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McGowan vs. Cadieux

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Members of the union's State Executive Committee are also up for election this year. Candidates nominated by the statewide nominating committee for those key positions will be published in the next issue of The Public Sector.

Delegates focus on dues increase

ALBANY — Several hundred official CSEA delegates are expected to attend the union's Special Delegates Meeting set for March 11-13 at Convention Hall, Empire State Plaza here. Although a number of business items are on the agenda, undoubtedly the number one order of business will focus on the crucial question of increasing the union's annual dues.

A CSEA Presidential Advisory Committee on Dues, along with key union leaders, have criss-crossed the state over the past few weeks to present detailed programs supporting a recommendation for setting CSEA dues at 1 percent of salary. The committee will present a detailed report to the delegates prior to a vote on the matter.

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PS&T update

ALBANY — CSEA attorneys on Tuesday filed legal briefs with the State Court of Appeals, asking the court to uphold an earlier order by the Appellate Division of State Supreme Court in the tangled PS&T union representation election situation. The Appellate Division had ordered the Public Employment Relations Board (PERB) to conduct a detailed handwriting investigation of showing of interest cards filed by the Public Employees Federation (PEF) which led to the PS&T representation election last April. Oral arguments before the Court of Appeals are set for March 20.

PERB had appealed the order of the lower court to conduct further investigations into charges of forgery surrounding the showing of interest cards, and was joined in the appeal by PEF. The Court of Appeals could rule on the case as early as mid-April.

In a related development, CSEA is mailing letters to all PS&T unit members informing them of misleading claims regarding insurance benefits and programs contained in material recently sent out by PEF.

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President's Message

For CSEA delegates, the moment of truth is here

In the history of every major labor union there has been a crucial decision, a "moment of truth", when the leadership and membership had to decide once and for all if they would stand together in strength for principle, or divide and fall for the sake of convenience. Next week, CSEA's statewide delegates will decide whether CSEA will handle its "moment of truth". Will we enact a dues structure that will make us strong and independent, or will we take the expedient route and let this union continue to wallow in financial crisis for another decade?

Every CSEA member has a stake in what happens at this Spring Convention. If we capitulate to convenience and retreat into the "social club" that it used to be, it will bring with it a traditional path of emasculating a sound dues structure proposal, then the resulting financial crisis will force massive layoffs of the union's professional staff to occur, with resulting reductions in services to the membership. And that will only be the beginning. Massive deficits will begin to accumulate and even more drastic cuts in the union's services will have to be contemplated. The Legal Assistance Program, which has a magnificent record of representing our membership, could face cutbacks; programs for membership services could face cutbacks; the frequent meetings of our union representatives and the costs involved in those meetings could face cutbacks; more delays in negotiations and processing of grievances and disciplinary proceedings could result and, generally, CSEA would begin to retreat into the "social club" that it used to be.

Less than one year ago, the Board of Directors of this union took a giant step in reinforcing CSEA's evolution into a real labor union when we affiliated with the American Federation of State, County and Municipal Employees, AFSCME, AFL-CIO. Instantly, CSEA became the single largest segment of the largest union in the AFL-CIO and a part of the largest federation of public employees in the world. The affiliation opened new doors for our members such as direct input into federal legislation which now accounts for a huge chunk of all funds spent by state and local governments. We have already joined hands with AFSCME in this area to win reform of the critical CETA program and to win some modification in President Carter's wage and price guidelines which had initially sought to make public employees the whipping boy of inflation, once again.

This same legislative cooperation now extends into New York where we have joined with AFSCME in a new state legislative operation to use the influence of our combined New York membership of 400,000 people to make the Governor and Legislature listen to our demands for reform of the infamous Taylor Law and other legislative needs of our membership.

Already we have worked together to begin a joint advertising effort to show New York voters that public employees perform important, meaningful jobs vital to their interests. We want the public to see us as having the same dignity and respect due any honest, hard-working men and women. In the future, educational programs and leadership and staff training sessions are being planned as we continue to explore more areas of cooperation with AFSCME to benefit all our members.

