OSHA SIGNED — As CSEA President William L. McGowan watches over his shoulder, Gov. Hugh L. Carey signs historic OSHA bill.

ALBANY — With CSEA President William L. McGowan looking on, Gov. Hugh Carey on July 1 signed legislation making occupational safety for public employees a part of the laws of the State of New York.

For CSEA, the enactment of public employee OSHA legislation marked a major legislative victory that is expected to turn the tide on an occupational injury rate in the public sector of this state that is more than 30 percent higher than the occupational injury rate in the private sector in New York.

"We have finally won equality with our Brothers and Sisters in the private sector in the area of job safety," commented President McGowan during a press conference with the Governor at the State Capitol.

The signing of the public employee OSHA legislation, CSEA’s number one legislative priority this year, was one of two major safety victories for the state’s public employee union. So-called “Right to Know” legislation was also enacted by the Legislature and signed into law by the Governor.

This Legislation was originally drafted by the Legislature as a measure to require private sector employees in New York State to inform all employees of the presence of toxic substances in work locations and to provide education and training on at least an annual basis for employees routinely exposed to these substances.

The legislation was monitored by CSEA’s lobbyists who objected to the exclusion of public employees from its protection, and at a joint hearing of the Assembly Committee on Environmental Conservation and the Subcommittee on Toxic and Hazardous Substances, the lead sponsor of the legislation, Niagara County Assemblyman Joseph Pillittere, agreed to an amendment to the legislation to include public employees under its protection.

For a workforce of more than 900,000 employees previously unprotected by any occupational safety standards, 1980 became a windfall year for public employee safety.

Both measures contain provisions that make them effective in January 1981. In the interim period special task forces established by the state will begin to establish procedures to ensure that an effective administrative system is in place to enforce the laws when the legislation takes effect.

The public employee OSHA legislation provides several major gains for CSEA members including:

- the statutory right for a public employee to initiate a complaint about safety conditions at a work location. The law expressly forbids management from taking any form of retaliatory action against the complaining employee.

CONGRATULATIONS are exchanged between the Governor’s Office of Employee Relations Director Meyer Frucher, left, and CSEA President William L. McGowan immediately following the signing of the OSHA legislation by the governor. OER Director Frucher said the signing fulfills a commitment by Gov. Carey during contract negotiations last year to support a reasonable occupational safety bill, and that the current CSEA-State contracts were designed to pave the way for such legislation. Frucher also worked to gain legislative support for CSEA’s OSHA bill, testified on behalf of it in legislative hearings, and wrote a memorandum of support for the OSHA bill to Governor Carey. OSHA was CSEA’s number one legislative priority, and the bill moved through the Legislature this year with strong bipartisan support.

- the integrity and thoroughness of enforcement is assured by a provision allowing a representative of employees the right to accompany an inspector during the investigation of an alleged safety violation.
- there is a “feedback” provision that requires the Industrial Commissioner of the State of New York to respond to complaints by issuing a report on the findings of each complaint inspection.
- the legislation establishes procedures for the training of employees in effective safety procedures.
- centralized reporting of occupational accidents will become a reality for the first time. This procedure, never used before in New York State, allows administrators to identify specific types and locations of occupational accidents that generate worker injuries.
- the law incorporates all of the rules and regulations of the federal Occupational Safety and Health Administration (OSHA) into the New York public employee OSHA program.

The Right to Know legislation will provide public employees who are exposed to toxic substances with the following improvements:

- employees have a right to know the nature of the toxic substances to which they are exposed and particularly the health hazards posed by these substances.
- requires employers to keep track of employees exposed to toxic substances on a routine basis and to keep these records available for a period of forty years from the exposure date so that those exposed can be identified should the need arise at some future date.
- the law mandates special education and training for persons routinely exposed to toxic substances on a regular basis, at least annually.
- “These bills are proof to all public employees that this union cares about their well-being,” President McGowan told reporters.

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- “These bills are proof to all public employees that this union cares about their well-being,” President McGowan told reporters.
Performance evaluation system revised

ALBANY — A revised Performance Evaluation System for CSEA's statewide Operational, Administrative and Institutional bargaining units has been hammered out, and will become effective on Oct. 1 — although actual ratings may not begin until at least Nov. 1, 1980.

