"MAD AS HELL" CSEA members recently vested their displeasure and distress over the proposed state budget during a "Rally for Responsibility" in Albany. But union efforts to reverse the effects of that proposed budget have taken other forms as well, including a statewide advertising campaign and intensive lobbying efforts. On page 13 of this issue, CSEA President William L. McGowan talks candidly about the potential destruction of public services and jobs as a result of the proposed budget, and a report on the fight in Washington over President Carter's proposed federal budget, which would cause severe federal aid problems for states, is contained on the same page. On page 8 are more photos of the "Rally for Responsibility" in Albany.

ALBANY — Final details on the election of CSEA delegates to the 1980 AFSCME biennial Convention have been announced by Joseph J. Dolan, Jr., Executive Director of CSEA and coordinator of the election. Ballots will be mailed from CSEA Headquarters here to all CSEA members on April 10 and must be returned to an Albany Post Office Box by no later than the morning of May 1. Counting will begin on May 2 under the supervision of a union election committee chosen to monitor the process. Candidates for election or their observers may also be present for the counting.

CSEA has mailed letters to candidates nominated at the March 1 meetings to allow them the opportunity to decline nomination and to inform them of the details of the election procedures. Any candidates with questions concerning the elections procedures should contact Mr. Dolan at CSEA Headquarters.

Each CSEA Region will elect a certain number of delegates to the AFSCME Convention based upon the membership population within that Region. Region One will elect 56 delegates, Region Two will have 44, Region Three, 35; Region Four, 38; Region Five, 35; and Region Six, 35.

Because the election is Regional in nature, each Region will have a separate ballot. Individual candidates and slates of candidates will appear on the ballot and voting members may vote for a slate, individuals, or a combination of both up to the total number of allowable delegates from that Region. Members will be urged in ballot instructions to exercise great caution when voting as voting for too many candidates will disqualify an entire ballot.

Nominees for candidates were carried out through six separate nominating meetings held in the Regions on March 1. Candidates will be listed on ballots in the order in which they were nominated. Slates of candidates were nominated and will be numbered based on the order in which they were nominated so the first slate nominated in a Region would be Slate One, the second would be Slate Two, etc.

Regional nominators also gave names to slates, so for example, the second slate nominated would be called the "Jones Slate" by the nominator. In such cases, the ballot will identify the slate both by number (in this case, Slate Two) and by name (in this case, the "Jones Slate").

Voters will be able to vote for an entire slate by checking a designation box next to the heading on the ballot, or vote for individuals on the slate without voting for the entire slate.

In an effort to allow candidates for election to the AFSCME Convention to communicate with eligible voters in that candidate’s Region and yet maintain the integrity of membership records, a process has been devised for CSEA Headquarters to handle mailings for candidates. Candidates can supply campaign mailing materials to CSEA Headquarters where the materials will be labeled and mailed at cost. Candidates wishing to use this procedure must pay for all costs in advance.

Candidates wishing to use this mailing procedure should contact CSEA Supervisor of Membership Records Ella Wadsworth for details, at CSEA headquarters, 33 Elk Street, Albany, N.Y. 1224, (518) 434-0191.

1980 AFSCME biennial convention
Timetable listed for election of delegates

State stalling on mileage, LOBA requested

ALBANY — CSEA has demanded that a reopener for mileage reimbursement in state contracts be moved to Last Offer Binding Arbitration (LOBA) in the face of dragging negotiations with the Governor’s Office of Employee Relations.

CSEA President William L. McGowan has notified OER that continual delays in the negotiations and the failure of the state to make a reasonable offer to union negotiators was cause to refer the entire issue to arbitration under a provision of the CSEA-State contracts.

Last year the union and the state reached agreement on three year contracts covering the administrative, Institutional and Operational bargaining units that provided for an increase in mileage reimbursements to the 17 cents per mile level plus a "reopener on demand" provision. As with the rest of the CSEA’s state contract negotiations, the matter was subject to Last Offer Binding Arbitration if the parties could not agree on an equitable solution.

On June 28 of last year, Mr. McGowan notified Meyer Frucher, Director of the Governor’s Office of Employee Relations that in view of wildly escalating gasoline prices, the CSEA would exercise its reopener rights immediately. Since that date there have been several meetings between union and state negotiators, but there has been no agreement.

Based on the delays, CSEA has now moved to invoke the impasse resolution procedure of LOBA, provided for by the CSEA-OER agreements. Each side would make a final offer for solution of the impasse and an arbitrator jointly selected — will choose the Last Offer which is the most reasonable. The arbitrator cannot create a third solution. The last offer choice of the arbitrator is then binding upon the parties.

