McGowan hits PERB for worst ruling imaginable

ALBANY — CSEA President William L. McGowan last week slammed the state Public Employment Relations Board for having created "the worst type of precedent imaginable for a supposedly objective body sworn to regulate elections... This is the biggest step backward for decency in union elections in the last forty years."

PERB’s denial of CSEA’s objections, the State Commission of Investigation issued a blistering report on a year long investigation charging PEF President John Kraemer had been a no-show employee for many years and that former of-ficers of the state had worked with Kraemer to decertify CSEA, a violation of the management neutrality provisions of the Taylor Law. CSEA sought to reopen the hearings citing the SIC report and other new evidence.

Union wins order against SUNY violations

ALBANY — There is no longer any time limit on court employees who wish to appeal their Civil Service status, classification, pay grade, or job grade.

The Office of Court Administration, at CSEA’s request, extended to Oct. 31 the original Oct. 1 deadline for the filing of notices of intent to appeal. CSEA represents 3,500 non-judicial court employees throughout the state, who were affected by a new classification plan that went into effect this year.

But now OCA’s chief administrative judge, Herbert B. Evans, has determined that there should be no deadline at all for the filing of the notices of intent-to-appeal.

“We are glad the OCA has made this decision,” said CSEA Collective Bargaining Specialist Pat Monachino. “A lot of court employees have still not had a chance to thoroughly read the new plan and understand how it affects their jobs.”

CSEA-represented court employees who wish to appeal their status, classification, pay grade or title are urged to obtain the proper form from OCA headquarters at 270 Broadway in New York City.

Monachino noted that OCA has also now sent copies of the plan, along with job specifications, to all court locations throughout the state. OCA’s failure to do this was one of the reasons the union objected to the appeals deadline in the first place.

“Now that copies of the plan and job specs are available, the employees can see where they stand, and now that the deadline is lifted, they have time to make an intelligent decision as to whether they want to appeal,” he said.

The Friday after the Thanksgiving Holiday citing the common use of the day by employees for vacation or personal days and the potential for cost savings. CSEA, however, raised immediate objections to the practice citing the choice of some employees to work that day and objecting to the concept that management can unilaterally close facilities and force employees to charge accruals in other than emergency situations.

In the nine-page decision, Mr. Miller ruled, “It is undisputed that an unspecified number of employees were unilaterally directed not to report to work on November 26, 1976 and November 26, 1977, and the record clearly establishes that the State did not respond to the OCEA to discuss that specific question. Thus, the charging party has established a violation of Section 209-a(1)(d) of the Act....”

CSEA President William L. McGowan praised the decision as a reinforcement of the concept of negotiation. “Management has got to understand that there is no way that we will stand by and let the principle of contractual negotiation be avoided by unilateral changes in terms and conditions in violation of the Taylor Law. The state is fast to grab for the Taylor Law when it wants a club to beat us with and I intend to see to it that our relationship is a two way street. What’s good for us is good for them. If we have to live with the
CSEA, DC 37 supporting much of same Civil Service legislation

NEW YORK CITY — AFSCME District Council (DC) 37, which represents 110,000 employees of New York City, has a lot in common with CSEA, especially in the area of proposed Civil Service legislation.

When DC 37 held its annual Legislative Conference on Nov. 3, many of the same or similar bills pertaining to Taylor Law modification and Civil Service reform which CSEA either supports or opposes found the same support or opposition from DC 37.

In attendance at the conference, which was held at DC 37 headquarters, were observers from two CSEA locals: Department of Labor Local 250 and Saratoga County Local 846.

The CSEA members included Mike Isacoff, Celeste Asbury, Myrna Broadman, George Caloumeno, William McTyge. Cheryl Sheller and Tina Packer.

Among the proposed legislation which DC 37 members voted to support were:

• Permanent and mandatory agency shop.
• Presumption of arbitrability in public sector labor disputes — Liverpool Doctrine.
• Terms of a contract continue after the expiration of the contract — Triboro Doctrine.
• Public employer must give notice to a union before seeking an injunction against a strike — injunctive notice.
• Reduce the two-for-one penalty.
• Reduced penalties against a union in a strike when the public employer commits an Improper Practice.

