A HOT TIME IN PUTNAM COUNTY has developed after the county proposed to eliminate the job of CSEA Local President Millicent DeRosa. Calling the proposal "union busting," CSEA has broken off contract talks and filed an improper practice charge against the county. Here, President DeRosa, left, discusses the situation with CSEA Region President James J. Lennox, center, and CSEA Region III Director Thomas Luposello. For details on the situation, turn to page 8.

Vote Yes on Proposition One!

Vote Yes on Proposition One! That’s the message CSEA is trying to get across to union members throughout the state, as Election Day draws nearer.

The Transportation Bond Issue, which will appear as Proposition One on the Nov. 6 ballot, has drawn the unanimous support of the Nurses reallocation

ALBANY — Members and staff of the Civil Service Employees Association, on behalf of more than 1300 licensed practical nurses working for the State of New York, met last Tuesday with the State Civil Service Commission in conjunction with a reallocation appeal being presented by CSEA. The union is seeking an upgrading for the nurses from their present Grade 9 to Grade 12. Further details on the progress of the appeal will appear in future editions of The Public Sector.

Ter Bush & Powell, Inc. has announced that a new toll-free telephone line has just been installed by The Travelers Insurance Company in an effort to improve claim service for the CSEA Disability Income Insurance Plan. The new number is 1-800-342-4201. CSEA members residing in the Albany area should continue to use the local number, which is 518/457-1400.

This new phone number should only be used when you have a question about the processing of your claim. The Claim Notice card should always be used to report a new claim. This new telephone service should make it much easier for CSEA members to obtain information about the processing of their Disability Income Insurance claims.

Coverage of CSEA’s 69th Annual Meeting

begins this issue — see pages 6 & 7

Insurance rates to be adjusted

For those already participating in the membership insurance programs, other than Master Plan, this is a reminder that November 1st is the date each year when premiums are adjusted to reflect correct coverage and correct age. These adjustments will be reflected by a change in deductions and should occur on the first pay period following November 1, 1979.

Adjustments in premium will occur for one of two reasons: 1) an increase in annual salary resulting in increased coverage and 2) an advancement in age placing you in a new age bracket. Only those participating in the Basic Group Life Plan will be adjusted due to the first reason. If you have any questions on your deductions, please write to CSEA Headquarters or the main office of Ter Bush and Powell, Inc., P.O. Box 998, Schenectady, New York 12301.
ED WILLIAMS, left, President of the Wayne County Deputy Sheriff's CSEA Unit, receives congratulations from Congressman Frank Horton upon Mr. Williams' entry into the race for Wayne County Sheriff. Mr. Williams has been a deputy sheriff since 1963, and has been Mayor of the Village of Savannah since 1972.

State has openings for qualified stenographers

ALBANY — The New York State Department of Civil Service is looking for qualified stenographers to fill positions in various State Agencies in the Albany area. Starting salary is $7,900 a year.

Applicants must be able to take shorthand at 80 words a minute.

Stenographer examinations are conducted frequently. Anyone wishing to take the stenographer examination should phone (518) 457-2992 for a reservation.

A high school diploma and previous work experience are not required.

As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Civil Service Addviser." The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit your inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 31 Elk Street, Albany, New York 12220. We pledge to answer these questions as quickly as possible.

Second surgical consultation

There are few worthwhile services that are free anymore. The Second Surgical Consultation Program is one of them. It is a valuable benefit that was won for CSEA members in negotiations several years ago, and has been more accessible thanks to the recent CSEA-State contract. As a result of this agreement, the State Civil Service Department has increased the number of locations at which second surgical opinions can be obtained. In addition, a new toll-free number has been installed for the Upstate area for you to make an appointment or to get more information.

If a surgeon recommends elective (non-emergency) surgery for you or one of your covered dependents, the program provides a free second opinion from an independent consulting physician. About 80% of all surgery is elective. The program will pay all costs for the consultant, X-rays or lab tests that are needed and for any appointments that are arranged by the program. G.H.I. has a similar program for enrollees in that organization.

WHO IS ELIGIBLE?

All state and local government employees, retirees and their dependents enrolled in the State Health Insurance Program are eligible for this valuable benefit.

WHAT TO EXPECT

The purpose of this consultation is to provide a second opinion in advance of the surgery. This will allow you to have your questions answered by an independent consultant before the surgery is performed. You will receive all the information you need to make an informed decision about your surgery.

WHO IS THE CONSULTANT?

An independent consultant who is a specialist in the appropriate field will conduct the consultation. This consultant will be selected based on his or her qualifications and experience in the field of surgery.

HOW MUCH WILL IT COST?

The program pays the full consultants fee. If the first physician has already made X-rays and lab tests, you will be responsible for these costs. If you require additional X-rays or lab tests, you will be responsible for these costs as well.

WHAT SHOULD I ASK THE CONSULTANT?

If you arrange your second consultation in advance of the surgery, you will have the fullest information on which to make your decision. If you would like more information or would like to make an appointment for yourself or for one of your eligible dependents, you can arrange to do so by calling the numbers listed below.

STATEWIDE PLAN CONSULTATIONS ARE NOW AVAILABLE IN THE FOLLOWING AREAS:

New York City area — (212) 488-4970 (Including Long Island and Westchester areas)

Albany area — (518) 457-3196

NEW TOLL FREE NUMBER FOR THE FOLLOWING AREAS:

(800) 342-3726

Binghamton

Buffalo

Poughkeepsie

Rochester

Syracuse

GHI OPTION CONSULTATIONS ARE AVAILABLE IN MOST AREAS OF THE STATE.

