Hearing set on challenge by union to $5 exam fee

ALBANY — A hearing will be held in Albany on Friday, Feb. 15, 1980 on CSEA's challenge to the recently instituted $5 fee for open-competitive Civil Service examinations.

At a pre-hearing conference on the matter Jan. 11, Pauline Rogers, an attorney with the CSEA law firm of Roemer and Featherstonhaugh, represented the union's position and agreed to the Feb. 15 hearing date.

"This fee is an Improper Practice under the state's Taylor Law," Ms. Rogers says. "It constitutes a unilateral change in the terms and conditions of employment for the incumbent state employees who want to take such exams. Any imposition of a fee like this must be negotiated with the union."

The hearing on Feb. 15 will be called off if both sides can stipulate to the facts in the matter before then. Public Employment Relations Board Hearing Officer Robert Miller is scheduled to hear the case, and CSEA attorney Stephen Wiley will represent the union.

The Improper Practice charge was filed after CSEA's 1,200 delegates unanimously passed a resolution by Local 670 President Shirley Brown at the October, 1979 delegates meeting, that the union go on record as being "unalterably opposed" to the institution of such a fee. Open competitive exams are often taken by incumbent state employees, and they must be taken by provisional employees in order for such employees to keep their jobs.

'CSEA put up a great fight,' foreman reinstated to job

CORTLAND — A Cortland County building and grounds foreman has been ordered reinstated to his job and is in line to receive several thousands of dollars in back pay as the result of an arbitrator's decision.

"It was a long battle and the CSEA put up a great fight for me," Robert Stoker said immediately after learning that Arbitrator James R. Markowitz had dismissed all charges filed against him by the County, and had ordered Stoker reinstated to his job with back pay. Stoker will receive $11,410 less any money he earned at other employment while suspended without pay.

In dismissing all charges, Arbitrator Markowitz further absolved Stoker of any wrongdoing, saying that "Robert Stoker acted in good faith in salvaging for the county all material in the school that could economically be salvaged." He had been charged with taking materials from a former school building being gutted prior to its renovation into a county office building, and of permitting other workers under his supervision to take such materials. Stoker had been cleared by a county trial jury of essentially the same charges just before the county fired him and filed its charges.

Markowitz noted that where material was taken, "that material either needed processing before it was valuable or was essentially valueless. All materials were determined to be worthless and were scheduled to be discarded at the county landfill." The arbitration was pushed by Cortland County Unit President Earl Conger and Stoker was represented by CSEA Regional Attorney Earle Boyle.

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THE EMPLOYEE EVALUATION PROGRAM—6 & 7

botched, on hold, but salvageable

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Official Publication of
The Civil Service Employee Association
Vol. 2, No. 15 (ISSN 0164-9949)
Wednesday, January 23, 1980

AFL-CIO PRESIDENT EMERITUS George Meany is shown as he addressed a leadership conference sponsored by AFSCME in 1977. Mr. Meany died January 10 at the age of 85. A tribute to Mr. Meany and his career is contained on page 10.
More strike force
WASHINGTON — The Labor Dept. is expanding its Wage-Hour Division strike force program to crack down on employers who shortchange illegal alien workers on minimum wages and overtime pay.

New strike force teams, operating out of Miami, Atlanta, Los Angeles and San Francisco, will also be on the lookout for “sweatshop” working conditions, child labor violations and underpayment of prevailing wages on federally funded construction.

Assistant Labor Sec. Donald Elisburg, head of the Employment Standards Administration (ESA), said the so-called undocumented workers are easy targets for exploitation by unscrupulous employers because of their fear of being deported.

In addition to the payment of substandard wages, Elisburg said, the illegal aliens are subjected to excessive hours and intolerable living and working conditions.

"Often times, the conditions under which they are forced to work are no better than the sweatshops which existed at the turn of the century," he said.

Disability may not be terminated
WASHINGTON — A divided National Labor Relations Board has ruled that employers may not terminate disability benefits for workers who are on sick leave when a strike begins.

