Special Olympics support keeps growing

ALBANY — CSEA members sponsored more than 330 special athletes during the first two weeks of the CSEA Supports Special Olympics campaign. Checks totaling more than $6,600 were forwarded to New York Special Olympics, Inc., last week.

"Units, Locals and Regions have sponsored from one to one hundred Special Olympians," said CSEA President William L. McGowan. "But most heartwarming are the many, many sponsorships that we have received from individuals or from small groups of members who just passed the hat at their workplaces.

CSEA is making a special effort to sponsor as many retarded children and adults as possible for the New York State Special Olympics to be held at Elmira College on June 14.

An athlete can be sponsored for as little as $19.50. Checks should be made payable to New York Special Olympics, Inc. Mall contributions to: CSEA Supports Special Olympics, 33 Elk Street, Albany, NY 12224.

CSEA Employee Benefit Fund announces major improvements in dental benefits

ALBANY — Fulfilling its promise of improved benefits controlled by union members, the CSEA Employee Benefit Fund’s Board of Trustees has announced major improvements in dental benefits for state employees in CSEA’s three state bargaining units and political subdivisions participating in the Benefit Fund.

"When we created the Employee Benefit Fund during our state negotiations last year, we promised our members that we could provide better benefits, faster and more efficiently than conventional programs provided through employer-controlled benefit programs," said President William L. McGowan. "And now we have made that promise a reality."

Mr. McGowan, Chairman of the Benefit Fund’s Trustees, announced that effective July 1, 1980, dental benefits for employees enrolled in the Fund will be automatically increased for more than half of the 87 dental procedures covered by the Benefit Fund’s protection. Additionally, the CSEA Employee Benefit Fund’s Prescription Drug Program has added coverage for syringes for diabetics and others needing periodic injections of prescribed drugs.

The Benefit Fund was created as a result of negotiations between CSEA and the Governor’s Office of Employee Relations during the contract bargaining in the Administrative, Institutional and Operational bargaining units last spring. The Fund was based on a concept strongly pushed by President McGowan and union negotiators to have the state turn over to the union money normally earmarked for employee benefits such as dental and prescription drug insurance.

CSEA argued that it could use the money better then could private carriers and provide improved benefits for its members with the same amount of money. Immediately the union announced improved benefits for employees in the bargaining units. Now, after one year of operation, improved efficiency has led to enough savings to finance much improved benefits.

Benefit Fund Director Thomas F. Collins said that while the dental coverage was at a level comparable to Type J coverage under the GHI program, the coverage has now been increased comparable to Type M-1 coverage.

For example, here are some of the procedures and the improvements to be automatic for July 1: prophylaxis, from $7.00 to $10.00; filling (one surface), from $5.00 to $7.00; full bone impacted tooth, from $45.00 to $90.00; partial bone impaction, from $25.00 to $50.00; root canal (single root), from $50.00 to $75.00 and gingivectomy (per quadrant), from $25.00 to $65.00; full permanent dentures, from $175.00 to $230.00; maximum, active orthodontic treatment, from $600.00 to $720.00.

Letters and calls can make safety legislation reality

ALBANY — Occupational safety for public employees moved one step closer to reality last week with actual legislation introduced in the state Senate and Assembly to extend comprehensive occupational safety and health protection to all public employees in New York.

CSEA President William L. McGowan, Chief Lobbyist James Featherstonhaugh and other top union officials were telling legislators that the OSHA legislation is the top priority of CSEA.

In the Assembly, the bill — Number 11968 — quickly moved from the Assembly Labor Committee to the Assembly Ways and Means Committee. By late in the week it was expected the bill would shortly move to the floor.

In the Senate, the bill — Number 7656 — was being printed late in the week and was expected to immediately move to the Senate Labor Committee. Action in the Senate could come as early as this week.

"We now have actual legislation that gives our people the protection that they have been denied in the past," commented President McGowan, "and with the support of virtually every labor union representing public employees in this state on our side, we are in the best position ever to end the safety inequity that has been literally killing our people."

Members are urged to contact their legislators and ask their support of Assembly Bill 11968 and Senate Bill 7656.

You can call your Senator or Assemblyman to express your support for public employee OSHA. The Senate switchboard number is (518) 455-2800. The Assembly switchboard can be reached at (518) 455-4100.

County must negotiate its safety plan

KINGSTON — Ulster County, which once tried to exclude CSEA from participating in implementing a new safety program, must now negotiate the terms of the program with the union.

CSEA filed an Improper Practice charge with PERB after the County legislature tried to exclude the union from participating in discussions on the safety plan. John Croity, PERB hearing officer assigned to the case, helped work out a stipulation whereby the County has agreed to negotiate the safety rules and regulations.

"The legislature’s action was a violation of the Taylor Law," says County CSEA Unit President, Joe Van Dyke. "It represented a unilateral change in terms and conditions of employment for 1,900 county workers."

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CSEA PRESIDENT William L. McGowan tells CSEA delegates attending the recent State Delegates Meeting in Monticello that a health and safety law for public employees is within reach during the current legislative session, but pressure must be kept up to achieve the goal. For more on the State Division meeting, see pages 6 and 7. For more info on the OSHA effort, see adjacent story and also page 12.

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Keep the Special Olympics Torch Burning...

Sponsor an Athlete.

The Special Olympics is truly Special.

During the International Special Olympics held last year at Brockport, some two-hundred New York Special Olympians represented our state.

