Improper Practice charged

CSEA fighting local office closings

ALBANY — CSEA has filed an Improper Practice charge with the New York State Public Employment Relations Board (PERB) against the Governor’s Office of Employee Relations for OER’s attempt to deny the union office space at State facilities.

In an Improper Labor Practice charge filed by CSEA lawyers with PERB on July 15, the union demanded that PERB order the State to “cease and desist” from threats to close offices at State facilities that have been provided to CSEA locals so membership problems can be dealt with quickly and efficiently at work locations.

“The deprivation of the right to representation by CSEA, by deprivation of space necessary for the conduct of such representation, constitutes a unilateral change in terms and conditions of employment, in violation of Section 209 of the Civil Service Law,” the union said.

CSEA President William L. McGowan ordered the filing of the Improper Practice as the result of the issuance of a memorandum by the Governor’s Office of Employee Relations to State agencies and departments directing the agencies to deny office space to CSEA locals which have used extra space at State facilities for membership communication for more than 10 years.

“The CSEA local offices at State facilities have allowed us to effectively work on problems confronting the membership at the work site.

“After more than 10 years of successful experience with this system, the State suddenly decides that they want to deny us this condition of employment and they cannot simply decide that on their own.

“This is a negotiable item and their attempt to remove it is an Improper Practice within the meaning of the Taylor Law,” McGowan said.

CSEA asked the Governor’s Office of Employee Relations to maintain the status quo pending resolution of the Improper Practice charge. The request was agreed to by OER Director Meyer S. Frucher, the author of the memo which is being challenged by the union.

“The ability to represent our members in large State facilities requires space at the facilities for our leadership to work with the members in representation matters.

“We will not accept any unilateral attempts to interfere in this relationship,” McGowan said.

Retro advancements to occur this week

ALBANY — Eligible CSEA-represented State employees who have not already received their first annual performance advancements will receive them this week retroactive to either April 1 or to the anniversary of their date of hire or promotion, whichever is appropriate.

Some 13,000 employees in CSEA’s statewide Operational, Institutional and Administrative bargaining units are currently receiving the payments under the performance evaluation system in the 1979-80 CSEA contracts for the three units, according to CSEA President William L. McGowan.

About half of these employees received the payments in the July 16 payroll. The others will get it in the payroll of July 24.

The monies are retroactive to April 1, 1980, for employees below the top of their salary scale, except for those hired or promoted on or after April 1, 1979.

The latter group’s payments will be retroactive to the date of their hire or promotion, unless they already received an expedited advancement during the first round of evaluations, which began last fall.

Evaluations were suspended in January until the State and CSEA could work out the numerous bugs in the system. Had the system not been suspended, the current payments would have come in the payroll nearest April 1.

Meanwhile, a revised performance evaluation system has been worked out (as reported in the July 16 Public Sector). Evaluations will begin again in the fall.

Court job security, pay raise bills signed

ALBANY — Gov. Hugh L. Carey has signed into law two CSEA-backed bills giving court employees long-overdue pay hikes and job security.

One bill implemented CSEA contracts for about 4,000 court employees statewide — contracts that had been ratified months ago and are retroactive to April 1, 1979.

The other was the so-called “grandfather” bill, that gives permanent, competitive Civil Service status to those court employees who have held their jobs provisionally for more than a year. More than two-thirds of CSEA-represented court employees fall into that category because the State failed to administer Civil Service examinations for many court positions for up to 20 years.

“When a person has held a job provisionally for more than a decade but, through no fault of his own, has never had the chance to take the Civil Service exam for that job, then job security for that employee is long overdue,” said CSEA Collective Bargaining specialist Pat Monachino.

“We’re glad the passage and signing of this bill gives thousands of court employees that security at last.”

Monachino estimated that the retroactive checks for the court employees affected by the pay-bill signing will be paid beginning in September.
ALBANY — For the past three months, the State has been blocking access of some 35,000 Mental Health employees to $250,000 of contractually-guaranteed training funds.

The union has received many complaints and inquiries about the lack of OMH involvement in training programs lately, Quimby said. "There are usually dozens of applications for grants, programs and training courses each month, but recently there have been virtually none in Mental Health. Our investigation shows this can be traced to the layoffs in OMH's Training Department."

