FOR 42,000 MEMBERS
It's comin' up cash
SEE PAGE 3
COMP WORTH
KIAMESHA LAKE — As this issue of The Public Sector went to press, several hundred CSEA delegates were attending a Special Delegates Meeting at the Concord Hotel here. The one-item agenda for the meeting calls for delegates to review and discuss a report from the “Special Delegates Committee to Review the Delivery of Legal Services to CSEA” and to take whatever action the delegates deem appropriate.

The special meeting was called by CSEA President William L. McGowan after more than 25 CSEA local presidents petitioned him to do so.

A complete report on the Special Delegates Meeting will be published in the next issue of The Public Sector.

Public employees’ progress

ALBANY — Public employee unions have come of age in the United States and in New York, AFSCME International President Gerald McEntee told participants at the recent New York State AFL-CIO Public Employees Conference.

“This session is evidence of a new spirit of solidarity and cooperation among all the affiliated unions that represent public workers,” he said. “We’re looking for and finding new and better ways of working together on behalf of the men and women who keep the government in New York up and running.”

Several CSEA officials attended McEntee’s keynote speech at the conference, including CSEA statewide President William L. McGowan.
About 42,000 CSEA-represented state employees are about to receive pay increases as the result of their salary grades being reallocated upward from one to four salary grades. Thousands more will soon get pay hikes based on performing work reclassified as hazardous duty.

In one of the most dramatic changes in the history of the State Classification and Compensation Plan, the employees scheduled for salary reallocations effective during April will share in pay increases in excess of $30 million, with several millions of dollars more going to those performing hazardous duties.

CSEA President William L. McGowan said, generally speaking, the upward reallocations represent what CSEA has been working hard to accomplish for many years.

"We have urged the state for many years to reallocate, in particular, entrance level office and clerical positions, as well as many other titles included in this new plan. I am disappointed that some other titles we want reallocated are not on this list," McGowan noted.

"There are many related situations we will continue to address," he added. "Among the problems still to be resolved are such things as new promotional lines, the jurisdictional classification of some positions, and how current level salaries will be maintained for present incumbents in positions which will be earmarked for downgrading as future implementation phases occur." This represents the initial phase of a plan that will include additional changes on an as yet unspecified timetable.

The increases are the end result of changes formulated by a State Interagency Task Force acting on recommendations from a pair of studies negotiated by CSEA in the 1982-85 and 1985-88 contracts for the state Administrative Services, Institutional Services and Operational Services bargaining units. CSEA negotiated studies of the State Classification and Compensation Plan and of the comparable worth of state jobs.

The pay increases will be effective during April for the 42,000 employees involved in changes in job titles and salary grade allocations, and later this spring for those who will be paid extra for performing hazardous duty.

Employees in more than 150 state job titles will be affected, with two job titles receiving a four grade reallocation and most of the remainder ranging from one to three grade increases. In a few titles, no changes in grade will occur. In addition, 37 job titles are being consolidated into five new job titles, resulting in salary allocations of from one to three grades for workers in those categories.

Final listings of the job titles involved in both the consolidations and individual job titles affected are listed on these pages showing their current grades, the new grades, and the number of grades reallocated.

The comparable worth study concentrated on inequities in salaries for female-dominated job titles and those in which there were disproportionate numbers of minorities. That study was conducted by the Center for Women in Government. The detailed study of the state's Classification and Compensation Plan was conducted by the Arthur Young Company and evaluated all state positions for possible reclassification and/or salary grade allocations and to determine how to reward hazardous duty performances.

These two studies laid the groundwork for the State Interagency Task Force to implement the changes about to become effective. Throughout that process, CSEA met often with and submitted opinions and suggestions to the Interagency Task Force relative to those changes.

"We have urged the state for many years to reallocate, in particular, entrance level office and clerical positions, as well as many other titles included in this new plan. I am disappointed that some other titles we want reallocated are not on this list."

—CSEA President William L. McGowan

Employees assigned higher salary grades will be paid at either the hiring rate of the new salary grade or receive percentage increases (calculated on the number of salary grades they go up), whichever results in higher pay. (Refer to Article 7.8 (b) of the current CSEA/state contracts).

For example:

<table>
<thead>
<tr>
<th>Grade Change</th>
<th>Percentage Increase</th>
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<tbody>
<tr>
<td>+1</td>
<td>3.0 percent</td>
</tr>
<tr>
<td>+2</td>
<td>4.5 percent</td>
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<tr>
<td>+3</td>
<td>6.0 percent</td>
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<tr>
<td>+4</td>
<td>7.5 percent</td>
</tr>
<tr>
<td>+5</td>
<td>9.0 percent</td>
</tr>
</tbody>
</table>

Salaries, through reallocation, cannot be above the second longevity step of the new salary grade.

(Continued on Page 4)
Comp worth adjustments enable thousands to share in millions

(Continued from Page 3)

The factors used to make the changes

In making its final recommendations for the implementation of the results of the Comparable Worth and Classification Studies, the State Interagency Task Force used the data base generated by the Center for Women in Government after modifying it and using procedures to: 1) include a greater number of predominately female occupied positions; 2) revise the factors to assure that each factor was independent and did not overlap with any other factor to produce a biased result by counting one aspect of job content more than once; 3) to assure that the grade allocation of a title did not rely excessively on a single job content factor; 4) to remove sex bias from the existing salary grade structure prior to developing the equation and factor weights; 5) to supplement the data base to include 60 more “key titles”; 6) to include actual education and experience requirements as well as those reported by job incumbents; and 7) to title consolidation which was recommended by the Arthur Young Classification Study but not included in considerations by the Center for Women in Government.

Eight factors were used to measure job content. They are:

Factor I: Knowledge and Skills
The factor Knowledge and Skills measures the nature and extent of information and facts (e.g., steps, procedures, practices, rules, policies, theories, principles and concepts) which employees must use to do acceptable work and the nature and extent of the skills needed to apply such information.

Factor II: Managerial Activities
This factor measures the nature and extent of involvement in planning and scheduling activities, setting operational practices authorizing expenditures, preparing budgets, developing State policies and directing organizational units.

Factor III: Supervision
The factor Supervision measures the kind and degree of responsibility assigned to the class for getting work done through others, and the scope and variety of operations supervised by the class.