Such a practice violates the National Labor Relations Act, the Board concluded in abandoning its former policy permitting the termination of benefits without any showing that the sick employees actively supported the strike.

NLRB Chairman John H. Fleming and Members John C. Truesdale and Howard Jenkins, Jr.

Worldwide industrial action urged against Iran
WASHINGTON — American and Canadian officers of the International Transport Workers Federation are pressing for "worldwide industrial action" against Iran in the labor movement's effort to gain release of the 50 U.S. hostages held captive by terrorists for more than two months.

The five U.S. and Canadian officers of the ITF have called for an emergency meeting of the trade secretariat's executive board or its management committee to reach an immediate consensus on the Iran situation.

A similar appeal for ITF action has been made by the Railway Labor Executives Association, which is represented on the IFT board by RLEA Chairman John F. Peterpaul, a vice president of the Machinists.

Tentative range set on pay hikes
WASHINGTON — President Carter's Pay Advisory Committee, comprising representatives of labor, business and the general public, tentatively agreed to adopt a range of 7.5 to 9.5 percent as the voluntary pay increase standard for the second year of the Administration's anti-inflation program.

The tripartite committee's decision must be worked out further at a Jan. 22 meeting before being formally recommended to the Council on Wage & Price Stability, which monitors the overall anti-inflation program.

The present wage guideline provides for 7 percent annual increases, with an extra 1 percent boost allowed for contracts that do not provide for automatic cost-of-living increases.

The proposal for a new pay standard came at a Jan. 8 meeting of the pay panel, and was outlined by its chairman, John Dunlop, a Harvard economist and former Secretary of Labor. Dunlop cautioned that "it would be inappropriate for employers and employees to regard the range as now established," pending the outcome of the committee's Jan. 22 meeting and subsequent review by COWPS.

NEED HELP?
Call EAP
The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly CONFIDENTIAL.

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

1-800-342-3565
Niagara Falls
has new pact

NIAGARA FALLS — Employees of Niagara County represented by CSEA Local 832 will receive raises of 6.4% plus increments effective January 1, 1980 and another 7% and increments on January 1, 1981 under a new contract recently negotiated.

Major medical coverage has been added to Blue Cross / Blue Shield and coverage is extended for family members to age 23 under the new agreement, and sick leave accruals may be used for caring for family members residing in the same household.

Also, drug abuse aides have been upgraded from grade 1 to grade 3 and typists from grade 2 to 3. Several other less populous titles have also been upgraded.

With CSEA Collective Bargaining Specialist Danny Jinks, chief negotiator, on the negotiating team were Unit President James Gibbons, Gordon Kenyon, Maury Vaughn, Kathy Kereshaw, Lois Sawma, William Patterson, Michael Brady, Carolyn Han and Elizabeth Bateman.

CSEA COMMUNICATIONS DIRECTOR Gary Fryer, standing left, makes a point during seminar on the use of advertising in labor relations. The seminar was just one of many sessions covered during a recent Communications Conference in Washington, D.C., sponsored by AFSCME for communications and public affairs specialists from across the country. Fryer and Michael Dowling, right background, AFSCME's Director of Public Affairs, conducted the seminar on the use of advertising to improve public employee image, spur collective bargaining, and deal with political referendums.

OFFICERS OF the Nassau County Department of Parks and Recreation CSEA Unit are shown during their recent holiday party. From left are First Vice President Nicholas Delisanti, Secretary Patti Cappola, Corresponding Secretary Dorothy McLaughlin, and President Thomas Gargiulo.

Union protests halt form filing

SCHOHARIE — In the wake of strong opposition from the Civil Service Employees Assn., the Schoharie County Board of Supervisors agreed, in mid-December, not to require county employees to fill out computerized medical forms, which were part of a new employee health survey.

And last week it scrapped the entire health plan which called for the employees to meet "recognized physical standards" considered by the union to be ambiguous.

The controversy began early in December when several employees who drive county vehicles refused to fill out the medical forms, claiming the questions asked on them had nothing to do with their ability to drive, and that computerizing the information was an invasion of their privacy.