The system, part of the union's 1979-82 contracts for the three units, allows outstanding employees to rise to the top of the state's salary scale faster than they could under the old 'increment' system, and provides incentive for excellence among public employees, too. When it was learned that many employees were not being rated strictly according to their job performance under the old system, the system was temporarily suspended.

"Before the system can begin again," CSEA President William L. McGowan said at the time, "We have to make sure that people are being rated exclusively on how well they do their job, and not on any extraneous factors."

A simpler, more understandable and fairer and less subjective system has now been created, according to Martin Langer, director of the CSEA State Committee on Performance Evaluation, which revised the system.

"The biggest difference between the two plans is that this one mandates that all supervisors will initially be trained in the concepts and ideas of the new system and eventually given technical instruction on how to determine whether an employee is an 'Outstanding' employee," Mr. Langer said.

Previously, supervisors, because they lacked training were prone to rate employees on personality and other irrelevant factors.

Professional consultants will be employed by both CSEA and the State when each conducts training programs for union leaders and the State workforce respectively. Additionally union representatives will be invited to attend management's training sessions for supervisors. The union's training sessions will be for local officers and leaders, so that all employees at all work locations will know how the system works and what their rights are if they disagree with their ratings for any reason.

Individuals will retain the right, as they have, to appeal ratings to local appeal Boards. Additionally for handling procedural problems as well as alleged misapplications of job standards, labor/management committees will be established at each work location. Unresolved issues will go before a neutral for resolution.

Another major difference is that the revised system has three categories instead of four. Employees will be rated as "Unsatisfactory," "Effective" or "Outstanding."

"Formerly, the employees under-standably looked at the four 'categories as two good ones and two bad ones," Mr. Langer noted. "So, many of them felt insulted at receiving a 'Satisfactory' rating, which was one of the two lowest ratings. In reality, a 'Satisfactory' rating meant you were performing your job in a perfectly effective manner. We feel that the new system makes more sense."

Serving with Mr. Langer on the committee that worked out the new system were Marie Romanelli, representing the Administrative unit; Marilyn McFee, representing the Operational unit, and Bill Chacona, of the Institutional unit.

Recently, CSEA's Presidential Task Force on Performance Evaluation -- leaders of the three units from around the state, convened in Albany to hear details of the new plan.

The Force will participate in the union's training sessions this summer, and will continue to be involved during the implementation of this revised system.

"We're really pleased with how the system works and what their rights are if they disagree with their ratings for any reason."

McFee, representing the Administrative unit, has now been created, according to Mr. Langer, director of the CSEA State Committee on Performance Evaluation last week in Albany.

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Patriotism
main theme
of program
on America

MILAN — You couldn’t escape the patriotism here last month. Not only was it Flag Day, but Department of Transportation CSEA Local 507 had designated it as “I Am an American Day” as well.

As one drove into Wilcox Memorial Park, flags tied to trees with yellow ribbons greeted you; 53 flags, one for each of the hostages in Iran.

The hostage situation is what prompted Local 507 member Bill Michitsch to organize the celebration. Michitsch said he felt unions should take a stand on the hostages.

“We just wanted to do something to show the community and the country that our union has not forgotten the hostages,” Michitsch said.

Ceremonies included the raising of the flag to half mast in honor of the eight men who died in the abortive attempted rescue of the hostages.

There were speeches by Dutchess County Executive Lucille Pattison and a spokesman for New York State Assemblyman Stephen Saland, both of whom received strong CSEA support in recent elections.

Both read proclamations declaring June 14 “I Am an American Day” throughout the county and the state.

Congressman Hamilton Fish Jr. also spoke, saluting Michitsch’s efforts. Besides being a patriotic day, Fish referred to it as one for the family, an important American institution.

CSEA members and their families dotted the lakeside beach, enjoying the hot, sunny day, the speeches and the music.

SPEAKERS AT “I Am An American Day,” sponsored by CSEA Department of Transportation Local 507, include Dutchess County Executive Lucille Pattison, left, and Congressman Hamilton Fish, Jr., right.

AMONG THOSE ENJOYING the CDPC dance program were, from left, Valerie Chaput, Mary Elizabeth Posniewski, Albany State student Scott Mescon, a volunteer aide; CDPC staffer Paulette Young, Donna Martin, CDPC staffer Emile Nadeau, and Lydia Barses.

