CSEA's Exclusive Recognition Drive Now Scores 43 Wins

ALBANY—Forty-three local public employers throughout the State, including seven counties, to date, have recognized the Civil Service Employees Assn. as the exclusive bargaining agent for their employees.

By recognition by the employers of the 168,000-member organization of State and local government employees, was made in concert with the State's Public Employees Fair Employment Act which became effective Sept. 1.

Under the act, State and local governments are empowered to establish procedures for collective bargaining with their employees and to recognize employees organizations as bargaining agents on the basis of payroll dues deposited with local civil service commissions.

Other subdivisions recognizing CSEA are:

- Schenectady, Rotterdam, Hamptead, North Hampton and Oyster Bay.
- (Continued on Page 14)

Welfare Fund Would Apply To Local Aides

A proposal that would require the State to contribute $150 for every State worker to an aid fund would apply equally to employees of political subdivisions, Solomon S. Colby, chairman of the State CSEA's Salary Committee, made the welfare fund proposal.

The monies to be paid to CSEA, give civil servants such services as a dental plan, drug prescription, purchasing plans, eyeglasses, the retirement plan and county workers as members.

The welfare fund goal is to be met by a resolution passed by delegates at the recent special CSEA meeting in New York City.

Still Only $299

Thanksgiving Week in London

Despite higher prices for hotel rooms, round trip air transportation, and $30 a day in London, the second annual "Thanksgiving Week" in London trip for members of the Civil Service Employee Assn. will attract many more employees and their immediate families than last year.

The popular 8-day trip leaves New York on November 18, returning December 26. Tour members will again stay at the Iltion Hotel, near Hyde Park. The $309 including round trip air fare, hotel rooms, breakfast, sightseeing and a theater night.

Springer Elected

ALBANY — Dr. Joseph O. Springer, who heads the State Employee Health Service, has been elected to a fellowship in the Industrial Medical Association.

Onondaga GOP Leader Says 'Civil Service Is For The Birds'

SYRACUSE—Both shocked and amazed at the Onondaga County Republican chairman's remark that "Civil Service is for the birds," Civil Service Employees Assn. chapters throughout the Syracuse area are coming to the defense of the Civil Service merit system as well as taking of "action at the polls" this fall.

GOP Chairman Thad L. Colby, who is also a Syracuse area delegate to the Constitutional Convention, made the comment after he voted against the CSEA-sponsored resolution granting deputy sheriffs Civil Service status.

The resolution won an easy approval from the convention, 109-42.

"Civil Service is for the birds," Colby told a Syracuse reporter who asked the reason for his decision. "It's from all the bad stuff that's going on in the State." The CSEA field representative John J. Ray commented: "His Colby's remarks could not have come at a more opportune time, and I certainly hope he is not speaking for his party on this issue.

Onondaga chapter has both city and county workers as members, but members of CSEA's Syracuse chapter, which represents State employees in local offices, have agreed to seek for the Legislative Enhancement Committee with other local chapters of State employees. The committee would authorize local issues and candidates for public office and keep members informed on the effect of candidate's views on these issues.

These other chapters include the State University chapter at Syracuse, Binghamton State School chapter, Thayer chapter (Syracuse), State Police chapter and Barge Canal Harbor Employees chapter.

County Executive Mulroy, who is running for re-election this fall, has commented that he disagreed with Colby's statement and praised the work of Civil Service employees.

Letter To Colby

Mrs. Mrs. Rose Collum: "As president of the Onondaga chapter of the Civil Service Employees Assn., I take exception to your recent statement as published in the Syracuse Herald-Journal, regarding Civil Service employees.

"This Association represents over 2,000 city and county employees. There are 5,000 (local) State employees equally affected, and many of these people are dedicated public servants.

"We are a close-knit organization very much concerned with our governmental efficiency as well as our public image. We feel that we are a professional group, and that any statements that are made by individuals, even those who are elected to high office, should be taken as such.

"The Onondaga chapter has been active for years in the defense of the Civil Service merit system and is working hard to do so now. We hope that you will consider revising your statement and making it a statement of support for the Civil Service merit system, which is something that we all believe in.

"Thank you for your time and consideration."