CSEA and OER were expected to meet in the near future to work out details of the arbitration.

* Commented President McGowan, “Our people are being eaten alive by gasoline prices which are increasing weekly. We aren’t here to subsidize the operation of the state government and it is unreasonable for us to incur losses by using our own vehicles for state purposes. If the state doesn’t want to resolve this problem through negotiations, then we will exercise our rights and force them to resolve this issue through Last Offer Binding Arbitration.”
This bill would establish minimum health and safety standards for public employees. (OSHA)

This bill would guarantee voting membership on the Board of Trustees for the Employees' Retirement System, and investment decision would require the vote of at least one such member. (BOARD OF TRUSTEES, RETIREMENT SYSTEM)

This bill would give unions and employees the right to notice and an opportunity to be heard before the issuance of a temporary restraining order against a strike. (INJUNCTIVE NOTICE)

This bill would prevent the imposition of penalties upon an employee organization representing employees in a unit where an improper practice was responsible for a strike. (NO UNION LIABILITY FOR A STRIKE CAUSED BY AN EMPLOYER IMPROPER PRACTICE)

This bill would restore the presumption of arbitrability for New York State employees. (LIVERPOOL)

This bill would require an employer to continue an expired collective bargaining agreement until a new agreement is reached. (TRIBOROUGH)

Employees in the Unified Court System represented by CSEA who are subject to reclassification will be granted permanent status in the competitive class if they have performed their duties for a period of one year prior to the effective date of this proposal. (COVER-IN)

This bill would allow the veterans of World War II, Korea and Vietnam to purchase up to three years of credit in the retirement system for service in those wars. (VETERANS' BUY-BACK)

This bill would guarantee that public employees, like private employees, receive a guaranteed minimum wage. (MINIMUM WAGE)

This bill would eliminate a $5.00 examination fee for present State employees and it's political subdivisions on open-competitive examinations. (EXAMINATION FEES)

This bill would require the State and local governments to file a financial impact statement prior to contracting out for goods and services. (FISCAL IMPACT NOTES BEFORE CONTRACTING OUT)

This bill would provide a modest increase for all pre-April 1, 1979 retirees, depending upon the cost-of-living increase since the date of retirement. (RETIREE SUPPLEMENTATION)

This bill would make State employees who retired before September 30, 1966 eligible for a death benefit in the amount of $2,000. ($2,000 DEATH BENEFIT)

This bill would provide that the surviving spouse of a retiree would be allowed to continue family coverage after the employee's death, at no more than 55% of the full cost. (RETIREES' HEALTH INSURANCE)

This bill would eliminate the contracting out of transportation services by school districts by not giving private contractors a more favorable state-aid formula. (EDUCATION LAW PARITY)

This bill would allow the veterans of World War II, Korea and Vietnam to purchase retirement credits from the New York Retirement System for the time they were employed by the University of Buffalo. (UNIVERSITY OF BUFFALO BUY-BACK)

This bill would provide that Memorial Day be celebrated on the 1st Monday in May, rather than on the 30th day of May. (MEMORIAL DAY)

This bill would enable seasonal and part-time employees who are eligible for participation in the State dental and prescription drug plan. Major Medical plans to participate in benefits by the employee organization. (EMPLOYEE BENEFIT COVERAGE FOR PART-TIME & SEASONAL EMPLOYEES)

This bill would be made both permanent and mandatory for both State employees and those in the political subdivisions. (AGENCY SHOP)

Public employees determined to have been on strike are fined 2 days' pay for every strike day. This would eliminate the second day's penalty. (REPEAL OF 2 FOR 1)

Civilian employees of the Division of Military and Naval Affairs would become "public employees" under the Taylor Law and therefore could organize and bargain collectively with the State of New York. (ARMORY EMPLOYEES)

Although Chapter 496 of the law of 1978 substantially amended Public officers Law §17 to provide a uniform procedure for the defense and indemnification of State employees who are sued in civil courts for acts which arise out of the course of employment, the change was not extended to employees of the political subdivisions and other public entities. This bill would make that procedure uniform for all public employees. (INDEMNIFICATION IN POLITICAL SUBDIVISIONS)

This bill would make the above mentioned procedure uniform for all Thruway Workers. (INDEMNIFICATION IN POLITICAL SUBDIVISIONS — THRUWAY WORKERS)

This bill would allow sheriffs, under-sheriffs, and regular deputy sheriffs to elect participation in the retirement plan. (20-YEAR RETIREMENT PLAN FOR CORRECTION OFFICERS)

Martin Luther King Day

January 20 and 21, 1978 and February 6, 7 and 8, 1978. (NASSAU AND SUFFOLK SNOW DAYS)

State employees in the counties of Nassau and Suffolk would not be required to charge leave to cover absence on January 20 and 21, 1978 and February 6, 7 and 8, 1978. (NASSAU AND SUFFOLK SNOW DAYS)

Motor vehicles seating 11 passengers or more and used to transport school children would be required to be equipped with a padded seat back at least 24 inches in height, rather than 28 inches.