Representatives of Two CSEA locals are observers at AFSCME District Council 37's Legislative Conference on Nov. 3 including, from left: (standing) William McTyge, Mike Isacoff and George Caloumeno; (sitting) Celeste Asbury, Cheryl Sheller and Myrna Broadman. They are from Department of Labor Local 250 and Saratoga County Local 846.

DC 37 opposes New York City Mayor Ed Koch's Civil Service reform package, which includes:

• Increasing the number of managers.
• Seniority by year of hiring rather than date of hiring.
• Increasing the exempt class.
• Allowing transfers without employee consent.

The main speaker at the conference, New York State Senate Minority Leader Manfred Oheilstein, came out in support of agency shop, pension improvements and legalization public employee strikes as follows:

Agency shop — "We can't continue to have free-leaders. The two-year extension was unconscionable. We will do better next time."

Retirement — Cost of living adjustments are needed to provide security in retirement.

Striking — "You can't legislate against having strikes. You can only legislate penalties for striking. The present law is used by school boards to get rich by provoking strikes and using the two-for-one penalty.

"We need to improve the collective bargaining process. There are more sophisticated ways available to prevent strikes."

Nassau Local honors Natale with dinner

VALLEY STREAM — Almost 500 persons turned out to honor retired Nassau County Local 860 Vice President Ralph Natale at the local's 31st annual dinner dance on Nov. 2.

Among the many speakers at the dinner were Local 860 President Nicholas Abbatiello, Region I President Irving Flaumenbaum, Nassau County Board of Supervisors Chairman Al D'Amato and CSEA Executive Director Joseph Dolan.

Dolan also presented Natale with a certificate of appreciation from CSEA President William L. McGowan.

In addition to many guests from the Nassau Local, there were many representatives from the other locals in Region I and from the regional staff headed by Acting Director William Griffin.

Also in attendance was Region II President Jimmy Gripper and a delegation from Westchester County Local 860 led by President Pat Mascoli and County Unit President Raymond J. O'Connor.

Natale organized the Town of Hempstead Unit in 1963 and was its president in 1964 and 1965. He later served as both a local and a regional vice president. He was appointed to the first CSEA statewide Political Action Committee in 1968.

In 1973, Natale ran a close second to victorious Ted Wenzl for President of CSEA.

In Sept. 1979, Natale, because of his retirement, stepped down from his memberships on the CSEA Board of Directors, the statewide Political Action Committee and as a Political Action Fund trustee.

Abbatiello said of Natale: "We salute Ralph for his many years of unselfish service to our union . . . Many of the benefits we enjoy today are a fruition of the labors of Ralph and other dauntless CSEA pioneers."
Al Vincent
President, Local 615

Communications revitalize Upstate Medical Local 615
SYRACUSE — CSEA's new emphasis on communications is paying off in a big way at Upstate Medical Center Local 615.

Local 615's recently installed president, Bob Vincent, reports since taking office in early October, 150 Upstate Medical Center employees have joined the local.

"What's most important, there's already better communication in the local. Communication is the name of the game," he said.

"The officers can't respond to problems if they aren't told what they are," he said.

Vincent said he hopes to use social activities also as a means of acquiring members with their officers so the members know where to take their problems.

"The whole thing just snowballs," he said in assessing the current revival of interest in the local.

Those 150 new members also are largely the result of the vigorous efforts by Membership Chairperson Bill LaPointe and committee members Eddie Johnston, Chuck Liscard and Kathy Collins. "The committees work better when they see there is interest in their work," he said.

Or course, I am also grateful for the 100 percent cooperation of Past President Bill O'Neill.

Others he credits with helping in the rebirth of the local are Central Region President James Moore and the regional staff, including Regional Director Frank Martello and Field Representative Terry Moxley.

"It's communication up and down and sideways that creates cooperation and progress," he said.