This affiliation has brought many benefits to our members already and still more are forthcoming, but it has also brought financial obligations. We must pay dues to AFSCME on your behalf, but our basic dues have not been increased to adjust for the AFSCME 'per capita'. By 1980, our flat dues would have to be increased to $93.30 just to cover the cost of affiliation and leave CSEA with the same basic dues it had three years ago!

Such a dues rate, in addition to being inadequate, would be terribly inequitable. Right now, for example, a member earning $7,000 per year pays $58.50 in dues which amounts to about 0.8% of that member's income. If we were to continue a flat dues rate and raise the dues to the $93.30 previously mentioned, that same member would be paying 1.3% of his or her annual salary in union dues! By comparison, consider our members who are fortunate enough to earn $60,000 per year. At the $58.50 rate, they are presently paying less than 0.3% of their income for dues, but if a flat dues structure of $93.30 were adopted, they would still be paying less than 0.5% of salary for dues!

How could any labor union ask its lowest paid members to pay a greater share of their income for union dues than higher salaried members paid? How can a labor organization ask those who can afford it least, to pay the most?

At the request of the Delegates, I appointed an Advisory Committee on Dues to study the fundamental problems confronting the fiscal stability of our union and to formulate a proposal that would solve our financial problems and be equitable to the membership. After months of exhaustive work, the Committee has recommended a dues structure of one percent of base salary for all CSEA members.

Under this proposal, every union member would pay an equal proportion of their income for dues. For example, a member in the lowest income bracket would pay less in actual dollar amounts than those in the higher income brackets, but every member would pay the same proportion of their income regardless of income level. The result would be to move in keeping with the mainstream of other unions' dues.

Let's be honest, there is no way that anyone will ever convince you to joyfully embrace this dues proposal. Nobody likes to pay more for anything, it's never popular. You should remember, however, that we're not talking about popularity here, we're talking about survival of this union! We're talking about necessity versus expediency. The easiest thing for me to do, particularly now, would be to turn my back on this problem as others have in the past and let it blow over until next year. But there is no longer any time to let this blow over. We can't put this off any longer. We must bite the bullet now and do what is best for our union even at the expense of popularity. If we don't, then we are not fit to be called leaders.

As I said at the outset of this column, every union sooner or later must stand at the crossroads and choose the direction in which it must go. The action your Delegates take next week will determine this union's direction for years to come. We can continue to drift aimlessly along the easiest path or we can do what must be done and take the path to achievement.

I want every CSEA member to know that I as the President of this organization, stand on the side of a strong, united CSEA that can do the job today and be ready for the challenges of the future. I am convinced that the only way to achieve this goal is to put this union back on a sound financial foundation. I whole-heartedly endorse the recommendation of the Advisory Committee on Dues for a new CSEA dues structure of one percent of base salary!

CSEA President
William L. McGowan

WILLIAM L. McGOWAN
President
Schenectady must provide parking

By Deborah Cassidy

SCHENECTADY — A Public Employment Relations Board arbitrator has ruled that the City of Schenectady must negotiate a plan with the Civil Service Employees Assn. to provide City Hall employees with the Civil Service Employees Employment Relations Board...
Mahopac wins new contract

By Jack Murphy

MAHOPAC—After more than nine months of negotiations clerical workers in the Mahopac School District have reached a contract settlement calling for a 16 percent wage increase over a three-year period.

The agreement, which affects library aides, teacher aides, typists, PBX operators, stenographers and secretaries, is retroactive to July 1, 1978. The agreement lifts a two-year wage freeze imposed under a 1976 contract.

Evelyn Smithie, president of the 50-member unit of CSEA Putnam County Local 840, said the contract retains a job-security clause first granted in 1976, and also provides a $5,000 life insurance policy, broadening of educational benefits and an expansion of steps for incremental salary increases.

"The monies may not be great when you consider the cost of living," said Ms. Smithie, "but we have job security and I believe it's a good contract."

The agreement provides for a five percent wage increase for 1978-79 and 5½ percent for each of the two succeeding years.

The agreement was ratified by an unanimous vote of the workers and passed by a split vote of the school board over the objections of one school board member who sought to delay ratification until a public airing of contract provisions could be held.

Larry Scanlon, CSEA field representative, worked with the negotiating team which included Ms. Smithie, Maureen Schmitz, Mary Ellen Tulper and Natalie Wilson.