A-ASSEMBLY  S-SENATE  NO.-CSEA PROGRAM BILL NUMBER

STATUS
A. Labor
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
A. Judiciary
A. Gov't. Employees
A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
A. Ways & Means
S. Judiciary
A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Civil Service  A. Gov't. Employees
S. Passed  A. Gov't. Employees
A. Gov't. Employees
A. Codes

Page 2 THE PUBLIC SECTOR, Wednesday, March 26, 1980
The first group of appointments has been made from the eligible list for the State Civil Service Department's first "transition" examination. Transition examinations provide an opportunity for State clerical and professional employees to advance to professional level positions for which a college degree would generally be required.

The Public Administration Traineeship Transition (PATT) Program under which the appointments were made is the result of a 1979 memorandum of intent agreed to between the State and the Administrative Services Unit of the Civil Service Employees Association. Training in the PATT Program is administered by the Employee Advancement Section of the Civil Service Department, and training funds are provided in part by the joint State-CSEA Committee on the Clerical and Secretarial Employee Program, and in part by a federal Intergovernmental Personnel Act grant.

The eligible list for the PATT Program examination, established in early January, Thirty-four trainees have already been appointed from the list, and it is estimated that by the end of 1980, the total number of appointments made from the PATT list will be about 100.

The PATT program was open to State employees with specified years of experience in Grade 7, or higher, clerical or secretarial titles. Those appointed will take part in a new two-year training program leading to permanent appointment in any of 17 titles at the Grade 18 level for which the current starting salary is about $16,400. The G-18 titles include Senior Administrative Analyst, Senior Budget Analyst, Senior Personnel Examiner, Senior Employee Insurance Representative, Senior Staffing Services Representative, and Senior Classification and Pay Analyst.

Key grievances won at Pilgrim

WEST BRENTWOOD — Pilgrim Psychiatric Center CSEA Local 418 recently won two important grievances. Local 418 President Bill Chacona reports.

Chacona praised the work and effort of the local's grievance committee, which includes Paula Luvera Salzmann, Sandy Cavallaro, Kathy Golio, Virgilio Torres and Bobby Gadsden.

In one of the grievances, up to 10 days in accruals were restored to more than 50 employees. In the other grievance, more than 20 employees doing out-of-title work will be returned to their proper duties.

Differences in interpretation of the legal time to file for retroactive benefits under the new CSEA-State contracts was the cause of the first grievance. The new contracts, effective April 1979, were not signed until July 1979.

Under the old contracts, 10 days of accrued time to be used before any occupant injury. Chacona said under the new contracts, there are four exceptions on the use of the accrual, including:

- Being out of work at least 20 days.
- If admitted as a hospital inpatient.
- If granted a waiver by the commissioner or his designee.
- When being examined by a doctor or attending a compensation hearing.

The grievance was settled at the third step review between CSEA and the Governor's Office of Employee Relations, CSEA Collective Bargaining Specialist Robert Guild said. At the review, CSEA's interpretation of when it was proper to file for retroactive benefits was accepted.

The actual class action grievance involved 53 Pilgrim employees. Since the settlement of the grievance in January, Chacona said at least five other employees came forward with legitimate claims for retroactive benefits.

The second grievance involved 20 to 30 Grade 11 Mental Hygiene Therapy Assistants who were given the non-Civil Service Transfer Service (SST) CSEA Grant.

Chacona said the grants were given a number of administrative clerical duties rather than patient care duties. The new duties include maintenance and housekeeping problems and patients' personal services.
ALBANY — The sponsors of the Employee Assistance Program serving employees of the State Office of General Services are seeking qualified applicants from among OGS employees to become program coordinator.

Applicants must be able to maintain good inter-personal relationships with all levels of OGS employees and with community organizations. Experience as a volunteer in community counseling programs or community organizations and any specialized training or experience in interviewing or counseling techniques will be helpful.

The coordinator will be expected to devote several hours a week during normal working hours to meet with individual employees to discuss medical, behavioral and personal problems and to refer them for diagnosis and treatment.