But CSEA will not permit that to happen, and an excuse for the training is to deliver these benefits to CSEA-represented employees, yet it is not doing so. CSEA would like to know what you plan to do about it."

The governor was wrong on two counts: CSEA drew up the bill and published it as one of its top priorities in a letter to OMH Commissioner James Prevost, Quimby charged the layoffs resulted in "drastic reduction in the number of Agency Experimental grants being processed; failure by OMH to process applications for Employee Benefits Training courses; and inaction on the forwarding of training announcements and application forms to mental hygiene facilities."

The funding was blocked are part of the $1.8 million per year guaranteed for training and education purposes to members of CSEA's statewide, Operational, Institutional and Administrative bargaining units.

The bill affected State and local employees of the State and its political subdivisions. "Thousands of public employees must take open-competitive exams in order to keep their jobs, and many other incumbents use the exams as a means of getting into a job series where they would be more suitable and more efficient. Why should these people have to pay to take such an exam?" McGowan asked.

The governor stated in his veto message that the union’s bill was motivated by its desire to circumvent the decision of recent Public Employee Relations Board hearing officer's decision denying that the fee for incumbents was an Improper Labor Practice under State law.

The governor was wrong on two counts: CSEA drew up the bill and published it as one of its top priorities last winter. The hearing officer's decision was handed down June 5.

The improper Practice charge affected only employees of the State. The bill affected State and local employees.

In addition to asking the governor to remedy the situation administratively, CSEA has also appealed the hearing officer’s decision. Attorney Sethaphy Wiley of the law firm of Roemer and Featherton has filed a brief in the case and he expects PERB to review the matter in the early fall.

"We are not going up on getting this unfair charge eliminated." McGowan said. "The Civil Service Department thought the fee would stop people from filing for the exams, and then not showing up to take them."

"But our members are not the no-shows. Incumbent public employees know the system, and they know that these exams are their ticket to greater financial security."

"The union’s position has been supported by newspaper editorialists from Long Island to Watertown who have pointed out that the fee is bad for employee morale, undermines the principle of merit and fitness in public employment and discriminates against the poor who are less able to pay to take the exams.

Syracuse DC political action brings results

SYRACUSE — Following an alert by members of the CSEA Syracuse area Political Action Coalition, representatives of four State legislators recently met with the chief administrator at Syracuse Developmental Center (SDC) to investigate a case of alleged patient sexual abuse that was released on his own recognizance.

Officials of SDC CSEA Local 422 were concerned that patient might return to the facility and were critical of the administration for the lack of action in transferring the alleged victim to another, more restrictive or more highly staffed setting sooner.

In a matter of hours following the meeting of legislators with the SDC administration, the Political Action Coalition members were notified the charged resident “is to be transferred to a more appropriate setting.”

At the same time it was also made public that the hiring freeze was lifted, effective immediately.

Apparently, the “decision” to transfer the charged patient to another facility and the lifting of the hiring freeze was voiced by the CSEA Political Action Coalition, the immediate investigation of legislative representatives and the accurate reporting by both Syracuse newspapers.

Mediator joins Oswego talks

OSWEGO — After failing to reach an agreement after five months of negotiations, CSEA and the Oswego City School District have submitted their proposals to mediation.

Ron Smith, CSEA field representative and chief negotiator for the more than 300 non-instructional employees in the Oswego Schools Unit of Oswego County Local 538, said, “We are not overly optimistic about a quick settlement. We have been negotiating since February and, at this point, our main problems still concern wages, fringe benefits for hourly employees and job security provisions.”
NEW YORK CITY — The administration of discipline against employees of the State Division for Youth in CSEA Metropolitan Region II has gotten completely out of control without any reason, logic or justice existing in recent actions,” CSEA Field Representative Al Sundmark reported.

Sundmark said the division’s Office of Employee Relations, facility directors and supervisors “are totally out of touch with both the letter and the spirit of the Article 33 disciplinary process, with progressive discipline and with knowing the difference between right and wrong. The penalties don’t even fit the alleged crimes.”

Division for Youth (DFY) CSEA members in Region II are part of New York City Local 010.

He called DFY Office of Employee Relations representative Robert Kennedy “an incompetent amateur who doesn’t even know the contract he is employed to enforce.”

“At a recent third step hearing, Kennedy claimed an arbitrator could impose a penalty greater than the penalty sought by management.”