New York City — (212) 760-6543

Albany — (518) 453-6623

Syracuse — (315) 422-0163

Buffalo — (716) 993-5775

Calendar of EVENTS

November

1 — Tompkins County Local 855 general membership meeting, 7:30 p.m., Laborers Union Hall, 622 West State Street, Ithaca.

2 — Nassau County Local 830 31st annual dinner dance, 7:30 p.m., Valley Stream Park Inn, Valley Stream.

3 — Capital Region IV School District Committee workshop, Thruway House, Albany.

3 — Capital Region IV State Bargaining Units committees workshops, Thruway House, Albany.

16-18 — Capital Region IV Fall Conference, Lake Placid Club, Lake Placid.

November 31 — Public Sector, Wednesday, October 31, 1979
Jones, all delegates; Thelma King, treasurer; George Cluster, first vice president; Delores Hunt, secretary; Jimmy Payne, second vice president; and William Anderson, president.

BRONX PSYCHIATRIC CENTER CSEA Local 401's new officers are: Ernest Punter, Ferain Feliles and Edward Jones, all delegates; Thelma King, treasurer; George Cluster, first vice president; Delores Hunt, secretary; Jimmy Payne, second vice president; and William Anderson, president.

CSEA Local 828.

County employees has been ratified contract effecting more than 3500 Monroe by a 3 to 1 vote of the membership of announced the contract settlement was representative and spokesman for the reached September 20 after more 12-member negotiating team, announced that the three years of 7, 6 and 7 percent. the pact include salary increases over believe to be, the best' dental plan the three years of 7, 6 and 7 percent.

CSEA Local 424 at the Syracuse -ARBITRATION WIN are Joseph Iwanicki had filed a grievance in involving a Grade 11 Locksmith title, contending he held job seniority and qualifications for the open position. After careful evaluation of the facts, Arbitrator Rodney E. Dennis directed that Mr. Iwanicki be awarded the Locksmith position, Grade 11, effective May 2, 1978, and that he be placed immediately in the position at the facility (Syracuse Developmental Center). It was also directed that Mr. Iwanicki be paid back pay at the Grade 11 rate to May 2, 1978.

DISCUSSING THE IMPORTANT ARBITRATION WIN are Joseph Iwanicki, left, who was awarded back pay from May 2, 1978, and Santo DeVito, right, President of Syracuse Developmental Center CSEA Local 424.

"We are extremely pleased with the arbitrator's award," DeVito said. "Not only was it a fair and just award -- one long, long overdue -- it reflects the months of effort on the part of the CSEA field representative, Terry Moxley, of Region V, CSEA legal counsel in Albany, and particularly the determination of a CSEA Local on behalf of a member." DeVito said. Mr. Iwanicki has been a long-time member of CSEA Local 424 and most recently was elected 1st Vice-President of his 500-member Local.

Local 828 ratifies 3-year contract

ROCHESTER — A new 3-year contract effecting more than 3500 Monroe County employees has been ratified by a 3 to 1 vote of the membership of CSEA Local 828.

Tom Pomidoro, CSEA field representative and spokesman for the 12-member negotiating team, announced the contract settlement was reached September 20 after more than four months of negotiations. According to Pomidoro, terms of the pact include salary increases over the three years of 7, 6 and 7 percent. "We also negotiated, what we believe to be, the best dental plan available to public employees in New York State," Pomidoro said.

Other new contract language changes included the deletion of 5 personal days and the substitution of one additional holiday and three additional vacation days; an increase in shift differential to 30 cents per hour; an increase in mileage to 19 cents per mile starting January 1, 1980, plus a floating scale effective April 1, 1980 for every 12 cent increase in the price of gasoline; also an increase for compensatory time and vacation banks from 30 to a maximum of 40 days. Another important contract clause gives employees the option of taking time and one half in compensation time instead of time and one half in money for any time worked over 40 hours.

"This contract contains some good benefits," Pomidoro added, and I want to personally commend all the members of the CSEA negotiating team who helped to make it possible. They include co-chairmen Martin Koenig and Jean McAvo, Florence Tripi, George Grouven, Rachel Gaffney, Charles Di Salvo, Frank Maneuso, Howard Rooksby, Dan Flavin, Ann Lazerson, and Cynthia Plonzynski. They worked hard to make it a fine team effort all the way," Pomidoro said.

Candidates endorsed in Region I

NORTH AMITYVILLE — The Long Island CSEA Region has endorsed 31 candidates in county elections Nov. 6 who were found to be most sympathetic to the CSEA program for more than 50,000 state and local government employees in the region.

Long Island Region President Irving Flumenbaum urged members to 'make your votes count' by solidly supporting the endorsed candidates. Those endorsed had been interviewed in depth by the Long Island Region Political Action Committee, headed by Nick Abbatelli. Abbatelli said "track record" of past performances weighed heavily in the choices, along with commitments of support on specific issues.

The Nassau County endorsements were topped by the selection of Al D'Amato (R) for re-election as Presiding Supes. of the Town of Hempstead. The post also makes him the leader of the county Board of Supervisors.

In Suffolk, the nod went to Peter Fox Cohalan (R) for election as county executive.