CSEA is proud to have been a continuing sponsor for the Special Olympics — for the International Special Olympics alone, we raised over $12,000. But now the Special Olympics need you to become personally involved. There are over 40,000 Special Olympians here in New York who continue to need your support.

You can personally sponsor a Special Olympian in the 1980 Summer Games to be held at Elmira College for only $19.50! Think of it ... for roughly the price of dinner out for two, you can make a very real contribution to those who need it most. Whover said you can't buy joy has never looked into the faces of Special Olympians as they run their races, jump their jumps, do their pushups and win their medals. And the joy won't stop there. Because everyone who helped — from the volunteers to each financial contributor — shares a special joy quite unlike anything else.

Even if you can't afford the $19.50 by yourself, you can SPONSOR AN ATHLETE with several co-workers or friends. For example, it would cost only $9.75 apiece for two people; only $3.90 each for five people. Of course, you can contribute more.

Each sponsor will receive the name and address of his or her athlete and information on when and where the Olympian will compete. And so you'll have something special to remind you of your help, you'll receive a certificate from New York Special Olympics, Inc. that you'll be proud to keep.

Please help. For your convenience, use the attached coupon. Send your tax-deductible contribution to:

CSEA Supports Special Olympics
33 Elk Street
Albany, New York 12224

If you would like to participate in the CSEA "Sponsor-an-Athlete" program for the New York Special Olympics.

- President's Club ($360)
- Gold Medal Club ($185)
- Silver Medal Club ($95)
- Bronze Medal Club ($55)
- Individual Sponsors ($19.50)

NAME

LOCAL NAME and / or NUMBER

ADDRESS

CITY STATE ZIP

Make checks payable to: "New York Special Olympics, Inc."
Nursing home hit by charges

ILION — The Civil Service Employees Assn. has filed four Improper Practice charges with the Public Employment Relations Board (PERB) against the administration of the Mohawk Valley Nursing Home in Ilion.

According to CSEA spokesman Christopher Jamison, two of the IP charges were filed May 7, 1980, and an additional two charges the week of May 11, 1980, alleging that the administration at the Nursing Home has interfered, restrained, and coerced the employees in disregard of their legal right to join and be represented by CSEA.

The charges further accuse the administration of deliberately singling out certain employees who have been actively involved in the CSEA Organizing Committee, and subjecting those employees to discriminatory treatment.

Jamison cited the example of an employee with eight years of outstanding service being terminated because of her off-duty union activities.

"The 120 employees at Mohawk Valley Nursing Home duly exercised their legal right in March to be represented by CSEA and have since met all of their obligations to management and personnel from Building 23 to non-affected areas until the roof repair is completed," Jamison said.

In listing the major reasons for organizing the nursing home, Jamison cited low pay in comparison to similar facilities, unanswered grievances over working conditions, administrative neglect of health and safety of employees, understaffing and "stretching out" of work duties, lack of a meaningful seniority system that would reward long-term employees, and discriminatory allotment of jobs, shift times and fringe benefits.

Agreement reached to eliminate asbestos hazard at Bronx PC

NEW YORK CITY — Elimination of the extensive asbestos hazards in the warehouse and power plant buildings of Bronx Psychiatric Center (BPC) will be accomplished under an agreement between CSEA and the hospital administration.

The agreement, which calls for the elimination of the asbestos hazards by Dec. 31, 1980, was announced to the employees who work in the hazardous areas on May 12, 1980.

Negotiating the agreement were CSEA Field Representative Bart Eriksen, BPC CSEA Local 401 President William Anderson and Second Vice President James Payner, and BPC Director Pedro Ruiz and Deputy Director Ira Shulman.

The agreement states: "It is understood that if the repair of the roof is not completed by December 31, 1980, the Administration will reassign all personnel from Building 23 to non-affected areas until the roof repair is completed."

Shulman told the employees that if for some unexpected reason the elimination of the asbestos was not completed by the end of the year, the warehouse operation would be moved out of the hazardous building.

The agreement also included the following:
- A contract to clean the already-fallen asbestos will be bid and implemented by June 6, 1980.
- An outside contractor will be used to clean up fallen asbestos after each rainfall within eight hours of notification. After eight hours, personnel will be reassigned if the cleanup has not started.
- Overall, shoe covers, gloves, masks and head coverings will be supplied to all employees working in the hazardous areas.

Employees may be reassigned during clean-up periods if they are unable to carry out their usual jobs during the clean up.

It was also announced that the approximately 50 employees who are working in the hazardous areas for more than five years have been x-rayed, and the x-rays have been sent to Mount Sinai Hospital Department of Environmental Medicine for study.

Counseling sessions for the employees individually will be conducted by Mount Sinai.

Legislative goals pushed at Region III program

TARRYTOWN — More than 60 CSEA members and politicians from various governmental levels attended the recent Annual Legislative Breakfast here sponsored by CSEA Southern Region III.

The breakfast meeting was designed for legislators in the southern half of Region III, Putnam, Rockland and Westchester Counties, according to Region III Legislative and Political Action Chairman Carmine DiBattista.

Among those from CSEA attending the meeting were State Senators John Flynn (Westchester and Bronx), Len Gerardi (SUNY Purchase) and Pat Masioli (Westchester County); members of the Region III Legislative and Political Action Committee; and Regional Director Thomas Luposello.