Factor IV: Written Communications
The factor Written Communications measures the nature and extent of communication, explanation, interpretation, and preparation of written materials required to accomplish work. This may include completing forms, original writing or editing materials prepared by others, in subject areas ranging from simple to highly complex, technical or legal.

Factor V: Work Complexity
The factor Work Complexity measures the nature and degree of mental challenge required, including the repetitiveness or routine of work, the nature of information required to accomplish work, and manner in which that information is used or applied.

Factor VI: Responsibility
The factor Responsibility measures the nature and extent of the job whether performed on other people or on the organization, the scope of responsibility as reflected in variety of work and its impact on the operation of the unit or agency.

Factor VII: Oral Communications
The factor Oral Communications measures the nature and extent of spoken communication required to accomplish work in conjunction with others not in the supervisory chain. This may include teaching, advising, giving directions or providing instructions, leading and planning meetings and workshops, and other work-related contacts with members of the public, other employees, and institutionalized individuals, including patients, clients and inmates.

Factor VIII: Job Demands
The factor Job Demands measures the degree of decision-making required, the repetitiveness of work, the work pace, the need for special physical efforts to perform work, and other demands placed on the class. Environmental factors such as heat, cold, noise, inclement weather, etc. should be considered here.

CONSOLIDATED TITLES
A number of job titles have been consolidated. Various positions which shared many similar responsibilities will now be listed under a single title with a new salary grade. Permanent employees will not be required to take new civil service exams under title consolidation.

Employees on preferred lists will be placed (in order of seniority) on a new preferred list for the consolidated title. It may affect their standing since it will include a larger number of people.

For example, an employee who is number one on a preferred list for a title which has been eliminated could end up in a different position on the list for the consolidated position.

Here is a list of entrance level office and clerical level type positions which have been consolidated.

NEW TITLE—CLERK 1, GRADE 6

OLD TITLE

ADJUDICATION SERVICES CLERK 4
ADMITTING CLERK 4
APPS CONTROL CLERK I 5
CLERK 3
CREDENTIALS ASSISTANT 4
DATA PROCESSING CLERK I 5
DIRECTORY INFORMATION SYSTEM OPERATOR 5
DISABILITY DETERMINATION REVIEW CLERK 5
DRIVER IMPROVEMENT ADJUDICATION CLERK 4
ELIGIBILITY REVIEW CLERK I 5
EMPLOYMENT SECURITY CLERK 5
FILE CLERK 3
IDENTIFICATION CLERK 4
LIBRARY CLERK I 5
MOTOR EQUIPMENT RECORDS ASSISTANT 5
MOTOR VEHICLE REPRESENTATIVE I 5
MOTOR VEHICLE TITLE CLERK I 4
PRESCRIPTION EXAMINING CLERK 5
PROOFREADER 4
RADIATION SAFETY RECORDS CLERK 5
STATE EMPLOYMENT PLACEMENT CLERK 5
STUDENT AID ADJUSTMENT EXAMINER 4
STUDENT LOAN CLERK I 4
TELEPHONE OPERATOR 4
UNCLAIMED PROPERTY APPLICATION CLERK 5

NEW TITLE—KEYBOARD SPECIALIST, GRADE 6

OLD TITLE

ACCOUNT CLERK 5
AUDIT CLERK 5
BOOKKEEPING MACHINE OPERATOR 5
CREDENTIALS ASSISTANT/TYPIST 5
DICTATING MACHINE TRANSCRIBER 4
INFORMATION PROCESSING SPECIALIST 6
STENOGRAPHER 5
TELEPHONE OPERATOR TYPIST 4
TELETYPE OPERATOR TYPIST 4
TYPIST 3

NEW TITLE—CALCULATIONS CLERK, GRADE 6

OLD TITLE

ACCOUNT CLERK 5
AUDIT CLERK 5
BOOKKEEPING MACHINE OPERATOR 5
CALCULATING MACHINE OPERATOR 4
EMPLOYEE INSURANCE REVIEWER CLERK I 5
PAYROLL AUDIT CLERK I 5
PAYROLL CLERK I 5
STATISTICS CLERK 5

NEW TITLE—STORES CLERK, GRADE 6

OLD TITLE

COMMISSARY CLERK I 5
INSTITUTION RETAIL STORE CLERK 5
MECHANICAL STORES CLERK 5
STORES CLERK 5

NEW TITLE—SUPPLY ASSISTANT, GRADE 4

OLD TITLE

LINEN SORTER 2
LOCKER ROOM ATTENDANT 1
MAIL AND SUPPLY HELPER 1

THE PUBLIC SECTOR
April 6, 1987
Here is an alphabetic list, as of April 2, 1987, of job titles that change in the first phase of the Classification and Compensation Plan. It should be noted that in many cases the state decided that salary grades remain the same. The first phase of this plan includes no downgradings.

Old and new salary grades are listed:

<table>
<thead>
<tr>
<th>Current SG</th>
<th>New SG</th>
<th>Change</th>
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</table>

Current and New SGs are listed with their respective changes. For example, ADMINISTRATIVE AIDE has remained at SG 13 with no change.
CSEA signs new contracts

CSEA negotiates contracts for 800 units, 300 locals and more than 100,000 state workers. Some of the most recent contract settlements include:

- A three-year pact for the New Hyde Park Village Unit of CSEA Nassau County Local 830;
- A two-year agreement for the East Hampton Town Unit of CSEA Suffolk County Local 852;
- A two-year contract for the Riverhead Town Unit of CSEA Suffolk County Local 852;
- A three-year pact for clerical workers in the Wappinger Falls Central School District Unit of CSEA Dutchess County Education Local 867;
- A three-year agreement for the Webutuk School District Unit of CSEA Dutchess County Education Local 867;
- A four-year pact for the newly-organized Mamaroneck Teacher Aide Unit of CSEA Westchester County Local 860;
- The first contract for the Hudson Falls Village Unit of CSEA Washington County Local 858 for three years;
- A three-year contract for the Dutchess County Unit of CSEA Dutchess County Local 814;
- A two-year pact for the Huntington Town Unit of CSEA Suffolk County Local 852;
- A three-year agreement for the Clarkstown Unit of CSEA Rockland County Local 844;
- A two-year contract for the Amsterdam Wastewater Treatment Plant Unit of CSEA Montgomery County Local 829.