According to Scanlon, the talks dragged on so long because "the school board changed their negotiating team three times."

Ice show discount tickets available

ALBANY—Civil Service Employees Assn. members in the Capital Region can obtain discounts on tickets to the annual Ice Capades Show to be held at the RPI Field House in Troy.

The agreement, worked out by the Region Activities Committee, calls for a one dollar discount on adult tickets for the April 4th and 5th 8 p.m. shows and a special rate for youth tickets purchased by mail before March 26. For envelopes or more information see your Local president.

Elections Timetable

The following is the remaining dates in the timetable for the 1979 election of CSEA statewide officers and members of the State Executive Committee.

March 21 Deadline for Declination of Nomination.
April 16 Final Day for Nominations to Fill Declinations (If Less Than 2 Candidates Remain).
April 20 Drawing for Position on Ballot — 10:30 A.M., Conference Room, Headquarters — Candidates (or Proxies) may attend as observers.
April 27 Mailing of Printed Copies of Rules and Regulations for the Election to All Candidates and Local Presidents.

May 11 Publication of Names of All Candidates in the Official Newspaper.
May 14 Ballots in Mail.
May 26 Replacement ballots may be requested as of this date if original ballot has not been delivered.
June 21 Return of Ballots — 6 p.m. Deadline.
June 22 Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine counted will be counted manually during this period.
June 27 Return of Replacement Ballots — 6 p.m. Deadline.
June 28 Ballots to be counted. Candidates to be notified by telegram by June 29th.

June 29 Official Results to be Announced.

July 9 End of Protest (10 days after official results are announced.)
Although New York State has been a national leader in occupational safety and health laws dating back well into the last century, a major blemish on the state's otherwise good intentions in the occupational safety field has always existed in the fact that public employees, of which there are nearly one million working men and women in the Empire State, have never been covered by standards and requirements that apply to working people in the private sector.

The Civil Service Employees Association, the largest labor union in New York State representing public workers, has consistently fought for extension of occupational safety and health provisions to the public sector. Again this current Legislative Session, CSEA has a bill introduced which would provide public workers protection equivalent to that of the OSHA Federal legislation of 1970. Through the articles and reports in this special section, and in future editions of The Public Sector, we will expose conditions that cry out for correction through such statutory legislation.

Workers safety
CSEA's concern

- ALBANY – "A safe working environment is not a privilege. It is a right," Nels Carlson, CSEA collective bargaining specialist, says.

Carlson is the staff liaison to the union's safety committees and is the key staff member for on-the-job safety of CSEA members.

CSEA became especially heavily involved in safety issues in 1977 following the election of William L. McGowan as president of the union, Carlson said.

The union has a number of safety committees from the State and regional levels down to the department level.

There are many areas of concern regarding the on-the-job safety of CSEA members. Carlson identified five of those areas.

- Need for OSHA legislation, bringing the same safety requirements of private sector to the public sector.
- Toxic substances. The work environment of many CSEA members contains harmful levels of many toxic substances.
- Stress. Many CSEA members are subject to various illnesses from on-the-job stress.
- Sanitary conditions, including bathroom facilities and hospital sanitation.
- Fire safety of work environments, including fire inspections.

Of OSHA, Carlson said: "It is hypocrisy for government to require private enterprise to protect its workers but not to require the same protection for government workers. "State and local governments lack concern for the workers. They must change their attitude toward safety. A safe working environment is not a privilege. It is a right."

An October 1978 inspection of the Wassaca Developmental Center, Wassaic, by Carlson found numerous safety hazards including:

- A lint filter sitting unattached for four years while highly flammable lint collected, Carlson said.
- Electrical circuit breakers were bypassed permitting potentially unsafe amounts of current to flow through the electrical system.
- A fire escape led to a small, locked, fenced-in yard with barred windows atop the fence. Carlson called attention to a 1975 New York State Department of Labor study which found the incidence of accidents among public employees to be more than 200 percent higher than the incidence of accidents among other members of the work force.
- He pointed out in addition to the suffering by the individual and his family from an accident, there is also a high monetary cost involved.
- "Supervisors must be educated that safe working conditions save money," he said.