To be considered for the position write to Earl Kilmartin, State Garage, State Office Building Campus, Albany NY 12226, no later than March 28, 1980. Include all pertinent experience and/or background in your letter.

ALBANY — Applications are now being accepted for CSEA College Scholarships for the 1980-81 school year.

The union’s Board of Directors approved the awarding of 12 $500 scholarships (two from each CSEA region) for deserving sons and daughters of CSEA-represented employees.

The deadline for submitting applications is April 30. The Special CSEA Scholarship Fund Committee, chaired by Dominic Spacone, Jr., will review all applications and make its decisions in May. Winners will be announced in June.

Applications are available from all CSEA regional offices, and from CSEA local presidents.

Free safety program set

BUFFALO — CSEA’s Western Region is presenting a free Safety Awareness Program at 9:30 a.m. Saturday, March 29 at the Buffalo Convention Center.

The program will involve three classes, “Safety Awareness,” “Safety Organization” and “Modern Techniques of Lifting,” by Steve Fantauzzo of AFSCME International, Frank Falejczyk, chair of the CSEA Syracuse Developmental Center in

Steward session well attended

SYRACUSE — Officers and members of CSEA Local 424 at Syracuse Developmental Center recently completed a successful Grievance Steward Workshop.

The workshop was conducted by Claire McGrath and Oneta Mae Britton, Steward Trainers for Central Region, V. Terry Mosley, CSEA Field Representative, also participated in the session.

CSEA members attending from Syracuse Developmental Center included: Cynthia Dillahaugh, Sheri Ranger, Joseph Iwanicki, Terrence Shroock, James Powers, Francis Wassell, Kenneth Osmond, William Bowles and Timothy Eves.

“We were very pleased with the turnout and plan to conduct similar grievance workshops in the near future,” said Local 424 President Santo DeVito.

STATE LEGISLATIVE BOUNDARIES

Our State legislative districts are dependent on population totals to insure fair representation. New York will use the census to redraw our legislative districts, and many cities will use the figures to redraw the election district boundaries for local representatives.

FEDERAL AID PROGRAMS

The number of New Yorkers counted determines the amount of federal money allocated to our state for economic development, public works jobs and job training programs as well as funds for education, health care and housing.

PLANNING AHEAD

Without accurate information, our communities cannot plan for future needs. The census will give us facts to determine the need for new highways, schools, water plants and fire and police stations. Answering the census is an investment in the future of New York State.

CSEA Safety Hotline
800-342-4824
WASHINGTON, D.C. — Several delegates from the Civil Service Employees Assn., recently attended a three-day 1980 Political/Legislative Conference, sponsored by the American Federation of State, County and Municipal Employees (AFSCME), here.

The conference provided public employees union leaders across the country with updated information on congressional legislation which would affect the allocation of federal funds to the states for public sector jobs and other labor legislation affecting public employment.

United States Senator Edward Kennedy and US Vice President Walter Mondale addressed the group, each voicing support for pro-labor legislation.

In addition, Region VI CSEA President Robert Lattimer spoke on the need to defeat Proposition 13 legislation, while Felton King, president of the Staten Island Developmental Center CSEA Local, reported on a recent anti-deinstitutionalization workshop sponsored by his Local.

United States Vice President Walter Mondale represented the Carter administration, telling conference participants they had support of the administration in effort for gaining pro-labor legislation.

CSEA Western Region President Robert Lattimer addressed the conference, speaking about the necessity to work diligently against proposition 13-type legislation anywhere it might arise.

Felton King, President of the Staten Island Developmental Center CSEA Local, discussed a successful deinstitutionalization workshop his local recently sponsored.

Right, Senator Edward Kennedy gestures to emphasize statement, "I'm on your side," to participants in the Washington conference.

Below right, Irving Flaumenbaum, President of CSEA Region I and an International Vice President of AFSCME also, speaks from the floor to participants in the recent conference in Washington.

Below, AFSCME President Jerry Wurf, at the podium, addressed AFSCME labor leaders from around the country.
Early morning fire damage heavy; new fire safety program promised

By Deborah Cassidy
Staff Writer

SCHENECTADY — An early morning fire which raged through Building Seven of the Oswald D. Heck Developmental Center on February 17, causing a reported $100,000 to $250,000 worth of damage, has left Civil Service Employees Assn. officials concerned about the future safety of employees, as well as clients, there.

Though no one was injured in the blaze, which broke out at 4 a.m., one member was treated for smoke inhalation.

And Rock CSEA Local 445 representatives entered the building to point out some conditions which they greeted by CSEA Region IV President Joseph McDermott, center, and CSEA Field Rep Donald McCarthy, left, are greeted by O.D. Heck CSEA Local 46 Secretary Joyce Smits.