The new vigor has communicated itself to management, which is therefore more responsive, Vincent said. He credits his success in naming a member, Dave DiRienzo, to the Center Safety Committee to this new atmosphere.

"Dave not only brings attention to real safety problems, but also reports back to the membership. And we post the pertinent minutes of the committee on our bulletin boards," Vincent said.

Grievance filed in Schenectady
SCHENECTADY — The Schenectady City School District Unit has filed a grievance against the district in an attempt to prevent the district from imposing its own health insurance plan on the employees.

In a move which CSEA considers to be a contract violation, according to Capital Region CSEA Field Representative James Cooney, school administrators recently told the unit president they must accept a policy to be administered by the district.

CSEA objects to this policy because it believes coverage may be limited to hospitals and doctors in Schenectady only.

In addition, the current policy gives employees the option to buy individual plans when they leave employment, but the school policy does not offer this protection.

The policy may be considered in the future if these differences can be worked out and a review by the CSEA Insurance Department reveals that it provides the same coverage as the existing plan, Cooney said.

Retirees honored in Region VI
BUFFALO — A reception in honor of those who have recently left the service of the Civil Service Employees Assn. will be held on Friday, November 30th at the Executive Inn, 4243 Genesee Street, Cheektowaga, was announced by CSEA Regional President Robert L. Lattimer.

Among those to be honored are retiring regional officers, retired members and officers, and other nominated by their locals.

In the latter category, it is expected there will be many from the State's Professional, Scientific and Technical bargaining Unit, who can no longer serve CSEA.

The reception will begin with a cocktail party at 6:30 p.m.

Bargaining unit meetings set Dec. 1
BUFFALO — Collective bargaining specialists and members of the negotiating team of the Civil Service Employees Assn. will be on hand in Batavia, Saturday, December 1, to explain the new evaluations to union members in western New York, according to CSEA Regional President Robert L. Lattimer.

All three meetings will begin at 9:45 a.m.

The meeting for workers in the Administrative Unit will be at the Treadway Inn, while those for the Operational and Institutional Units will be at the Holiday Inn.

Both motels are at Exit 48 of the Thruway.

Calendar of EVENTS

November

30 — Local 690 Christmas party, 5 p.m., Italian American Community Center, Albany.
30 — Regional reception for retiring and recently retired CSEA members, Executive Inn, 4243 Genesee Street, Cheektowaga. Cocktails, 6:30 p.m.

December

1 — CSEA Local 615 Upstate Medical Center annual Christmas party, 7 p.m., campus activities building.
1 — Senate County Local 850 annual Christmas dinner-dance, Bayardot Restaurant, Watertown, N.Y. — 6:30 p.m.
1 — State contracts informational meetings, 9-15 p.m. Administrative Unit meeting, Treadway Inn, Batavia, Operational and Institutional Units meeting, Holiday Inn, Batavia.
4 — Region IV County Local Presidents meeting, 2 p.m., Ramada Inn, Albany.
4 — Region IV State Local Presidents meeting, 6 p.m., Ramada Inn, Albany.
7 — Region I annual Christmas party, 8 p.m., Huntington Town House. Tickets requests at regional office, 516-911-1170.
14 — CSEA Night at New York Appollo's soccer game, Nassau Coliseum, Uniondale.

Capitol Region IV President Joseph McDermott attends a recent officers and stewards meeting of Department of Taxation CSEA Local 690 in Albany. Discussing recent CSEA developments with McDermott are Local 690 President Carmen Begoni and department representative to the CSEA Board of Directors John Gully.

Improved communication between the union leadership and the membership is a top priority of CSEA President William L. McCaw. Along those lines, he has scheduled a series of meetings across the state with local leaders to candidly discuss the needs of the membership in each region. Here President McCaw emphasizes a point during meeting in Syracuse with Region V local leaders. At left is his executive secretary, Kathleen Wojtulski, and partially visible at right is Region V President James Moore.

The Public Sector, Wednesday, November 21, 1979 Page 3
**Doll display set Nov. 28**

ALBANY — The Christmas dolls dressed and decorated by members of Department of Taxation and Finance CSEA Local 690 will be on display at the State Campus and at the Colonie Center shopping mall.