Capital Region CSEA Field Representative John Cummings met with county officials several times in December, until they voted to discontinue the use of the forms.

The union subsequently filed improper practice charges stating that the standards were not clearly defined and should be a matter of negotiation between the CSEA and the County.

Under the threat of the union's latest action, the board voted to do away with the health plan altogether, and to appoint a county committee which would meet with Schoharie County CSEA Local President Kathryn Saddlemire and other CSEA members to work out a health plan. That committee must present the plan to the board by March 14.

After hearing of the board's recent concessions, Cummings dropped the improper practice charges, saying the union recognized the county's right to require physical exams by its own doctor, but would not tolerate "unreasonable demands for standards to be met or for disclosure of information employees consider to be private."

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-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name ____________________________
Street ____________________________
City, State Zip __________

Date of Retirement

THE PUBLIC SECTOR, Wednesday, January 23, 1980
Olympic demonstration a possibility

ALBANY — In protest of the New York State Department of Environmental Conservation's continual mistreatment of ski center employees, the Capital Region Civil Service Employees Assn. is planning a public demonstration to take place during the 1980 Winter Olympics at Lake Placid.

Jack Corcoran, CSEA Regional Director for the Capital Region CSEA, could not release any details of the demonstration, which he indicated was still in the planning stages, but said he has contacted ABC narrator James McKay, asking for television time, to air the union's differences.

"We feel we have a legitimate gripe," Corcoran said, pointing out that ski center employees will play a vital role in running the games, but receive "little recognition and shoddy treatment" from management.

Most recently the department has made a radical change in the employee's pay schedule, without consulting the union. The department has also denied union protection to seasonal employees and has held up grievances filed by the union, Corcoran noted.

Ski workers protest change of pay schedule, charges filed

ALBANY — Unfair labor practice charges have been filed by the Capital Region of the CSEA against the Capital Region Department of Environmental Conservation for changing the pay schedule of employees at Bellayre and Gore Mountain Ski Centers.

Seasonal employees returning to work at the ski centers, from October through December, were made to wait five, rather than four, weeks for their first paycheck, and all other employees on the payroll at the time of this alteration had to wait for two weeks with no paycheck.

To simplify its own bookkeeping, the Encon department set our members back a week in their pay schedule, explained Jack Corcoran field services director for the Capital Region CSEA. "Such changes, if they are made at all, must be made through collective bargaining, not at the whim of management." Corcoran expects hearing for all three cases to held in February.

Must Report Events If Payments Affected

People getting social security checks should keep in mind their responsibility to report certain events that could affect their payments, a social security representative said recently. These events include:

- Change of mailing address.
- Expected earnings in 1980 over the exempt amount—$3,000 for people 65 and over and $3,720 for people under 65.
- Planned departure from the United States.
- Work outside the U.S.
- In addition, dependents and survivors should report:
  - Marriage.
  - Divorce or annulment.
  - Adoption of a child.
  - Child leaving the care of parent, widow, or widower.
  - Child nearing 18 who will continue as a full-time student.

People getting checks because they are disabled should also report:

- Any work, no matter how low the earnings.
- Any improvement in their condition.
- Any change in worker's compensation.

Someone also should report if a beneficiary is no longer able to handle funds, and when a beneficiary dies.

More information about these events is contained in the booklet, "Your social security rights and responsibilities." People who have lost or misplaced their copy can get another at any social security office. The address and telephone number of the nearest social security office can be found in the telephone directory.

Keep CSEA informed on mailing address

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name:

Address:

City:

State:

Zip:

My new address is:

Street:

City:

State:

Zip:

Agency where employed:

My social security no.

Agency no.

Published every Wednesday by Clarify Publishing Inc.
Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591

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The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for $ by the Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224.


Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12224. Single copy

Price $4.

Page 4 THE PUBLIC SECTOR, Wednesday, January 22, 1980
Delisanti works hard for members

MINEOLA — While Nicholas Abbatiello provides leadership as president of CSEA's largest local, Nassau County Local 830, there is another Nicholas who also works hard on behalf of that local.