Politicians attending the meeting were State Senators John Flynn (Westchester and Bronx), Mary Goodhue (Westchester), Joseph Pisani (Westchester) and Linda Winkow (Rockland and Westchester); Assemblymen Richard Ross and Nicholas Spano and a representative for Peter Sullivan (all Westchester); Joseph Brier, BPC CSEA Local 401 President and chairman of the committee; and Regional Director Thomas Luposello.

He presented the agreement to the operational employees exposed to the hazard are, from left, BPC Local 401 Second Vice President James Payne, CSEA Field Representative Joseph Brier and BPC Deputy Director Ira Shulman.

Emp

East Aurora contract

EAST AURORA — Blue collar employees in the Village of East Aurora have a new two year contract calling for salary increases over two years plus additional health insurance benefits.

According to Vincent P. Steart, CSEA field representative and chief negotiator for the unit, a part of CSEA Erie County, Local 515, the recently signed contract with the Village includes salary increases of $5 and 60 cents per hour over the next two years. Other benefits include a paid health insurance program for retirees, paid life insurance, establishment of the New York State disability program, binding arbitration and an Agency Shop clause.

Members of the union negotiating team included Denis Kelly, Unit president and chairman of the committee; Jim Parker, Gene Erdley, John Morgan and Don York.

The Public Sector, Wednesday, June 4, 1980
Salamanca ratifies pact

Salamanca — The City of Salamanca Police Unit of CSEA Local 805, Cattaraugus County, announced a 2-year contract agreement has recently been ratified by the membership.

Mike Painter, CSEA Field Representative and chief negotiator for the unit, said the agreement is retroactive from April 1, 1980.

Terms of the new pact provide salary increases of $1,900 for each of two years for full-time employees and 40 cents per hour for part-time employees. The new agreement also includes several changes in contract language including one hour call back time for the matron and cooperative pension payments for crossing guards, depending on tier status.

The new agreement covers full-time police officers, Sergeants, Lieutenants, probationary and provisional police officers, matrons crossing guards, and part-time police officers.

Members of the unit negotiating committee included: Ed Gimbrone, Unit President, Stuard Denning and J. Steven Montgomery.

MATTEIreelected village mayor

MANORHaven — James F. Mattei, an 18-year CSEA member and activist, has been elected to his third two-year term as Mayor of the Village of Manhasset in Nassau County.

Mattei is a full-time employee of the Nassau County Probation Department. A member of Nassau County CSEA Local 830 for the past 18 years, he has served as president of the local’s probation unit, president of the union’s Nassau County negotiation team, a member of the local’s grievance board, and is currently a member of the CSEA Statewide Probation Committee. Mattei is an elected delegate of Local 830 and was recently elected as a delegate to the AFSCME convention in Anaheim, California.

Mattei ran unopposed in the recent election, marking the first time in the history of the incorporated village that an incumbent mayor was unopposed.

Catherine E. Harrington dies

SYRACUSE — Syracuse City Local 013 recently mourned the loss of Catherine E. Harrington, a former employee of the New York State Labor Department for 34 years.

Mrs. Harrington formerly served as First Vice-President of Local 013 and was a statewide delegate to many CSEA conventions. Mrs. Harrington was also active in the Syracuse Retiree Local.

In addition to her many years of dedicated service to CSEA, Mrs. Harrington was a member of the President's Commission on Employment of the Handicapped and served as chairperson of the Onondaga County National Employ the Handicapped Week for many years.
Election scheduled

ALBANY — The CSEA Statewide Nominating Committee has begun the election process for a new Region 5 Mental Hygiene Representative to the union’s Board of Directors by nominating candidates for election to the position.

The Committee met on May 29 in Albany to make its nominations. The candidates nominated have several days to consider acceptance of the nomination.

Ballots for the election are scheduled to be mailed out to all eligible voters on June 18, according to CSEA Executive Director Joseph J. Dolan, Jr., who is coordinating the election with the union’s Special Elections Committee. Eligible voters are members in good standing as of May 17 who are employed by the state’s Office of Mental Health or Office of Mental Retardation within Region 5.

Support is urged on union bill to end exams charge

ALBANY — A recent memo from Assemblyman Richard Gottfried and Senator Anthony Seminerio, has already passed the Senate.

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**Workshop for state division delegates held**

**MONTICELLO** — "We're within three inches of ORTH a health and safety law for public employees," CSEA President William L. McGowan told the delegates attending the CSEA State Delegates Meeting at Kutsher's Country Club.

President McGowan's address to delegates was part of a highly successful program of educational workshops for CSEA State Division delegates held at Kutsher's Country Club May 21-23.

"Don't go to sleep. Keep up the pressure on your legislators. Don't get off their backs until ORTH becomes a law."

"It is a fair and just law which we should have had years ago," McGowan said.

CSEA Executive Director Joseph Dolan told the banquet audience that the State Delegates Meeting was the idea of President McGowan. Dolan also expressed "special thanks" to State Executive Committee Chairman Patricia Cran-dall for her help in organizing the meeting.

Guest speaker at the banquet was labor relations professor Joel Douglas. Douglas is director of the National Center for Study of Collective Bargaining, Baruch College, City University of New York; and one of the select panel of arbitrators who hear patient abuse cases.

Douglas, who claimed he predicted in 1970 that CSEA and AFSCME would get together, stated a number of predictions for labor in the 1980s.

Some of which are:

- Continued growth of public employee unions.
- Greater efforts by unions to represent retired members.
- Greater use of LOBIA (last offer binding arbitration).
- Efforts to protect employee privacy (the detective, surveillance camera, etc.).
- More use of the four-day work week and even the three-day work week to reduce energy and transportation costs.