In recommending the employees for the citations, Roland J. Queene, Director of Administration at O.D. Heck, said “Their quick reaction, sound judgment and exceptional courage resulted in the safe evacuation of the clients in building seven.”

When the fire broke out, Ms. Morgan, who was tending to 21 patients by herself, realized that she could not lead them all out of the building alone. She immediately called over the intercom for assistance and the six other employees responded. They roused the sleeping clients from their bedrooms, helped them grab jackets and calmly led them out.

“It was the worst time for a fire to happen, but the public employees did their job. It’s a shame the media didn’t pick up on their bravery,” commented Capital Region CSEA President Joseph McDermott.

Letters of commendation will be put into the personnel files of Michele Morgan, Wendy Parker, Edith Feldman, Marie Whaley, John VanBracklen, Bill Good and Bill Hayes.

Community was a disaster.

The hiring freeze, said Daniel Campbell, communications associate for the Capital Region CSEA, has been in effect, off and on, for several months. The union, he said, plans to ask the state to lift the freeze and hire sufficient staff.

CSEA learned from employees that there was some confusion as to escape routes and methods, and concluded that, on the whole, employees are ill-prepared for an emergency evacuation.

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The Capital Region of CSEA is making plans to recognize their deed.

The hiring freeze, said Daniel Campbell, communications associate for the Capital Region CSEA, has been in effect, off and on, for several months. The union, he said, plans to ask the state to lift the freeze and hire enough direct patient care employees to balance patient/staff ratio.

CSEA will also receive a copy of a report on the cause of the fire which the state will prepare after making an investigation.

CSEA LOCAL 46 PRESIDENT Peter Looker, center, holds a light to show CSEA Regional President Joseph McDermott, left, and union Field Rep Donald McCarthy how extensively the ceiling area was damaged.

SCHENECTADY — Seven employees at the O.D. Heck Developmental Center, where a fire gutted several rooms on February 17, have been cited by county Board of Visitors, and will be honored by the Capital Region of the Civil Service Employees Assn., for exceptional action and bravery in evacuating several patients during the blaze.

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Only through the efforts of those public employees, “was a tragedy averted,” commented Capital Region CSEA President Joseph McDermott.

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The Capital Region of CSEA is making plans to recognize their deed.
Proposed state budget cuts that would reduce public service programs and eliminate thousands of state job positions was the focal point of a "Rally for responsibility" protest March 11 in Albany by CSEA members.

JOSEPH McDERMOTT, right, President of CSEA Region IV, sounded a union battle cry.

New York's future is everyone's responsibility. Write your Legislator and let him/her know that you want responsible government, not reckless leadership. New York can be a great state again.

AMONG LIST OF ENTHUSIASTIC SPEAKERS at CSEA's Rally for Responsibility were Region I President Irving Flaumenbaum, center; CSEA chief lobbyist James Featherstonhaugh, left, and Marie Romanelli, right, president of the SUNY New Paltz CSEA Local.

Cutting back on understaffed programs may be good politics but it's reckless government. New York's people need public services that only New York State can provide. Providing less than two percent funding for thirteen percent inflation won't do it.

REGION II PRESIDENT Jimmy Gripper, below, told crowd that budget cuts can only aggravate New York City's serious problem involving former mental institution clients who have been dumped into the city by the state.

REGION VI PRESIDENT Robert Lattimer, right, argued, "How can you love New York when you can't even see it, because you've fallen into a pothole?"

JOE CONWAY, chairman of CSEA's Political Action Committee, called on union members to unite in a campaign to impress upon legislators the faults of cutting essential services from the proposed state budget.
The successful organization, be it large or small, is best measured by those dedicated persons who give so unselfishly of their time and talents to benefit fellow employees and members. Anna Mae Darby epitomizes that type of exceptional person.

We have had the privilege of knowing and working with Anna Mae for more than ten years and have not met anyone more dedicated to helping others, be they her fellow CSEA members, or the countless other activities she so willingly serves.

We proudly gather this evening to offer our love, respect and appreciation for her years of service. And to wholeheartedly extend our sincere best wishes for good health and happiness in her retirement ahead.

James J. Moore, President
CSEA Region V

Anna Mae Darby, retiring Region V treasurer, was honored for her many years of union service at a banquet in her honor during the regional meeting. Here she is flanked by CSEA President William L. McGowan, left, and Region V President James J. Moore.

Communications is theme of Region V conference

“As far as attendance and what we accomplished are concerned, it was one of the most successful conferences ever held in Central Region V.”