Nicholas Delisanti, one of Abbatiello's two administrative assistants, is one of the key CSEA persons regarding grievances by Nassau County employees as well as many other CSEA-related activities.

Delisanti was appointed by Abbatiello as administrative assistant in July 1978 in what he calls a 24-hour-a-day, seven day-a-week job. He said he has received CSEA-related telephone calls as late as 1:30 a.m. and as early as 5:30 a.m.

In the Nassau County Local, all grievances not settled on the first two steps (supervisor and department head) are submitted to Delisanti, Abbatiello and Administrative Assistant Frank Brathy for review.

If the decision is made to continue to pursue the grievance, Delisanti and CSEA's Field Representative Rigo Predonzan become the principal union representatives on the grievance.

Delisanti said he and Predonzan win approximately 75 percent of the grievances in spite of not having the advantage of binding arbitration in the contract.

Delisanti joined CSEA in 1972 when he was hired by Nassau County as an assistant park director for the Recreation and Parks Department. He was promoted to Park Director in 1973.

He was elected first vice president of the Recreation and Parks Unit in 1974 and was re-elected in 1976 and in 1978.

After the 1974 election, his unit president, Thomas Gargiulo, appointed him unit grievance chairman. Approximately one-third of Delisanti's work day was taken up with union grievance work.

In 1977, Delisanti was elected a delegate of the local to the CSEA delegates meetings and was re-elected in 1979.

In addition to his work for the unit, Delisanti took part in many union activities including demonstrations in Albany, Orange County and Suffolk County.

Delisanti believes he was asked to be one of Abbatiello's administrative assistants because of his grievance experience and his administrative experience as a park director.

Among the many other CSEA positions held by Delisanti are: Chairman, Region I CETA Committee; member, CSEA Constitution and By-Laws Committee; member, CSEA CETA Committee; chairman, Local 830 CETA Committee; and member, CSEA Methods and Procedures Committee.

"We have a very good union when we all work together. We have to remember the union is not the enemy. The Taylor Law sometimes ties the hands of the union."

"Some of us work 24-hours a day on our members' behalf," Delisanti said.

Delisanti, 30, and his wife, Julie, have two children: Kristen, 7; and Nicholas Jr., 3.

He is a graduate of West Virginia University and SUNY Farmingdale and has done graduate work at Adelphi University.

In 1980 all CSEA members and their families will be going to the polls to elect a new President of the United States. With the increasing financial role of the federal government in state and local government finances, Presidential politics has become an ever increasing focus of attention for public employee unions.

In an effort to monitor the attitudes of its members in this vital election year, CSEA is conducting a straw poll to get an indication of the Presidential preferences of its members at the outset of the campaign. Your participation will help CSEA assess the attitudes of our membership to the candidates that you would like to see become the next President of the United States.

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CSEA 1980 PRESIDENTIAL STRAW POLL

Who Would You Vote For If the Election Were Held Today?

- REPUBLICAN

<table>
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<tr>
<th>Who Would You Vote For?</th>
<th>Do You Recognize the Name?</th>
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<td>Ronald Reagan</td>
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<td>John Connolly</td>
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<td>George Bush</td>
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<td>Howard Baker</td>
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- DEMOCRAT

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<th>Who Would You Vote For?</th>
<th>Do You Recognize the Name?</th>
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<tr>
<td>Ted Kennedy</td>
<td>✔</td>
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<tr>
<td>Jimmy Carter</td>
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<tr>
<td>Jerry Brown</td>
<td>✔</td>
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</tbody>
</table>

OTHER: ____________________________________________

Please complete and mail your Straw Poll Coupon to: CSEA STRAW POLL, 33 Elk Street, Albany, N.Y. 12207

THE PUBLIC SECTOR, Wednesday, January 23, 1980
EMPLOYEE EVALUATION PROGRAM

Botched but salvageable

President's Message

Some time ago a story appeared in the Public Sector in which an expert on mental hygiene was quoted as saying, "If we ran corporations like we ran state hospitals, this country would be bankrupt." Well I would suggest to this expert a new quote, "If we ran this country like the state ran the first round of the Employee Evaluation Program, we could point to sloppy and inadequate training of raters. We could point to vaporous and threatening memoranda about "guidelines." We could even point to failures of incremental steps taken by the state without our knowledge or consent, in violation of our agreement. Planning a drug, however, to make the state any more efficient and it certainly wouldn't get our people the $8 million that they are owed under the contract.