New York State will have its own version of Proposition 13.

- Greater pressure from minorities for avenues of job upgradings and promotions.
- Wage and price controls.
- Management-labor cooperation to avoid closings;
- Lowering of Social Security retirement age.
- Greater use of arbitration in disciplinary cases.

As individuals find their strength is limited, union leaders will receive greater backing from their memberships.

**ENJOYING THE BANQUET at the State Delegates Meeting are, from left, State Executive Committee Chairman Patricia Cran-dall, CSEA Executive Director Joseph Dolan and statewide Executive Vice President Thomas McClellan**

(Above) CSEA STATEWIDE SECRETARY Irene Carr, right, and Marie Romanelli of SUNY New Paltz are among those attending the meeting on the Clerical and Secretarial Employee Advancement Program (CSEAP).

**INDUSTRY STATE SCHOOL DELEGATES include Edward Gilbert and Ann Rudowsky**

**AMONG THOSE REPRESENTING THE largest CSEA state local — Local 639 — are, from left, Adele Borakove, Betty Mills and Joseph Johnson.**

**AT THE SAFETY WORKSHOP at the State Delegates Meeting are, from left, Pat Franzen and LeRoy Freeman.**

**ATTENDING THE STATE DELEGATES MEETING from Rockland Psychiatric Center are, from left, Pat Gouzoules and Edna Knightly.**

**REGIONAL PRESIDENTS attending the general session of the CSEA State Delegates Meeting included, from left, Joseph McDermott, Region II; James Lennon, Region III; and Irving Fieben, Region I.**

**CENTRAL REGION V PRESIDENT James Moore, second left, is congratulated on the award he received for his service to CSEA mental hygiene by, from left, Danny Donovan, Central Islip Psychiatric Center; Betty Duffy, Pilgrim PC; and Dorothy King, Creedmoor PC.**

**ROCKLAND PSYCHIATRIC CENTER delegates include, from left, Eva Katz, Josephson, Pat Grondin and Edna Knightly.**

**DEPARTMENT OF LABOR IN ALBANY delegates attend the safety workshop at the State Delegates Meeting.**

**ATTENDING THE MENTAL HYGIENE Presidents Committee meeting are Margaret Strother, Scarborough Developmental Center, and Ben Kaszewski, Pilgrim Psychiatric Center.**

**ATTENDING THE CSEA State Delegates Meeting by, from left, John Gally and Al Mead, respectively.**

**MAKING UP THE COMMITTEE are the local presidents and the representatives on the CSEA Board of Directors from mental hygiene facilities.**

**DEPARTMENT OF TAXATION AND FINANCE and Department of Health representatives at the State Delegates Meeting by, from left, John Gally and Al Mead, respectively.**

**CENTRAL ISLIP PSYCHIATRIC CENTER Local 429 as vice chairman and Donohue re-elected Danny Donohue, Central Islip Psychiatric Center.**

**ROCKLAND PSYCHIATRIC CENTER Local 404 to a second two-year term when the committee met May 24 during the State Delegates Meeting.**

Danny Donohue, Central Islip Psychiatric Center, was re-elected the CSEA Mental Hygiene Presidents Committee and Donohue re-elected Danny Donohue, Central Islip Psychiatric Center.

**CENTRAL ISLIP PSYCHIATRIC CENTER Local 429 as vice chairman and Donohue re-elected Danny Donohue, Central Islip Psychiatric Center Local 429 as vice chairman and re-elected Betty Duffy of Pilgrim Psychiatric Center Local 414 as secretary-treasurer.**

**Danny Donohue re-elected the CSEA Mental Hygiene Presidents Committee overwhelmingly re-elected Danny Donohue of Central Islip Psychiatric Center Local 429 to a second two-year term when the committee met May 24 during the State Delegates Meeting.**

**The committee also elected Felton King of Staten Island Developmental Center Local 417 as vice chairman and re-elected Betty Duffy of Pilgrim Psychiatric Center Local 414 as secretary-treasurer.**

**Making up the committee are the local presidents and the representatives on the CSEA Board of Directors from mental hygiene facilities.**

**DEPARTMENT OF LABOR IN ALBANY delegates attend the safety workshop at the State Delegates Meeting.**

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**GUEST SPEAKER AT THE CSEA State Delegates Meeting banquet is labor relations professor and arbitrator Joel Douglas.**

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Committee striving to improve conditions for working women

Training workshops help committee meet objectives

ALBANY — At the start of its third year of existence, the Statewide Civil Service Employees Assn. Women's Committee, chaired by June Scott of the Department of State Local in Region IV, has been an active committee, steadily moving closer to accomplishing two major goals set when it was first formed. It has taken an important step toward providing more promotional opportunities for all public employees and has begun the creation of a network of women's committees within the union.

From the beginning, the committee acted on its commitment to educate the women of CSEA through training seminars and workshops.

At the Fall 1979 statewide CSEA delegate's meeting, the committee, led by co-chairs Janice Schaff (Region III) and Joanna Williams (Region VI), was instrumental in the passage of a motion calling for the union to strive to have years of service substituted for "unnecessary college degree practices and inappropriate educational requirements" on civil service examinations.

Committee members commented that too many employees are stuck in a clerical ghetto, simply because they don't have a degree. "They leave the clerical ghetto, simply because they don't meet the original educational requirements" on civil service examinations, according to committee members. "Now we must have educational practices in place for those who come in to take the higher grade positions," the committee claimed.