— Jim Moore, Regional President

Syracuse — It was a typical Central New York winter weekend, but it didn’t seem to affect the enthusiasm of the delegates to the recent Region Conference in Syracuse.

In addition to statewide President Bill McGowan, Executive Vice President Tom McDonough, Secretary Irene Carr, and Treasurer Jack Gallagher, officers and guests from the entire 20-county region were on hand to participate in the full agenda of workshops, seminars, and meetings covering a full spectrum of union activities.

The entire Saturday morning session was given to the explanation and nomination procedure governing the election of CSEA delegates from the Region to the AFSCME Convention scheduled for June in California.

“COMMUNICATIONS” was the theme of the Saturday afternoon combined meeting conducted by Dave Williams, AFSCME Director of Education and Training. During the more than two hour session, Williams stressed the importance of self-evaluating all levels of communication within the union. Citing ways to improve, Williams suggested that good two-way communication from officers to stewards to members starts with the ability to listen and understand and then relay the information with credibility. The proper uses of media and the basic construction of a union newsletter were also discussed.

A special tribute to Anna Mae Darby, retiring Regional Treasurer, highlighted the Saturday evening banquet.

CSEA President William L. McGowan addressed the Region V participants. Listening to his remarks is Regional President James J. Moore.
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<tr>
<th>Title</th>
<th>Salary</th>
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<td>Pharmacist (salary varies with location)</td>
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<td>20-129</td>
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<td>Assistant Sanitary Engineer</td>
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<td>Senior Sanitary Engineer</td>
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</table>

**Check your retirement system status**

Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

**To:** The New York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

**Name:**
**Date of Birth:**
**Address:**
**City:**
**State:**
**Zip:**

**To:**

President Jerry Wurf and CSEA Vice President Irving Flumenbaum, and International Vice President of AFSCME, have all voiced support for passage of this legislation.

The legislation will designate January 15 as a federal holiday.

President McGowan has also directed CSEA's Legislative and Political Action Department to support state legislation to designate Dr. King's birthday as an official holiday in New York State.

The present CSEA contracts with the Governor's office of Employee Relations in the state's Administrative, Institutional and Operational bargaining units make Martin Luther King's birthday an optional holiday. An employee can choose whether to take Election Day as a holiday in observance of Dr. King's birthday.

The New York State General Construction Law also establishes the third Sunday of each January as a holiday in memory of Dr. King, but the law specifically prohibits observance on the following Monday as is the case with most other holidays.

Stephen W. Roemer and featherstonehouse, CSEA's law firm, says that presently there are seven bills either in the State Senate or Assembly to designate January 15 as Dr. Martin Luther King Day and make it an official holiday.

CSEA's Statewide Political Action Committee has endorsed passage of these bills.

The procedure for filing Statewide Plan Major Medical claims has changed. Claims for expenses incurred in 1980 should be submitted on a new, buff-colored form and mailed directly to the Metropolitan Life Insurance Co., C.P.O. Box 1600, Kingston, New York 12401. Claims for Medical expenses incurred last year should still be filed on the old, blue form and submitted to your agency personnel office.
Awaking the sleeping giant in 1980

(Editor's Note: The following is the official report of the Legislative and Political Action Committee to CSEA's Special Delegate Meeting held March 9-11 at the Empire State Plaza Convention Center in Albany.)

The Committee has adopted as its goal the concept that the Legislative and Political Program of CSEA is your program. It is your legislation; they are your politicians; therefore, exercise your rights and responsibilities that ultimately go along with it. Specifically, the secret of success in any lobbying effort is through a total grass roots lobbying effort. The secret to our Political Action Program lies with each and every member, doing his/her share in being able to elect our friends to political office and making sure that our enemies are not elected to political office.

With this concept in mind, I would like to outline for you how you can best effectuate this. We have asked the membership for their suggestions in putting together our Legislative Program. The booklet that you have received in your Convention package outlines the Legislative goals of CSEA. Our Legislative Office is going to be conducting lobbying seminars and instructional programs on our Legislative package in the region and locally. This will be somewhat similar to what a large group of political activists attended Saturday, February 2, 1980 here in Albany. We feel that the education of the membership is of prime importance to the success of our overall program. This educational training program will be continued in the other area, that of Political Action. In a few short months, a program will be arranged in your region and in your local that will help train your membership in a way in which to work on campaigns and in helping to elect friends of labor and CSEA. It will take sacrifice and work on our part and on the part of your members who attend these training sessions and carry out the skills that they have learned. This is the secret of a union, all of its members united in one goal.