In 1970-71, the last year statistics were available, employee injuries for all levels of government in the State cost $54 million, of which $15 million cost the State and $39 million cost local governments, Carlson said.

Carlson said the work environments of many CSEA members contain hundreds of toxic substances. While the one state employee who contracted rabies received a lot of publicity, the situation goes far beyond one isolated employee. A few of the hazardous safety conditions mentioned by Carlson were:

- Silica sand used in sand blasting is a known carcinogen (cancer-causing agent).
- Pesticide 245-T is under investigation by the U.S. Environmental Protection Agency and is partially banned because it is strongly suspected of being a carcinogen and a cause of birth defects.
- Asbestos, which was used in the construction of buildings prior to 1970, is a known carcinogen.
- Toluene, added to paint to speed drying, causes damage to blood and many vital organs.
- Four-hundred DOT employees were given blood tests last year. Approximately 10 percent were found to have high levels of lead in their blood. Carlson said he thought the cause might be sand blasting of lead-based paints.

Carlson also said stress was an important factor causing heart attacks, ulcers, high blood pressure and other illnesses. He called attention to a recent study of 22,000 workers in Tennessee where the four most stress-filled jobs were: laborer, secretary, inspector and clinical lab technician.

He said the sanitary conditions at a number of DOT facilities — including toilet, washing and eating accommodations — were abominable.

He also called attention to the laundry facilities at hospitals and mental hygiene facilities where he claimed contaminants get mixed with wash.

Improper building inspections for fire safety drew Carlson's criticism. He called the program "totally inadequate."

Under OSHA, a union representative would be able to accompany the inspector, Carlson said.
A safe working environment is not a privilege. It is a right.

OSHA supported by State

The Civil Service Employees Association strongly backs the extension of OSHA to public employees. The following is the union's official position on the proposed OSHA Law.

Safely in the work place is a legitimate concern, both to the affected employer and to the affected employees. A safe work place decreases the likelihood of incidents and consequent social loss resulting from work injuries.

Public employees of the State and its political subdivisions are the only public employees presently not covered by any occupational safety or health standards.

Private sector employees are protected in their work places by either the Federal Occupational and Safety Act or the provisions of the New York State Labor Law.

In order to provide similar protection to public employees within this state, this bill states that it is the public policy of the State of New York to assure, as far as possible, safe and healthful working conditions to public employees.

Specifically, it requires the industrial commissioner to adopt standards at an efficient level promulgated pursuant to the Federal Occupational and Safety Health Act.

At the same time, it allows him to adopt more effective standards where he finds that such standards are necessary under the particular circumstances of public employment.

It provides for inspections of such work places by the commissioner or his designee, and allows either an employee or an employee organization to request an inspection in writing. Employers are entitled to accompany the inspector. If the inspector finds an unsafe condition, he issues an order to the public employer requiring him to remedy the unsafe condition. The employer must post a copy of the order, which will prohibit further work in a dangerous area or on a dangerous machine until the danger has been eliminated.

Once the inspector ascertains that the danger has been eliminated, the notice of unsafe condition is removed.

OSHA backing OSHA Law

The Labor Committee has also been chairman of the Assembly Committee on Labor, its Committee, must also clear the bill. OSHA supported by State Department of Commerce and Economic Development.

The State Senate also must pass legislation to protect public employees in New York state who receive 'high priority' from the Assembly Committee of Labor, its chairman, Assemblyman Saul Weprin, says.

Weprin, who said he would be the bill's chief sponsor in the Senate, said he hoped the bill would reach the floor of the Assembly in April or May.

The bill, after clearing the Labor Committee, must also clear the Assembly Ways and Means Committee before reaching the floor. The State Senate also must pass the bill and Gov. Hugh L. Carey must sign the bill before it becomes law. The governor is on record as favoring the bill.

The OSHA bill would extend to public employees the same safety protections now required for private sector employees.

Weprin also reported that his committee recently held public hearings on the Comprehensive Environmental and Treatment Act (CETA) program in New York State. He said that a new CETA Law provides the State Legislature with input into the program.

