GOVERNOR HUGH L. CAREY turns to CSEA President William L. McGowan during a press conference in the State Capitol to announce the new tentative 3-year pact. Gov. Carey described Mr. McGowan as "...tough but fair negotiator." during the conference.

'Richest ever' 3-year pact includes COL adjustments

ALBANY — A tentative three year contract, providing potentially nearly 23 per cent in compounded salary increases including cost-of-living adjustments, has been reached between the Civil Service Employees Assn. and the State of New York after some four months of intense bargaining. The tentative agreement, subject to ratification of the membership, affects 107,000 State workers in the Administrative Services, Institutional Services, and Operational Services units.

The tentative agreement was reached on Sunday, March 11, coincidental with the start of the union's special spring delegates meeting here. CSEA officials said it would probably require two to three weeks to compile complete details of the new agreement to be mailed as an informational packet to the employees affected along with mail ratification ballots. If approved, the 3-year agreement would be effective as of April 1, 1979.

CSEA President William L. McGowan has called for overwhelming ratification of the pact, describing it as "by far the richest ever negotiated by CSEA." Gov. Hugh L. Carey publicly described the agreement as "truly an innovative plan ... a precedent-setting contract."

The tentative pact, containing scores of major changes and improvements over the current contracts which expire March 31, is discussed in highlight form on pages 6, 7 and 8 of this issue. Complete details will be provided to the membership prior to ratification voting.

Delegates OK modest dues hike

ALBANY — Civil Service Employees Assn. delegates have approved a modest increase in the union's dues, with the increase to be achieved in three steps over the next two years.

The 1,200 union delegates at CSEA's special delegates meeting here March 11-13 approved, by a 3-1 margin, increasing annual dues to $84.50 effective April 1, 1979; to $91.00 effective April 1, 1980; and to $104.00 effective April 1, 1981. CSEA dues are currently $58.50 annually, among the lowest of any union in the country.

Putting it in perspective, the increase raises the current dues deductions of $2.25 per 2-week payperiod to $3.25 per payperiod this April 1, to $3.50 per payperiod on April 1, 1980, and to $4.00 per payperiod as of April 1, 1981.

In voting for the three-step increase, delegates rejected a proposal of the special Presidential Advisory Committee on Dues to raise annual dues to one percent of salary effective April 1, 1979 to offset an existing deficit budget situation and provide a modest annual surplus for the foreseeable future. The 1% proposal was rejected by a nearly 4 to 1 margin, although it had the strong support of President William L. McGowan and other top union officials.

Delegates also rejected a proposal for a flat $104 annual dues effective this April 1, and a proposal for a dues increase to 8/10th of 1% of annual salary.

The dues increase as approved falls short of what union officials have said was necessary to maintain a balanced or surplus operating budget. They have projected a deficit budget situation reoccurring as early as 1980 under the dues structure adopted by the delegates. Union officials at presstime said it was unclear what effect the modest increase would have on 44 staff employees who have received layoff notices that become effective April 15. The layoff notices had been issued in view of the union's severe financial condition prior to the delegate's meeting.
Parkway Authority abolition fought

By Jack Murphy

ELMFSORD — James J. Lennon, president of CSEA Region III, told a public input session hearing on the future of the East Hudson Parkway Authority that CSEA is "unalterably opposed" to abolishing the agency.

The legislative hearing, held here in Greenburgh Town Hall, was called by Assemblymen William Finnneran (D-Westchester), G. Oliver Koppell (D-L.Bronx), and Robert Conner (D-Rockland).

The panel heard statements regarding five possible future directions for the authority which has responsibility for the parkway system in Westchester County and the Taconic State Parkway in Westchester, Putnam, Dutchess and Columbia Counties.

Lennon addressed the question "Whether the public interest would best be served by the abolition of the East Hudson Parkway Authority and the transfer of its functions to the New York State Department of Environmental Conservation." Lennon said CSEA opposed that possibility because of the projected loss of jobs that would result from such action. In a number of instances, the state has chosen to reduce the workforce through agency abolishments and layoffs. Doing so has resulted in immediate apparent savings but has also resulted in some costly side effects which have not been fully considered and are not fully needed in the state's decision-making.

Lennon listed such areas as the immediate loss by quitting of valuable employees, the lowering of productivity which accompanies layoff anxiety, unemployment compensation charge back and other impacts.

Lennon charged that "the Civil Service employee fund paid by abolishment is a popular strategy of the elected and public policy-makers as a method to reduce costs. There are two fairly simple reasons," he said, "for the popularity of the layoff — first, it's a very visible way to cut costs... second, the benefits are easily on him. In the oft-cited rule of thumb being 'if you layoff a hundred workers, you save a million dollars...'

Lennon pointed out that any abolishment of the tolls on the parkway system would cause a loss of revenue of $5,200,000 as well as a loss of more than 30 jobs in the toll division. There are also 54 employees at the EHPA headquarters that could be phased out.

He also pointed out that the state has the concept of "using State Police in patrolling their jurisdiction... This could be a loss of 30 to 40 Parkway Police in Westchester and an increase of the Westchester County budget of 51% of the police department budget which the EHPA reimburses the county for."