The dolls were displayed at Building 8 of the campus from 10 a.m. to 2 p.m. on Nov. 15 and will be at Colonie Center from Nov. 28 to Dec. 1, Marge Wojcik, chairman of the project, said.

After the dolls are displayed, they are distributed to needy children by the Salvation Army. The local has conducted the project for many years.

**Broadman new Local 350 VP**

NEW YORK CITY — Myrna Broadman was elected third vice president of Department of Labor CSEA Local 350 at a meeting of the local's executive board on Nov. 1.

Local 350 President George Caloumeno said the previous third vice president, Dennis Tobin, moved up to fill a vacancy as second vice president, thus creating the opening for a new third vice president.

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**Exam set for new job**

ALBANY — A written examination is scheduled for Jan. 12, 1980, for the newly created position of Automotive Facilities Inspector with the New York State Department of Motor Vehicles.

The job will involve making field inspections and investigations of automotive facilities and investigating and resolving consumer complaints about automotive services.

According to Robert Wong, of the DMV Division of Personnel, there are 100 vacancies across the state for the position.

Applications and additional information may be obtained from the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12220; Two World Trade Center, New York, N.Y. 10047; or Suite 760, 1 West Genesee St., Buffalo, N.Y. 14202.

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**Field representatives needed**

ALBANY — CSEA is accepting applications for field representative positions for the Central Region V counties of Schuyler, Tompkins, Chemung, Otsego and Delaware.

Resumes should be sent to: Personnel Office, Box 125, Capitol Station, Albany, N.Y. 12224, and must be received no later than Nov. 30.

Minimum qualifications for the positions include: (1) high school diploma or equivalency and three years business experience of extensive public contact; (2) a bachelor's degree or graduation from a recognized labor relations school; or (3) some combination of the training and experience.

Candidates must have a driver's license and a car for business use in order to be appointed.

Field Representatives, under the direct supervision of the regional director, have the responsibility to administer CSEA programs and objectives in servicing locals and members.
Region IV holds school workshop

ALBANY — Representatives of school district locals throughout CSEA Capital Region IV gathered at a workshop on Nov. 3 where they explored ways to promote unity among their members.

Capital Region Director Jack Corcoran and CSEA Coordinator of School Affairs Arne Wipfler spoke on such issues as fighting challenges to the union, taking part in political action, establishing educational programs for members and checking language in contracts to avoid pitfalls.

Capital Region President Joseph McDermott will appoint a chairperson within the next several weeks to establish a committee which will service school district locals on a permanent basis.

Johnson wins

NEW YORK CITY — Joseph C. Johnson has been elected president of New York City CSEA Local 610, according to results announced and certified by the CSEA Election Procedures Committee, which conducted the election.

Other newly elected officers are Rose Feurman, first vice president; Nancy Gonzales, second vice president; Willie Raye, third vice president; Joseph Dee, treasurer; also, Marie Robinson, financial secretary; Madeline Koehan, corresponding secretary; and Ruth Joseph, recording secretary.
Army of volunteers in Dutchess

POUGHKEEPSIE - CSEA, providing an army of volunteers, played a key role in the election of Dutchess County Executive Lucille Pattison on Nov. 6. In spite of a better than 3-2 Republican-to-Democrat ratio in the county, Democratic Pattison surprised the opposition. Assemblyman Glenn Warren, R, to 4 percent (36,934 to 28,536).

"Ms. Pattison's CSEA support came from a unified CSEA consisting of the county, education locals and the county unit in the town. There are approximately 7,000 CSEA members in Dutchess County. CSEA Legislative and Political Action Director Bernard Ryan explained that not only is the county unit a strong CSEA member, but so is the CSEA membership there.

Party labels had to be stripped from the thinking of the union members. Ryan said. Most of the 38,000 volunteers for Pattison are CSEA.

The first telephone bank was set up at CSEA Southern Region III Headquarters in Poughkeepsie on Oct. 9. On Nov. 22, a second phone bank was established in Poughkeepsie. The phone banks continued to function through the election.