His committee also plans to hold a workshop in April on women's employment. Weprin would curtail possible arbitration; and requiring an extended period for bargaining.

The Facilities necessary to conduct such public programs are housed in structures ranging in size from six by eight foot toll stations containing a single employee to a large insurance business and vast collection and disposal facilities.

The range of occupations employed to perform the services involved in the public sector includes miners, machine operators, laundries, laundry and dry cleaning, power plants, metal working shops, garbage and vehicles repair facilities, storage operations, printers, laborers, salesmen, office clerks, railroad stations, sewage treatment and water purification plants, and large communications processes.
Union complaints prod State action

By Daniel X. Campbell
ALBANY — The Nelson A. Rockefeller Empire State Plaza, formerly the Empire State Plaza, originally the South Mall, is a 1.5 billion dollar governmental complex, which is now being considered a modern masterpiece of architectural design and engineering concepts. But the true purpose of the 98-acre complex is that of a functioning work location for nearly 12,000 governmental workers and, while the Plaza is a grandiose structure, it is a work location which has numerous problems which hamper the efficient, effective and safe administration of governmental employees assigned to it.

One of the major problems can be typified by the ongoing struggle of the public employees of the Department of Motor Vehicles who are housed in the Swan Street Building of the Plaza. During the past two years, nearly one third of the 1,859 Motor Vehicle employees have filed a complaint concerning the heating, ventilating and air conditioning system in their work location, four floors of Cores 2 and 3.

During that time period while individual problems were resolved by individual actions of the union and the employees, little if any substantial progress has been achieved in resolving the problem for the whole Department. Also during this time period, a check of personnel files and attendance records indicated that absenteeism increased along with the number of complaints concerning the HVAC system. CSEA Capital Region Director remembers the session, "It was the first step. We had the facts: Management knew we were not kidding and OGS was willing to try to resolve the whole problem and not just a single work area. We left the session happy, yet cautious." Following the session, the OGS operations engineers, Robert Mathes, John Postulka and John Barberis, took experimental steps to try and correct some of the design problems the Plant Utilities inherited, on acceptance of the building. The Swan Street Building was originally designed to house wide open, wall to wall office spaces. However, the original plans were scrapped when more employees were moved into the Plaza and because of this, partitions divided the work area into office areas and office areas were in turn partitioned into specific work areas etc. All of this was done while the HVAC system remained unchanged.

This lack of change caused an air circulation problem which varied from floor to floor and from section to section and even within singular work locations. In order to attempt to solve the complicated problem, the OGS operations engineers divided the problem area into five sections. A chart system was developed for the daily recording of temperatures in various sections of the problem areas. In order to move the air through the existing system in a different manner than was originally designed a new system of air diffusers had to be designed, built and installed in the test areas. Robert Mathes handled the design aspects for two new air diffusers while John Postulka and John Barberis built a machine to manufacture both types of air deflectors.

Last November, a report was issued indicating that the OGS operations engineers had installed 46 perforated baffle diffusers in one area and 120 perforated strips had been installed in the four other problem areas. Temperatures in the first test area were recorded and charted daily. The average room temperature was 72 degrees to 74 degrees; the cafeteria was running 75 degrees.

In order to balance the temperatures, the OGS engineering engineers regulated fan discharges for even heat between cores. Also, OGS reprogrammed the central automatic control facilities to start fans at an earlier hour.

During this time, both the CSEA and Motor Vehicle Department management personnel worked together to monitor the situation of the employees in the experimental areas. All complaints were reviewed and corrective measures were taken by OGS. As time progressed, the experiment proved that the internal diffuser, the perforated baffle diffuser was not as effective in solving the air circulation problem as was the perforated strip.

Robert Mathes, OGS Chief engineer commented on the experiment results, "The strip kept the air moving around in the work areas rather than blowing directly on the workers or away from them."

Jean Book, CSEA Local president, notes, "The daily complaints fell as each section was worked on, sometimes a problem developed, but that was the exception, not the rule. The employees were really happy to see some action being taken, so they were willing to put up with a trial and error situation."