While the union began researching the matter, the committee was flooded with letters from women and men across the state, who felt they were unfairly trapped by educational requirements.

A victory was achieved in this area last Spring, when the union brought seven women in the Albany region to join CSEA in an appeal to the state Civil Service Department over discriminatory admissions requirements for a Computer Programmer Trainee exam. The exam, which traditionally had been opened to all workers in grade three and above, was now restricted to those in grade seven and above. Not only was the new rule discriminatory, but it also violated the ideals of CSEA Progress of established career ladders for state employees. As a result of this pressure, the original requirements were put into effect.

The group looks to the establishment of women's committees on regional and local levels as the most effective means of maintaining contact with the grassroots members of the union. Working with Region presidents, the members have been able to set up such committees in Regions I, II, IV, V and VI.

The committee is constantly barraged with letters from members expressing their need for more promotional opportunities, mainly for secretarial and clerical workers in the region, and into charges that some women are not getting the same pay for doing the same work as the men in some areas.

"The center at the hospital will be a pilot project and, hopefully, the start of centers throughout our Region," she commented.

Regional committees forming as liaisons

ROCHESTER — Since its own beginnings, the Statewide Civil Service Employees Assn. Women's Rights Committee has encouraged the formation of similar committees in the union's six Regions. So far, regional committees have been formed in three regions. The following is the story of one of them.

"This is just the beginning," commented Ms. Scott. "Now we must have committees in the other regions, then in the locals."

She feels this network will serve to filter down information, get more women involved in the union, educate and offer advice and guidance to those seeking it.

A variety of subjects ranging from becoming an active women union member to fighting sexual harassment on the job have been covered at committee sponsored workshops and training seminars, most of which have been held at conventions and other major meetings.

The first of these, a leadership seminar sponsored jointly by CSEA and APSMCE, took place at historic Val-Kill, the family home of Eleanor Roosevelt, a long time supporter of labor and women's rights.

Representatives of the committee have also attended workshops conducted by the Center for Women in Government.

The Women of CSEA, who feel they face unique problems as public employees, have long called for a committee to protect and promote their rights in the working world. They got their wish when, in January, 1978, a group of women approached Statewide President William McGowan about the possibility. He approved the idea and appointed Irene Carr, Statewide CSEA Secretary, as its temporary chair. A year later, committee members elected Ms. Schaff and Ms. Williams to co-chair the group.

The first year was largely one of organizing, planning and goal setting. The group immediately published a questionnaire in CSEA's newspaper soliciting the opinions, feelings and needs of women in the union. Their responses have helped to shape the committee's goals.

Committee members, in addition to Ms. Scott, are Barbara Swartzmiller, Shirley Brown, Barbara Reeves, Geri Cadieux, Joanna Williams and Margaret Meaders.

Under the chairmanship of Joanna Williams, the committee has been devoting much of its time and energy to the task of educating the women to know their rights as workers and union leaders and members. And the women in the various locals have responded with all the enthusiasm and thirst for knowledge that Ms. Williams and her committee members had expected.

So far the committee has sponsored workshops which can boast attendance figures of nearly a hundred each time. And the committee is constantly barraged with letters from members expressing their need for more promotional opportunities, work site day care centers and equal pay for equal work.

"The women are motivated, they're gung ho," said Ms. Williams. "They realize that the committee can help them and they seek that help."

Like the statewide committee, the region committee has made the needs of the members its goals.

Currently, according to Ms. Williams, they are researching and planning for a day care center at Monroe Community Hospital, where she works. The working mothers, she says, feel they would take less time off from work and have peace of mind knowing their children are being well cared for nearby.

"The center at the hospital will be a pilot project and, hopefully, the start of centers throughout our Region," she commented.

Research has also begun into the possibility of increasing promotional opportunities, mainly for secretarial and clerical workers in the region, and into charges that some women are not getting the same pay for doing the same work as the men in some areas.

The committee also serves to keep lines of communication open between local members and the statewide committee, constantly exchanging information between the two. "The committee functions together. At this point one could not exist without the other," she noted.

Always looking for new ideas, Ms. Williams attends a number of workshops and seminars sponsored by other women's groups. Among these groups is the Coalition of Black Trade Union Women (CBTUW), of which she is a member. "I truly feel that by attending outside functions we become more enlightened," she explained.

Ms. Williams praised Region VI President Robert Lattimer for his support of the committee.

These articles concerning the CSEA Women's Committee were researched and written by staff writer Deborah Cassidy.
Retiree Newswatch

If you want your pension increase you'd better write a letter today

TIME HAS ALMOST RUN OUT FOR US! FEWER DAYS THAN YOU HAVE FINGERS ON YOUR HANDS ARE LEFT BEFORE THE END OF THE 1980 LEGISLATIVE SESSION. JUNE 9TH IS THE LEGISLATORS' DEADLINE, FOR REAL THIS TIME.

I want you to write some letters again! When? TODAY — after reading this 'special.' NOW! Not tomorrow! WHY? WHY THE RUSH? I have hot and fresh news for you. In fact, more than I can tell you without revealing reliable inside sources.

My question to YOU: Do you want a pension increase? Then, ACT IMMEDIATELY!! Not when it becomes convenient. If not, then I give up with many of you, who — I have good reason to believe — never responded to my April pleas to write, write, write. A number of legislators have said their mail has been very light from retirees. On my word! SHAME!