Volunteers from the CSEA locals in the county manned the phones to call their fellow union members. Apparently, 12,000 calls were made, said Ryan.

Also, members were sent two letters from CSEA urging support for Ms. Pattison's re-election.

On election day, the telephones were utilized to get the vote out in conjunction with volunteer poll watchers who kept track of who was voting. Also, campaign literature was distributed during shift changes at state facilities in the county.

THE PUBLIC SECTOR, Wednesday, November 21, 1979

Will Erie County Proposition 1 Cut Taxes?

ALBANY - The results of a number of races in the Nov. 6 election proved that CSEA and AFSCME are strong in the local union wars and that our friends and bury our enemies," said President of the CSEA, AFSCME Legislative Office said.

Bernard Ryan, CSEA legislative and political action director, said, "We moved to turn out the unit vote in support of winners."

"We are a tremendous force. When we are unified politically, there is no organization in the state with our capabilities."

In addition to Lucille Pattison's victory in Dutchess County and the defeat of Erie County Proposition 1, Ryan pointed to four races for the Erie County Legislature where CSEA played a key role in the outcomes.

Republican Bill Paley and Democrats Len Leonetti and Roger Blackwell were in a position of jeopardy losing the Erie County Legislature because their votes blocked the passage of the unit vote in support of the Erie County Election. The only way that we were able to elect the Erie County Legislature was by the use of the vote of the CSEA members that were endorsed candidates were elected in November.

The names of those victorious candidates who were confirmed in the general election are now below: The local public officials in the region are now below:

REGION I

Nassau County
Clark Harold McDonald

Rockland County
Clerk Joseph Richard

Westchester County
Supervisor Jane Elwell

Suffolk County
Clark Richard

Saratoga County
Supervisor William Troy

Tompkins County

REGION II

Erie County
Supervisor William Angrist

Region VI

CSEA SPEARHEADED

Buffalo - CSEA and AFSCME, using considerable political influence and approximately 130 volunteers, led the fight to defeat a Proposition 15-style attempt to limit county spending in Erie County.

Erie County Proposition 1, which would have led changes in the county budget to changes in the county tax base, was defeated, 41 to 39 percent (approximately 113,000 to 74,000).

The Public Sector was reporting on the upcoming issue of Proposition 1. The following story explained the outcome of the vote and explained the consequences of the results of the vote.

Working hard to defeat Proposition 1 was a unified CSEA and AFSCME in Erie County.

Ed Draves, of the CSEA/AFSCME Legislative Office, said, when the county residents of CSEA volunteers from Erie County employees represented by CSEA Local 93 (white collar workers) and AFSCME Local 1081 (blue collar workers), the effort also was supported by CSEA education and state locals in the county and AFSCME District Councils 8 (State Security Unit) and 36 (City of Buffalo).

Says, "I do not see why the Erie County, CSEA and AFSCME have 1,000 members.

Telephone banks at Locals 93 and 1081 and at CSEA Western Region headquarters were used to contact thousands of union members, including candidates and the proposition.

In addition, CSEA and AFSCME members from Erie County, William L. McGraw and CSEA President Robert L. Lattimer presented Supervisor L. Lattimer praised Supervisor L. Lattimer's efforts in helping defeat Proposition 1 on the Erie County ballot on November 6 and urge voters to vote against the same proposition in November.

Also, 60,000 pieces of literature were distributed to union members and in the general public, Draves said.

A media blitz was conducted during the last four days before the vote.

Full-page newspaper advertisements in both Buffalo daily newspapers and radio commercials during drive time attacked Proposition 1.

On the day before the election, Locals 93 and 1081 demonstrated against the proposition outside the County Office Building in Downtown. Three of the four Buffalo television stations covered the demonstration, Draves said.

He said the strategy was to use the media late in the campaign to prevent the supporters of the proposition from responding.

The media strategy was formulated by Lattimer; Michael Dowling, AFSCME director of public affairs,

Gary Fryer, CSEA communications director, and Dave Kenney of AFSCME.