Clients and staff organize dance program at psy center

ALBANY — Clients and employees of developmental centers, halfway houses and hostels from throughout the Capital District recently joined the patients and staff of the Capital District Psychiatric Center for a summer’s evening dance organized by two CDPC employees and some of the clients they care for.

Several members of the CDPC Local of the Civil Service Employees Assn. assisted by serving as chaperones at the dance.

According to Emile Nadeau, a licensed practical nurse, the party was arranged by he and Paulette Sneed, a mental hygiene therapy aide, in an effort to boost the morale of the patients by providing them with an opportunity to organize and host an event for themselves.

The affair included refreshments, a band for dancing and entertainment by staff and clients.

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McCarthy elected a board rep

ALBANY — The CSEA Statewide Elections Procedures Committee has announced that George McCarthy, President of Local 423 at the St. Lawrence Psychiatric Center, has been elected Region V Mental Hygiene Representative to the State Executive Committee.

The official results of the July 3rd tally were 277 for McCarthy; 265 for Charles Gregory, President of Local 441 Binghamton P.C.; and 238 votes for William Krivyanik, President of Local 449 at Broome Developmental Center. There were also 28 write-in votes cast.

McCarthy is a resident of Ogdensburg and has been actively involved in CSEA activities for a number of years. He is presently serving his third term as President of Local 423.

map available

A new four-sheet multicolor map of the Empire State has been published by the New York State Transportation Department. The 1980 map replaces the 1974 edition and has been thoroughly revised.

The map is printed in five colors on four 39x54 inch sheets. The scale of the map is 1:250,000 — one inch represents approximately four miles. Map sheets can be used individually or joined together to form a 9x7 foot State wall map.

The map has four overlapping sheets — North, Central, South and West. Each sheet costs $2.50. Orders must include payment and should be sent to the Map Information Unit, New York State Department of Transportation, State Campus, Albany, N.Y. 12223.

Workshop for women

NEWBURGH — Southern Region III will hold a workshop on women in the labor movement: issues and problems at the Newburgh Holiday Inn, 9 a.m.—4 p.m. on July 28. The meeting is open to all members of CSEA Region III.

Taking part in the program will be CSEA Education Director Thomas Quinniby, Region III Women's Committee Chairman Barbara Schwartzmiller and her committee, and Robert McEnroe and Anita Patterson of AFSCME.
CSEA'S BARBARA PICKELL
She keeps an eye on pension investments and seeks the conscience of corporations

BINGHAMTON - Should the First Chicago Corporation stop investing in South Africa? Should Kellogg's stop advertising its cereals during Saturday morning children's television shows? Should the Weyerhauser Corporation develop a new wildlife habitat policy for its managed woodlands?

One CSEA member spends long hours studying and worrying about issues such as these.

As a member of the Proxy Subcommittee of the Comptroller's Advisory Council, Barbara Pickell recommends the CSEA vote on scores of issues raised by stockholders of the many companies in which the $11.8 billion Common Retirement Fund has investments.

"As CSEA members and as public employees we don't often think about it, but we actually own big blocks of stock in hundreds of companies," the president of the Broome County CSEA Unit said. "What unions and governments nationwide are just now beginning to realize is that all this pension fund money is a major economic force—a force which could be used to shape corporate policy."

It has been estimated that pensions are the largest single source of capital for the U.S. economy, and that pension funds own between 20 and 25 percent of the stock of companies on the New York and American exchanges.

"Unions are just now beginning to flex their economic muscles," Barbara added, citing the pressures that have been brought against J. P. Stevens & Co. as an example. "Pension funds must be invested profitably, of course. But as stockholders we must also have a conscience. We must remind corporations of their social and moral responsibilities."

The "conscience" of the NYS Common Retirement Fund is the Proxy Subcommittee, established by Comptroller Edward Regan in 1979. Its nine members include representatives of CSEA and three other public employee unions.

Under Securities and Exchange Commission regulations, any stockholder may raise an issue at annual stockholders meetings, usually held in the spring. Arguments on these issues are distributed in writing to all the company's stockholders. Any stockholder may vote in person at the annual meeting or by mail by filling out a proxy.