THE BABYLON TOWN UNIT of CSEA Suffolk County Local 832 recently settled on a three-year pact. Unit members and town officials celebrate the contract signing. They are, from left, unit negotiation team member Marie Pickles Amato, Unit President Catherine Green, unit negotiating team members Muriel Schechtel and Cynthia Nester, Babylon Town Supervisor Anthony Noto, Personnel Director Fred Gallagher and unit negotiating team member Edie Rowe.

SUNY DELHI FACULTY STUDENT ASSOCIATION LOCAL 628 recently signed a three-year agreement. At the signing are, from left, seated, Local 628 President Corinne Oliver, Negotiator Joseph Greenfield and CSEA Field Representative Jerry Phelan; standing, Manager Dan Ryan, Negotiator Robert Goldsmith, Local 628 Treasurer William Vigus and Local 628 Secretary Linda Pipa.
State payday was in doubt 'til the last minute—again

About 135,000 state employees were left dangling like puppets on a string last week, waiting to see if April 1 would be a payday or turn out to be an “April Fool’s” joke.

It marked the second consecutive year in which state workers became unwilling pawns as members of the State Legislature and Gov. Cuomo argued over a new state budget for the fiscal year which began April 1.

With scant days to go to the April 1 deadline legislative leaders were saying publicly that a new budget was unlikely to be in place on time, prompting State Comptroller Edward V. Regan to announce paychecks could not go out as scheduled on April 1 without a budget in place.

But with about 48 hours to go, the governor’s office announced that a special spending bill, with bipartisan support in the Legislature, would be enacted to provide for meeting the April 1 payroll for about 135,000 state workers paid under the Administrative payroll, whether or not the new state budget was in place.

As it turned out, Wednesday April 1 was a payday for the vast majority of employees, but a sort of “joke” on many in outlying areas where paychecks arrived late due to distribution problems.

Last year the Legislature passed the state operations budget on April 2, one day before a scheduled payday. And although virtually all employees were paid that day, many received their checks very late in the day.

As happened this year, and in many other years in which the budget was adopted after the April 1 start of the new fiscal year, state employees were left wondering if they would be paid, and when.

An additional 93,000 state workers paid under the Institutional payroll a week after the Administrative payroll are not expected to be affected in any way by this year’s budget battle.

In addition to the 6 percent pay raises which became effective April 1 for CSEA-represented state employees under terms of the current CSEA/state contracts (as reported in the previous issue of The Public Sector), location pay also increased for state workers in certain areas effective the same date.

Location pay for state employees in the New York City, Nassau, Rockland, Suffolk and Westchester counties area increased from $406 to $602.

State workers paid on the Institutional payroll will see the increases in the April 23 paychecks and those on the Administrative payroll will receive the increases in paychecks dated April 25.

Personnel practices at SUNY slammed

ALBANY — “A private patronage network” is how CSEA board member Pat Crandall describes the State University of New York’s personnel practices.

Crandall recently testified at a SUNY public hearing where she blasted “unenlightened” practices that “perpetuate a caste system.”

She said the SUNY Chancellor currently has the power to remove positions from the classified to the unclassified service, which means he can hire or promote at will.

For example:
Two employees, working side-by-side, doing the same job can be earning vastly different salaries. The better-connected employee, enjoying unclassified service, will earn more money.

She cited the case of a grade 7 typist in the classified service with a $14,303 starting salary compared to “another typist in the unclassified service and enjoying the exalted title of assistant to the vice president for student affairs” with a $20,025 starting salary.

Crandall also told SUNY trustees that a 1986 study of the state’s classification system backs her up.

She noted that the independent consulting firm of Arthur Young found that four open-ended SUNY job titles covered 63 percent of employees participating in the study. The consultant also suggested that if the study were expanded, even more abuses would be found.

Crandall concluded that existing personnel practices are “out of control” and is demanding:
1. All promotions be based strictly on merit, fitness and seniority;
2. Positions currently unclassified be returned to the classified service; and
3. The patronage system be ended.

Donohue urges Long Islanders to support the March of Dimes WalkAmerica

Dear CSEA Brothers and Sisters:

It’s time for us to ready our sneakers, pull out our favorite sweat socks and join the March of Dimes in the fight against birth defects.

CSEA statewide President William L. McGowan has been honored as March of Dimes Labor Man for 1987. Let’s stand up to that honor and walk for those who can’t.

“WalkAmerica” is scheduled for Sunday, April 26. CSEA will have tables set up in Nassau and Suffolk counties, and CSEA participants will receive hats and t-shirts.

Sign-in time is 8 a.m., and step-off is at 8:30. In Suffolk, the walk will take place at the Hauppauge High School. In Nassau, it will be held in Eisenhower Park.

Please call the March of Dimes at (516) 496-2100, Ext. 34, to request your sponsor sheet. Be sure to tell them you’re on the CSEA team!

In unionism, I remain,

Fraternally yours,

Danny Donohue
CSEA Region 1 President
CSEA probes heavy metal hazards

PCBs — Least of the problem

FORT EDWARD — CSEA’s disclosure that toxic sludge dredged from the Hudson River in the Fort Edward area contains far more dangerous materials than polychlorinated biphenyls (PCBs) is generating controversy and closer examination by the state, media, environmentalists and the union.

But many serious questions remain unanswered.

As reported in The Public Sector, CSEA’s involvement began after it was learned the Department of Transportation (DOT) was surveying workers about their involvement with the dredging projects in the mid-1970s.

That survey was undertaken when DOT became alarmed over an apparently high cancer rate among employees.

The State Health Department is reviewing the surveys at DOT request.

The river sludge reportedly was sifted and dried, then used for road sanding and as landfill before it was discovered to be toxic.

Many workers handled the sludge without any protective equipment or clothing.

The Health Department previously reviewed those circumstances and found no cause for concern in the late-1970s.

The toxics were dumped into the river over many years by area industry, but only General Electric’s PCB dumping gained widespread notoriety.

"DOT management was not too happy with CSEA exposing the situation to the public," a source close to the situation reports. "But members and even the general public reacted positively."

It has since been learned that DOT is conducting interviews with surviving family members of deceased workers to find out if they had been involved in the various dredging operations.

The union is also looking into whether similar situations may exist in other locations across the state.