CSEA, OGS and Department of Motor Vehicle management are scheduled to meet again in the near future to review the situation. In light of the on coming seasonal change, CSEA plans to review the HVAC situation on a quarterly basis so that the seasonal changes can be dealt with in a logical basis and not a last minute action being considered. But CSEA is now confident that with communications, cooperation and creative engineering the HVAC problem can be resolved in a positive beneficial manner.

Jack Corcoran, CSEA Regional Director, summed up the situation, "The Plaza is just another work location. But due to its colossal size, the problems seem colossal also. But the Plaza was designed and built by people and people working together will eventually be able to solve all the colossal problems of the Plaza."
AMONG THE PARTICIPANTS were Clarence R. Briggs of Washington County, and Henry R. Moulton and Milo L. Barlo, both of Warren County, and all members of Department of Transportation CSEA Local 676.

Election workshop

MENANDS - Three Local elections in Region IV were overturned three years ago and had to be done over because of violations of CSEA's nomination and election procedures.

To help avoid such instances, Capital Region IV President Joseph McDermott and Regional First Vice President Timothy McInerney conducted a workshop on Local nomination and election procedures at a workshop on Feb. 24 in Menands.

The three elections were voided because a member of a Local's nominating committee was elected, a violation of the union's procedures, McDermott said.

He and McInerney stressed the importance of 'doing it right' as they went through the entire nomination and election process for the approximately 60 persons who attended the workshop.

McDermott said: "The secret is to be fair and tell everybody what you are doing" as well as following the procedures to avoid problems with the nominations and the elections.

Crossing guard settlements in Buffalo, Hamburg

BUFFALO - School Crossing guards represented by Erie County Local 815 have their jobs guaranteed for the duration of their new two year pact and will now receive $16.65 per day, retroactive to June 1, 1978 and $16.55 effective June 1, 1979, according to CSEA Field Representative Bob Young, who was chief negotiator.

HAMBURG - Village of Hamburg school crossing guards, represented by CSEA Local 815, have a job guarantee clause for the duration of the new two year contract signed last week.

They will also receive raises and one quarter of their unused sick leave as severance pay.

Joining CSEA Field Representative Bob Young on the negotiating team were Unit President Ruth Kuilk and Dorothy Lavelle.

Jefferson BOCES votes to join union

Jefferson County Local 823 of CSEA became stronger by one unit when employees of Jefferson BOCES voted overwhelmingly for CSEA to become their official bargaining representative. The final tally of the mail-in ballots counted Friday, February 23 showed 29 votes for CSEA with 7 employees voting for no union. The new unit's temporary officers will be named in the near future, according to Richard Grieco, President of Local 823.

Region IV dues meeting

ALBANY - A presentation by the CSEA Presidential Advisory Committee on Dues attracted a turnout of approximately 200 persons from CSEA Capital Region IV on February 23.

Regional President Joseph McDermott summing up the meeting, said: "A majority of the region's delegates appear to want a solution to CSEA's financial situation. They accept there is a need for a dues increase."

PAYING CLOSE ATTENTION to presentation on need for a dues increase, below, are Steve Ivery of the Division for Youth CSEA Local 351 and Bob Goodwin of State Police Headquarters Local 697.
OPEN CONTINUOUS
STATE JOB CALENDAR