In general, company management recommends AGAINST these social issues raised by stockholders, and unless a stockholder signifies he or she is FOR the proposal, the proxy is counted as voting with company management and against the proposal.

That's where the New York committee comes in.

"Pension funds must be invested profitably, of course. But as stockholders we must also have a conscience. We must remind corporations of their social and moral responsibilities."

Committee members study every proxy statement, and the committee then recommends a vote to the Comptroller. In Barbara's case, she discusses issues with CSEA President William L. McGowan and CSEA legal staff before casting her vote.

"The Comptroller has pledged to vote according to the wishes of the committee," Barbara said, adding that he stood firmly by the committee even in one instance when a corporate officer called to dissuade him.

So Barbara and the other committee members spend hours deciding that one company should not expand its operations in South Africa, that a nuclear power plant should establish a committee to report to stockholders on the disposal of hazardous wastes, or that a third company should stop marketing infant formula in Third World countries.

Although Barbara readily admits that most shareholder resolutions are easily defeated by corporate management's huge blocks of votes, she's not discouraged.

"This idea is just getting started. When unions and governments all over the country realize how much economic power they have through their pension funds and start using that power, corporations will have to listen."

BARBARA PICKELL, right, is active in numerous union situations. Here, as president of the Broome County Unit of CSEA Local 804, she discusses union business with one of her members.

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THE PUBLIC SECTOR, Wednesday, July 16, 1980

Page 5
Rapid growth of membership: both blessing and a burden

STONY BROOK - While the State's medical and administrative brass were landing the opening of the $150 million, 1,400-student University Hospital of Stony Brook, as a $300 million Health Sciences Complex is being completed in three stages. A Clinical Care Tower, opened in 1979, is scheduled for completion in March. The Health Sciences Center, completed in three stages. A Clinical Tower, opened in 1979, is scheduled for completion in March. The Health Sciences Compl...
Local 421 says member falsely accused; seek contributions for a support fund

ORANGEBURG — Rockland Psychiatric Center CSEA Local 421 President Eva Katz is asking other CSEA locals and units to donate money to support a CSEA member who has been suspended without pay for four months and may continue in that situation for more than a year.

Mrs. Katz said Robert Johnson, a 26-year-old CSEA member with an unblemished record, has been charged with Assault based on the word of the patient, she said.

CSEA Field Representative Thomas Brann believes the State is attempting to make Johnson the fall guy, because the patient badly injured another patient which could lead to a law suit.

Since being suspended on March 8, 1980, Johnson has received funds from Local 421 and from a raffle run by the local. Mrs. Katz said she used her own money to post Johnson's bail.

"I am asking locals and units to please donate what they can afford to help an unjustly accused member of our union," Mrs. Katz said. For additional information, Mrs. Katz can be reached at (914) 359-7206.

They are trying to blame Johnson for something he didn't do," Brann said.

On March 17, Johnson was arrested and charged with Assault based on a statement by the patient.

An arbitrator heard the State's case against Johnson on April 21 and May 1. The only evidence against him was the claim by the patient that Johnson had hit him.

CSEA has demanded the patient's medical records be made public for the arbitration. The State has refused, which has halted the arbitration.

The demand for the medical records was heard in State Supreme Court on April 24. Justice John Marbach ruled in CSEA's favor on May 19. The State is appealing the decision.

Appeals could keep the arbitration in limbo for more than a year.

Representing CSEA and Johnson at the arbitration and in Supreme Court has been Regional Attorney J. Martin Cornell.

Johnson's criminal case is tied up in the courts as the State is fighting the release of the patient's medical records for a criminal trial.

The criminal case also has been delayed by the death in June of Johnson's attorney, William P. Volin.

Since Johnson was suspended on March 8, Local 421 has been negotiating with the State to reassign Johnson or to allow him to use his accruals. The State on both the facility and agency level has refused.

On May 16, Mrs. Katz wrote to Philip Scott, acting director of the Office of Mental Health Office of Employee Relations (OMH OER) asking for Johnson to be reassigned or allowed to use his accruals.

On June 2, Mrs. Katz received an answer from OMH OER that the RCPC administration, headed by Director Safa Saribeyuglu, was against changing Johnson's status, so OMH was against it as well.