Meanwhile, CSEA’s insistence on a complete and thorough physical for workers to check for the "whole alphabet of toxic materials including herbicides, PCBs and other cancer-causing chemicals" is gaining support from some DOT officials.

"The problem right now is that management is looking for someone to point a finger at and they’re looking in a mirror," the source said.

Still, there are intriguing aspects of the situation that are not yet clear.

For instance, the cancer-causing heavy metals found in the sludge are not even part of the Health Department’s review.

State Department of Environmental Conservation (Encon) documents indicate that while General Electric was dumping 20-30 pounds of PCBs a day into the Hudson in the early 1970s, a CIBA-Geigy facility in the area was discharging nearly 2,000 pounds of lead chromate per day.

A 1975 report by the National Center for Disease Control directly links exposure to lead chromate with lung cancer.

Since the Health Department should certainly have this information, CSEA wants to know why Health is making no effort to review the possible adverse effects of any substance other than PCBs?

A direct link between PCBs and cancer in people has never been fully proven.

CSEA would also like to know why the state raised such a furor over PCB contamination of the Hudson, but apparently looked the other way on the lead chromate dumping, which may be far worse?

There is also no effort underway to fully investigate the presence of dozens of other toxics in the Hudson, even though state and federal reports document their presence. For example, a federal report indicates dangerous levels of the deadly chemical dioxin have been found in Hudson River fish.

CSEA wants to know why the state is not conducting a thorough investigation of these circumstances, now that it is clear workers who were unknowingly exposed may be paying with their lives for lax pollution enforcement?

So far the state isn’t answering.

CSEA efforts help avert Labor layoffs, again

ALBANY — Several hundred Department of Labor employees facing layoffs went home April 1 thinking it was their last day of work. But a stopgap measure agreed to that evening by the governor and legislative leaders won them a reprieve until June 30.

An estimated $2 million was found to save the jobs while officials try to place the workers in other agencies.

Initially 250 CSEA members faced possible layoffs because of a $30.2 million federal cutback. But union efforts helped place scores of workers so that by April 1 only about 50 members were still in jeopardy. CSEA is confident most of them will be placed in other jobs by June 30.

Meanwhile, congressional committees have restored $27 million in funding cut from the department, but the additional money is not expected to be approved until summer.

The Public Sector will have full coverage next issue.

MAKING LABOR A TOP PRIORITY ... are from left, CSEA Political Action Director of Operations Joyce Dimitri; AFSCME Legislative Director Welsh; Department of Labor Board Member Jeanne Lyons; Region III PAC Chairman Alex Hogg; Region IV PAC Chairman Bill Bardick; all pictured during a recent Washington briefing.
State smoking rules start May 7
CSEA pushes for fair worksite implementation

The nation's toughest smoking regulations take effect in New York state next month, but a lot of burning issues will still be left smoldering and the overall picture will remain hazy.

"CSEA wants to help clear the air," said CSEA statewide President William L. McGowan, himself a "sometimes smoker" whose trademark is an ever-present cigar which he alternately smokes and chomps upon.

The Public Health Council says it adopted the stringent regulations sharply limiting tobacco smoking in public places, including worksites, "to preserve and improve the public health by limiting the exposure of the public to tobacco smoke."

"Personally, I think this is a damn good regulation, if you look at it strictly from its intentions," McGowan said.

“But from a practical standpoint, it is fraught with problems in implementation and enforcement. Regardless of its good intentions, we have a duty to ensure that in their haste to stomp out the cigarette, they don't trample the rights of individuals," according to the union chief.

**At work . . .**

When they go into effect May 7, the Public Health Council's smoking regulations will allow non-smokers to work without suffering from co-workers' cigarette smoke. That means smoking is prohibited in areas where both smokers and non-smokers work or meet together.

The regulations don't prevent an employer from declaring the whole workplace smoke-free. The employer must also attempt to comply with requests from non-smoking employees who work in areas where smoking is allowed by non-employees.

The first regulation requires the employer to adopt a written policy. That policy must be posted and written copies available to employees at their request.

The policy must include the following:

- Smoking will be prohibited in any enclosed work area unless all the workers there smoke.
- Smoking is prohibited in auditoriums, conference rooms, meeting rooms, elevators, hallways, restrooms, equipment that is used by employees.
- Non-smoking areas must be provided in cafeterias, lunchrooms and employee lounges, and they must be able to accommodate demand. The regulations say that if 70 percent of the area is designated for non-smokers, then the demand is considered to have been met.
- Employers can designate rooms that are closed to the public as smoking rooms for employees.

**In public . . .**

If you're a smoker, you'd better be prepared for May 7. That's when the new Public Health Council smoking restrictions take effect.

They reach far beyond the workplace and into virtually every area where both smokers and non-smokers congregate, from restaurants and bowling alleys to courthouses and clubhouses.

The restrictions say that, "except as otherwise permitted by this part, no person shall smoke or carry a lighted cigar, cigarette, pipe or any other form of smoking object or device in any indoor area open to the public," and continues to list the places where smoking is prohibited.

To help you see how you might be affected, the following list includes some of the areas where smoking is restricted under the regulations:

- taxicabs and limousines;
- all schools;
- hospitals and other facilities which provide residential health care — although residents may be allowed to smoke in designated areas;
- arenas, auditoriums, clubhouses, courthouses, stadiums, elevators, gymnasiums, restrooms, waiting rooms and waiting areas, spas and health clubs, enclosed areas with swimming pools, food markets, stores, banks and other commercial service establishments.

There are exceptions, but for the most part, you can prepare yourself for fewer cigarettes in public if you are a smoker, and less second-hand smoke if you aren't.
S T A T E N  I S L A N D  —  They  are  young,  upwardly  mobile  and  they  work  not  far  from  Wall  Street.  Yet  they  definitely  don’t  fit  the  picture  of  typical  New  York  City  “yuppies.”

The  small  group  of  CSEA  members  who  staff  Clay  Pit  Ponds  Park  Preserve,  the  Big  Apple’s  newest  state  park,  are,  indeed,  upwardly  mobile.  Seven  days  a  week  they  climb  along  hiking  trails  and  patrol  bridle  paths  in  a  nature  preserve  tucked  away  in  the  southwestern  corner  of  an  otherwise  heavily  populated  Staten  Island.