The full list of endorsed candidates follows:

In Nassau:

Al D'Amato (R) — Presiding Supervisor, Town of Hempstead
James Bennett (R) — Supervisor, Town of Hempstead
Michael Tully (R) — Supervisor, Town of North Hempstead
Leonard Austin (D) — Supervisor, Town of Oyster Bay
Vincent A. Ssuezi (D) — Mayor—Supervisor, City of Glen Cove
Harold McConnell (R) — County Clerk
Abe Seldin (R) — Chairman, Board of Assessors

In Suffolk:

Peter Fox Cohalan (R) — County Executive
Jean Tuthill (R) — County Treasurer
John Finnerty Sr. (R) — Sheriff

And, for the Suffolk County Legislature, by districts:

1 — Gregory Blass (R)
2 — John Russo (R)
3 — John Foley (D, Right to Life)
4 — Frank LoCorriere (D)
5 — Ferd Geise (R, C, Right to Life)
6 — Siegfried Geotz (D, Ind)
7 — William Richards (R, C, Right to Life)
8 — John P. Wehrenberg (R, Right to Life)
9 — Pat Mitchell (D, C)
10 — Mike Grant (R, C, Right to Life)
11 — John Finnerty Jr. (R, Right to Life)
12 — Anthony Noto (R, C, Right to Life)
13 — Pat Halpin (D)
14 — Eugene Reed (D, L)
15 — Frances Brown (R, C, Right to Life)
16 — John J. O'Neill (R, C)
17 — Jane Devine (D)
18 — Robert Mrazek (D)

THE PUBLIC SECTOR, Wednesday, October 31, 1979
Local 010 vote

NEW YORK CITY — Ballots will be mailed to eligible members of New York City Local 010 to determine new officers shortly. Ballots are due to be mailed on October 31 and must be returned by 5 p.m. on November 14 to be valid.

Members who do not receive ballots may obtain replacement ballots by contacting Neil D. Ammerall, Amsterdam Data Processing, Amsterdam, New York 12010.

Nominated candidates for Local 010 offices are. President, Joseph C. Johnson and Elaine Brown; First Vice President, Rose Feurman and Francois Frazier; Second Vice President, Nancy Gonzales, Robert Diaz, Desi Granum Jr., and Jeraldine McMillan Cherry; Third Vice President, Willie Raye; Financial Secretary, Alice DeSimone and Marie Robinson; Corresponding Secretary, Madeleine Konohan; Recording Secretary, Ruth Joseph; and Treasurer, Joseph Dec.

Hennerty named

ITHACA — James Hennerty is the new president of the Tompkins County Unit of CSEA Local 855. Hennerty replaces Louis Nayman who resigned as unit president. Nayman continues as Local 855 president.

Call Social Security To Conduct Business

Most people can take care of nearly all of their social security business by telephone, a social security spokesperson said recently.

Using the phone can be more convenient and a real time-saver the representative said. It spares people a trip to the office and a possible wait and it allows social security personnel to serve the public in a more efficient manner.

The spokesperson listed some of the matters that can be taken care of by telephone:

- Applying for social security or supplemental security income payments;
- Applying for Medicare;
- Requesting a change of name or address on social security records;
- Reporting events that may affect receipt of checks, such as starting or stopping work;
- Reporting a lost or stolen check or a delayed payment;
- Replacing a lost or missing social security or Medicare card;
- Getting help with filling out Medicare forms;
- Getting an estimate of monthly benefit amount;
- Requesting a statement of earnings reported to a person's social security record.

Q. I've decided I'd like to have my social security check deposited directly into my checking account. It would be much more convenient than having to stand in line at the bank every month. How do I arrange for direct deposit?

A. All you have to do is complete a direct deposit form SF-1199. You can get the form at your financial organization and the people there will help you fill it out. Direct deposit of your checks will start about several months after you submit the form. In the meantime, you'll continue to get your social security checks at home.

Q. I'm trying to decide whether to enroll in the medical insurance part of Medicare. I'd be eligible for Medicare in a few months. I already have health insurance through my union. Can I see paying a monthly premium for full Medicare medical insurance if I don't need it. Can you give me any information to help me decide?

A. Many private health insurance companies point out that their policies for people entitled to Medicare are designed only to supplement Medicare. They recommend that their policyholders sign up for the medical insurance part of Medicare to get full protection. Your private insurance may not pay for some medical services that are covered by Medicare. You should contact your insurance agent or the office where you pay health insurance premiums to find out what your private insurance will cover after you become eligible for Medicare.
By Dawn Le Pore

BATAVIA — Citing the "tremendous job" Region 6 has accomplished in investigating and reporting on safety hazards in Western New York, CSEA President William McGowan presented Regional President Robert Lattimer with an award plaque at the region’s recent meeting here.

The citation read in part: "to CSEA Regional Director Lee Frank, who spearheaded the investigations, explained that of 260 complaints funneled through Nels Carlson's office in Albany to Buffalo, he and his staff were able to follow up on 254 with reports. Approximately 70 percent of these have been resolved, Frank said. "The field reps deserve all the credit. They really did their homework," he said.

Frank noted that under the terms of the present contract, CSEA has no power to grieve on a safety problem. "We can only report them," he said.

During the two-day meeting held Oct. 12 and 13 at the Batavia Holiday Inn, Lattimer installed the new regional officers and stressed the importance of all members working together.

"I pledge to work with everyone to better Region 6, but I will need your cooperation," he said. "We can't operate in a vacuum. We're never going to agree all the time, but we have to act as a team.