The concept of this program is still sound. Its execution in the first round of evaluations was a disaster, but the concept is sound. What we need to do is rebuild the program into what it was originally supposed to be, an open and fair evaluation program totally based on the performance of each employee and not on any arbitrary standard or guidelines. It is in our members' interests to make this program work because there is over $30 million in the bank from it over the next four years. Right rated employees, however, could move even faster up to increments at an accelerated pace and, for the first time, could receive "performance awards" and in-stead of employees at the top of their salary steps increment eligible. All of this would be done at the average employee, in three years as opposed to at least 16,000 employees. There was, in short, a virtual guarantee of mediocrity from employees rewarding employees, the system was becoming a meaningless effort to improve morale, instead of becoming a meaningful new approach to rewarding employees, the system was becoming a meaningless effort to improve morale.

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Instead of improving morale, this fiasco destroyed it. Instead of rewarding productivity, we must assume that this mess cut productivity. Instead of becoming a meaningful, new approach to rewarding employees, the system was becoming a virtual guarantee of mediocrity from employees...
**Amendments approved**

ALBANY — In an effort to avoid problems arising from the use of an outdated Model Local or Regional CSEA Constitution, it has been recommended by the CSEA Board of Directors Charter Committee that amendments to the Constitution be printed more frequently in The Public Sector.

Recently (November 23, 1979), the Board of Directors of CSEA approved the following amendments to the Model Local Constitution:

1. Approved an amendment to Article III, Section 1 to delete the words "or retired." Said section now reads as follows: "Any active civil service employee of..." (agency's name) who is a member in good standing of the CSEA shall be eligible for membership in this Local.

2. Approved an amendment to Article IV, Section 1 of the Model Local Constitution to provide that representatives to the State Executive Committee be members of the Local Executive Committee of the Locals of which they are members. Said section now reads as follows: "...There shall exist in each local a Local Executive Committee which shall consist of the officers, immediate past president, unit presidents, local representative to the County Executive Committee of the Locals of which they are members. Said section now reads as follows: "There shall exist in each local..."

3. Approved amendments to Article VII, Sections 1 and 2 of the Model Local Constitution to delete "Political Action Committee" and "Education Committee from Section 2 and include them in Section 1. Said section now reads as follows: "(1) Auditing Committee (2) Membership Committee (3) Grievance Committee (4) Budget Committee (5) Political Action Committee (6) Education Committee"

4. An amendment to Article VII, Section 4 of the Model Local Constitution changing from September 1st to January 1st the date by which the Local Auditing Committee must complete their audit and report to the Local President, Local Executive Committee and CSEA. Said amendment is to be effective beginning fiscal year 1980. Said section now reads as follows: "There shall be an auditing committee consisting of not less than three members, none of whom may be officers of the local, who shall have the responsibility of auditing the books of the local and reporting its findings in writing on forms prescribed by headquarters to the local president and Executive Committee and to the State Association headquarters in Albany by January 1st, for the preceding fiscal year..."

**Openings for field service assistants**

ALBANY — Applications are now being accepted for field service assistant positions in CSEA's Southern Region III. Incumbents in these positions are responsible for serving the smaller locals and units, handling problems and programs of a less complex nature for CSEA members within the region and performing related duties as required. Minimum requirements are a high school diploma or equivalency certificate and two years of satisfactory business or investigative experience involving extensive public contact as an adjuster, seller, customer representative, investigator, inspector, or complaint supervisor. Labor relations experience is especially desirable. Equally acceptable minimum requirements would be graduation from a recognized college or university in a four-year course in which a Bachelor's Degree is granted, or from a recognized school of labor relations. A satisfactory combination of the foregoing training and experience may also satisfy minimum requirements for these positions.