“Doesn’t he know that that practice came to an end with the signing of the CSEA-State contracts in 1979? I wish the State Executive Department would assign a competent and experienced person to represent management with its labor relations in the Division for Youth with CSEA.”

“The State is needlessly squandering thousands of taxpayer dollars in costly arbitrations because one man in an extremely sensitive position is totally incompetent.”

Sundmark said Kennedy has no concept of progressive discipline and makes “no meaningful attempts to settle disciplines at the third step.”

“In one case his idea of a settlement was reducing a $100 fine to $90.”

Two recent disciplines which will be going to arbitration were explained by Sundmark as follows:

DFY is attempting to terminate seven-year employee Victor A. Reid of the DFY Bushwick (Brooklyn) facility on six “charges” which Sundmark called “absolutely without merit.”

In this case, Kennedy refused to entertain any settlement, Sundmark said.

Among the charges against Reid are that one day he forgot to log himself off the unit and that he failed to record the AWOL status of a resident when he came on duty when Reid had not been informed of the AWOL of the resident.

“Can you believe that Division for Youth wants to terminate Reid for forgetting once to log out? If I worked for management, I’d be embarrassed to go before an arbitrator with such a charge,” Sundmark said.

DFY also is attempting to terminate employee Luis Marcano of the DFY Bronx Secure Facility.

Marcano is facing two charges involving his duty watching an empty building at Pilgrim Psychiatric Center in West Brentwood on Jan. 27, 1980.

DFY claims Marcano was not at his assigned post between 7 p.m. and 11 p.m. and that he falsified his daily attendance record to indicate he had been on duty during that time.

Kennedy offered to reduce the termination to a one-month suspension and a one-year probation.

While DFY claims Marcano left four hours early, Marcano did not. His only “crime” was that his lunch break lasted for approximately two hours because he had to wait for a taxi to return him to Pilgrim from Brentwood.

Sundmark said: “Since when is taking too long a lunch a charge punishable by termination?”

“Also, isn’t it ridiculous that when DFY drew up its charges against Marcano they included his lunch break in the time he was allegedly illegally missing from his post?”

Local 010 President Joseph Johnson said his local “would not sit back while management is abusing and harassing our members. The full weight of CSEA will be used to protect the membership from these tactics.”

NEW YORK CITY LOCAL 010 President Joseph C. Johnson goes over the agenda of the leadership conference with Local 010 Education Committee Chairman Fabia Calderon.

NYC local 010 holds conference

NEW YORK CITY — Approximately 80 members of New York City Local 010 recently attended a two-day leadership conference.

The conference was conducted by Marsha Anderson of the AFSCME Education Department in Washington, D.C.; and by Anita Patterson of the AFSCME New York City office.

Subjects discussed at the conference included consensus problem solving, the role of the steward on the job and grievance filing.

Coordinating the agenda for the conference were Local 010 President Joseph C. Johnson and Local 010 Education Committee Chairman Fabia Calderon. Also attending the conference was Metropolitan Region II President James Gripper.

Local 010 is the largest CSEA State Division local with almost 5,000 members.
**Labor Studies offerings**

**BINGHAMTON** — The New York State School of Industrial and Labor Relations — Cornell University is holding two labor studies courses at Broome County Community College.

The courses, Collective Bargaining II and Labor History, are offered as part of the Binghamton Labor Studies Program and each course completed earns 1.5 credit hours.

The courses start Sept. 10 and end Dec. 3. They meet on Wednesday evenings except Nov. 26.

The Collective Bargaining course meets 7 to 8:30 p.m. Each course costs $45 plus books.

For additional information, call Debi King at (607) 256-2125 or write her at NYSSILR-Cornell, Conference Center, Ithaca, N.Y. 14853.

Collective Bargaining II will emphasize preparation for collective bargaining and contract language. Students do not have to have taken Collective Bargaining I to take Collective Bargaining II.

**Broome labor exhibit**


The exhibit is at Dickinson Galleries, Robertson Center, 30 Front Street, Binghamton.

The exhibit will be open Tuesday through Friday from 10 a.m. to 5 p.m.; and on Saturday and Sunday from noon to 5 p.m.

In conjunction with the exhibit, two films: “In White Collar America,” a look at the world of office workers; and “Temiscaming, Quebec,” one community’s response to a plant closing; will be shown 8 p.m. on Aug. 1 and at 3 p.m. on Aug. 3.

