscal year commencing April 1, 1983, CSEA says the budget does not properly deduct from that projected savings the costs of unemployment insurance that must be paid to those laid off, continuing payments to the State Retirement Fund necessitated by a two year “lag” in payments, continuation of health insurance payments for those on preferred lists, payback of “lag” paychecks and vacation accruals, and other related costs.

The union also argues that the budget did not account for reductions in income and sales tax revenues as a result of the layoffs or the resultant loss of productivity in a work force plagued with personnel disruptions, rumors and fear as a result of the imminent loss of employment for such massive numbers of employees.

“The alleged savings of $146 million are quickly dissipate when the actual costs of the layoffs are calculated. It is clear that the entire net savings involved in laying off over 7,500 workers is only $27 million,” the document states.

In view of the actual net savings to be realized by the layoffs and the virtual certainty that Cuomo’s staff underestimated state revenues for the coming fiscal year, the report notes that the apparent underestimation of revenues alone would more than offset the total net savings that the state would actually realize as a result of the layoffs.

Yet as a concession to the governor’s fear of optimistic revenue projection, the CSEA report provides yet another alternative. Dubbed the “If/Only Tax Program”, this proposal would provide a fiscal safety valve for the state.

If the state’s economic recovery does not take place as most economists expect it will, an increase in the maximum income tax rates only effecting gross incomes over $30,000 a year, would take effect.

New Yorkers in the $30,000 to $40,000 bracket would pay an additional one percent and those in the $40,000 and above bracket would pay an additional two percent.

Full completion of such a tax could generate $300 million in additional state revenues in the coming fiscal year to eliminate layoffs and restore education aid and other funding restricted in the Cuomo budget plan.

The tax would only take effect, however, if the governor’s pessimistic revenue projection should prove true. The report notes that even if the tax were imposed, only people in the upper income brackets would be affected. Many of those same people have also benefited from a reduction in the state’s maximum income tax rate from 14 to 10 percent since 1979.

“New York State has had a tradition of taxation based on “ability to pay”, the CSEA study notes, “and the proposed tax program continues this tradition by structuring the tax increase in an equitable manner.”

After calculating the impact of federal tax cuts and the deductibility of the “If/Only” tax, CSEA’s consultants project that even if the tax were fully imposed, only a family with $50,000 in gross income could be assisted. The family would only realize a $21 net tax increase. A gross income of $50,000 would yield a net tax increase of $153 and a gross income of $100,000 would yield a net tax increase of $554.

After calculating the effects of the federal tax cuts over the past three years, the $35,000 gross income taxpayer would have retained 98 percent of the federal tax cut even after paying the “If/Only” tax; the $50,000 gross income taxpayer would retain 91 percent of the federal tax cut; and the $100,000 gross income taxpayer would retain 90% of their tax cut.

“When more than 7,500 public employees — and the services they provide — are about to be terminated,” President McGowan commented, “even if our tax proposal were needed, it still would be far more fair in terms of shared sacrifice then is the Cuomo plan.”

In addition to the legislature the union is sending copies of its proposals to CSEA political activists for use in lobbying state lawmakers.

The following table presents the average net tax increase, at various income levels, that would be required under the "IF/ONLY TAX PROGRAM" if the program was implemented for a full year. A family of four with income of $35,000 would incur a tax increase of $21, while the same family at an income level of $100,000 would incur a tax increase of $654 (after accounting for deductibility of state taxes on federal tax returns).

<table>
<thead>
<tr>
<th>Gross Income</th>
<th>Taxable Income</th>
<th>Total State Tax</th>
<th>Federal Tax</th>
<th>Net State Tax Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>$35,000</td>
<td>$25,850</td>
<td>$256</td>
<td>$8</td>
<td>$21</td>
</tr>
<tr>
<td>$50,000</td>
<td>$38,300</td>
<td>$226</td>
<td>$8</td>
<td>$554</td>
</tr>
<tr>
<td>$75,000</td>
<td>$54,800</td>
<td>$621</td>
<td>$12</td>
<td>$554</td>
</tr>
<tr>
<td>$100,000</td>
<td>$79,300</td>
<td>$833</td>
<td>$12</td>
<td>$654</td>
</tr>
</tbody>
</table>

Note: Figures for a family of four, deductions assumed to be 17% of gross income, four personal exemptions. All income is assumed to be personal service (earned) income.

This table shows the vast majority of taxpayers will receive relatively small savings as a result of the 1984 average tax cuts. However, taxpayers in the upper income brackets will realize very substantial tax breaks. In fact, 60% of the tax cut will benefit the wealthiest 20% of all taxpayers, those with incomes greater than $30,000.

Impact of Federal Income Tax Cut

<table>
<thead>
<tr>
<th>Income Class</th>
<th>Average Tax Cut (1984)</th>
<th>Percent of Taxpayers</th>
</tr>
</thead>
<tbody>
<tr>
<td>less than 10</td>
<td>$370</td>
<td>64%</td>
</tr>
<tr>
<td>10 - 20</td>
<td>$328</td>
<td>14.7</td>
</tr>
<tr>
<td>20 - 30</td>
<td>$356</td>
<td>12.1</td>
</tr>
<tr>
<td>30 - 50</td>
<td>$908</td>
<td>16.9</td>
</tr>
<tr>
<td>50 - 100</td>
<td>$1,708</td>
<td>10.2</td>
</tr>
<tr>
<td>100 - 200</td>
<td>$3,777</td>
<td>4.0</td>
</tr>
<tr>
<td>greater than 200</td>
<td>$8,550</td>
<td>0.7</td>
</tr>
</tbody>
</table>

Average 832 100.00

Source: Citizen’s for Tax Justice, based on data supplied by the Joint Committee on Taxation, February 1982.

Note: Assumptions same as above.

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