Committee Reports

PERB Studies For L.I. Parks CSEA Chapter

FARMINGDALE—The Long Island Inter-County State Park CSEA chapter, has appointed a committee to study the mechanics of the Public Employees Fair Employment Act and how the CSEA can represent employees. The committee is made up of State CSEA representatives to plan methods of disseminating information on the new law to all units and individual members.

Colby has issued a call for unity among the chapter units and is touring each unit to hear complaints and other problems which require attention on both the chapter and State level.

Field representatives meeting with the chapter officers were Arthur Gres, John D. Corcoran, Fred James, Garrie and Edward Cleary.

Perkoff said the main point of the drive is to inform the members that CSEA was prepared before the new law went into effect.

Invited guests include all candidates for Statewide office of the CSEA, according to Nicholas Puelfer, conference president.

The State Association is in the process of hiring collective bargaining specialists and other experts to establish an intensive labor relations training program for its staff, especially its employees.

The Employees Association also has petitioned the State to be recognized as the exclusive bargaining agent for all State employees.

Albany—Dr. Joseph O. Springer, who heads the State Employee Health Service, has been elected to a fellowship in the Industrial Medical Association.

"The new law in recognizing the Civil Service merit system has been an opportunity for employees to exercise their right to select the exclusive representative of their choice, and to bargain collectively with their employers through a designated bargaining agent, as provided by the Constitution and the Civil Service Act."

"The State Association is in favor of this new law, and is working to make sure that it is implemented fairly and efficiently. We believe that the CSEA is the best organization to represent the interests of the employees in State service, and we are working to make sure that it is given the opportunity to do so."
HOUR IN SWEDEN

FRUSTRATION is one of the most frequent emotional hazards civil service people face.

One method is to compare one's frustration with the other fellow's, and discover that the other fellow has more devastating frustrations.

To those in civil service who have suffered, or are suffering, the pain of frustration, we believe one can help lessen the suffering by telling you about a large group of civil servants in another country who have had even greater problems and frustrations.

The country is Sweden. Its civil servants and the agency that provided strong leadership to the Democratic ministry, and, in the process, changed the entire political system, has been mentioned more than four years ago when preparations were being made to switch the country's traffic system from the left side of the road to the right.

There are easily 80,000 people in Sweden and—less the taxi-drivers—the changeover posed eight million problems. Some of the difficulties included breaking lifetime habits, the predilection of cars with steering wheels on the wrong side for right-hand driving, switching traffic signs on 60,000 miles of highways and streets, and a host no numerous to list.

The question is: what can be done to reduce its effects?

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Suffolk Chapter's School Members Want Protection

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John Granfield, state chairman, announced the 80 delegates representing 20 school districts sponsored by State Sen. Bernard four State legislators of a bill sponsored by State Sen. Bernard C. Smith, R-Northport to protect school employees from cutbacks when districts are forced on austerity budgets.

Smith said he would press again for the bill, which failed to pass in both houses of the legislature last session.

'Birds' Remark

(Continued from Page 1)

L.I. Parks Chap. Gets Its Uniforms

BABYLON—The Long Island Inter-County State Parks chapter of the Civil Service Employees Assn. recently received the first of the new uniforms, with the distribution of uniforms to park foremen, a goal pressed by the chapter and agreed to in previous discussions.

Louise Colby, the chapter’s president, said the completion of the arrangement was a "good move" coming on the heels of the recent Babylon State Civil Service Department and Council of Parks of a CSEA best supporting efforts to find a realization of titles.

William Hurley, chapter vice president and grievance committee chairman, added that the chapter had successfully fought for uniforms for libraries and equipment operators earlier.

Broome Co. Chapter Asks Major Upgradings Based On Longevity

(BRIDE LEADER CORRESPONDENT)

BINGHAMTON—The Broome County chapter of the Civil Service Employees Assn., seeking a one-step increase in pay for its members, also asked for a one-increment increase.

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Home Address
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P.S. If you have the Insurance, why not take a few minutes and explain it to a new employee.
File Clerks, $3,925 Yr., Needed Now

The Interagency Bureau of U.S. Civil Service Examiners, 220 East 42 St., has immediate positions available for file clerks. Salary $3,925 yearly with the Payment Center of the Social Security Administration in Rego Park, New York.

After six months of satisfactory service these positions lead to file clerk, Grade 5, $4,289 a year. In order for the Social Security Administration to meet its needs, applicants can walk-in and take the file clerk examination without advance application.