The opening of the exhibit at 5 p.m. on June 28 will include a concert by the Broome County Pops followed by a fire works display. Rain date is June 29.

**Information on Tier III**

Members of Tier III of the New York State Employees Retirement System can receive retirement credit for previous service as follows:

Paragraph 8, Section 513, of the Retirement and Social Security Laws of the State of New York, states that a member shall be eligible to obtain retirement credit for previous service with a public employer if retirement credit had previously been granted for such service, and the member has rendered a minimum of five years of credited service after July 1, 1976, or after last rejoining the retirement system.

The credited service may be open Tuesday through Friday from 10 a.m. to 5 p.m.; and on Saturday and Sunday from noon to 5 p.m.

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In St. Lawrence County

Workday extension averted

CANTON — Some 650 employees of St. Lawrence County, members of CSEA Local 845, appear to have won a limited victory from the St. Lawrence County Legislature, which reportedly will not add an extra half hour to the work day when it imposes a settlement for the 1980 contract year.

However, CSEA Field Representative Thomas Dupee was un成功的 in an attempt to get the County Legislature to publicly drop its demand for a longer work day, so that the two sides could negotiate an agreement.

Until June 21, County Administrative Assistant William P. Collins handled the bargaining chores as chief negotiator for the county, while Dupee led the CSEA delegation at the bargaining table.

Union members blame Collins' steadfast refusal to yield to the proposal for a longer work day with no extra compensation as the prime reason for the impasse.

But Collins left for an extended vacation June 21, dropping the contract stalemate in the hands of County Legislature Chairman Donald Livingston who wasted no time tossing the political hot potato to Finance Committee Chairman Ralph Greco.

Thomas Dupee

It also became clear during the hearing that few of the 22 members of the legislature had detailed knowledge of the bargaining session, offers and counter-offers which preceded the hearing.

None were aware of CSEA's attempts to reach an amicable settlement, and only two members of the board — Greco and Livingston — were aware of the fact that Dupee made in a meeting with them just hours before the hearing.

The key part of that offer was a union pledge to settle the dispute within six hours, which Dupee forced

But at the hearing, which got underway six hours later, Dupee forced

“Are you going to drop the half hour?” Dupee demanded repeatedly.

Greco would only say, "We certainly are going to consider that if we meet one more time."

"I'm sorry, that's not specific enough," Dupee replied. "I'm going to deviate from my position. Either we agree to the CSEA proposal or legislate a settlement."

That's the way it ended, with Greco calling a sudden halt to the hearing, and the legislators filing out of the packed County Courthouse.

Later that night, the seven-member Finance Committee and other legislators huddled behind closed doors and decided on terms of a settlement.

An estimated 450 CSEA members and supporters turned out for the hearing, making the largest attendance at a county legislature meeting in history.

School Unit pact in Broome

BINGHAMTON — A spokesman for the Civil Service Employees Association recently announced a new two-year contract has been ratified by the Binghamton City School Unit of the CSEA.

The new pact includes an increase of 9.5 percent plus increments where due for salaried employees.

Second and third shift employees will also receive $150 and $200 shift differential pay.

The new contract, effective more than 200 non-instructional school employees, began July 1, 1980.

According to James Corcoran, CSEA field representative and chief negotiator for the school unit which is part of St. Lawrence County Local 845, the new agreement became effective July 1, 1980, for the more than 60 employees in the bargaining unit.

The new pact includes across the board salary increases of 9.5 percent the first year; nine percent in the second year; and nine percent the third year.

Other benefits include: Improved Dental Plan; one additional personal day; all unused personal days can be accumulated and added to sick days; overtime distribution to be based upon a rotating seniority list; minimum of five percent increase for promoted employees; new lay off procedure for non-competitive employees; and seven calendar days notice of involuntary transfer.

The new agreement also specifies that in the event the school district hires employees above the hiring rate, no employee in the effected title will receive less money.

In addition to Corcoran, members of the CSEA negotiating team included: Unit President and team chairman Michael Igo, Carla Guardi, John Pasquale, Virginia Malinowski, Carol Fancher, Donna Yudin and Jennifer Herrick.