Among those defeated Proposition 1 was State Commissioner Edward Rego, Commissioner Jack Kemp and County Executive Ed Rockwell, Draves said.

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Left, AMONG THE MANY REPRESENTATIVES OF Nassau County Local 830 at the Region I Leadership Conference are Esther Phillips and Nicholas Abbatiello, president of the local.

Below, PILGRIM PSYCHIATRIC CENTER LOCAL 418 President William Chacona, a member of the CSEA Kumquat Committee, speaks with Region I President Irving Flaumenbaum at the Nov. 10 regional leadership conference.

Above, AFSICME INTERNATIONAL Education Director Dave Williams takes part in the presentation by AFSICME at the leadership conference.

Above, SUFFOLK COUNTY LOCAL 852 representatives to the leadership conference include Leah Besserman and Ben Boczkowski, local president.

Right, DEPARTMENT OF TRANSPORTATION LOCAL 508 is represented by, from left, Michael Cirillo, Vincent LeDonne Jr. and Hank Jenny at the Region I Leadership Conference.

Right, REGION I FIRST VICE PRESIDENT Danny Donohue, center, president of Central Islip Psychiatric Center Local 404, chats with local members Madeline Loretta and John Montalbano.

HAUPPAUGE — 'Those who do not learn from the past are doomed to live it again,' warned Dave Williams, AFSICME International director of education, when speaking at the CSEA Long Island Region I Leadership Conference on Nov. 10. Approximately 200 CSEA members attended.

Williams told the meeting of Region I local officers and stewards an informed leadership is necessary to avoid being doomed again.

He reminded the audience union benefits and protections are not to be taken for granted. He quoted a song from the movie 'The Inheritance' which includes the line: 'Every generation has to fight for it.'

The movie, which was shown at the conference, traces the history of the labor movement in the United States through the 1950s, centering on the Amalgamated Clothing Workers Union.

For example, Williams said as recently as the last two years there have been attempts to revive child labor by proposals to have lower wages for teenagers than for adults doing the same work.

He also reminded the audience private sector unions had more protections and rights in 1936 with the passage of the Wagner Act than public employees have today.

Other sessions at the leadership conference were led by CSEA members Greg Szurnicki, Nick Avella, Robert Conlon, Danny Donohue, William Chacona, Nicholas Abbatiello, Kenneth Cadieux, and Ben Boczkowski.

Cadieux, former chairman of the CSEA Constitution and By-Laws Committee, spoke on the relationships among the statewide, regional, local and unit constitutions.

Boczkowski, speaking to a stewards' session, said: 'The goal is to reach a settlement that both sides can walk away from with dignity.'

Also participating in the conference were CSEA staffers Arne Wipper and Joseph Salerno.

Region I President Irving Flaumenbaum told the conference CSEA's delegates will have to make the decision (by 1981) to continue or not to continue the affiliation with AFSICME.

Flaumenbaum said since the affiliation both CSEA and AFSICME have learned from each other.

AFSICME was represented at the conference by Williams, John Dowling, Robert McEnroe, Steve Regenstreif, Jan Radle and Anita Patterson.
The Non-Teaching School Employees Committee has held 6 meetings since the last convention. Meetings were held on December 1-2, 1978, February 5, April 28, June 13, August 9-10, and September 14-15, 1979. The Committee had the opportunity of meeting with general non-teaching membership during two ‘on-the-road’ committee meetings.

The first such meeting took place in Watertown in December. Approximately 35 members attended the session. The Committee had the chance to listen and react to the concerns of the gathered group. The major issues discussed were the proposed dues increase, unemployment insurance and legislation.

The second regional visitation took place in September of this year. The Committee assembled in Region I at Ronkonkoma. This particular meeting attracted approximately 50 members from Suffolk and Nassau counties.

Major issues discussed included educational workshop topics and updates on state-wide concerns to school districts. The Committee also conducted a workshop on “the making of a strong unit.”