The Friday evening session included a comprehensive explanation of legal services offered to members by Steven Wiley, an associate with Roemer and Featherstonhaugh, the law firm which represents CSEA. During a question and answer period following the presentation, Lattimer strongly discouraged the use of attorneys other than those authorized by CSEA to handle grievances.

"Legal assistance is probably the most unique benefit this organization has to offer as opposed to other labor unions," he said.

He emphasized that CSEA policy since 1976 requires that regional attorneys only be used to represent members. Requests to use other attorneys will be reviewed by CSEA staff and approved only when sufficient legal and other compelling reasons are present, he said.

Saturday's sessions included addresses by CSEA Collective Bargaining Specialist Nels Carlson on new grievance procedures, Steve Wiley on disciplinary procedures and Ed Draves, from the CSEA/AFSCME combined legislative and political action office, on political action.

On other topics, Lattimer commended CSEA members for their efforts in working on the Special Olympics held at SUNY Brockport last August and urged members to vote for the transportation bond issue which CSEA has gone on record to support.

REGION VI DIRECTOR LEE FRANK said "the field reps deserve all the credit" for the region's outstanding record in investigating reports of safety problems throughout the Western part of the state.
KIAMESHA LAKE — At this edition of The Public Sector was moving to press, CSEA's 69th Annual Meeting was concluding. Nearly 1,200 official delegates representing CSEA members across the State were in attendance during the Oct. 21-26 annual meeting. On these pages are articles and photographs from the early portion of the meeting. In subsequent issues, we will report in depth on the various activities of the delegates during the all-important general business sessions which concluded the meeting.

Status report given on unemployment insurance

KIAMESHA LAKE — The status of the Unemployment Insurance situation for non-instructional school district personnel was updated at the CSEA Annual Meeting at the Concord Hotel.

• Through the efforts of CSEA, non-instructional school employees who were denied benefits are able to submit Form 1. This form enables the employees to request a hearing and to adduce their request without prejudice until the court renders a decision.

In this way the employees are able to keep their cases open without having to attend a hearing.

• The oral arguments in the Improper Practices with the Public Employment Relations Board (PERB) on the use of letters of continued employment by school boards. The CSEA has contended the letters violate the Taylor Law by attempting to change the barangay into a unit of collective bargaining units.

The PERB Board, in a 2-1 decision, upheld the hearing officer's decision that the issuance of such letters does not violate the Taylor Law. CSEA is proceeding with an Article 78 in State Supreme Court.

McGowan to leaders: step up communications

KIAMESHA LAKE — CSEA President William L. McGowan has called upon the leadership within the union to increase communication with rank-and-file members.

He made the statement at the CSEA Board of Directors' seminar at the Concord Hotel on Oct. 22.

CSEA Executive Vice President Thomas McGowan moderated the seminar.

Information has to get down to the rank and file. Rank and file have to know more about CSEA. They have to be told about the job we're accomplishing, McGowan said.

To facilitate increased communications, McGowan said regional bargaining unit committees were being established and were being coordinated by Collective Bargaining Specialists.

The committees will review grievances; discipline; contract problems and other union action.

The first regional bargaining committee meetings were scheduled on Nov. 5 for Region IV in Albany.

McGowan said, "Get back in step with the membership. Talk to rank and file. Tell them our ideas and come forward with new ideas."

At the seminar, CSEA Chief Counsel James Roemer explained that CSEA now has 21 regional attorneys in addition to the nine attorneys in the law firm of Roemer and Fehrentzohn.

Roemer identified six human attorneys from the law firm to the CSEA regions as: Marge Karowe, Region I; Pauline Rogers, Region II; William Wallison, Region III; Richard Burstein, Region IV; Michael Smith, Region V; and Stephen Walker, Region VI.

Other speakers at the seminar were CSEA Treasurer John Gallagher; Executive Director Joseph Dolan; Director of Membership Services John Carese; and Celeste Rosenkranz, parliametary delegate of the departments of Agriculture and Markets in Albany.

"Our members have to consider how does it (the donation to the cause) affect them economically and socially," Reinhold said.

To dramatize the ties between the various right-wing causes, Reinhold said Paul Weyrich, the chairman of Americans Against Union Control of Government, is the top advisor to the National Right to Life Committee's political action fund.

Reinhold pointed out that Phyllis Schlafly, a leading spokesperson against the Equal Rights Amendment, is a member of the board of the John Birch Society.

Reinhold also pointed out that a lot of financial support for the new right comes from the antion-union National Association of Manufacturers and the National Right to Work Committee.

Also among the materials in the CSEA delegate's packet was a form for CSEA locals and units to make donations to PEOPLE (Public Employees Organized to Promote Legislative Equality), the political arm of AFSCME.

“Fight the new right”

KIAMESHA LAKE — Inside the packet of materials given each delegate to the CSEA Annual Meeting at the Concord Hotel was a blue and white button which read: “Fight the new right. AFSCME.”

That little button is very important to the members of CSEA and to all members of organized labor in the United States.

The button is a small part of the effort by AFSCME, under the direction of Lawrence E. Reinhold, to educate its members to the new right and to politically fight the new right.

Reinhold identified the new right as “anti-union, anti-public employee and anti-social programs.” Some of the causes of these groups are anti-collective bargaining, anti-agency shop, anti-union, anti-ERA, anti-gun control, anti-Panama Canal Treaty and pro-Tawak, he said. They are the same people behind Proposition 13 and the tax-payer groups, he said.