Sick leave grievance won

SYRACUSE — A spokesman for Syracuse City Local 013 announced a settlement has been reached between the Governor's Office of Employee Relations and CSEA in regard to a grievance filed on behalf of Florence Kulik, an employee of NYS DOT, who was involved in a job-related accident in December 1977.

Claire McGrath, president of Local 013, recently received official confirmation of the settlement that restored 18% days of vacation accruals to Ms. Kulik.

The settlement also stated she would receive the difference in pay received by reason of being on sick leave at ½ pay for the period Dec. 28, 1977 to Feb. 23, 1978, and the pay she would have received if compensated on a full-time basis.

It was also agreed that Ms. Kulik did not utilize any sick leave at ½ pay as set forth in the Rules and Regulations of the New York State Department of Civil Service.

McGrath said CSEA filed the grievance after the State had denied Ms. Kulik had been injured on the job. The CSEA legal department argued Ms. Kulik had, in fact, sustained injury while in the State parking lot assigned to employees and was entitled to full benefits under the contract.

Following the favorable settlement, CSEA withdrew its demand for arbitration.

"Naturally we are pleased with the settlement," Mrs. McGrath said. "It not only means a considerable financial return for Florence Kulik, but serves as another reminder to the members of Local 013 that CSEA goes all out to correct an employee problem."
CANDIDATES TO BE EXCHANGE VIEWS - Prior to the Region IV banquet. Carmen Bagnoli, our Tax background for effective public speaking. News releases which were addressed separately by CSEA Assistant Region IV Communications Associate Daniel X. Campbell. Mary Committee. Communicating at a workshop organized by the Region IV Education state locals throughout CSEA Capital Region IV gathered at the O-Region IV workshop in Cooperstown, June 20-22.

Cooperstown - Nearly 500 delegates from county and state locals throughout CSEA Capital Region IV gathered at the Cooperstown Hotel, June 28-32, to explore the subject of communications at a workshop organized by the Region IV Education Committee.

Topics included dealing with the news media and preparing news releases which were addressed separately by CSEA Assistant Director of Communications Melinda Manning Carr and CSEA Region IV Communications Associate Daniel X. Campbell. Mary Aliperti, the President of the New York State School of Industrial and Labor Relations - Cornell University, provided delegates with a background for effective public speaking.

THE PUBLIC SECTOR, Wednesday, June 25, 1980

Establish positive relations with press

Cooperstown - Establish an ongoing, positive relationship with the press, the advice of Melinda Manning Carr, CSEA assistant director of communications gave to CSEA delegates learning skills for dealing with the media at the Capital Region IV communications workshop.

"You should act first. Get to know your local reporters," Ms. Carr told the delegates. Leave your name and work and phone numbers for change, and visit with other regional leaders for the Regional third vice president position Sunday morning. Value won the Capital Region IV workshop in Cooperstown.

Vallee new VP

Cooperstown - June Vallee of Rensselaer County Local 842 was elected (third vice president of Capital Region IV by delegates to the region's annual summer workshop in Cooperstown, June 28-32.

Vallee fills a vacancy left when Third Vice President Joan Tobin took over the position of second vice president following the death of Gerald Purcell.

Public speaking easy with proper training

Cooperstown - "If you think of your everyday conversations and conversations with coworkers, family and friends as a form of public speaking, you will realize just how easy it is, with the proper training, to speak effectively in public," Mary Aliperti, of the New York State School of Industrial and Labor Relations - Cornell University, told delegates to a CSEA Capital Region IV communications workshop.

Ms. Aliperti listened while the audience for her some of the 14 most common problems they encounter when speaking. She then proceeded to tell them how to handle the difficulties.

Confidence is a key to getting the attention of the entire audience, avoiding the use of jargon, equipment failure and having a poor voice, some of the major ones mentioned.

The four basic elements of speechmaking, Ms. Aliperti pointed out, are content preparation, self-confidence, sincerity and controlling nervousness.

The introduction should get to the point at the beginning what he will talk about.

Two effective ways to overcome nervousness is to wear comfortable clothing that you feel attractive in.

Another is to keep an object in your pocket to squeeze. This trick focuses your energy and nervousness into one area, thereby controlling it, she said.

She instructed those who are absolutely terrified of speaking publicly to practice by getting into the middle of conversations at all sort of gatherings.