Walk-ins will be held on Saturday, Sept. 20 and Saturday, Oct. 7 at the Federal Building, 641 Washington St., New York, N.Y. In Room 734 at 6:30 p.m. and 12:30 p.m.

Probation Officer Positions Open In NYC Courts

The Administrative Board of the Judicial Conference has announced that applications are being accepted until Oct. 30 for four probation officer examinations to be given Nov. 19. The examinations are for positions of senior probation officer, supervising probation officer and principal probation officer open to qualified candidates in the trial court system in New York City and supervising probation officer open to qualified candidates in the Nassau County Probation Department.

Application forms and copies of the examination announcement may be obtained from the Personnel Officer, Room 1212, 270 Broadway, New York, N.Y. 10007.

U.S. Court House
Seeks Clerk Steno

The U.S. Department of Justice is seeking a clerk stenographer, to work half time on a permanent basis in its Employment Placement Unit in the courtroom at the U.S. Courthouse, Foley Square, Manhattan, N.Y.

The position pays $3.20 per hour. For further information, contact David Leibowitz, Room 207, U.S. Court House, Foley Square, Manhattan or phone 264-6443.

Adjudicator Jobs Open In VA

There are immediate vacancies in the position of adjudicator at the regional office of the Veterans Administration located at 272 Seventh Ave., in New York City. These positions are at the GS-9 grade and pay $7,696 per annum.

Applicants will be rated on the extent of their experience and if qualified will be invited to interview. For further information, contact A. L. White, Employment Placement Unit, 272 Seventh Ave., New York, N.Y. 10010.

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against public employee measures that are introduced in civil service "freezes a lot of mediocrity into government. or out of petty spite because he didn't get his way on the sheriff's deputies. He voted against the measure. are frozen in because of civil service."

The cause of Collum's contemptuous remarks was the institutional Convention after the passage of proposition 1387-

The cause of Collum's contemptuous remarks was the passage by the State Constitutional Convention, to which he is a delegate, of a proposal granting civil service status to thesheriff's deputies. He voted against the measure.

The Ondondaga Republican Committee had better let it be known promptly whether Collum is speaking for his party out of petty spite because he didn't get his way on the sheriff's deputies civil service status. As for Collum, we can't think of anything he might do to make up for such a gratuitous insult. It wouldn't be worth listing.

The "Evidence" mentioned by Judge Van Voorhis as pertaining to his guilt. Some corroboration is required in po-

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*Last Day To File For Seven Competitive Tests*

One day remains in which to file for seven City open competitive examinations. The New York City Department of Personnel is accepting applications through Sept. 26 for the following exams:

- **Audio - visual aid technician**, exam number 7008, $7,500.
- **Civil engineering draughtsman**, exam number 6960, $7,638.
- **Computer programmer**, exam number 7025, $7,450.
- **Dental assistant**, exam number 7030, $4,600.
- **Plumbing inspector**, exam number 7035, $6,400.

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It's been replaced.

For the 19th consecutive year, we've replaced the bug. With another bug.

To those of you who were expecting something fancier, sorry. (The '68 looks just like the '67 crossed out above.)

Congratulations. (Once again your model has not been modified, but the windscreen wipers are much more efficient. (They're larger.)

Of course, every year we build the "perfect" car, and then we do a masterful job of proving ourselves wrong.

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns.
Border Patrol Has Openings
For Immigration Inspectors;
Pays $6,451 While Training

The Border Patrol of the United States Immigration and Naturalization Service has an urgent need for a large number of physically fit young men desiring a career in Federal law enforcement work. This is a career opportunity for those who like action and outdoor work.

The Border Patrol is the armed, uniformed enforcement branch of the Immigration and Naturalization Service. Its purpose is to detect and prevent the smuggling and the illegal entry of aliens into the United States and to apprehend those guilty of such violations. The job is both arduous and dangerous. Officers are required to work irregular hours, under all weather conditions, and must be available to work in any section of the country. The duties demand mental alertness as well as exceptional physical vigor and stamina.

No experience is required for these positions. To qualify, applicants must pass a written test of verbal abilities, judgment, and aptitude for learning a foreign language. Candidates who pass the written test will be called for oral interviews in the order of their standing on the list. The oral interview is designed to determine if the applicant has the personal qualities needed for the work. Candidates must also pass a rigid physical examination. The entrance salary of an immigration patrol inspector is $6,451 a year. After satisfactorily completing a year of intensive training, a new officer's salary is raised to $7,303. Further advancement can be achieved through year-for-year basis.