He explained how the new right works: Computerized mailing operations, such as that of Richard Vigurie's in Virginia, send out appeals for donations on single issues, that of Richard Vigurie's in Virginia, send out appeals for donations on single issues, for example, anti-abortion.

Such an appeal might be to a working-class Catholic Area which contains many union members. Some of these people will contribute to the anti-abortion fund appeal.

This money, once received, is legally misdirected "to political candidates and groups." Some of these groups are anti-abortion, also are against any legislation which would benefit ordinary people.

Reinhold, the PEOPLE fundraising director, explained that federal election law allows AFSCME and other unions to contribute only voluntary contributions to candidates in federal elections.

AFSCME publication, "This right-wing extremist is out to destroy your job," goes into further details on the actions of the new right.

The publication points out the right wing has accumulated millions of dollars, including more than $23 million by corporate political action committees, National Conservative Political Action Committee, Citizens for the Republican, Public Service Research Council (anti-union group) and Committee for the Survival of a Free Congress.

The publication also pointed out how Sen. Jesse Helms of North Carolina, who received $7 million in contributions for his last campaign, is called the "abominable no-man" because he votes "no" on legislation which would benefit ordinary people.

Below, GEORGE DELONG, right, has been a sergeant at Arms for CSEA's Board of Directors meetings for the past seven years, and is an active member of the union in various capacities since 1965. In 1978, Delong atted his high school graduation cap at CSEA. Delong said it's both a long range service to CSEA, and a big accomplishment for him. Left, CSEA's Orchestra leader, is Dr. John Long, right is CSEA President Joseph J. DeLong.
CARMEL — Action termed as “union busting tactics of the most blatant kind” has resulted in a break down in contract talks between CSEA and Putnam County and the filing of improper practice charges against the county.

The union busting action is the elimination in the 1980 county budget of the position of an administrative assistant in the probation department, a post held by Millicent DeRosa, President of CSEA’s Putnam County Unit and Putnam County Local 840. The county board of supervisors voted to delete the position — the only such job elimination they undertook — despite the fact that the post was included in County Executive David Bruen’s proposed budget.

According to Mrs. DeRosa “It’s a deliberate unfair labor practice to eliminate the job of the union president.”

At a special meeting of the Putnam County CSEA members shortly after the board’s vote, Region III President James Lennon vowed the support of the region and the entire CSEA to ensure that justice prevails and Putnam County’s union busting tactics be halted in their tracks.

Regional Director Thomas Luposello added that any staff help needed would be available to the county unit. The membership at the meeting authorized the executive committee to undertake any action necessary to resolve the matter.

For Mrs. DeRosa, who heard of her job’s elimination in a radio news report, the threat to her job is not a new one. "They tried to do it last year," she said, "but at the last minute the board backed down.

The union president, who says she’s known as a president who won’t make deals, contends "the whole thing is political, pure and simple." The board maintains the probation office is overstaffed, but Mrs. DeRosa dismisses that argument by saying “this board doesn’t know what’s going on in my department — it doesn’t know what’s going on in any department.”

Putnam County will elect a county legislature this November, but in the meantime the supervisors who have the main function of running the various town governments double as a legislative body.

The union president says the county has a long record of “acting in bad faith in practically every area.” She said “before all this we have seven cases in arbitration, three pending grievances, and two improper practices. They just don’t want to deal with CSEA in a proper fashion.”

CSEA REGION III DIRECTOR Thomas Luposello, right, pledges full staff support to whatever action the Putnam County Unit takes in regards to the proposed elimination of the job of the unit’s president. CSEA Region III President James J. Lennon, left, earlier pledged the full support of CSEA to halt what he termed “union busting tactics” in Putnam County.

ATTACKING THE UNION through the president’s position is not a new tactic with Putnam County. Several years ago the county disposed of Mrs. DeRosa’s predecessor in the union post by putting him into a management confidential position so he could no longer work for the union, a union spokesperson noted.

The contract that was under discussion before the decision to break off talks is due to go into effect on Jan. 1.

“This impasse,” said Mrs. DeRosa, “is not a money thing. It’s about improper practices and fairness.”

She pointed out that the county executive could veto the decision to eliminate the job if he acts prior to Nov. 1. “We’re hoping that a solid, unified display of displeasure by the CSEA membership in Putnam County will convince him to take the right action.”

CSEA will participate in evaluating the survey results, says Ms. Sokolowski.

ALBANY — After receiving numerous complaints from members about poor quality and high prices of food served in cafeterias on the New York State Campus and the Empire State Plaza, CSEA Capital Region President Joseph McDermott has requested that the union’s Uptown and Downtown Committees look into the matter.

The cafeterias are run by private concerns, but regulated by the State Office of General Services.

Committee chairperson Sandra Sokolowski, Uptown, and Rick Weeks, Downtown, will meet with OGS officials to make them aware of the complaints and see what can be done.

If no changes are made, says Ms. Sokolowski, the union plans to boycott the cafeterias, particularly the one on the Campus.

Ms. Sokolowski recently assisted a State Campus Advisory Committee in preparing a survey questionnaire aimed at determining what employees feel can be done to improve work life on the campus.

THE questionnaires, which is scheduled to be distributed late this month asks employees to rate services now and entertainment now available on campus and to indicate the kinds of services, entertainment and sports and recreational facilities they would like to have on campus.