"The court cases may take a long time. The State does not want the arbitration to continue until all their appeals are exhausted.

"It also appears that OER in Albany is not doing its job. It just follows the line of the facility management," Brann said.

17 LPNs to get out-of-title pay

NEW YORK CITY — Seventeen LPNs at Manhattan Psychiatric Center (MPC) will be paid for out-of-title work performed since February 1980.

The Governor's Office of Employee Relations ruled in June 1980 in favor of the MPC Local 413 members and against the state facility and the State Office of Mental Health.

The LPNs, Grade 9, had been placed in supervisory positions which are supposed to be filled by Therapy Assistants, Grades 11 and 13.

MPC was directed in the decision to immediately discontinue the practice and to pay the employees for the out-of-title work.

Involved in bringing the out-of-title grievance to a successful conclusion were Local 413 President Ismael Lopez and Grievance Chairman Mohamed Hussein and CSEA Field Representative Al Sundmark.

Illegal attempt at termination is halted

VALHALLA — Westchester County Corrections Officer Jeffrey D. Agosta recently was reinstated to his position after the county attempted to terminate him illegally.

Action by Westchester County CSEA Unit Business Agent Carmine DiBattista and Regional Attorneys Arthur Grae and James Rose led the way for Agosta's reinstatement.

Agosta was hired in June 1979, and the letter appointing him stated he would be required to serve a one-year probation. Approximately six months later he was terminated.

However, Westchester County Civil Service Rules state probationary appointments must have a minimum period of 12 weeks and may be extended to not more than 52 weeks.

Also, the State Court of Appeals, has ruled that Civil Service employees may not be appointed and extended at the same time, as was done in the letter appointing Agosta to his probationary status as a corrections officer.

When these facts were brought to the attention of the County Attorney's Office and litigation was begun, the county agreed to reinstate Agosta.

EVA KATZ, President of CSEA Local 421, is championing the defense of Robert Johnson, who she says has been falsely accused of assaulting a patient.

ON MAY 16, MRS. KATZ WROTE TO PHILIP SCOTT, ACTING DIRECTOR OF THE OFFICE OF MENTAL HEALTH OFFICE OF EMPLOYEE RELATIONS (OMH OER) ASKING FOR JOHNSON TO BE REASSIGNED OR ALLOWED TO USE HIS ACCRUALS.
Management structure of union reorganized

ALBANY — CSEA President William L. McGowan has announced the reorganization of the union's management structure. The union is the largest public employee union.

The chart reprinted below outlines the organization of the union's professional staff. The names of the supervisors in the areas of responsibility appear on the chart except in instances where a position is presently vacant.

Civil Service Employees Association

33 Elk Street / Albany, N.Y. 12207 / (518) 434-0191

State bargaining unit responsibilities

ALBANY — CSEA members in the union's three state bargaining units are represented on many levels by the union in dealings with management. The first line of defense, of course, is the CSEA Local which is in turn backed up by Regional officials and staff, but the union provides an additional resource through Departmental Representatives who can assist Local and Regional officials in dealing with management on an agency or departmental level.

John M. Carey, Administrative Director for Collective Bargaining for CSEA, says that while the union's state membership is divided into three state bargaining units under provisions of the state's Taylor Law and the union assigns a professional negotiator, called a Collective Bargaining Specialist or CBS, to head-up negotiations for contracts in these units, CBS's also act as resource specialists to provide detailed information to officials and staff on Departmental matters and to serve on labor-management committees in Departments.

CSEA Collective Bargaining Specialist John A. Conoby is the negotiator assigned to the Administrative Services Unit and Nels E. Carlson is the Collective Bargaining Specialist assigned to the Operational Services Unit. In a recent change in assignment, Collective Bargaining Specialist Paul T. Burch has been assigned to the Institutional Services Unit due to the illness of CBS Robert Guild who has been on a leave of absence for several months.

Mr. Carey said that an additional change is the assignment of Collective Bargaining Specialist John P. McGraw to deal with problems confronting the union in the Office of Mental Retardation. Additionally, Mr. McGraw serves as the Departmental Representative for the departments of Health, Corrections, Alcohol and Substance Abuse, State Police, Social Services and the Division of Housing.