Resumes must be submitted to T.S. Whitney, Director of Personnel, CSEA, P.O. Box 125, Capitol Station, Albany, N.Y. 12224 before Feb. 1, 1980.

**Nine get awards**

Nine State employees received a total of $415 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. This program is administered by the New York State Department of Civil Service. Estimated first-year savings from those suggestions total more than $3,900.

**Calendar of EVENTS**

**JANUARY**

23 — Long Island Region I Legislative and Political Action Committee meeting, 5 p.m., Muscoot, Malverne.
23 — Ossining Correctional Facility Local 161 installation, noon.
24 — Binghamton Local 002, general membership meeting, 7:30 p.m., First Ward American Legion, Clinton and Grace St., Binghamton.
25 — Region 1 workshop, Safety and Health, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.
26 — Staten Island Developmental Center Local 429 installation, 8:30 p.m., Le Coridon Bleu, 90-01 Jamaica Avenue, Queens.
27 — New York City Local 010 installation, 3 p.m., Theresa's Catering House, Massapequa.
28 — Metropolitan Region II Mental Hygiene labor-management meeting, 10 a.m., World Trade Center, New York City.

**FEBRUARY**

2 — CSEA Legislative Seminar, Empire State Plaza Convention Center, Albany, 9 a.m.
6 — Westchester County Local 860 Executive Board meeting, 7:30 p.m., 196 Maple Avenue, White Plains.
6 — Legislative breakfast, 8 a.m., Quality Inn, Albany.
7 — New York State Employees Brotherkood Annual Observance, 8:30 a.m., Roosevelt Hotel, New York City.
16 — Binghamton 002 Valentine Dinner Dance, 6:30 p.m., Banquet Manager's Restaurant, Endicott.
29-March 2 — Region V Conference, Hotel Syracuse, Syracuse.

**SMITHTOWN LIBRARY SIGNS CONTRACT —**

Miles Borden, left, president of Smithtown Library Board of Trustees, and Jan Sibilla, center, president of Smithtown Library CSEA unit, sign a two-year contract giving employees a six percent raise and increment in both years, binding arbitration, and longevity schedule. John Cuneo, CSEA field representative who negotiated the agreement looks on, right. Standing are Peter Gilard, Library Director, and Nancy Mclay, CSEA vice president and a member of the negotiating team.
Negotiations, many improvements have been made in the health insurance coverage not only of CSEA members, but of some 460,000 employees and dependents in political subdivisions, who are enrolled in the State Health Insurance Plan. This is because, historically, those health instruments that the State Health Insurance Plan are extended to other public employees throughout the state, and the benefits of each vary in some way from those of all the others. Therefore, it is impossible to detail HMO benefits here. However, it should be noted that HMO benefits have been improved through CSEA negotiations, just as the other two options have. For example, HMO maternity benefits improved through CSEA negotiations for the Cortland County Employee Benefit Fund, regardless of which health insurance option you choose.

Under the Statewide option, the cost of private-duty nursing is covered by Metropolitan Medical / Surgical coverage after the first 48 hours of nursing care. Under the GHI option, such costs are paid by GHI extended benefits coverage.

Ambulance services in connection with hospitalization are paid by Blue Cross under BOTH the Statewide and GHI options, up to $50 per trip to and/or from a hospital when medically necessary. Under the Statewide option, Metropolitan Medical / Surgical coverage pays additional charges; under the GHI option, GHI pays any additional charges. Under the Statewide option, ambulance services to a hospital for patient treatment are covered by Metropolitan Medical / Surgical coverage; under the GHI option, such services are covered by GHI extended benefits coverage.

The cost of renting or buying wheelchairs, crutches and other equipment, under the Statewide option, is covered by Metropolitan Medical / Surgical. Under the GHI option, this cost is paid for by GHI extended benefits coverage.

There is no provision under the GHI option for any OUT-OF-POCKET MAXIMUM. Under the Statewide option, Metropolitan Medical / Surgical coverage reimburses 100% of covered expenses in any calendar year in which a covered employee and/or his covered dependents have already incurred $2,000 of covered medical / surgical expenses after the appropriate deductible.