In line with this thought, I must state at this point that running a Legislative and Political Program is not an inexpensive task. I have seen mimeographed petitions that have been sent in to Headquarters asking for a rebate of the $2.50 contribution to our Political Action Fund. We must comply with the United States Supreme Court decision regarding rebate and with the Laws of the State of New York on this matter and the people who properly request these rebates will receive them. However, I think it is the responsibility of each and every person at this Delegates Meeting to attempt to educate these members in what that $2.50 does for them. Without this money to finance a Legislative Program and to have the high caliber people which we employ and retain, our jobs would have been abolished long ago. This year's budget is a shining example of the way our existence is totally dependent on the type of work of our lobbyists and our Legislative and Political Action Committees. We must educate our members that the $2.50 they put into a Political Action Fund is a good investment and we must not tolerate this massive ravaging of the Political Action Fund.

At this point, I want to remind you of the importance of the year that we are in. In 1980, we will elect a President of the United States, a United States Representative from New York State and our entire Congressional Delegation, as well as the entire New York State Senate and the New York State Assembly. The importance of the national offices can not be overemphasized because of the large amount of federal funding that comes into New York State and the need for more federal funds. We must have friends in Washington who will do this. In addition, the New York State Senate and Assembly that is elected in the 1980 elections will have as their responsibility the important task of reapportioning the Legislative Districts in New York State. It is obvious that if a particular group was in control of either house of the Legislature that had strong feelings against the labor movement, they would manage to draw the district lines so as to benefit their friends and make sure that friends of labor would have a difficult time running in the new districts that they would draw. We must and I repeat, we must take the 1980 elections as serious as any that we have ever been involved in and possibly ever will be involved in again. The New Right in the United States is using labor as its number one target. We can not succumb to the very fancy rhetoric that these people are using in making some of us think that they are our friends; they are not. We must work in the campaigns of 1980 as if our future depends on it... because it does.

Therefore, I urge you that before our next Delegates Meeting, you devote the greatest effort you can to the Legislative and Political Program. Don't forget, its your program, not just mine. Its success is dependent upon you, not just me. And without you and most importantly, each of your members, CSEA will still be known as, "the sleeping giant." Let's wake that giant up in 1980 and let him stand tall and roar for all of New York State to hear.

Thank you.

Respectfully submitted by:
Joseph Conway, Chairman
Carmine DiBattista, Co-Chairman
Nicholas Abbatello Martin Koenig
John Chesslin Robert K. Herman
Michael Curtin Eleanor McDonald
Timothy Drew Francis Mitchell
Leroy Edwards Barbara Pickell
June Ferner Dominic Savarino
Moira Greiner Ronnie Smith
John Vallee

MARY ANN BENTHAM conducts a major portion of CSEA's delegate meeting as chairperson on the Committee on Revision of the Constitution and By-Laws.

ALBERT RUGGERO was among a contingent of delegates representing Orange County CSEA Local 836 attending the recent delegates meeting.

Below, AMONG UNION DELEGATES from Syracuse City CSEA Local 913 were, from left, Linda Wilkinson, Rosemarie Racht, and Carrie Izzo.

Right THE PERFORMANCE EVALUATION situation involving state workers drew plenty of discussion during recent union delegte meeting. Marie Roman, a member of the CSEA Presidential Task Force on Performance Evaluation, explains the situation while Bill Chavez, also a member of the task force, listens at right rear. At left is Patricia Crandall, chairman of the union's state executive committee.
President's Message
We're mad as hell and fighting back against fiscally insane state budget

On March 11th, about 1,500 CSEA members stood in front of the State Capitol in Albany and screamed, "We're mad as hell and we're not going to take it anymore!" Three days later, CSEA began a statewide advertising campaign based on the theme: "The (Once) Great State of New York." Five days later, nearly 1,000 more union members descended on the Capitol, this time to lobby against the proposed gutting of the state Department of Transportation's budget.

All of these events have two things in common. First, they put this union on record in absolute opposition to a proposed state budget that will gut state services, eliminate 9,000 more state jobs and provide inadequate assistance to local government. Second, and most important, are what this union is all about.

By now everyone who doesn't live in a cave has heard about our problems with the state budget. The Governor proposed a budget for the coming fiscal year that provides less than two percent addition funding for state agencies ravaged by thirteen percent inflation. The outlook if this budget is enacted is grim. Over the next two years 9,000 more state jobs will be eliminated through attrition. Every state agency will be effected. Aid to local government will increase by about seven percent, again in the face of double-digit inflation. The consequences on our members in counties, towns, cities and school districts can only be imagined.