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Delegate election procedure will be evaluated by union

ALBANY — CSEA President William L. McGowan said last week that the union will evaluate the procedures used in the election of CSEA's delegates to the AFSCME International Convention and may make modifications before the next International Convention, scheduled for 1982.

The union leader said that numerous complaints and inquiries have been received from rank and file members who object to the complex procedures used in the election of the 223 CSEA delegates to AFSCME's Convention, particularly the use of "slates" to elect candidates.

"Some of our members are concerned that the slate system dampens free choice in the election process," Mr. McGowan said, "even though the procedures for the election allow candidates to run as both individuals and members of slates.

"There seems to be a feeling that the slate concept detracts from free choice and we will take a look at that during our evaluation procedure. We are committed to a free and open electoral process and while we used one procedure in this election, that doesn't prevent us from modifying the procedure before the next convention if there is a good reason to do that."

The delegates elected by CSEA's rank and file members this spring were committed to a free and open electoral process and while we used one procedure in this election, that doesn't prevent us from modifying the procedure before the next convention if there is a good reason to do that.

"There won't be another election of AFSCME Delegates for two years, but we will take a look at the procedure we used before then and make a decision about what changes, if any, are needed to keep the electoral process as free and open as possible," McGowan said.

### STATE OPEN COMPETITIVE JOB CALENDAR

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<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Cashier</td>
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<tr>
<td>Principal Biostatistic</td>
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<td>Assistant Director of Plant Industry</td>
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<td>Senior Food Technologist</td>
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<td>Senior Food Chemist</td>
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<td>Prescription Examining Clerk II</td>
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<td>Senior Sanitarian</td>
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<td>Director of Mental Health Rehabilitation Services</td>
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<td>Mental Hygiene Therapy Assistant II</td>
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<td>Principal Clerk (Estate Tax Appraisal)</td>
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<td>Senior Clerk (Estate Tax Appraisal)</td>
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### STATE OPEN CONTINUOUS JOB CALENDAR

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<td>Junior Engineer (Bachelors's Degree)</td>
<td>$12,890</td>
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<tr>
<td>Dental Hygienist</td>
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<tr>
<td>Licensed Practical Nurse</td>
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<td>Nutrition Services Consultant</td>
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<td>Stationary Engineer</td>
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<td>Senior Stationary Engineer</td>
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</tr>
<tr>
<td>Telecommunications Therapy Assistant I</td>
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<tr>
<td>Occupational Therapy Assistant I</td>
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### OPEN CONTINUOUS PROMOTIONAL EXAMS (State Employees Only)

<table>
<thead>
<tr>
<th>Title</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Electroencephalograph Technician</td>
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<tr>
<td>Radiologic Technologist</td>
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<td>Medical Record Technician</td>
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<td>Food Service Worker I</td>
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<td>Mental Hygiene Therapy Aide Trainee</td>
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<td>Mental Hygiene Therapy Aide Trainee (Spanish)</td>
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<tr>
<td>Associate Actuary (Casualty)</td>
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<tr>
<td>Principal Actuary (Casualty)</td>
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<td>Supervising Actuary (Casualty)</td>
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<td>Assistant Actuary</td>
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<td>Nurse I</td>
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<tr>
<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>Psychologist I</td>
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<td>Social Services Management Trainer</td>
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<td>Social Services Management Trainer (Spanish)</td>
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### STATE JOB CALENDAR

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<td>Industrial Training Supervisor</td>
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<tr>
<td>Physical Therapist</td>
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<td>Physical Therapist (Spanish Speaking)</td>
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<td>Senior Physical Therapist</td>
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<tr>
<td>Senior Physical Therapist (Special Speech)</td>
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<td>Speech Pathologist</td>
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<td>Audiologist</td>
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<td>Assistant Speech Pathologist</td>
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<td>Assistant Audiologist</td>
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<td>Dietician Trainee</td>
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<tr>
<td>Dietician</td>
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<tr>
<td>Supervisor of Dieticians (NYC only)</td>
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<tr>
<td>Typist (NYC only)</td>
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<tr>
<td>Senior Technological Therapist</td>
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<tr>
<td>Senior Occupational Therapist</td>
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</table>

The union leader said that numerous complaints and inquiries have been received from rank and file members who object to the complex procedures used in the election of the 223 CSEA delegates to AFSCME's Convention, particularly the use of "slates" to elect candidates.