A  typical  day  at  the  preserve  recently  found  28-year-old  Rich  Speidel,  state  park  naturalist  and  CSEA  member,  escorting  a  group  of  wide-eyed  first  graders  along  scenic  trails  in  search  of  animal  tracks  and  bird  nests.

“I’m  not  in  this  kind  of  work  for  the  money,”  says  Speidel,  who  holds  a  degree  in  natural  resources  conservation,  fish  and  wildlife  management  from  Cornell  University.

Trekking  through  snowy  woodlands  with  a  dozen  six  and  seven-year-old  city  kids,  it  was  obvious  that  Speidel  enjoys  sharing  his  love  of  nature  and  respect  for  the  environment  with  his  pint-sized  companions.

“The  whole  reason  why  I  chose  this  career  is  because  I  realized  how  important  our  natural  resources  are  and  that  as  people  we  need  the  natural  world  for  our  survival,”  he  said.  With  more  than  350,000  Staten  Islanders  living  in  the  city’s  third  largest  and  fastest  growing  county,  Speidel  believes  that  “especially  in  this  area,  it’s  important  to  try  to  preserve  whatever  land  we  can.”  

Former  CSEA  member  Jim  McGowan  has  been  the  park  manager  since  September  1985,  when  he  was  promoted  from  the  ranks  of  CSEA’s  Operational  Services  Unit  to  the  top  post.  

McGowan  differentiates  between  “recreational”  parks  and  park  “preserves.”  

Clay  Pit  Ponds  Park  Preserve,  which  opened  to  the  public  in  late  1980,  is  one  of  only  three  designated  preserve  areas  within  New  York  State.  The  other  two  preserves  are  Connetquot  River  Preserve  on  Long  Island  and  Rockefeller  Preserve  in  Westchester  County.  The  Parks  Commission  defines  preserves  as  natural  areas  with  sensitive  ecosystems  that  can  only  tolerate  limited  use  by  humans.

Preserves  are  maintained  in  their  natural  state  as  much  as  possible  and  the  focus  is  essentially  on  educational  uses.

Ten  years  ago,  when  he  was  a  20-year-old  environmental  science  major  attending  Plattsburg  State  College,  McGowan  became  aware  of  a  campaign  on  his  native  Staten  Island  to  save  the  pine  oak  woods  and  wildlife  sanctuary  on  the  island’s  southwestern  tip.  Because  of  their  natural  beauty  and  proximity  to  metropolitan  New  York  City,  park  lands  on  Staten  Island  were  and  are  prime  targets  of  real  estate  developers.  McGowan  joined  in  the  efforts  of  the  7,000-member  Protectors  of  the  Pine  Oak  Woods  Inc.  to  save  the  wetlands  for  future  generations.

Largely  because  of  those  efforts,  90  acres  of  the  land  became  designated  as  “freshwater  wetlands”  by  the  Department  of  Environmental  Conservation  in  1976.

The  uniqueness  of  the  property  is  now  legislatively  recognized  and  protected  under  the  1980  New  York  State  Historic
YOUNGSTERS FROM A STATEN ISLAND SCHOOL listen to state park naturalist Rich Speidel as they watch for wildlife during a nature tour.

Preservation Act, which designated Clay Pit Ponds as among “lands of special natural beauty, wilderness character or geological, ecological or historic significance for future generations.”

The area is noted for its rich deposits of clay, discovered in the 1800s and converted into millions of clay bricks used to construct buildings all around New York City. That incessant clay digging created the massive pits and ponds from which the park takes its name.

Staten Island is a part of the Atlantic Flyway, and its ponds and wetlands provide important feeding, breeding and wintering grounds for several species of hawks and song birds, some considered endangered. Some 138 species of birds, 14 species of mammals, 12 of reptiles and seven of amphibians have been identified within the preserve area.

The comparison is obvious — in New York City where the state’s largest population of people is concentrated within the smallest land area, migrating and permanent wildlife are guaranteed open living space because enough people cared to preserve and protect it.

McGowan also notes that the Clay Pits Ponds area is designated as “archaeologically sensitive” because many Indian artifacts continue to be discovered on park preserve land.

Although he has devoted a tremendous number of hours over the years to help develop the land and plan for its future, McGowan takes little personal credit, simply saying, “You try to do the job. It’s something good for the future and that’s one of the reasons I wanted to do this.”

Restoring sections of preserve farmland and historic farm houses on the property has been painfully slow. But last June the State Parks Commission approved a new management plan that should speed the needed improvements.

Meanwhile, in addition to regular tours for school and other groups, an innovative program developed by preserve staff enables parents and pre-schoolers to learn together about the mysteries of nature by participating in the Early Childhood Program. During the winter, the storytelling is conducted around the big woodburning stove at the park house.

The luxuriant Preserve foliage is in vivid contrast to the rush of new home construction and landfills which end at the park’s border. At Clay Pit Ponds Park, the escape to nature is close at hand and exhilarating.

Several years ago the lyrics of a popular song lamented “don’t it always seem to go — you don’t know what you’ve got till it’s gone. They paved paradise and put up a parking lot.”

One visit to the deep, quiet woods of Clay Pit Ponds Park Preserve is convincing proof that, even in New York City, it doesn’t HAVE to be that way.

PARK MANAGER JIM McGOWAN, rear, watches Park Maintenance Assistant Peter Van Cott work on a piece of equipment.
They want two hours for too little pay

SARATOGA SPRINGS — When winter's snow leaves this vacationer's paradise, the influx of visitors isn't far behind. But unless the attitude of the Saratoga Springs City Council changes, visitors to this resort community might be greeted with paid advertisements in area publications warning them about labor problems within city hall.

And if a tourist visits city hall, he or she is apt to see employees there wearing stickers noting that the city fails to live up to its legal contract or comply with a legal order to do so.

Paid advertising and the wearing of stickers by city hall employees are but two of several ways CSEA says it plans to make the general community aware of how the city has failed to honor a contact with CSEA that the city council ratified a year ago.

The city council ratified a two-year contract covering members of the Saratoga Springs City Hall CSEA Unit last April but then failed to implement the agreement. CSEA filed charges of bad faith bargaining against the city, and a state Public Employment Relations Board (PERB) hearing officer ordered the city to honor its contact. The city has since decided to appeal that decision to the full PERB board.