Under both the Statewide and GHI options, a SECOND SURGICAL OPINION is free, if arranged in advance through the Program.

Cortland finally has a contract

Cortland - If CSEA issued special awards for determination, patience and tenacity, the negotiating team for the Cortland County Unit of CSEA Local 612 would certainly rate among the highest qualifiers.

After 22 months of negotiations that included mediation, fact-finding, an improper Practice charge, followed by the IP pre-hearing and the actual hearing, the 2-year contract was finally signed December 19, 1979.

Terry Moxley, CSEA Field Representative and chief negotiator for the unit employees, expressed the highest praise for the members of the negotiating team.

"In spite of the problems and months of hard bargaining and frustrating delays, the total dedication of the negotiating team was outstanding," Moxley said.

"I'm also certain we arrived at a good and fair contract because the rank and file unit membership fully supported the team through those grueling months of tough negotiations," Moxley said.

In a comment following the formal signing of the contract, Earl Conger, Unit President, indicated that the majority of unit employees were satisfied with the agreement and were hopeful it would lead to more productive and peaceful labor relations in Cortland County in the future.
New York City local opens office

NEW YORK CITY - New York City Local 010 opened a new four-room office at 16 Court Street, Brooklyn, 11241, on Jan. 2, 1980, Local President Joe Johnson reported.

The office had been at 80 Centre Street, Manhattan, for 45 years, he noted.

Johnson said the new office, in addition to the old telephone number of (212) 732-4534, will have telephone numbers 625-2257 and 625-2008, the latter number with 24-hour, seven day a week, answering.

CSEA TREASURER Jack Gallagher, left, greets Seneca County Local 850 CSEA TREASURER Jack Gallagher, recent Christmas party attended by 176 members at the Boatyard Restaurant, Waterloo.

BILL AND SARA RYAN were Mr. and Mrs. Santa Claus at recent Senior Citizens local 850 Christmas party, sponsored by the Health Department co-chaired the committee. Ruth LaBelle, husband, Terry, made the sign.
Rumors continue to be a big concern but other things get attention also

WHITE PLAINS - Unsubstantiated rumors concerning the possible closing of some state facilities in his region is causing considerable concern, CSEA Southern Region III President James J. Lennon disclosed recently. Those rumors were just one of a number of subjects which Lennon touched on during an interview a few days after the start of the year.

Unsubstantiated rumors about the closings of Harlem Valley, Middletown and Hudson River psychiatric centers with almost 3,000 CSEA members employed at the facilities is causing considerable concern by the potentially affected employees, CSEA President William L. McGowan and himself, Lennon said.

"If those facilities were to close, there is little industry in those areas which could cause tremendous economic hardship in those areas," Lennon said.

He also called for CSEA members "to join ranks behind the leadership of the union from the members to help plan their future as Retirees," Lennon said. "If those rumors continue to be a big concern, there is little industry in those areas which could cause tremendous economic hardship in those areas," Lennon said.

Lennon also is in favor of changing the name of CSEA. "We are no longer an association," he said. "We are labor union. I hope the members to help plan their future as Retirees."

"I plan to discuss this with the union's officers in the future." Appointments to Region III committees have been made, and he identified the committee chairmen as:

SOUTHERN REGION 3 PRESIDENT

James J. Lennon

Constitution and By-Laws - Raymond J. O'Connor, Westchester County Unit of Local 860.

School Employees - Hugh Crapper, Dutchess Education Local 867.

Membership - Doris Milkus, Byrom School District Unit of Local 860.

Women's - Barbara Schwartzmiller, Ulster County Local 856.

Education and Training - Janice Schaff, Yonkers School District Unit of Local 860.

Special Mental Health and Retardation - Bob Thompson, Harlem Valley Psychiatric Center Local 609.

Local 860.

Special Corrections - Bill Kennaugh, Greenhaven Correctional Facility Local 158.

Special Social Services - Helen M. Adams, Dutchess County Local 814.

Special Probation - John Whalen, Westchester County Unit of Local 860.