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Westchester Unit heading to Impasse

WHITE PLAINS — CSEA's 5,000-member Westchester County Unit is in the process of declaring Impasse in negotiations for a new contract with Westchester County.

The present contract expires at the end of 1980.

County Unit President Raymond J. O'Connor said the situation was reached six months before the expiration of the contract because the county refused "to seriously discuss financial issues."

"Several negotiating sessions ago, the county asked us to review our demands, and in a spirit of cooperation we did so, and put on the table a revised package which we believe realistically addresses the economic needs of our members and their families."

"Unfortunately, the county has refused even to respond to our revised package, so we are requesting that the Public Employment Relations Board intervene and appoint a mediator."

"It should be noted that the current three-year contract reflects a total pay raise of only 10 per cent, while during the last 29 months of the contract inflation has risen by 23.6 per cent."

"When you take into consideration the rate of inflation, along with the fact that Westchester County has one of the highest standards of living in the country, you can fully understand why we want the services of a mediator in order to get simple justice for our membership."

"The decision to declare an Impasse was taken unanimously by the union's 21-member negotiating team. Stonewalling is not negotiating."

Wassaic MHTA winner of out-of-title grievance

WASSAIC — An employee at the Wassaic Developmental Center (WDC) who claimed she was assigned out-of-title work over a long period of time has won her grievance and will be partially reimbursed for her out-of-title work.

CSEA Local 426 member Shirley Adrian, a Mental Hygiene Therapy Aide, said she had been functioning as a night shift building charge or to appoint her as a provisional Mental Hygiene Therapy Assistant.

Ms. Adrian filed her grievance on Dec. 10, 1979 asking the facility either assign a Grade 11 Mental Hygiene Therapy Assistant as building charge or to appoint her as a provisional Mental Hygiene Therapy Assistant.

Thomas Hines, assistant director of the Governor's Office of Employee Relations, handled the case for OER. He sought the opinion and recommendations of the Director of Classifications and Compensation.

He then recommended to OER Director Meyer S. Frucher that Ms. Adrian's grievance be upheld and that WDC be ordered to cease the practice of assigning a Mental Hygiene Therapy Aide to perform the work of a Mental Hygiene Therapy Assistant over a long period of time.

OER also recommended Ms. Adrian be compensated for the difference between Grade 9 and Grade 11 for a total of 40 days between Dec. 2, 1979 and Feb. 6, 1980.

It was pointed out that although Ms. Adrian had performed out-of-title work prior to Dec. 2, 1979, her grievance was not filed until Dec. 10.

Training workshop for Locals 426, 432

QASSAIC — Members of Wassaic Developmental Center Local 426 and Westchester Developmental Center Local 432 attended a training workshop recently at Wassaic Developmental Center.

Speaking at the workshop were Southern Region III Director Thomas Luposello; CSEA Field Representatives Thomas Brann and Flip Amodio, both of the Region III staff; and Ronald Coder of AFSCME.

Region III President James Lennon, right, chats with Wassaic Developmental Center Local 426 member Chris Pelky at a recently held training workshop.

Brann said: It is the job of the steward to find the truth.

He stressed the importance of the investigative function of the steward, finding out what really happened in a grievance or a disciplinary. He emphasized getting signed statements from witnesses.

Amodio stressed the importance of responding to disciplinaries within the contractually agreed upon time limits. He told of actual cases where members waited too long to bring a notice of discipline to the attention of the union.
Grants procedures improved

ALBANY — Approval procedures for Agency Experimental grants have been improved and streamlined, according to CSEA Education Director Tom Quimby. The Agency Experimental program is part of the Employee Benefits Training Program negotiated in the ASU, GSU and ISU contracts. The other three elements of the program are High School Equivalency, Tuition Support and Employee Benefit Training.

“AE courses are designed to meet the unique needs of employees of a particular agency or facility,” Quimby explained. For example, the courses can facilitate retraining necessitated by technological change or perhaps help employees prepare themselves for promotional opportunities within the agency.

Under the AE approach, agencies work closely with leadership of CSEA locals, with labor and management jointly developing programs and filing grant applications.

Quimby explained that under the new streamlined procedures, a statewide labor/management committee will review all local grant applications.

“This will enable us to determine if patterns are developing, either for good or bad,” Quimby commented. “For example, we might be able to pinpoint problems developing within a certain agency.