“That's nothing but a stalling tactic and a waste of city taxpayers' money,” says a union spokesperson. “The issue has been decided, the council did ratify the agreement... they even had it typed up. So the appeal is just a sham.”

At the heart of the dispute is how many hours per week city hall employees are to work. Under the disputed contract, about one-half of the approximately 65 city hall employees work 33 hours per week in staggered shifts to provide 40-hour-per-week coverage in city hall, Monday through Friday. Saturday hours, which were previously worked, were dropped under the new contract.

But the city claims, after it had ratified the 33-hour workweek, that it intended employees to work 35-hour workweeks in exchange for eliminating the Saturday hours, and now wants employees to work two extra hours per week without any increase in compensation.

Noting that PERB has already upheld CSEA's version of the agreement, a union spokesman said the employees are willing to work a 35-hour workweek but must be compensated for 35 hours, not 33 hours.

ALBANY — A controversial city parking permit plan that has forced state employees and other non-residents to attempt to find parking spaces on city streets far from their worksites has once again come under attack by CSEA.

A CSEA representative told members of an Albany Common Council committee recently that the permit plan has caused extreme problems for people who work in the city, particularly the huge government office complexes. The Empire Plaza complex, to which thousands of public employees commute daily, is located at the center of a large area of downtown Albany where resident parking permits are required in order to park on city streets.

CSEA and other unions and groups fought the city prior to inception of the parking plan, and the city has since enlarged and changed the original boundaries of the area reserved for permit parking only.

The CSEA spokesperson told the city council members conducting a public hearing on plans for the latest revision of the area that the union will seek to have the Appellate Division of State Supreme Court overturn the parking plan as being beyond the scope of the city's original permit program.

The union representative said that as the city pushes back the area requiring permits it causes additional problems for people who must commute into the city to work.

“This forced migration causes problems for the workers ranging from fears of possible physical abuse, mugging and rape, to on-the-job problems relative to late arrivals, etc.” And it forces many employees to forfeit overtime and promotional opportunities because lack of parking requires them to resort to car pools and shuttle buses for transportation, according to the CSEA spokesperson.

CSEA continues to work with the state in efforts to create additional state parking lots to ease the problems, but no definite solutions have yet been found. Meanwhile, the union spokesperson said, expanding the permit area coupled with construction of a massive new civic center in the downtown area only adds to the woes already created by the plan, and CSEA remains staunchly opposed to the plan in its entirety.
In Nassau County, employees who have a problem have a place to turn — the Employee Counseling Service (ECS). Supported by labor and management, the service helps county employees whose personal problems, including alcohol and drug abuse, that may affect work performance.

"This joint venture has the support of labor and management," said Nassau County CSEA Local 830 President Jerome P. Donahue. "ECS is the appropriate treatment vehicle for bringing troubled colleagues back into the workplace as healthy, productive people."

Labor and management recently got together to back the program at a breakfast sponsored by the union in Westbury. About 100 CSEA unit presidents and officials, county officials and agency heads and ECS staff from the Department of Drug and Alcohol Addiction attended the annual event.

During the breakfast, ECS Director Bill Douglas and his staff dramatized situations to illustrate when a co-worker might need some help through a referral to ECS.

The program was also designed to help those present respond constructively to failing job performance and to encourage troubled employees to get help at ECS.

Region V sets grievance classes

A series of orientation programs to certify members as CSEA grievance representatives has begun at various locations throughout Central Region V.

The three-hour programs, presented by CSEA's Education Department, are designed specifically for members who handle grievances. They will address a number of most commonly asked questions concerning the proper steps needed to effectively process grievances.

All program participants will receive a copy of the Grievance Procedure Handbook and Revised Stewards Manual. Those attending should bring a copy of their own contract.

The first session was held March 29 in Binghamton. The remainder of the schedule is as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Location</th>
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<tbody>
<tr>
<td>April 13</td>
<td>Syracuse</td>
<td>LeMoyne Manor, State Office</td>
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<tr>
<td>April 15</td>
<td>Hornell</td>
<td>Building</td>
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<td>April 29</td>
<td>Watertown</td>
<td>Ramada Inn</td>
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<td>April 30</td>
<td>Potsdam</td>
<td>SUNY Potsdam</td>
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<tr>
<td>May 2</td>
<td>Lake Placid</td>
<td>Holiday Inn</td>
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<tr>
<td>May 5</td>
<td>Utica</td>
<td>Mohawk Valley</td>
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<td></td>
<td></td>
<td>Community College</td>
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<td></td>
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<td>Payne Hall</td>
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</table>

Registration for the Hornell session is at 6:30 p.m., with the program beginning at 7. Registration for the Lake Placid session is at 9 a.m., with the program running from 9:30 a.m. to 1:30 p.m. For all other sessions, registration begins at 5:45 p.m. and the sessions run from 6:30 to 9:30 p.m.

Registration forms are available through the Region V office, Suite 308, 290 Elwood Davis Road, Liverpool, N.Y. 13088.

CSEA now accepting job applications

ALBANY — CSEA is currently accepting applications for the following positions:

Assistant Director of Research (Albany) — Minimum qualifications include bachelor's degree (at least 15 hours mathematics, economics, statistics) or five years research experience with one year in a supervisory role;

Assistant Contract Administrators (Albany) — Minimum qualifications include bachelor's degree or three years responsible work experience involving public contact or a combination thereof;

Field Representative (Rochester) — Minimum qualifications include bachelor's degree or three years responsible work experience in personnel, labor relations or related field; driver's license and car for business use required;

Health and Safety Specialist (Syracuse) — Minimum qualifications include bachelor's or associate's degree in related field or three years experience of an investigatory/safety nature; driver's license and car for business use required.

Submit resumes immediately to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224.

CSEA is an equal opportunity employer.
Prison workers protest unequal starting wages

STORMVILLE—State prison employees who work in the Hudson Valley are protesting an unfair system that provides step 4 salaries to certain entry-level employees.

Greenhaven Prison CSEA Local 158 President Chuck Cipriani said that typists and stenographers at Sing Sing Correctional Facility in Ossining start at more than $14,000 per year, while those in other area prisons start at $11,000. Ossining officials say they received authorization to offer the higher starting wage because they had problems attracting job applicants.