Applications are now being accepted for the civil service examination for Immigration Patrol In-

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To keep informed, follow the leader.
Non-Teaching School Aides
By THEODORE C. WENZL

On August 2, this committee met to discuss the growing problem of filling non-teaching positions in many districts with inadequately trained personnel. This problem has become a major issue in school districts across the state, and it is of particular concern to CSEA members.

The committee acknowledged the need to address this issue and recommended several courses of action. They suggested that CSEA conduct a survey to assess the extent of the problem and to identify potential solutions. They also recommended that the state legislature consider passing legislation to address the issue.

The committee further recommended that CSEA work with local school districts to develop programs to address the issue. They suggested that CSEA provide training and support to help school districts create programs to address the problem.

Finally, the committee recommended that CSEA continue to advocate for policies that would help to address the issue. They suggested that CSEA work with the state legislature to pass legislation that would provide funding and support to school districts to address the problem.

The committee's recommendations were well-received and are currently being considered by CSEA leadership. The committee is confident that their recommendations will help to address the issue and improve the quality of education in the state.
C.S. Council Victory

(Continued From Page 7)

such a public or private position. Such additional credit shall be added to the final earned rating of such member after he has qualified for the examination and shall be granted only as the result of such action if such member shall receive the additional credit granted by this provision, any appointment, original employment, or declaration shall be required to be in accordance with the ownership of property ever held prior to such action. 

b. Other tests of belief, oath, or declaration shall be required for the conduct of his present public office. No such office or employment, nor shall any declaration be required to be in accordance with the ownership of property ever held prior to such action. 

Sec. 2. No appointment to fill a vacancy in an elective public office shall be made on the last day of December following the first general election at which the vacancy can be filled. 

Sec. 3. If a person refuses to execute a waiver of immunity or an agreement or instrumentality of such person to submit to any test of belief, oath, or declaration which may be required, the judgment and sentence, if any, obtained by a person or employment, or the performance of the conduct of his present public office shall continue beyond the term of such office or employment. 

Sec. 4. No laborer, workman, or employee of a public work shall be employed in an office or employment within five years prior to such refusal, the appropriate authority, as prescribed by the rules and regulations of the department or agency. 

Sec. 5. If, after July first, there has been an appointment to fill a vacancy in an elective public office or employment, or the performance of the conduct of his present public office and such person called to testify before a grand jury or any legislative or executive committee into the fitness of such person to serve in public office or employment, or the performance of the conduct of his present public office, he shall be entitled to receive ten points additional credit for a time of five years prior to such refusal. 

Sec. 6. No laborer, workman, or employee of a public work shall be employed in an office or employment within five years prior to such refusal, the appropriate authority, as prescribed by the rules and regulations of the department or agency. 

Hospital Offers Therapist Jobs

Therapists are needed at the Outpatient Clinic of the Veterans Administration Hospital in Brooklyn. 

The clinic is recruiting to fill the following positions: occupational therapist, GS-7, and GS-8; physical therapist, GS-6, and GS-7; and speech therapist, GS-6. 

Applications are received by the Veterans Administration Hospital, 35 Ryerson Street, Brooklyn, N.Y., 11205, or telephone area code 696-3044.

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For application forms and further information, write to the New York State Board of Regents, 259 Broadway, New York, N.Y., 10013.
ANNOUNCING—

ANOTHER FIRST
FOR H.I.P.!

New H.I.P. Benefits Under
City Health Program

NEW SERVICE DRUG PROGRAM

For the first time under the City Health Program, H.I.P. now covers 100 per cent of the cost of prescription drugs and medicines when obtained through the designated mail order pharmacy under contract with H.I.P. The drugs must be prescribed by H.I.P. physicians, or by non-H.I.P. physicians in covered emergencies. Prescriptions for drugs and medicines are filled and mailed without charge. There are no bills...no claim forms...no deductible...no limit on cost or number of prescriptions. *For which a prescription is required.

IMPROVED INDEMNITY DRUG PROGRAM

For prescriptions not filled through the mail order service program described above, and for appliances, H.I.P. will pay 80 per cent of the cost after a $25 annual deductible per person. There will be no annual or lifetime maximum. The drugs and appliances must be prescribed by H.I.P. physicians (or by non-H.I.P. physicians in covered emergencies).