Title Salary Exam No.
Pharmacist (salary varies with location) $14,388-$15,562 20-129
Assistant Sanitary Engineer $12,397 20-132
Senior Sanitary Engineer $18,301 20-123
Clinical Physician I $27,694 20-119
Clinical Physician II $27,694 20-119
Assistant Clinical Physician $25,161 20-117
Attorney $14,850 20-113
Assistant Attorney $12,397 20-113
Attorney Trainee $11,725 20-113
Junior Engineer $12,800 20-109
Junior Engineer (Master's Degree) $13,876 20-109
Dental Hygienist $8,950 20-107
Licensed Practical Nurse $8,051 20-106
Nursing Services Consultant $13,404 20-139
Stationary Engineer $10,042 20-130
Senior Serviceman Engineering Specialist $11,450 20-137
Occupational Therapy Assistant I $9,029 20-174
Occupational Therapy Assistant I (Spanish Speaking) $9,029 20-174
Vocational Rehabilitation Counselor $14,142 20-210
Vocational Rehabilitation Counselor Trained I $11,983 20-210
Medical Record Technician I $8,481 20-143
Histology Technician $8,051 20-170
Professional Positions in Auditing and Accounting $11,250 20-200
Computer Programmer I $14,075 20-220
Computer Programmer (Scientific) $11,250 20-222
Senior Programmer $14,075 20-222
Senior Computer Programmer (Scientific) $14,075 20-223
Mobility Instructor $11,250 20-224
Instructor of the Blind $11,250 20-225
Health Services Nurse $11,250-$12,025 20-226
Senior Building Guard $8,454 30-704
Housing Management Representative $11,904 30-707
Senior Housing and Community Development Representative $21,450 30-708
Senior Housing Management Representative $21,450 30-789
Senior Public Specifications Writers (Electrical) $18,301 30-714
Senior Public Specifications Writers (Electronics) $18,301 30-715
Senior Public Specifications Writers (Mechanical) $18,301 30-717
Senior Building Structural Engineer $14,075 30-718
Urban Park Patrol Sergeant $11,904 30-719
Senior Nursing Station Clerk $7,565 30-720
Toll Equipment Maintenance Supervisor I $13,465 30-721
Administrative Director $14,975 30-723
Director of Soils Mechanics $30,945 30-726
Senior Assistant Director of Soils Mechanics $23,095 30-349

STATE OPEN COMPETITIVE JOB CALENDAR

Beginning Office Worker (Capital District Only) $6,165 20-998

You can also contact your local Manhattan Services Office for examination information.

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

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

OPEN CONTINUOUS
STATE JOB CALENDAR

Title Salary Exam No.
Pharmacist (salary varies with location) $14,388-$15,562 20-129
Assistant Sanitary Engineer $12,397 20-132
Senior Sanitary Engineer $18,301 20-123
Clinical Physician I $27,694 20-119
Clinical Physician II $27,694 20-119
Assistant Clinical Physician $25,161 20-117
Attorney $14,850 20-113
Assistant Attorney $12,397 20-113
Attorney Trainee $11,725 20-113
Junior Engineer $12,800 20-109
Junior Engineer (Master's Degree) $13,876 20-109
Dental Hygienist $8,950 20-107
Licensed Practical Nurse $8,051 20-106
Nursing Services Consultant $13,404 20-139
Stationary Engineer $10,042 20-130
Senior Serviceman Engineering Specialist $11,450 20-137
Occupational Therapy Assistant I $9,029 20-174
Occupational Therapy Assistant I (Spanish Speaking) $9,029 20-174
Vocational Rehabilitation Counselor $14,142 20-210
Vocational Rehabilitation Counselor Trained I $11,983 20-210
Medical Record Technician I $8,481 20-143
Histology Technician $8,051 20-170
Professional Positions in Auditing and Accounting $11,250 20-200
Computer Programmer I $14,075 20-220
Computer Programmer (Scientific) $11,250 20-222
Senior Programmer $14,075 20-222
Senior Computer Programmer (Scientific) $14,075 20-223
Mobility Instructor $11,250 20-224
Instructor of the Blind $11,250 20-225
Health Services Nurse $11,250-$12,025 20-226

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Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.
Ms. Roark: I’m only flying during the day

By Deborah Cassidy

ALBANY — As she boarded the commuter plane from Elmira to Albany on February 26 to join State contract talks, Nancy Roark, Civil Service Employees Assn. Board of Directors representative for the Judicial Department and president of the Chemung County Local, joked with the pilot about holding back because it was a cloudy night. She didn’t know that her casual concern was soon to become real.

The small plane which carried Ms. Roark in addition to another passenger, Roberta Fisk, and the pilot lost its lights and radio as it began a three-hour ride through the clouds, but the two found each other again and the second plane in the clouds, but the two found each other again and the second landing attempt succeeded.

We were lucky, because our landing attempt succeeded. We were lucky, because our landing attempt succeeded. Seeing the runway as they began to land, Ms. Roark said to God, “If you’re through with me here, O.K.” she added.

We were lucky, because our landing attempt succeeded. We were lucky, because our landing attempt succeeded. Ms. Roark gives a great deal of credit to the control tower workers. “The only way they could follow us was on radar. They couldn’t see us, but they managed to find us,” she said.