The hot, still in the oven, news is that, as I write this, a bill is being put together by the legislative bill writers. I HAVE FIRST HAND INFORMATION THAT IT FOLLOWS MOSTLY THE CSEA RETIREE BILL (S. 8063 — A. 9554) and is patterned to provide a supplementation increase for all who retired since the fifties (or before) close to all retirement dates to 1979 — OUR bill for the most part. Don't let certain big mouth independent retirees, some of them renegade CSEA retirees, mostly from downstate, tell you they have successfully browbeaten legislators into this action. Legislators want to be fair and to please, but don't take browbeating from anybody or group. So stay with me and the big final CSEA push.

Whose say-so will put our bill over the top or will present us another tray of crumbs? Don't you know, by now? The LEADERSHIP'S, OF COURSE: Carey, Fink, Anderson, Walsh, Emery, Ohrenstein. Yes, some of you wrote to them before, the same people, at my urging. BUT WRITE ONCE AGAIN; really, it is in the eleventh hour. Bags and bags of personal short notes from the retirees of the N.Y.S.E.R.S. (you!) must go to the above and reach them before June 7th or 8th. Include your year of retirement, your annual pension, and the shrinkage resulting from inflation. Include your sincere promise of a vote, regardless of party, for success of this bill, and a sincere rejection of your support if they fail us.

According to Bernard Ryan, CSEA Legislative Director, the mail must be "voluminous." He KNOWS: he has been right close in there to the action. The new bill will have a different number, but when writing refer to our bill by its number, as it is the model.

Write to:
Honorable Governor Hugh Carey, The Capitol, Albany NY 12224.
Hon. Daniel Walsh, Majority Leader, the Assembly, Room 411.

Retiree Newswatch

Cortland County retirees recognized

CORTLAND — Cortland County CSEA Local 812 recently sponsored a dinner dance in honor of 14 CSEA members who have retired after a combined total of 247 years of service to Cortland County. Participating in the program honoring the retirees were Cortland County Veterans' Officer Ted Doby, CSEA Local 812 President Keith Poole, County Clerk John Kimmich, and CSEA Region V Executive Vice President Patricia Crandall.

County Unit retirees included Robert W. Burleigh, Manpower Office, Harold R. Campbell, Highway Department; Virginia A. Colton, Civil Service Office; Ludwig Denkenberger, Jr., Highway Department; Camilla M. Henry, County Clerk's Office; Henrietta K. Thomas, County Clerk's Office. McGraw School Unit retirees are Aden P. Ferris and Willis B. Streeter. Retirees from the Cortland Enlarged City School District Unit include Louise P. Canestero, Pomeroy School; Esther Fabricio, Pomeroy School; Elizabeth L. Lash, Barry School and Cortland High School; Stanley L. Perry, Cortland Senior High School, and Frances Stevens, Cortland Senior High School. Lt. Edward K. Labomb retired from the Cortland Police Department. 

MRS. MARJORIE LINDSAY, center, was honored recently upon her retirement as a senior lab technician in the Division of Labs and Research. She is a long time unionactivist Mrs. Lindsay was Institutional vice president for six years. CSEA Local 665 President Dorris Rabinowitz presents a certificate of meritorious service as CSEA Field Representative Aaron Wagner, left, looks on.

WESTCHESTER COUNTY LOCAL 860 President Pat Mascoli welcomes Rockland-Westchester Retirees Local 918 President Agnes Durantino to the Local 860 headquarters in White Plains. More than 80 retirees attended the April 10 meeting, including, from left, Vivian Renalver, formerly of the Westchester County Unit; Robert Doherty, formerly of the City of White Plains Unit; Mary Gale, formerly of the Westchester County Unit; and Charles Peeks, formerly of the City of White Plains Unit. President Durantino said it was the first meeting of Local 918 in Westchester County.
Union will conduct workshop series on the CSEA program

ALBANY — CSEA will be conducting workshops throughout June and July on the Clerical and Secretarial Employees Advancement ("CSEA") Program, part of the union's contract covering the 38,000 state workers in the Administrative Services bargaining unit.

One workshop will be held in each region, with two representatives from each state-division local eligible to attend. The schedule is: Region 1: June 14, from 10 a.m. to 3 p.m. at the first floor meeting room of the DOT State Office Building Rm. 17, 10 a.m. to 3 p.m. at the Hutchings Psychiatric Center auditorium, Syracuse; Region 2: June 18, 9:30 a.m. to 2:30 p.m. in the Genesee Community College conference center, Batavia; Region 3: July 9 from 10 a.m. to 3 p.m. in Rm. 4200, World Trade Center; Region 4: July 18 a.m. to 3 p.m. in State Office Building Rm. 5, 8424, Hauppauge; and Region 5: July 11 from 10 a.m. to 3 p.m. at SUNY New Paltz Lecture Center Rm. 100, New Paltz.

Included in the workshops will be information on the six different concepts that make up the CSEA Program; the history and philosophy of the program; how the individual can use the program to his or her best advantage; examples of successes the program has already had; and a list of the components of a proposal an agency can use to implement part or all of the program.

The innovative Program was designed to provide meaningful training, development and advancement opportunities for women, minorities and the disadvantaged within state service. About 85% of the Administrative unit is female.

"The purpose is to improve morale, mobility and productivity for these groups, who have not had great opportunities for training or promotions in the past," said Jack Conoby, CSEA's collective bargaining specialist who negotiated the Administrative Unit agreement.