Some former Ossining employees have transferred to other area facilities and are making more than the employees who have been there for years.

The workers have started a petition drive to protest the system. Anyone who is interested in starting their own petition drive may contact Cipriani, c/o Greenhaven Local 158, P.O. Box 108, Stormville, N.Y. 12582.

SIGN HERE — Greenhaven employee Carol Leight passes a petition to Kay Wysocki to sign. When the petitions are completed, they will be sent to state officials to protest the inequities in salaries for typists and stenographers at area prisons.
Making a difference

CSEA lobby moves ahead

TARRYTOWN — Public and private sector labor union political action committees (PACs) accounted for 30 percent of the PAC money donated to New York political candidates in 1984.

According to Tom Haley, CSEA's political action and legislative department director, 25 labor union PACs are among the top 100 in the state that support candidates and lobbying efforts in New York. CSEA is among the top five.

The state's largest public employee union has an impact in Albany, Haley said at a recent Political Action Committee Conference in Tarrytown.

"CSEA has come a long way in a short time," he said. "It's not so simple to say 'legislation should be passed because it's right.' We do well."

Inroads are being made on the local level, Haley emphasized, but more than grassroots efforts are needed to make significant progress.

But one member said local politicians often count on voter apathy to get re-elected.

"A grassroots effort that raises the consciousness of voters can make a significant difference," she observed. "You can scare the hell out of a do-nothing incumbent with a union endorsement and a phone bank staffed by union activists."

Activists learn to use political clout

TARRYTOWN — "We are dependent on you to tell us what we ought to do."

That's what AFSCME Political Representative Andrea Strader told those who attended the Region III Political Action Committee (PAC) Conference recently.

Public sector jobs are directly dependent on federal funding, she said. "Washington can kill you," she warned.

Emphasizing the importance of member involvement, Strader advised the activists to organize grassroots support for their objectives.

"Establish goals," she said. "These must be stressed." Strader said that "opinion leaders" can help get members' support.

"Solicit support from your union president, public relations department, shop stewards and other community leaders," she urged.

She gave other tips, including:

* meet with elected officials when they're home; get to know them;
* use a public relations approach;
* keep in touch with the local media;
* call on allies in organized labor;
* when legislation is coming up for a vote, keep in touch with your Congressional representatives;
* send letters — make them one page or less on one subject and include the bill name and number; be factual; don't rely on form letters or pre-printed cards.

"You have tremendous clout," Strader said. "Use it!"
The financial statements of CSEA Inc. for the year ending September 30, 1986, are published in this issue of The Public Sector along with comparative figures from the previous year. The report of Coopers and Lybrand, our independent certified public accountants, and a report from the Special Audit Committee is also published in this issue.

The combined statements of Fund Balance and Expenses indicate that expenditures exceeded revenues by $1,194,103 compared to a loss of $818,163 for the prior year. At September 30, 1986, the net worth of CSEA, including restricted plant and contingency funds, was $12,800,000.

MARY E. SULLIVAN
CSEA Statewide Treasurer

WILLIAM L. MCCOWAN
CSEA Statewide President
1. Significant Accounting Policies

The Association adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Not-for-Profit Organizations," of the American Institute of Certified Public Accountants.

a. Income taxes:

The Association is a labor union exempt from income taxes under Section 501(c)(5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

Investments:

Investments are carried at the lower of amortized cost or market value. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

Property, plant, equipment, and depreciation:

Property, plant, equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 33 years.

Grants received:

Labor Education Action Program and Health Benefits Program funds are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications. Funds received in advance of expenditures are restricted.

Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 7.)

b. Insurance fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual costs of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 4.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

2. Cash and Cash Equivalents

Cash and cash equivalents as of September 30, 1986 and 1985 include:

<table>
<thead>
<tr>
<th></th>
<th>1986</th>
<th>1985</th>
</tr>
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<tbody>
<tr>
<td>Cash in banks, unrestricted</td>
<td>$4,875,062</td>
<td>$4,162,331</td>
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<tr>
<td>Cash in banks, restricted</td>
<td>768,062</td>
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<tr>
<td>Certificates of deposit</td>
<td>1,265,762</td>
<td>3,988,908</td>
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<td><strong>Total</strong></td>
<td><strong>6,813,754</strong></td>
<td><strong>7,327,283</strong></td>
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During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of $1,270,000 with a banking institution. The principal deposit was to remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987. The principal deposit balance at September 30, 1986 is $400,000.

3. Investments

Aggregate amortized cost and market value of short and long-term investments as of September 30, 1986 and 1985 are as follows:

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<thead>
<tr>
<th></th>
<th>1986</th>
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<tr>
<td>Market</td>
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<td>8,315,180</td>
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</table>

4. Group Life Insurance Reimbursement of Expenses

The Board of Directors approved that separate studies be conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1985 and 1984. The effect of these studies was to decrease fund income and the insurance fund balance by $103,679 and $49,356 for the years ended September 30, 1985 and 1984, respectively. General fund income and the fund balance for general operations were conversely increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1986 has not yet been initiated.

5. Affiliation Agreement

Effective January 1, 1981, CSEA became a permanent affiliate of the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). As an affiliate, CSEA must pay the prevailing AFSCME per capita tax per member per month ($4.30, 1/1-12/31/85; $4.10 1/1-12/31/86). AFSCME also provides CSEA with organizational grants for various Association activities. The grants amounted to $565,003 and $491,657 for the years ended September 30, 1986 and 1985, respectively.


To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of $925,221 and $854,801 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1986 and 1985, respectively.

7. Employee Benefit Plans

Pension plan:
The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was $788,343 and $755,135 for the years ended September 30, 1985 and 1984, respectively. The unfunded actuarial liability as of December 15, 1985, according to the latest actuarial valuation, was $1,153,840 and is to be funded over a remaining period of 11 years. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1985 and 1984 are presented below:

<table>
<thead>
<tr>
<th>Year</th>
<th>Vested</th>
<th>Nonvested</th>
<th>Net assets available for benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1985</td>
<td>$5,272</td>
<td>$649,051</td>
<td>$29,107,339</td>
</tr>
<tr>
<td>1986</td>
<td>$5,272</td>
<td>$649,051</td>
<td>$29,122,328</td>
</tr>
</tbody>
</table>

 Deferred compensation plan:
The Association maintains a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the years ended September 30, 1986 and 1985 was $126,600 and $127,720, respectively.

8. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1986, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

9. Long-term Debt

Mortgage payable in monthly installments of $36,600 plus interest payable at $9,231, 1/1-12/31/00, collateralized by land, building and equipment. 

Current $88,343

Long-term $3,748,990

Debt principal payments required are as follows:
Year   | Amount
-------|-------
1987   | $88,343
1988   | 96,873
1989   | 106,224
1990   | 116,677
1991   | 127,720
1992   | 130,696

$1,837,333

Interest expense for the years ended September 30, 1986 and 1985 was $329,046 and $314,256, respectively.

10. Commitments

The Association is committed to various noncancelable leases for rental of office space for satellite and regional offices, vehicles and equipment expiring at various dates. Minimum rental payments under such leases are as follows:

| Fiscal Year | Office Vehicles and Equipment Total Amount |
|-------------|-------------------------------------------|---------------------------------|
| 1987        | $437,227                                 | $454,196                       |
| 1988        | 367,319                                  | 414,145                        |
| 1989        | 275,052                                  | 317,278                        |
| 1990        | 189,330                                  | 207,384                        |
| 1991        | 196,348                                  | 234,012                        |

$2,635,933

Rental expense for the years ended September 30, 1987 and 1986 was as follows:

| Year   | Amount
|--------|-------|
| 1986   | $385,313
| 1987   | 406,127

$791,440

Satellite and regional offices $585,096
Vehicle $427,137
Equipment $51,657

$1,128,930

$1,130,880

The Audit Committee met at CSEA headquarters on Feb. 20, 1987. The following committee members were present: Chairman John Geraghty, Charles Perry, Ralph Spagnolo, Gail Hansen, Pat Gooden and Frank Nero.


The auditors from our independent accounting firm of Coopers and Lybrand were also present and the committee discussed the details of the financial statements and the result of the audit with them.

CSEA experienced a loss of $1,194,103 in fiscal year 1986 as compared to a profit of $891,103 in 1985. Total fund balance decreased from $14,004,757 to $12,810,654.

The committee discussions centered around the general fund balance (the fund used to pay for CSEA operations) and more specifically, the unrestricted general fund balance. It was noted that this fund has decreased from $3,531,766 to $1,824,746.

The committee discussed the need to bolster revenues in light of the projected $3,174,368 deficit for 1987 and received a report on current efforts to address this problem.

SPECIAL AUDITING COMMITTEE

JOHN GERAGHTY — CHAIRPERSON
Linda Fiorentino
Patricia Gooden
Gail Hansen
Fred Nero
Charles Perry
Ralph Spagnolo
SIMPLY OUTSTANDING — The three CSEA staff members who have been named “CSEA Outstanding Employee” over the past several months got together again recently for an additional award. CSEA statewide President William L. McGowan presented engraved desk sets to, from left, Associate Offset Machine Operator Rose D'Nuzzo, Graphic Artist Ralph Distin and Research Analyst Don Kelly. At right is Headquarters Staff Union President Joan Dunham-Card. Staff employees are periodically recognized as “outstanding employee” under the program designed to award exceptional service on the job.

After working as a cleaner-groundskeeper at the State Police Troop A Headquarters in Batavia, William Gibbons is trading his brooms for handcuffs and a badge. A member of New York State Police CSEA Local 261, Gibbons has completed the requirements and received orders to begin trooper recruit training at the State Police Academy in Brockport. In a few months, he could well be reporting back to Troop A in a different uniform.

Ernie LaWare of Attica Correctional Local 258 spotted a snowy owl perched on a fence post while driving near his home. He dashed home, grabbed his camera and returned to the scene, where he was rewarded with an excellent shot. It was so good that the Buffalo News featured the photo on its picture page.

A retiree was incorrectly identified in a photograph of the recent CSEA Retirees Legislative Breakfast. With Assemblyman Robert D'Andrea and Lillian Clark of Retirees Local 999 was Mary Lynch, also of Local 999.

If you had the opportunity to ask President Reagan one question, what would it be?

Where asked: REGION VI
No answers:

School superintendent fails to convince workers that he won't contract out maintenance jobs

By Charles McGeary
CSEA Communications Associate

NORTH SYRACUSE — For 119 custodial and maintenance employees of the North Syracuse Central School District, the burning question remains: is the district planning to contract out the work they do to a private sector firm?

School Superintendent Thomas O'Rourke failed to convince the more than 50 employees attending a CSEA-called meeting that there would be no loss of jobs for the members of the North Syracuse School Custodial and Maintenance Unit of CSEA Onondaga County Local 834.

Fred “Pat” Farrance, unit president, said O'Rourke attended the meeting at CSEA's request.

"We wanted to clear the air and get some straight answers from the top man," he said.

While O'Rourke said he has "no interest in having anybody come in to replace the workers," he admitted that he has investigated the possibility of using a private sector firm on a consulting basis.

"I'm looking for some kind of cost effectiveness," he said at the Saturday meeting. "They (any outside firm) would work with employees to improve school conditions and spending."

But the workers question that philosophy, pointing out that the school district already employs qualified people who could accomplish the same goals as a consulting firm.

"Some of us right here in this room can provide a training program," one employee said. "After all, we have over 600 years of experience in the district."

O'Rourke reportedly said a week before the meeting that only a few managers would come into the district and present managers represented by CSEA would keep their jobs.

But union members questioned that plan, asking why the Board of Education would permit two sets of managers when the idea contradicts the goal of saving money.

CSEA Field Representative Terry Moxley said he thinks the district will wait until the present contract expires in 1988 before replacing employees.

The fact that O'Rourke delayed signing the unit contract for seven months after the school board and the union ratified it is additional evidence of the desire to replace custodial and maintenance staff.

Farrance called for increased solidarity and support for the communications and political action committees within the unit.

"We must continue to remain strong and work together," he said. "We will monitor the situation very closely and keep you (the members) informed when anything new develops."

The union prepared and placed newspaper advertisements to explain the situation to North Syracuse taxpayers.

Members also have been wearing “No Contracting Out” buttons and distributing reprints of the ads in the school district's communities.

‘Some of us can provide a training program ... we have over 600 years’ experience in the district.’