Members of the joint State/CSEA Committee on Employee Development and Training are:

Institutional — John Weidman (chairperson), Felton King, and Genevieve Clark;

Operational — Larry Natoli (chairperson), William Fetterling and Mitchell Dudley;

Administrative — Loretta Rodwell (chairperson), Dolores Farrell, and Mary Doyle.

The Agency Experimental program is funded at approximately $300,000 annually.

CSEA LEGISLATIVE AND POLITICAL ACTION DIRECTOR Bernard Ryan, left, and Metropolitan Region II Legislative and Political Action Committee Chairman Ronnie Smith, right, speak with Assemblyman G. Oliver Koppell at a recent Bronx Psychiatric Center CSEA Local 461 legislative meeting. Koppell is chairman of the Assembly Corporations, Authorities and Commissions Committee.

(Below left) AT THE RECENT Bronx Psychiatric Center Local 461 legislative meeting, George Austin of CSEA, left, greets State Senator Joseph Galiber.

(Below) AMONG THOSE ATTENDING the recent legislative meeting of Local 461 were, from left, standing, Doris Fields and William Anderson, both Local 461; Councilman Joseph Savino; Assemblyman George Friedman; Dr. Pedro Ruta and Iris Shelmman, director and deputy director, respectively, of Bronx Psychiatric Center (BPC); State Senator John Calandra; sitting, J. Arrendale and Harry Windman, both Local 461; Dennis Harris, BPC deputy director; and Sandra Edwards, Local 461.

ALBANY — The widow of Gerald L. Purcell, Second Vice President of CSEA Region IV, has extended thanks to those CSEA members throughout the state who have sent her and her son, Michael, many expressions of sympathy during their recent bereavement.

Alicia Purcell said in a letter to the members of Local 660, Mr. Purcell’s own CSEA local: “In this day and age, when it seems that everyone is just looking out for himself, the knowledge that there are caring, loving people in the world makes it a little easier with my life.”

The program was negotiated for the unit in its current (1979-82) CSEA contract. It provides innovative training, development and advancement opportunities for women, minorities and the disadvantaged in that unit, which has about 38,000 members.

CSEA’s Jack Conoby, Collective Bargaining Specialist for the Administrative unit, has been conducting the seminars in the union’s six geographic regions, along with negotiating unit chair Elaine Todd of Buffalo and members of the negotiating team. Management representatives have also participated in the explanatory sessions.

The most recent seminars were held in New York City, Hauppauge and New Paltz, where Conoby reported attendance and enthusiasm were both excellent. Previous seminars, similarly well-attended, were held in Albany, Batavia and Syracuse.

CSEA LEGISLATIVE AND POLITICAL ACTION DIRECTOR Bernard Ryan, left, and Metropolitan Region II Legislative and Political Action Committee Chairman Ronnie Smith, right, speak with Assemblyman G. Oliver Koppell at a recent Bronx Psychiatric Center CSEA Local 461 legislative meeting. Koppell is chairman of the Assembly Corporations, Authorities and Commissions Committee.

(Below left) AT THE RECENT Bronx Psychiatric Center Local 461 legislative meeting, George Austin of CSEA, left, greets State Senator Joseph Galiber.

(Below) AMONG THOSE ATTENDING the recent legislative meeting of Local 461 were, from left, standing, Doris Fields and William Anderson, both Local 461; Councilman Joseph Savino; Assemblyman George Friedman; Dr. Pedro Ruta and Iris Shelmman, director and deputy director, respectively, of Bronx Psychiatric Center (BPC); State Senator John Calandra; sitting, J. Arrendale and Harry Windman, both Local 461; Dennis Harris, BPC deputy director; and Sandra Edwards, Local 461.

ALBANY — The widow of Gerald L. Purcell, Second Vice President of CSEA Region IV, has extended thanks to those CSEA members throughout the state who have sent her and her son, Michael, many expressions of sympathy during their recent bereavement.

Alicia Purcell said in a letter to the members of Local 660, Mr. Purcell’s own CSEA local: “In this day and age, when it seems that everyone is just looking out for himself, the knowledge that there are caring, loving people in the world makes it a little easier with my life.”

The program was negotiated for the unit in its current (1979-82) CSEA contract. It provides innovative training, development and advancement opportunities for women, minorities and the disadvantaged in that unit, which has about 38,000 members.