CSEA will participate in evaluating the survey results, says Ms. Sokolowski.

NEW OFFICERS OF BROOME COUNTY LOCAL 804 were sworn in recently by CSEA Region V President James Moore, right. Accepting the oath of office are, from left, Treasurer Janie Passemate, Secretary Madelyn Lane, Vice President Robert Denomore, and President S. Joan Brewer. In the adjacent photo, Local 804 President Ms. Brewer presents a gift to retired past president Mary Batista in recognition of her union service.
Region III endorses over 100 candidates

NEWBURGH — More than 100 political candidates running for office in the Nov. 6 election were endorsed by the Southern Region III Legislative and Political Action Committee at its Oct. 18 meeting.

Region III consists of Westchester, Rockland, Putnam, Orange, Sullivan, Dutchess and Ulster counties.

In attendance at the meeting were Region III President James Lennon, committee Chairman Carmine DiBattista, Len Gerard, Albert J. Ruggiero, C. Scott Daniels, Eleanor McDonald, Eva Katz, Millicent Casale, Republican V. Donald Cun- ningham, Democrat incumbent William T. Fagan, and several other members of the Committee.

Some of the endorsements made at the meeting included:

**Sullivan County Town Supervisors**

- Bethel: Candidate George Newhouse
- Crotchet: Candidate Joe W. Hokan
- Delaware: Candidate Sam Rosen
- Fallsburg: Candidate John Galligan
- Forestburg: Candidate Lucinda McCoach
- Neversink: Candidate Sam Rosenshein
- Thompson: Candidate Joseph Holland, Rep.
- Tusten: Candidate John Galligan

**Local endorses**

- YONKERS — Carl Calvi (R), a candidate endorsed by the CSEA for the 16th legislative district in Westchester County, charged last week that his opponent was attempting to imply that he, rather than Mr. Calvi, had the CSEA endorsement.

- TROY — The Rensselaer County CSEA Unit was forced to accept a small salary increase from the board at the same time its raise was voted in. The ads, asking voters “Isn’t it time for a change?” are composed of several small newspaper articles in which concerned citizens, not connected with the union, criticized the board’s actions.

Endorse four for Troy Council seats

TROY — The Rensselaer County Local of the Civil Service Employees Assn. has endorsed four candidates for the Troy City Council, all of whom have expressed concern for public employees’ working conditions and salaries and for a more equitable Taylor Law.

The endorsements announced recently by Local President Richard D. Evans are: Republican Pat M. Casale, Republican V. Donald Cunningham, Democrat incumbent Steven Dworsky and Democrat William F. Fagan.

All candidates, except Fagan, have a union background, said Evans. On the issue of the Taylor Law, Dworsky told union representatives he believes in lessening the financial penalty for public employees who strike. Cunningham said he would like to see the Taylor Law abolished.

Local calls for new Essex County supervisors

NORTH HEMPSTEAD Town Supervisor Michael J. Tully, Jr. affixes his signature to a two-year contract negotiated with Town employees as representatives from the Civil Service Employees Assn. took on. From left are: CSEA Field Representative Michael Aiello, Supervisor Tully, North Hempstead Unit President Alex Bezza and CSEA Nassau Local President Nicholas Abbatiello.

PLATTSBURG — Picking up on public sentiment against members of the Essex County Board of Supervisors for granting themselves a substantial raise recently, the Essex County CSEA Local 816 has placed ads in local papers urging voters to elect a new slate of members.
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<tbody>
<tr>
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<td>Pharmacist (salary varies with location)</td>
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<td>Clinical Physician II</td>
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<td>Nutrition Services Consultant</td>
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<tr>
<td>Occupational Therapy Assistant</td>
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<td>(Spanish Speaking)</td>
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<tr>
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<tr>
<td>Histology Technician</td>
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<td>Professional Positions in Auditing and</td>
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<td>Accounting</td>
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<tr>
<td>Computer Programmer (Scientific)</td>
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<tr>
<td>Senior Programmer</td>
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<tr>
<td>Senior Computer Programmer (Scientific)</td>
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<td>Mobility Instructor</td>
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<tr>
<td>Instructor of the Blind</td>
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<td>Health Services Nurse</td>
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<td>(salary varies with location)</td>
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<tr>
<td>Senior Heating and Ventilating Engineer</td>
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<tr>
<td>Senior Sanitary Engineer (Design)</td>
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<tr>
<td>Senior Building Electrical Engineer</td>
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<td>Senior Building Structural Engineer</td>
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<td>Electronic Technologist (Electrocardiograph)</td>
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<td>Radiologic Technologist</td>
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<td>Medical Record Administrator</td>
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<td>Food Service Worker I</td>
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<tr>
<td>Mental Hygiene Therapy Aide Trainee</td>
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<td>Mental Hygiene Therapy Aide Trainee</td>
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<td>(Spanish Speaking)</td>
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<tr>
<td>Principal Actuary (Casualty)</td>
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<td>Nurse II (Psychiatric)</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
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<tr>
<td>Medical Specialist I</td>
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<td>Medical Specialist II</td>
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<td>Psychiatrist I</td>
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<td>Psychiatrist II</td>
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<td>Psychiactrist II</td>
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<td>Social Services Management Specialist</td>
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<td>Social Services Management Specialist</td>
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<tr>
<td>Industrial Training Supervisor</td>
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<td>(salary varies depending on specialty)</td>
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<td>Physical Therapist</td>
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<td>Physical Therapist (Spanish Speaking)</td>
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<td>Senior Physical Therapist (Spanish Speaking)</td>
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<tr>
<td>Senior Physical Therapist (Spanish Speaking)</td>
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<td>Speech Pathologist</td>
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<td>Audiology</td>
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<td>Assistant Speech Pathologist</td>
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<td>Supervising Dietician</td>
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<td>Dietitian (NYC only)</td>
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<td>Typist (NYC only)</td>
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<td>Occupational Therapist (Spanish Speaking)</td>
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<tr>
<td>Occupational Therapist (Spanish Speaking)</td>
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</table>