"The program has already had some excellent results. More recently, 70 people have been accepted to Grade-13 traineeships that will ultimately lead to Grade-18 administrative positions. The program is definitely off the ground, but we want to make sure everyone in the bargaining unit understands what it’s all about, and how they can use it," he added.

The workshops are being run by the joint CSEA/State Committee on the CSEA Program, so that both labor and management will be available to provide information and answer questions.

Scholarship winners listed

ALBANY — Twelve talented high school seniors from around the state have been chosen as recipients of $500 CSEA College Scholarships for the 1980-'81 academic year.

They are: From CSEA Region I (Long Island) — Patricia Anne Casey, daughter of Robert D. Casey, a teacher aide at Southside Elementary School in Brentwood, N.Y. Patricia will attend the College of Mt. St. Vincent; and Teneun Eleashe Chisolm, daughter of Doris Chisolm, a clerk at the College School in Brentwood, N.Y. Patricia will attend the College of Mt. St. Vincent; and Stathatos, a senior court typist with the Office of Court Administration. From Region II (Western) — Timothy C. Smith, son of Karin S. Smith, a caseworker instructor for the Franklin County Social Services Department. Timothy will attend SUNY at Potsdam; and Mark W. Schnellbaecher, a maintenance employee of the State Department of Transportation. Mark will attend SUNY at Cortland.

From Region III (Southern) — Susan DiVirgilio, daughter of Beverly DiVirgilio, a stenographer at Middletown Psychiatric Center. Susan will attend Orange County Community College before transferring to SUNY at Potsdam; and Laurie Hewlett, daughter of Edwin H. Hewlett, a bridge maintenance employee of the State Department of Transportation. Laurie will attend SUNY at Cortland.

From Region IV (Capital District) — Kevin Brian Costello, son of Earl Costello, Sr., a tugboat captain with the New York State Liquor Authority. Michael will attend Catholic University; and Gregg Schneider, son of Eileen Schneider, a stenographer with the Office of Vocational Rehabilitation. Gregg will attend New York University.

From Region V (Central) — Michael Robert Brown, son of Eileen G. Brown, a senior clerk with the New York State Liquor Authority. Michael will attend Catholic University; and Gregg Schneider, son of Eileen Schneider, a stenographer with the Office of Vocational Rehabilitation. Gregg will attend New York University.

Region II establishes workshop dates

NEW YORK CITY — Metropolitan Region II will hold its annual regional workshop at the PlayBoy Resort in Great Gorge, N.Y. Sept. 12-14, the regional Executive Committee voted at its May 12 meeting.

The committee also made tentative plans for an Executive Committee workshop at the PlayBoy Resort on Sept. 11.

Region II officials attending the May executive committee meeting included, from left, Treasurer Clinton Thomas, Third Vice President Willie Rye, and Regional Director George Bispham.

Region II established CSEA scholarship winners

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Union identifies proposed bills detrimental to members

This year, as in years past, the Civil Service Employees Assn. has been one of the most active of all groups conducting organized lobbying efforts during the annual session of the state legislature. CSEA this session was successful in having introduced a package of more than 30 specific proposed pieces of legislation. But, as in each year, the union's lobbying effort is not limited to efforts on behalf of its own package of bills. In fact, the effort is actually conducted in three distinct segments, each very important to the union membership. In addition to its own package of more than 30 proposed bills, CSEA this year has taken stands for and against many other bills. In the previous edition, The Public Sector published a list of 27 proposed bills strongly supported by CSEA but not part of the union's own package. The following is an even longer list of proposed bills that the union has been working to defeat throughout the current legislative session.

**BILL NUMBER**

**SUMMARY OF PROVISIONS**

A. 4616A

This bill would significantly expand the category of individuals who could be placed in exempt class.

A. 4616B

This bill would require that appointment or promotion from the eligible list to a position in the competitive class be made by selection of 1 of 10, instead of 1 of 3.

A. 4616

This bill would allow government to adopt its own provisions for the consolidation of bargaining units.

A. 4616A

This bill would amend the Civil Service Law, regarding the prohibition of bargaining on management rights.

A. 4616B

This bill would amend the Civil Service Law regarding the designation of certain employees as managerial and would repeal a provision designating certain fire department personnel as managerial.

A. 2965

This bill would amend the Civil Service Law in relation to exempting CSEA employees from Agency Shop.

A. 3237

A. 3309

A. 6169A

This bill would redefine employer.

A. 4153B

This bill would delete the provision in the Civil Service Law against transferring a civil service employee without his consent.

A. 4156

This bill would amend the Civil Service Law altering layoff and re-instatement procedures for public employees.

A. 4157

This bill would amend the Civil Service Law to state that employees appointed in any one calendar year shall be considered to have the same date of appointment.

A. 5908A

This bill would amend the Civil Service Law and the Public Officers Law regarding renewal challenges to civil service examination answers and access to examination questions and answers.

A. 12117

This resolution proposes to add a new Article 20 to the Constitution to require the legislature to provide by law the powers of initiative and referendum.

A. 1025

This resolution would require a 2/3 vote of the full membership of the Senate and Assembly in order for any state tax increase, expenditure of state funds or the extension of any existing state tax law to become law.

A. 7081

A. 2059

This bill would allow Monroe County to amend its Charter subject to mandatory referendum. To provide for initiative and referendum procedures through which the county election could petition for the enactment of amendments to the county charter.