The NTSEC members also availed themselves of the opportunity to be active participants at the International Special Olympics held in Brockport in August. Committee members acted as volunteers working with the handicapped participants at the Olympics.

The Committee also instituted a poster campaign during American Education Week 1978. The state-wide campaign brought to the public’s eye the concept of worker equality in the school community. It further promoted the idea of working together for common causes.

Legislative proposals which came from the NTSEC included: Mandated agency shop for local government, Taylor Law reform, transportation parity; small cities funding, and minimum wage for school district employees.

Committee members were involved in a legislation review system with the Coordinator. The LR system was developed in order that pieces of legislation of interest to school employees could be reviewed and commented on before they reached the floor.

The NTSEC members will continue to set goals and follow through to the best of their abilities. It is their desire to help educate and keep informed the thousands of non-instructional employees.

Respectfully submitted,
Hugh Crapper, Chairman
Les Banks
Dolores Ciannamea
Carol Craig
Michael Curtin
Frank Fasano
June Ferrero
Carlo Guardi
Dolores Herrig
Robert Hughes
Priscilla Royma
The statewide Social Services Committee has been actively attempting to meet the needs of Social Service employees across the State. We as a group, and individually, recognize the importance of making ourselves available to our highly specialized group of Union members.

Our committee has met three times during the past year. The focal point of the sessions was our June 1979 meeting at the County Delegates’ Workshop in Ketch’s in Monticello, New York.

As part of the program for the County Delegates’ Workshop, our committee had the responsibility for presenting one of the morning sessions. Our topic for this program concentrated on the major issue facing Social Service employees today, namely, "The Implementation of the Welfare Management System".

We had extended an invitation to Mr. Lowell Roberts, director of the Welfare Management System, to join with us to present to those in attendance what the future holds in store for our present welfare system. Mr. Roberts proved to be an excellent speaker and gave us a first-hand look as to the course this Welfare Management System will follow.

Not only was the meeting valuable to us, but Mr. Roberts was pleased and impressed by the reception given to him from the Social Service membership present.

The committee is heartened by the attendance and interest shown to us at these county workshops and plan in the future to focus on these as an avenue to reach out to the members and bring them current topical subjects and speakers which prove of interest and help to the membership.

This committee gives to our membership a direct means of communications across the state with other Social Service employees who share the same problems and mandates. We are available to meet in groups or to serve on a one-to-one basis regarding Social Service matters.

In the legislative field this past year, the committee was involved in working towards the indemnification of county employees. If passed, it would have provided employees from personal lawsuits from disgruntled clients.

We still hope to see some legislation introduced in the future to provide us with this protection. The committee will continue its effort in computing the data to assist the CSEA Legislative Office in successfully lobbying for the bill.

In the months to come, we will still be concerning ourselves with the new social programs coming into being and their affect on future staffing. We welcome any information or suggestions the members can send us regarding the implementation of these systems in their own counties.

At present, the committee is concentrating itself with changes being instituted in Child Protective Services, specifically in Erie County. We are doing research into new titles, qualifications and how these changes will affect our present and future members.

The problems involving the use of volunteers and students by county Social Service departments have recently come to our attention. The committee will, in the future, more closely investigate these developments and make recommendations as appropriate.

Respectfully submitted.

Grace Vallee, Chairperson
David Wilbur  Ronald Draper
Howard Quann  Arthur Wegman
Kathy Asafaylo  Patricia Thomas

MEMBERS OF THE STATEWIDE SOCIAL SERVICES COMMITTEE at their Annual Meeting include, from left, Hawood Quann, Nassau County Local 830; Arthur G. Wegman, Suffolk County Local 832; and David Wilburn Erie County Local 851.

Social Services report

STATE JOB CALENDAR

NEW YORK CITY — The Office of Court Administration has announced the opening of the State Job Calendar to fill positions in the titles of Court Reporter and Court Interpreter in the Unified Court System throughout the state.

The examination for Court Interpreter, number 45-519, will consist of a written test, to be held Jan. 12, 1980, and oral test, which will be held at a later date. The minimum starting salary for Court Interpreter may vary from $10,714 to $12,363, depending on locale.