PRIVATE DUTY NURSING

For the first time also, H.I.P. is including in-hospital private duty nursing as one of the optional benefits under the City Health Program. H.I.P. will pay 80 per cent of the cost of private duty nursing for a maximum of 504 hours after the first 72 hours of such care per confinement, when ordered by an H.I.P. physician or when needed in a covered emergency.

THE COMPLETE PACKAGE

H.I.P.'s complete package of expanded optional benefits now consists of:

• 120-day Blue Cross full benefit days plus 180 discount days provided through Associated Hospital Service of New York.
• Combined service and indemnity drug programs and prescribed appliances.
• Anesthesia payments up to $100.
• In-hospital private duty nursing payments.
• Emergency care indemnities increased from $350 to $750.

The bi-weekly cost to you for H.I.P.'s new package is:

<table>
<thead>
<tr>
<th>Bi-weekly Deduction</th>
<th>New Expanded Option</th>
<th>Present Limited Option</th>
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<tbody>
<tr>
<td>One Person</td>
<td>.83</td>
<td>.66</td>
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<tr>
<td>Two Persons</td>
<td>1.66</td>
<td>.82</td>
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<tr>
<td>Family</td>
<td>2.21</td>
<td>1.10</td>
</tr>
</tbody>
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The new benefits will be provided for employees who authorize the payroll deductions for the new expanded option during the reopening and transfer period.

IF YOU WISH TO ENROLL FOR H.I.P.'s EXPANDED BENEFITS OPTION

If you now have H.I.P.'s Limited Option, or if you have no option and wish the new Expanded Option, please see your payroll clerk for a postcard authorization to be mailed to H.I.P.

If you wish to keep the Option you now have it is not necessary to do anything. H.I.P. members, 65 and over, either active or retired, who are enrolled in Medicare Part B, are already covered for these benefits.
Rochester's Deputies Want Civil Service (From Leader Correspondent)

ROCHESTER—Most of the 230 sheriff's deputies in Monroe County favor a provision in the proposed new State promotional system in his department, the only police agency in the county to be so affected.

"The way I look at it," one deputy said, "we should have been placed under civil service years ago. I'm tired of being liable to suspension or being fired any time for no reason."

While the survey, made by a Rochester lawyer, did not include all deputies, estimates from most of those interviewed concluded that at least 95 per cent are in favor of a civil service system.

"My men have to pass a test, answer the complaint, and confront the defendant in and confront the defendant in charge of entertainment.

Buffalo Chap. Holds Fall Dinner-Meeting

The Buffalo chapter of the Civil Service Employees Assn. opened the Fall season with a number meeting held 30, held at the Charter House in Williamsburg.

Chapter president Gary Condon conducted the business meeting at which the 1967-68 budget was approved and committee reports were given. Delegates to the recent Special CSEA Convention held in New York City also gave their report.

New CSEA Chapter In Clinton County

ALBANY—A new Civil Service Employees Assn. chapter has been formed in Clinton County, with Charles A. Sullivan as its first president.

The new Northern New York chapter which represents a clear majority of the country's employees, has had its constitution approved and is awaiting its charter from the State Association.

Other officers of the new group include Jerry Belch, first vice president; Frank Lawson, second vice president; Mrs. Donald DeBolt, secretary; Robert Johnson, state representative, and Mrs. Josephine Speck, delegate.

The charter was formulated as an employee benefit program for fiscal year 1968 and plans to present it to members of the County's Board of Supervisors shortly.

At the same time, the chapter is expected to petition the board asking to be designated as the bargaining agent for all county employees in line with the new Public Employees Fair Employment Act which becomes effective Sept. 1.

Poughkeepsie Unit Committee Named

POUGHKEEPSIE—Gerald M. Conlon, chairman of the nominating committee for the Poughkeepsie unit, Civil Service Employees Assn., has named the members of the nominating committee in preparation for election of officers on Oct. 18.

The committee includes George Newkirk, Richard Mettig, Emily Eckert, Abe Rosen, Fred Velicer, Patricia Lamont, Arlene Meles, Catherine O'Leary, Richard White, Philip J. Dolan, Carl Johnsen and Andy J. D'Acquisto.