A. 57

This bill would require applicants for positions as officers or employees of various departments to undergo written and oral psychological examination, and to be retained at least once every five years.

A. 266

A. 332

Excludes individuals not members of employee organizations involved in a strike from punitive provision of law relating to the suspension of the accumulation of unemployment insurance benefits.

A. 756

A. 867

This bill would exempt employees from liability for compensation when the injury was sustained through participation in an athletic activity conducted with the employees permission unless employer requires or pays the employee to participate in the activity.

A. 645

This bill would eliminate the $100 maximum fine that may be deducted from the salary or wages of an employee found guilty of incompetency or misconduct.

A. 649

This bill would require that a transportation quota be established for transport conducted by BOCES to be apportioned and paid when the transportation is provided by joint transportation system composed of two or more school districts. The aid will be provided under the same conditions as would be imposed by individuals and all students will be considered residents of the district providing the transportation.

A. 800

This resolution provides for direct initiative procedures.

A. 2298A

This bill would amend the Allegheny county home rule law providing direct initiative procedures in Newport County.

A. 875

This resolution provides for direct initiative procedures and stipulates that the legislature may amend or repeal an initiative statute when approved by electors or if initiative statute permits amendment or repeal without their approval.

A. 73

This resolution grants initiative powers to electors enabling them to propose statutes and amendments to the Constitution and to adopt or reject the same.

A. 215

This resolution proposes to amend Article 13 of the Constitution by providing the electorate with the power of recall, allowing them to remove certain elected officials.

A. 74

This resolution proposes to amend Article 19 of the Constitution by allowing for amendments to the Constitution by petition and vote of the electorate.

A. 1664

A. 1046

This resolution proposes to amend the Constitution by providing the electorate with the power of initiative, indirect initiative and referendum.

A. 1026

This resolution proposes to amend Article 9 of the Constitution by allowing local government to determine that it shall not be bound by any law taking effect on or after enactment of this resolution which calls for or appropriation by the local government or any law that imposes additional duties on local government without providing state aid to carry those duties out, such determinations to be made by 2/3 vote as referendum.

A. 2682A

A. 1962A

This bill would amend the Civil Service Law, regarding the availability for public inspection of past civil service examinations.

A. 2847

A. 2138

This bill would amend the Education Law regarding the amount of money that may be raised by taxation without a vote of the electorate for school purposes.

A. 2842

A. 2137

This bill would amend the Education Law regarding the amount of revenues a school district can request on the ballot if a previous request has been rejected by a certain percentage of voters cast.

A. 4664

A. 4810

A. 4971

This bill would amend the Education Law in relation to qualifications for school bus drivers.

A. 4952

This bill would repeal Section 13b of the Correction Law relating to the Director of Education.

A. 1452

This bill would amend the Education Law regarding a vote upon school taxes.

A. 444

A. 2258

This bill would amend the Civil Service Law to require persons who work for the state to reside in the state.

A. 2256

This bill would amend the State Finance Law by creating the New York State Management Advisory Board.

A. 3041

This bill would amend the Civil Service Law regarding disability leaves.

A. 2166

This bill would amend the Education Law regarding a limitation on increases in pupil expenditures and in staff personnel in districts operating on contingency budgets.

A. 4160

This bill would allow a Civil Service Department of municipal commission to appoint managerial employees without examination for a period of up to 36 months.

A. 2724

A. 1276

This bill would exclude non-professional school district employees in determining unemployment insurance benefit rates when the employee has a "reasonable assurance" that he will perform his duties the following academic year, thereby excluding such employees from the collective bargaining process.

A. 1341

This bill would amend the Education Law concerning items for which a transportation quota or transportation aid may be paid to school districts.

A. 1903

S. 1428

This bill provides that whenever the voters of a union free school district reject part or all of a proposed budget, it may not be resubmitted for another vote more than once. Also trustees of the board of education may not exceed the previous year's expenditure in any purpose if the voters reject or refuse to vote a sum of money for that purpose.

A. 1463

This bill provides point advantages in competitive examinations to individuals who have served in the peace corps.

A. 1460

This bill provides that no budget rejection in whole or in part by the voters of a school district can be submitted for another vote more than once.

A. 1380

This bill amends the Education Law regarding the responsibility of the Education Department in providing transportation for people to sheltered workshops.
Union effort gears up as legislative session begins to wind down

Safety in the workplace has been a primary objective of The Civil Service Employees Assn. for years. In recent years, and especially the last two, achievement of comprehensive Occupational Safety and Health Act (OSHA) legislation has become the top priority legislative objective of the union.

As the current legislative session winds toward adjournment, a proposed OSHA bill remains in legislative committees. CSEA is seeking to bring that proposal out of committee to be acted upon in the Assembly and Senate. Toward that end, rank-and-file union members recently converged upon Albany for a full day of lobbying efforts with one main objective — talk with as many state legislators as possible about why the OSHA bills is needed now — by both public workers who would be protected by it and the taxpayers who would realize a substantial savings through reduced occupational deaths and injuries to public workers.

An independent consultant commissioned by CSEA concluded, in a report released to legislators earlier this year, that reduced incidents of occupational accidents would save New York State at least $6.7 million annually, and perhaps more than $100 million annually, if a meaningful occupational safety and health standard were adopted for public workers in the state.

CSEA has an extensive program in place to push for OSHA legislation this session. Its central theme is “OSHA ... because it’s right.” It is also humanely necessary.