The examination for Court Reporter, number 45-623, is scheduled for Jan. 19, 1980. This examination will be a performance test in taking and transcribing dictation of legal matter at speeds averaging from 175 to 190 words per minute. The performance test will simulate court proceedings.

The minimum starting salary for Court Reporter may vary from $18,369 to $21,025, depending on locale.

Filing for both examinations will extend to Dec. 10, 1979. Applications and announcements can be obtained in local offices and court agencies throughout the state, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1200, 270 Broadway, New York, N.Y. 10007.

For the complete details of the examination and salary previous, please refer to the State Job Calendar.

THE PUBLIC SECTOR, Wednesday, November 21, 1979
150 attend training session held by Western Region

BATAVIA — More than 150 CSEA officers and delegates representing 40 chapters came together Nov. 3 to participate in an officers training session conducted by Region VI.

The session was filled to the doorways with both familiar and new faces, as region officials presented a comprehensive course on union topics.

Region VI President Robert Lattimer and Regional Director Lee Frank led the program, covering a broad spectrum of subjects, from legal assistance and political action to the importance of good communication with members.

Lattimer reminded local presidents they are “on par with management,” and urged them to remain independent of management attempts at control.

“There’s no reason you have to do anything you don’t want to do,” he said.

Lattimer reiterated his policy since entering office five years ago that all union meetings, unless reported otherwise, are open to all union members, and he encouraged active participation.

He also noted the absence of several locals at the meeting, and declared that in the future those locals’ names who choose not to participate will be made public.

After a brief session together, the group broke up into three segments — local presidents, vice-presidents and delegates were addressed by Lattimer and Frank, secretaries were addressed by Region VI Secretary Judy Burgess and a special training session for treasurers was conducted by Regional Treasurer Barbara Fauser and CSEA staffer Joe Salvino, assistant supervisor of general accounts.

— THE PUBLIC SECTOR, Wednesday—November 27, 1979
Orange Infirmary workers demonstrate over staffing

By BRENDAN COYNE

GOSHEN — Approximately 75 CSEA members employed at the Orange County Home and Infirmary (OCHI) demonstrated in front of the County Government Center, Nov. 2, in protest of short staffing at the facilities. Due to short staffing, there is low morale and high turnover at the facilities.

Bruce Wyngaard, field representative for the Orange County Unit of CSEA Local 836, was denied the opportunity to address the regular session of the county legislature about problems at OCHI.

CSEA representatives were directed to meet with the legislature's Social Services Committee Nov. 7. They had already met three times with Orange County Social Services Commissioner John B. Wingate and his staff and with County Executive Louis Heimbach since September.

Wyngaard said he was disappointed at not being allowed to read a statement. He said the denial was an example of the county's approach to OCHI that has been "characterized by a lack of commitment."

"It demonstrates they do care about services at the Home and Infirmary," Wingate said.

"If the state Department of Health recommends that more staff is necessary, we will have an easier time getting legislative approval because of the nurses' demonstration." Wingate was referring to state Department of Health analysis of patient care requirements, begun Oct. 29. The health department was expected to visit the facilities Nov. 8. Wingate said the results of the study would not be ready for several months.

While stating the OCHI staff is presently at the level authorized by the legislature, he acknowledged receiving conflicting reports on its staffing needs from his own staff and asked the state Department of Health to make its study. Wingate has said he expects some improvement in staff planning through the new OCHI nursing supervisor, Anna Molloy, who took over Nov. 1.

In its annual survey of OCHI in July, the state Department of Health determined that OCHI administrators were failing to fill vacancies quickly enough. Wingate said he temporarily brought in personnel from health services companies such as Upjohn Health Care Services of White Plains with CSEA's approval.

He said he has begun to phase out these workers as nursing aides have become available through training programs of the Board of Cooperative Educational Services (BOCES).

"The county has failed to take any permanent steps to deal with the short staffing problem," Cayton said. "We hope we get some satisfaction when we meet with the Social Services Committee."