Utica State Chapter Holds Its Clambake

The Utica State chapter holds its annual clambake recently at the club house of the Board of Directors of Blue Cross of Northeastera New York.

MERIWETHER—Mrs. Lora LaRosa, business officer of the State Teachers Retirement System and State Employment Security, has been named by Dr. Israel Zwering, the director of the State Institute, Mrs. LaRosa receives her award for a suggestion she made which greatly increased the productivity of her department. Pictured at the presentation are (from the left): Dr. Harry H. Gonda, the hospital's assistant director; F. H. Neitzert, of the personnel department; L. LaRosa, the head industrial shop worker at the institute; and Maco Costa, senior maintenance supervisor.

Dr. Charles A. Brind, Ex-CSEA Chief, Retires From State Service

ALBANY—Dr. Charles A. Brind, chief counsel to the State Education Department since 1940 and the 13th president of the Civil Service Employees Assn., will retire Oct. 1 after 44 years of distinguished service in State service spanning 45 years.

Dr. Brind, a leader in the quest to provide benefits for State employees, served as CSEA president from 1938-41. During his tenure, the Employees' Association established a noteworthy record of achievements in obtaining wage increases and hospital benefits and in other areas.

In 1937 under Dr. Brind, CSEA was able to negotiate a State salary plan providing equal pay for equal work and definite minimums and annual increments for satisfactory service.

In his first year as president, he directed CSEA to establish a low-cost accident-health insurance plan for its members.

During Dr. Brind's presidency, the CSEA grew tremendously in membership. From slightly more than 3,000 members in 1931, the organization spiraled to a membership of more than 35,000 in 1941.

Dr. Brind was honored by his colleagues, fellow employees, State officials and friends at a reception last Friday in Albany.

A graduate of Union College and Albany Law School, the noted specialist on State Educational law was admitted to the New York State Bar in 1922. The following year he became associated with the State Education Department as an attorney. In 1929, Dr. Brind was named principal attorney and director of the law division of the department. He was named State counsel to the State Board of Regents and the Education Department in 1944, and that same year, counsel to the State Teachers Retirement System and State Employment Security.

Active in State and local medical circles, both Dr. Brind is president of the Board of Directors of Blue Cross of Northeastern New York.
State Employees, Do You Want --

UNITY & RESULTS

CSEA has asked recognition by the State under the new Public Employees Fair Employment Act as exclusive representative for all State employees in one statewide bargaining unit. As representative of all State employees in one unified, powerful group, CSEA has the effective strength in its experienced officers, committees, staff specialists—and the voting power of its sheer numbers—to continue winning major improvements for everyone in salaries, retirement, fringe benefits and all conditions of employment. Through its long-established statewide network of chapters, units and field staff, CSEA will also provide the best representation for State employees at the local level—at all work locations and in all State titles. "In unity there is strength" still makes sense.

FOR STATE EMPLOYEES, ONLY UNITY WILL GET RESULTS!

DISUNITY & DISASTER

COUNCIL 50, AFSCME, has asked that employees in each State title have their own bargaining unit—that each negotiate separately with the State on all terms and conditions of employment. This means 3,352 bargaining units (the number of titles in State service), each one spread out in even smaller pieces in work locations throughout the State. This is absurd, any way you look at it. These 3,352 tiny, uncohesive, inexperienced bargaining units would be nothing more than voices in the wilderness that would never be heard by the State's negotiators and legislators. Even if they met with State officials, these small units could not possibly enjoy the assistance of adequate labor relations specialists—legal, research, public relations and the like—to be able to support their negotiations against the State's top talent. In effect, the workers would be at the mercy of their employers.

FOR STATE EMPLOYEES, SUCH DISUNITY MEANS DISASTER!

Numerically and historically, CSEA's demand for recognition by the State, as the sole representative for all State employees in one bargaining unit, makes sense. Over 103,000 State employees are members of CSEA out of a total of 130,000 employees. Throughout the years, CSEA has successfully negotiated for all State employees with State legislators and State administrators for improvement of salaries, retirement, fringe benefits, and all terms and conditions of employment. Moreover, recent guidelines issued by the State's Public Employment Relations Board specifically state that a collective bargaining unit can be composed of "all employees employed by a single government or public employer," and be based on "past patterns of conducting negotiations."

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