CSEA knows better than any other organization what this kind of madness will mean. We know how understaffed most state agencies already are and we know where the work that was done by the 9,000 state jobs to be eliminated will fall. We also know the political climate in local government and how it can't afford to lose aid in the face of inflation.

Our patients in state institutions are being stored instead of treated. The roads and bridges in this state are getting worse and worse. The once proud State University system is in a decline. The state's prisons are turning into workhouses again. Every state agency is overburdened and understaffed and efficiency is being cashed in wholesale for expediency.

CSEA is doing everything in its power to move this mountain. We have stood in the cold in Albany in a loud protest to the threats from the Governor and the Legislature. We have spent our own money to conduct a statewide information campaign to tell the public that their "leaders" are attempting to hack apart the public services we all pay for. We have taken our case to the media and explained the dangers of heavy-handed budget cutting. Nobody has been more "up front" on the issue of this budget than this union.

The budget process in New York State is one of these relics of history that has resisted reform for decades. While you are reading this column, a handful of people in Albany are meeting behind closed doors to decide the financial structure of state government for the coming fiscal year. Suddenly there will appear a printed bill and just as suddenly it will be law. By the time the public can find out what is in that bill and react, it will be too late.

Our ability to influence the contents of the state budget is limited. Yet we clearly do have influence and that says a great deal about the condition of this union. It wasn't many years ago when we had literally nothing to say about the budget. We would read about the cuts in the newspapers the same as everyone else and find out how badly we'd been beaten up.

This year things were different. This year we had a detailed analysis of the budget long before the actual budget haggling got started. We knew what the Governor was proposing to do and why. We had political friends to keep us informed on the mood and intent of the Legislature so we knew about the plans to do this or do that before they actually happened. In more than one instance where some deal threatened us, we blew the whistle and got results. We were involved.

The final outcome of the annual budget fight is not yet written. Only time will tell how successful we have been in this effort. Yet every member of this union should be proud of what we have done. CSEA has come out front and stood for decency in government. When everyone else wants to run and hide whenever government and taxes are mentioned, this union took a stand and we did it publicly.

William L. McGowan
WILLIAM L. McGOWAN
President

Budget battle being waged in Washington impacts heavily on NYS's fiscal affairs

ALBANY — If there was any doubt that the 1980s hold the potential for hardship for public employees, the doubts are rapidly evaporating.

While CSEA officials are fighting in Albany to restore adequate funding levels to the state budget to head off 9,000 state job cuts and cuts in real dollar aid to local government, officials of AFSCME are fighting in Washington against President Jimmy Carter's new plan to balance the federal budget, partly by cutting federal aid to the states and cities.

Recently more than 1,500 CSEA members rallied in front of the State Capitol to protest a proposed state budget that would have provided austere funding for domestic programs but higher levels of funding for defense. Yet in the past two weeks, President Carter has backed off his original proposals and has proposed $20 billion in additional budget reductions.

Among the programs to be halted if the President gets his way would be General Revenue Sharing, a program that provides federal aid to local government and accounts for a substantial portion of the New York State government's revenues. Such a cut would further threaten the New York budget crisis.

Said AFSCME President Jerry Wurf, "President Carter's decision to abandon his budget is incredible, especially in light of the fact that little or no economic change has taken place since it was presented. The President and the Congress have to assure that balancing the budget will have no meaningful impact on inflation.

"Neither the Congress nor the Administration has presented an anti-inflation program. There is no anti-inflation program," the union leader said. "Commenting on Mr. Carter's claim that the value of a balanced budget is 'psychological!', President Wurf said, "Cut through all the rhetoric and what you have here is a return to the economic philosophy of Herbert Hoover." Part of the Administration's budget-balancing act is a ten cent per gallon tax on gasoline. Another element involves pressure on the Federal Reserve to keep interest rates high. AFSCME economic experts point out that the impact of such a policy will be more inflation, not cut it.

AFSCME says there is general agreement among economists that balancing the federal budget will have no immediate impact upon inflation. Projections indicate that unemployment will increase by 400,000 and any reduction in inflation would be less than one tenth of one percent.

In addition to the cuts in Federal Revenue Sharing, the proposed new cuts would eliminate the Countercyclical Assistance Program at a cost of one billion dollars to the nation's cities. Other cuts would occur in the federal CETA, Youth Employment, Mass Transit, Energy Assistance for the Poor, and Education programs. The cuts would also indefinitely postpone planned reform of the welfare program.

AFSCME advocates imposition of mandatory control on all economic activity, including wages and prices as a more rational solution to the present economic crisis.