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Orange County Unit wins lag payroll case

ALBANY The State Court of Appeals has ruled that Orange County cannot unilaterally institute a lag payroll.

On Nov. 24, 1978, CSEA, on behalf of the Orange County Unit of CSEA Local 636 members, filed an Improper Practice charge maintaining that instituting a lag payroll would be "a change in the terms and conditions of employment, and, therefore, subject to negotiations."

A Public Employment Relations Board (PERB) hearing officer initially upheld the county's action, but that decision was later reversed by the full PERB Board.

The county next went to the courts to appeal the decision, and last month the appeal was dismissed as "academic."

In its decision, the court maintained that PERB's action to uphold the CSEA was based on substantive evidence, including the county's concession of its obligation to negotiate the extent and impact of the payroll lag.

Orange County Unit President Katherine Cayton hailed the decision as "quite a victory" and said it "upholds the principle of collective bargaining."

Mrs. Cayton also said approximately one-third of all county employees would have been affected and "are now spared from the economic hardship that would have resulted."

CSEA had previously won a court injunction staying the county from implementing the lag payroll.

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

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260

Safety Hotline

800-342-4824
Brookhaven layoff attacked; $1.5 million found in budget

BELLPORT — A plan to merge three departments that will result in the layoff of 13 employees in the Town of Brookhaven was attacked as a "pork barrel" by Suffolk County Local 852 President Ben Boczkowski.

CSEA represents approximately 800 Towns of Brookhaven employees divided into three units: white collar, blue collar and highway.

The plan was approved at a July 8 Town Board meeting in Bellport that was attended by more than 200 CSEA members and Town employees.

Under that plan, the Environmental Protection Department and the Department of Traffic and Safety will be merged into the Planning Department with the resulting loss of 13 jobs.

"This consolidation is nothing more than the first step in setting up another level of government and patronage. It is exactly the kind of government that ruined the financial health of New York City. Brookhaven is planning to create 25 management jobs that will have salary levels of $50,000 and above. This is raw political greed."

Using a budget analysis prepared by the AFSCME Department of Research and Collective Bargaining Services, Boczkowski was able to challenge the Town's assertion that the job cuts were a savings by showing the Town's current budget had "excess" appropriations of $1.5 million and the elimination of jobs would bring the savings of only $110,000.

The Town had claimed a savings of $303,000 in salary and fringe benefits. Also addressing the Board were CSEA White Collar Unit President Ruth Kempf and Highway Unit President Charles Novo.

He said CSEA attorneys were looking at the legality of the town's setting up a new department before a local law authorizing them to do was passed.

Safety training set for Parks Local members

BABYLON — Members of Long Island State Parks CSEA Local 102 will receive safety training in the fall, Local 102 President Arthur Loving reported.

Loving said the Long Island State Parks management agreed to the training at the first meeting of the Local 102 Safety Committee with management. The meeting was recently held at Long Island State Parks headquarters in Belmont Lake State Park.

Representing CSEA at the meeting were Loving, First Vice President Alex Kosicki, Second Vice President Stanley Meadows, committee member Mickey Walsh and CSEA Field Representative Nat Zammuto.

Leading management at the meeting was Daniel Lynch, assistant parks supervisor who is in charge of safety, Loving said.

Also as a result of the meeting, both management and the union will monitor work locations on the correction of safety hazards, he said.

CSEA wins dispute over Mount Sinai pact

MOUNT SINAI — The Mount Sinai School District, after a meeting with Suffolk Educational Local 870, has agreed to unify salaries for all positions in the CSEA contract and to hire new personnel in strict accordance with the terms of the contract in the future, according to Midge Blasko, president of the Mount Sinai CSEA Unit.

In January, when the bargaining unit was represented by an independent union, the School District created two senior custodial positions at salary levels other than those prescribed for the position by the contract.

Shortly after CSEA won representation rights to the unit, CSEA Field Representative James Walters, acting on order of Ms. Blasko and Local 870 President Walter Weeks, filed an Improper Practice charge with PERB claiming the school district had violated the terms and conditions of the contract.

At a June meeting, the school district agreed to place the two new positions as separate job titles and to list their salaries in the contract. The district also agreed to raise all starting salaries to meet the requirements of the contract, Weeks said.
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