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, 3rd Floor, 5th Ave., New York, NY 10017 (212) 691-1170
- 2 World Trade Center, 53rd Floor, New York City 10047 (212) 488-4243
- Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260

Ready To Retire?

*Protect your future with Retiree membership in CSEA.*

- Take an active role in CSEA Retirees’ legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA’s life insurance policies at the low group rate
- Become eligible for CSEA’s ‘Senior Security 55’ life insurance policy for members only
- Acquire low hospital cash-to-protect for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Directory of Regional Offices

**REGION 1 — Long Island** (516) 691-1170
Ed Cleary, Regional Director
Irving Flauembaum, President
Thomas Luposello, Regional Director

**REGION 2 — Metro Region** (212) 962-3090
Jimmy Gripper, President
George Bispham, Regional Director

**REGION 3 — Southern Region** (914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

**REGION 4 — Capital Region** (518) 499-5424
Joseph McDermott, President
John Corcoran, Regional Director

**REGION 5 — Central Region** (315) 451-6330
James Moore, President
Frank Martello, Regional Director

**REGION 6 — Western Region** (716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director

**STATE OPEN COMPETITIVE JOB CALENDAR**

**FILING ENDS NOVEMBER 5, 1979**

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Exam No.</th>
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<td>Building Construction Project Mgr. Sr.</td>
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<td>Commission Clerk IV</td>
<td>11,695-20,078</td>
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<td>Commission Clerk III</td>
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<td>8,855-20,080</td>
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<td>Commission Clerk I</td>
<td>7,900-20,081</td>
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<td>Drafting Technician (Electrical), Sr.</td>
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<tr>
<td>Drafting Technician (Mechanical), Sr.</td>
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<tr>
<td>Engineering Materials Technician</td>
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<td>Engineering Materials Technician, Sr.</td>
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<td>Environmental Conservation Officer Trainee II</td>
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<td>Probation Program Consultant</td>
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<tr>
<td>Toll Collector</td>
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<td>Thruway Toll Collector</td>
<td>8,917-20,085</td>
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<tr>
<td>Chief Baker</td>
<td>13,385-20,080</td>
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<tr>
<td>Denial Program Coordinator</td>
<td>17,365-20,089</td>
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<tr>
<td>Librarian (Reference), Principal.</td>
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<tr>
<td>Medical Social Worker A</td>
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<td>Medical Social Worker B</td>
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<td>Public Health Consultant</td>
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<td>Supervising Public Health Dental Hygienist</td>
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The new Performance Evaluation system for CSEA's statewide Operational, Institutional and Administrative bargaining units will greatly speed up the increments paid to employees in those units, and also provide a meaningful appeals procedure for those who don’t like the rating upon which the increments are based.

Those are two of the system’s benefits, as outlined by Martin Langer, executive director of the committee that developed the plan.

"Under the old rating system," he said, "your supervisor gave you an annual rating on a ‘pass/fail’ basis that was often based on personality, attitude or any number of other extraneous factors. And you could only appeal to the State Civil Service Commission, which of course has no union members on it. You weren’t guaranteed a chance to appeal, and if you were allowed to, you weren’t guaranteed union representation."

By contrast, under the new system:
1. Ratings by supervisors, every 6 months, are based on performance alone. They will be done in writing after a face-to-face meeting with the employee, and they will be based on the employee’s job descriptions, which are being distributed to all employees in the three units this week, as the first step in the Performance Evaluation system.
2. Employees are no longer rated merely “Satisfactory” or “Unsatisfactory.” Two new levels — “Highly Effective” and “Outstanding” — have been added, to recognize exceptional workers. In addition, the “Unsatisfactory” label has been changed to “Needs Much Improvement.”
3. At the in-person meeting, supervisors will provide employees with a list of specific tasks based on the job descriptions, and illustrate them with examples of performances that would lead to each of the four categories.
4. Appeals of “Needs Much Improvement” or “Satisfactory” ratings can be made to a local committee that includes union representation. In addition to the appointee of the local CSEA president, the committee consists of one representative of management from the facility and one upper-level management person, usually from outside the facility but within the same department. The burden of proof for “Needs Much Improvement” ratings rests upon management.

The decision of the local appeals board must be made within 14 days after the case is heard. "Needs Much Improvement" ratings can be further appealed, within 14 days after the local appeals board decision, to a neutral statewide committee, consisting of one union representative, one management representative, and one person agreed upon by both sides. Union representation is guaranteed, every step of the way.

“A major improvement in this system is that no one can be hurt by it,” Mr. Langer said. Those rated "Needs Much Improvement" now are guaranteed a chance to appeal to a neutral body, which they never had before. For everyone else, the increments (“performance advancements”) will come at least as fast as they did before, and in many cases, much faster.