"Some of our members are concerned that the slate system dampens free choice in the election process," Mr. McGowan said, "even though the procedures for the election allow candidates to run as both individuals and members of slates.

"There seems to be a feeling that the slate concept detracts from free choice and we will take a look at that during our evaluation procedure. We are committed to a free and open electoral process and while we used one procedure in this election, that doesn't prevent us from modifying the procedure before the next convention if there is a good reason to do that."
A 3-year pact gets approval in Glens Falls

By Dawn LePore

BUFFALO — Cloak and dagger tactics employed by Erie County Comptroller Alfreda Smolinski during recent time audit investigations ordered by her have county employees working in an atmosphere of growing fear and resentment.

CSEA workers feel that not only was the investigation, which resulted in 39 employees being charged with assorted time violations, unwarranted, but that Smolinski’s reasoning was questionable and her methods illogical and absurd.

“I just don’t think the comptroller’s doing her job,” said Erie County Local 815 President John Eiss. “If it’s her responsibility to monitor employees, then why do we need department heads and supervisors? After all, isn’t it the supervisors job to supervise? If we need spies brought in, then why don’t they dump the supervisors?”

Among the workers accused was a blind female employee who was charged with falsifying her time sheet.

“She’s never even seen a time sheet. How could she be charged with falsifying one?” asked Charles Carpenter, president of the Social Services Department Unit of Local 815. He explained that she had never been required to sign a time sheet and that her supervisor has always taken care of that for her.

Carpenter said the employee, a senior clerk typist, is not the only one in the department with the county, was very upset at receiving the charge — called a “written verbal reprimand” — which she couldn’t even read. With the help of the Blind Association of Western New York, Carpenter had the charge transcribed into braille for her.

When CSEA filed a grievance for the employee, Social Services officials offered to remove the charge from her file.

“It’s just typical of what’s been going on,” Eiss said. “She (Smolinski) has sent her spies around to watch the employees, but Social Services never bothered to verify any of the charges.”

Grievances filed on the behalf of the other 38 employees have been denied at the first step. They were charged with various time violations, including stretching their coffee breaks in the cafeteria of the county’s Rath Building.

Smolinski had placed undercover monitors in the cafeteria to observe the coming and going of employees this spring, and in a recent issue of the Buffalo Courier-Express, indicated that she plans to continue auditing. Smolinski has maintained that such investigations fall within her job description, but Eiss and others — including County Personnel Commissioner John Clark — disagree.

Clark has said Smolinski is responsible for $142 million in mistakes in payroll records during 1979. It costs taxpayers $50,000 — and 7,000 man-hours to correct the mistakes.

“I have always questioned whether she had the authority to be doing this kind of thing,” Eiss said. “She has hired confidential investigators at grade 7 and had it approved by county legislators, who thought they were going to be used to keep watch over contractors working with the county, not county personnel themselves. It came as a complete surprise to everyone.”

Carpeter told of one instance where a man entered an office at 4:25 in the afternoon, and without identifying himself, scooped up all the time sheets on the secretary’s desk and took them down the hall to be photocopied.

“The girl didn’t know what was going on,” Carpenter said. “Four-thirty rolls around and you’ve got 30 case workers around trying to sign out and no time-sheets.”

The union returned with the sheets shortly after four thirty and then left.

“You’re not county employees driving their own vehicles on county business and not being reimbursed until three months later, but she’s got time for this kind of stuff?” Eiss asked.

“Just look at her record. In the four years she’s been in office she has never yet correctly forecast the county’s financial picture.”

In 1979, Smolinski predicted a $16 million deficit and the county found the year with a one million dollar surplus.

“She spends all her time checking our employees and she can’t even get her own department in order,” Eiss said.

Eiss also cited the extremely high rate of turnover on her staff as indication of how difficult the comptroller can be to work for.

“She’s allowed to hire five deputy commissioners at a time,” he said. “In four years she’s gone through 25 — either fired or quit. The record was a retired bank official who came in at 9 a.m., left at noon and never came back.”

“She allowed one chief accountant — she’s had six, and one supervising accountant — and she’s had eight. If that doesn’t tell you something about the lady, what will?”