A switch to turn on a reserve power backup system has been installed at the Wilton Developmental Center to prevent power failures, reports Hank Kuczynski, treasurer of that Local of the Civil Service Employees Assn.

According to Kuczynski the Center has been plagued by numerous power failures in the past several months, creating a dangerous environment for clients as well as employees. “At times we’ve had to work without heat and lights,” he said. The problem recurred because of a faulty generator.

“After several meetings with the management, the CSEA is pleased with the installation of the switch and feels that the matter has been resolved for the benefit of clients and employees,” said Kuczynski.

Pay raise in Schenectady

SCHENECTADY — Pay increases of five percent or five hundred dollars, whichever is greater, in the first year and five percent or four hundred dollars in the second year were obtained in a two-year contract between the County of Schenectady and the County unit of the Civil Service Employees Assn. The agreement also stated that all highway hourly employees making less than $5.09 per hour will receive a 24 cents per hour increase and compensation for those engaging in out of title work or extra duties.

Addition benefits include mileage increases, the Community Health Plan option at a partial cost to the County, clarification of language governing all leave time, and malpractice insurance for all persons who provide nursing care for patients at any County owned nursing facility. In other areas the County agreed to jointly seek with the CSEA to provide a career ladder for registered nurses, to establish a Labor-Management Committee and Agency Shop.

Fire destroys Utica office

UTICA — A 2-alarm fire, which destroyed a building housing the Utica offices of CSEA only halted local operations temporarily following the February 17 fire, according to Region V President James Moore.

He noted that through the cooperation of CSEA Local 425 President Roger Pierrault of the Utica Psychiatric Center, the union quickly opened a temporary office in the CAG Building, 1506 Whitesboro Street. Additionally, CSEA was able to retain its previous phone number for the temporary location, (315) 735-9272.

Office hours from 9 a.m. to 4:30 p.m. Monday through Friday are being maintained at the temporary location.
MINEOLA — In what is being hailed as an astonishing negotiations achievement, and what is probably a first under the decade-old Taylor Law, Nassau County employees represented by the Civil Service Employees Assn. have a tentative contract providing the 14,000 county workers between 19.5% and 24% in salary increases over the next three years.

It was only a few days ago that a legislative hearing under the Taylor Law began, with the Nassau County Board of Supervisors poised to mandate a one-year contract containing only a $400 across the board increase. However, under extreme pressure from CSEA which had exposed millions of dollars in "fat" in the county budget, the Board instead announced the "discovery" of $5 to $7 million that could be used for negotiations, and instead of imposing a contract ordered the resumption of negotiations.

An all-night marathon bargaining session last week, ending at 4 a.m. last Tuesday, resulted in a tentative 3-year pact. At press time, Nassau County CSEA Local 830 President Nick Abbatiello said he expected members to vote on ratification by late this week.

The agreement calls for a $400 increase, added to the salary schedule, retroactive to January 1, 1979; $400 added to the schedule in July, 1979; a 7% increase next January, and a 6% increase plus cost of living adjustment that could raise the hike to as much as 7 1/2% for the third year. Increases for those eligible will be paid in addition to the basic salary hikes.

A spokesman for the State Public Employment Relations Board said use of a legislative hearing to settle a contract dispute is rare in itself, but it is believed that to halt such a hearing and to resume bargaining has probably never occurred before in the State.

CHIEF UNION NEGOTIATOR George Peak, tells a press conference that there are millions of dollars in the Nassau County budget that should be used for a fair and equitable salary raise for the county's 14,000 public workers represented by CSEA.

WESTCHESTER COUNTY CSEA UNIT came in to Mineola to demonstrate the solidarity of the union behind the Nassau County workers. From left are Ray O'Connor, President of the Westchester County CSEA Unit; Peter Lojac of the Nassau County Parks and Recreation Department; Westchester County Unit Shop Steward Rick Paradiso; Pat Maseioli, first vice president of the Westchester County Unit; and Westchester County Unit Shop Steward Joan Smith.

DETERMINED CSEA MEMBERS jammed the Nassau County Board of Supervisors meeting room.