Increment-eligible employees who are rated either “Highly Effective” or "Outstanding" will get their performance advancements every 6 months, and will reach the top of their pay scale (“job rate”) in just a year and a half. Four years is the most it will take anyone to reach job rate now, and in fact, most employees will reach job rate in three years or less, according to Mr. Langer. It used to take five years, no matter how effective the employee was.

For the purpose of receiving performance advancements, employees will fall into one of 3 categories:

1. Those who were not yet at job rate as of Oct. 16, 1978. Those who are rated "Satisfactory" or better will get their performance advancement retroactive to July 1, 1979.
2. Those who were hired or promoted by the state between Oct. 16, 1978 and March 31, 1979. Those who are rated "Satisfactory" will get their regular, annual performance advancement on April 1, 1980. "Highly Effective" or "Outstanding" employees in this category will receive their performance advancement effective Oct. 1, 1979.
3. Those who were hired or promoted by the state AFTER March 31, 1979. Many in this group are not eligible right now, since they don’t have 6 full months of service yet. But when they are rated, those found "Satisfactory" will get a regular annual performance advancement about 6 months later, if they’re still at the "Satisfactory" level; those found "Highly Effective" or "Outstanding" will get a 6-month performance advancement shortly after their interim rating is completed.

Employees at the top of their pay scale, of course, are not eligible for a performance advancement.

Only about 27% of the workers in the three bargaining units are NOT at job rate, according to Mr. Langer. But the committee has worked out a system of $300 annual bonuses ("Performance Awards") for those who ARE, to give them incentives for excellence, for the first time. The performance award system was detailed in last week’s issue of the Public Sector, which noted that eligible "Outstanding" employees automatically receive the performance awards. For eligible "Highly Effective" employees, the performance award depends on a complex formula that takes into account a number of factors, including the number of employees found to be in the two highest categories in one’s own facility, the number of such employees in one’s own bargaining unit, the number of people receiving "Outstanding" ratings, and seniority, which will be used as the "tie-breaker" factor.

CSEA staffers assigned to the committee are collective bargaining specialist Jack Conoby and assistant research director Thomas Coyle.
THE FRONT END of this 13-year-old obsolete Town of Union grader has broken off and has had to be welded back together twice. On one occasion when the front end broke off, Densmore was using the grader to scrape ice. He said had the blade not been down, he would have been thrown through the windshield and in front of the moving grader.

Left, TOWN OF UNION UNIT PRESIDENT Bob Densmore, right, explains to CSEA Field Representative James Corcoran how the speed mixer is thrown into reverse to stop it from moving. Densmore said the vehicle, used in road paving, has not had brakes in four years. Densmore told of one incident when the "braking" procedure failed, forcing the operator to jump off the vehicle before it crashed into a tree.

Because of unsafe equipment

Every working day is filled with danger in Town of Union

The Occupational Safety and Health Act (OSHA) provides stringent protections for employees in the private sector. On the other hand, public employees are left with hardly any protections regarding health and safety hazards. Work and grieve it later is the general rule. Private sector working conditions which would bring down the wrath of government many times are ignored when those working conditions involve public employees. What follows is one such situation.

ENDWELL — For the 12 operators and laborers of the Town of Union Highway Department, every working day is filled with potential danger because of unsafe equipment. And, charges Bob Densmore, President of the Town of Union Unit of Broome County CSEA Local 804, the safety of the public also is placed in jeopardy by the condition of some of that equipment.

Some of the safety and health hazards were identified and explained by Densmore as follows:

• A speed mixer used in road construction has not had brakes for four years. The vehicle, which travels public roads to reach its jobs, is stopped by throwing it into reverse gear and by lowering the mixer part of the vehicle onto the pavement.

One time the "braking" procedure failed, causing the driver to jump off the vehicle. Luckily, the mixer only crashed into a tree.

• A tank truck has become a potential coffin on wheels. The door on the driver's side can only be opened from the outside. In an accident, it would be very difficult for the driver to escape the truck. Parts for the door are on order.

• The Town of Union owns two obsolete, 13-year-old graders. One grader is partially disassembled on the floor of the highway garage waiting for parts from the manufacturer since spring.

The other grader's front end broke off while in use last winter when Densmore was scraping ice off a road. Had the blade not been down, the grader would have tipped over probably sending Densmore through the windshield of the moving vehicle. The front end has been welded back on.

The Town of Union has borrowed a grader from the City of Binghamton, and Densmore has heard that the town may purchase a new grader.

• The system to handle exhaust fumes in the Highway Department Garage has not worked in recent years. The system, when operational, involves placing intake hoses over the ends of vehicle exhaust pipes and pumping the exhaust out of the garage.

Also there is no ventilation at the garage other than the bay doors.

Field Representative James Corcoran explained another aspect of the problem: "Some of the men are afraid of losing their jobs, so management can always find somebody willing to drive unsafe equipment."

Corcoran also pointed out that the town wastes thousands of dollars in lost manhours due to down time of the equipment.

COFFIN ON WHEELS? It just might be if this Town of Union tank truck is involved in an accident. Unit President Bob Densmore demonstrates how the driver's door has to be opened from the outside because the inside door handle does not work.

Below, THE INOPERATIVE SYSTEM in the Town of Union Highway Garage for removing the exhaust from vehicles warming up includes a broken hose (arrow) which does not even reach the vehicles. Below the hose is a second 13-year-old and obsolete grader which is inoperative while parts have been on order since spring.