A 3-year pact gets approval in Glens Falls

GLENS FALLS — Members of the City of Glens Falls Unit of the Civil Service Employees Assn. have unanimously ratified a three-year contract containing across the board salary increases of $800 the first year, retroactive to January 1980; $900 the second year, and $1000 in the third year.

The contract calls for all existing benefits to be maintained and the addition of the dollar prescription drug plan, reports CSEA Collective Bargaining Specialist Joseph Reedy.

According to Reedy, the city administrators have expressed their satisfaction with the contract, saying it will allow them to put together budgets for the next two years with a clear idea of what employee salaries will cost.

SIGNING OF NEW CONTRACT covering members of the City of Glens Falls CSEA unit bring smiles from both labor and management representatives. As Glens Falls Mayor Ed Bartholewem, seated left, and union President Mike Kelly read through the contract, Robert Choppa, Arlene Detemole and CSEA Collective Bargaining Specialist Joe Reedy beam their approval in the background.

A 3-year pact gets approval in Glens Falls

Union officials congratulate women’s studies program graduates

ALBANY — The 67 graduates of the Public Service Women’s Studies Program heard congratulations from CSEA Statewide Secretary Irene Carr at the Program’s third annual graduation ceremonies in Albany recently.

“You achievement will surely inspire hundreds of other women to follow the same path, which leads to greater rewards, opportunities and challenges in the public sector,” Ms. Carr said in a telegram message to the graduates.

“On behalf of CSEA, I congratulate you and wish you the best of luck in your careers.”

The year-long, college credit program run by the Cornell University School of Industrial and Labor Relations, offers night-time courses for women in the public sector.

Portchester pact

PORTCHESTER — The Village of Portchester and the Portchester County Local 860 have new two-year contracts.

The contracts calls for a pay increase of eight percent in the first year plus increments of 7.5 percent in the second year plus increments.

The contracts, which are retroactive to April 1, 1980, pay the first year’s raise with six percent effective April 1, 1980, and two percent effective Oct. 1.

Other improvements in the contract included seniority, job posting, grievance procedure and general working conditions.

A contracting out clause from the previous contracts was not part of the new contracts.

The agreements between CSEA and the village were worked out in mediation after impasse had been reached in earlier negotiations, CSEA Field Representative Larry Sparber said.

Leading the negotiating team was Unit President Virginia Teleca.
A dozen talented recent high school graduates, two from CSEA's six regions across the state, have been presented with $500 CSEA College Scholarships for the 1980-81 academic year.

Winners were announced in the June 4 edition of The Public Sector, and the actual scholarship awards were made recently in ceremonies at the six regional headquarters. The scholarships this year are presented in memory of Geraldine Dickson, a long-time CSEA activist from Region IV.

The Special CSEA Scholarship Fund Committee sorted through some 625 applications before choosing the 12 winners based on academic achievement, financial need, extracurricular activities, and other factors.

The photos on this page depict the scholarship presentations.

REGION ONE (left) — Award winner Treneen Elease Chisolm is pleased with her scholarship being given by Region I President Irving Flaumenbaum.

REGION ONE — Scholarship winner Patricia Anne Casey accepts award from Region I President Irving Flaumenbaum.

REGION THREE (right) — Region III President James Lennon congratulates scholarship winners from his region, Susan DiVirgilio, center, and Laurie Hewlett, right.

REGION FOUR (below) — Region IV President Joseph McDermott, left, chats with Region IV winners Kevin Brian Costello, center, and Mark W. Schnellbaecher, right.

REGION FIVE (left) — Suzanne Smith smiles after receiving her award from CSEA Region V President James Moore, left.

REGION FIVE (right) — Timothy Samuel Oey, right, is all smiles after accepting his scholarship award from a beaming Regional President James Moore.

REGION TWO — Michael Robert Brown, right, holds his scholarship certificate and is about to receive his cash award from Region II President Jimmy Gripper. Gregg Schneider, the other award winner from Region II, was unable to attend the presentation.

REGION SIX (above) — Region VI award winners Matthew Douglas Farrell, second from left, and Francis M. Conway, second from right, are flanked by Region VI Second Vice President Bob Smith, left, and Dominic Spacone Jr., right, chairman of the Special CSEA Scholarship Fund Committee, during award ceremonies.