Special Nurses - Dawn Gambino, Orange County Local 836.


Special Retirees - Nellie Davis, Local 908; and Nick Puzziferri, Rockland Westchester Retirees Local 159.

Legislative and Political Action - Carmine DiBattista, Westchester County Unit of Local 860.

Lennon said the Legislative and Political Action Committee will be expanding in membership to more than 20 and he is in the process of selecting the additional members.

He also announced the establishment of the Pre-Retirement Counseling Service for CSEA members of Region III in cooperation with Ter Bush & Powell. Those who would like to avail themselves of this service are asked to fill out the accompanying coupon.

Lennon is concerned with the attacks on public employee pensions and on the social security system by the business community and the news media. "Many years of hard negotiating, including the giving up of other benefits have given us the pension plans we have today. They don't realize that the average retirement pension is under $4,000," he said.

He also called on Gov. Hugh Carey to exert pressure on the State Legislature to pass an OSHA Law which would give public employees some measure of protection as are given private sector employees.

"Politicians are ignoring the health and safety of public employees," Lennon said.

Lennon also believes that action by AFSCME and the AFL-CIO are needed to move Congress in this area.

Improvements in the Taylor Law are needed to improve the climate for collective bargaining, including the fining of management if it does not bargain in good faith, Lennon said.

He praised the CSEA members of Dutchess County who banded together to help re-elect Lucille Patterson as county executive, "forgetting the parochialism of state and county. It's one union."

The Employee Assistance Program (EAP) drew praise from Lennon. "EAP started in Region III four years ago. Now it is a statewide program. In fact, some of those who were most vocally against it are now its supporters and are working for the program," he said.

He called Field Representative Flip Amodio the "Godfather of the program." He said a regional workshop is being planned for sometime in April and Regional First Vice President Raymond J. O'Connor and Treasurer Eleanor McDonald are working on that project.

Lennon mentioned a shop stewards seminar for Rockland Psychiatric Center CSEA Local 421 on Dec. 12, 1979, at the Orangeburg Holiday Inn.

The seminar, organized by Local 421 President Eva Katz, was led by CSEA Field Representative Tom Brann. Lennon and Region III Director Thomas Luposello also took part.

Among the 40 persons at the seminar were officers of Letchworth Local 412, including President Vincent Covati.
"His death great loss to all of us"

"All workers in this country should feel a sense of loss at the passing of George Meany. There has never been any American more dedicated to the causes of working people than this man. His death was a great loss to us all.

"Our union has been fighting to improve the standard of living of our members for the past seven decades and while our affiliation with the AFL-CIO is a recent development, we have always recognized and respected the role of this great federation in improving the quality of life of all Americans. Mr. Meany's role as the leader of this movement for so many years cannot be overestimated.

"CSEA and its members will mourn the loss of this great leader of the American labor movement."

William L. McGowan
President, CSEA

He left us more than memories

George Meany, our leader and our friend, has been taken from us. But what he did, what he said, what he meant shall always be with us.

He left us with much more than memories of a strong, warm, compassionate man. His legacy is the AFL-CIO itself.

George Meany constructed this house of labor out of the same granite that his Maker used in creating him. He forged the strongest, most independent, most democratic labor movement in the world.

American workers, whether they carried a union card or not, considered George Meany their spokesman. In forum after forum, his voice was their voice; expressing their hopes, fears, needs and aspirations with clarity and wisdom.

But George Meany was much more than an American trade union leader. Throughout the world, workers in other countries have established their own free, democratic movements with the help, guidance and inspiration of George Meany.

Behind the Iron Curtain and in all countries ruled by dictators, George Meany was hated by the oppressors because he was a beacon of hope for the oppressed. He was their spokesman, too — sounding a message of freedom, of free men and women living their lives as they wished.

We thank God for giving us George Meany. We thank his family for sharing him with us and with all who love liberty.

But, most of all, we thank him and pledge to carry out his final admonition to us: "Yours is a good labor movement. Now go out and make it better."

Lane Kirkland
President, AFL-CIO