The question of the County Parkway Police/Sheriffs Department merger could be a moot action if the State Police were to take over the parkways in Westchester."

Lennon cited the fact that "We in CSEA have had a good labor relations profile with the East Hudson Parkway Authority. I think that competent career merit system employees do an exceptional job for the people who travel the parkways. The safety of the system has mostly improved over those years that Westchester had control of the roads..."

He concluded his statement by saying "Politicizing the issue of the East Hudson Parkway Authority and its existence will only cause more problems for the people of the State of New York."

The question of the future of the EHPA has arisen from the authority's difficulty in raising sufficient revenue to rapidly modernize the parkway system, most of which is 40 to 50 years old.

By Jack Murphy

THE PUBLIC SECTOR, Wednesday, March 21, 1979

Calendar of EVENTS

MARCH

21 — Buffalo Local 003, general membership meeting, 5:30 p.m., Buffalo Convention Center.

24 — Capital District Retirees Local 999, 1 p.m., general membership meeting, Sherraton Inn Towne, Albany.

25 — Grievance Workshop, sponsored by Tompkins County Local 855, 9:30 a.m.—3:30 p.m., Cornell University Conference Center, School of Industrial and Labor Relations, Ithaca.

26 — CSEA Statewide Probation Committee meeting for all Monroe county probation officers, 5 p.m., Americana Inn, 70 State Street, Rochester.

31 — Region IV Workshop on Unemployment Insurance for non-teaching school district employees, 10 a.m., Holiday Inn, Saratoga Springs.

Court supports CSEA position on West Seneca Unit overtime

WEST SENeca — State Supreme Court Justice Frederick M. Marshall has denied the preliminary injunction sought by the Town of West Seneca against the Civil Service Employees Assn., which represents the town's highway workers.

He also lifted a temporary restraining order granted January 7th, which enjoined the union from "encouraging any strike or concerted slowdown in work among the employees.

West Seneca officials had claimed that the workers had failed to respond to call-ins for overtime.

Justice Marshall dismissed these arguments saying that the town had failed to present evidence that "there was any breakdown of vital services or utilities, nor that this year's winter engendered more intolerable conditions than those of past seasons..."

Affidavits submitted by CSEA Regional Director Lee Frank explained that the union had notified the highway superintendent of the contractual procedures for overtime.

Amherst contract

Amherst — The 106 white collar workers of the Town of Amherst, represented by CSEA, have won a settlement with their employer.

CSEA received $5,000 of 5% each year of their new two year pact effective January 1, 1979.

They will also have a $1 co-paid drug rider and be able to use personal leave as sick leave.

CSEA Field Representative Bob Young was chief negotiator for the team which included Unit President Cal Ackerman, Joe Steiert, Bill Schutt, Bill Grady and Dick Brox.

Ms. King to 'wait and see' on new Creedmoor director

CREEDMOOR — Psychiatric Center CSEA Local 406 President Dorothy King says she is taking a "wait and see" attitude over the recent appointment of Dr. Yosouf A. Haveliwala as director of Creedmoor.

Ms. King, who also is second vice president of CSEA Metropolitan Region 2, originally had opposed Dr. Haveliwala's appointment, charging he was anti-union. Ms. King had also claimed that when Haveliwala was director of Harlem Valley Psychiatric Center, he was responsible for the discharge of patients into the community without assuring those patients of proper care by competent CSEA personnel.

Ms. King, in her opposition to Haveliwala, had also accused State Mental Health officials of "playing a charade" when they named her to a special panel formed to help select a new director for Creedmoor. Ms. King pointed out Dr. Haveliwala's name was not among those the panel was asked to consider.

But now, Ms. King says, in effect, it's a two-way street. "We will work with Dr. Haveliwala if he works with us, we will cooperate with him if he cooperates with us." "He will keep an open mind to make sure his appointment as Creedmoor director will be for the benefit of employees and residents alike."

Dorothy King
President Local 406

Pay raise for Town of Niagara

NIAGARA — Town of Niagara workers, represented by local CSEA Local 832, will receive raises of 30 cents per hour and increments retroactive to January 1st in the first year of their new two year contract.

They will get another 35 cents hour per hour on their birthdays, and fully paid $250,000 major medical.

Police are now entitled to a 10-cent per hour shift differential on the second shift and 15 cents on the third.

Police are now entitled to a 10-cent per hour shift differential on the second shift and 15 cents on the third.

The claim was made that the raise is for seniority and recall, job posting on all present or future positions and first refusal by current CSEA personnel.

James J. Lennon, CSEA Region III President... "unalterably opposed" to abolishing the East Hudson Parkway Authority.
CSEA represents court employees

ALBANY — The State Public Employment Relations Board has revoked the certification of the Service Employees International Union (SEIU) and its affiliate, the Ninth Judicial District Court Employees Assn., as the representative of court employees in Rockland and Westchester counties and in the City of White Plains, due to misrepresentation.

As a result of the PERB decision, CSEA will remain the certified bargaining agent, and negotiations can begin immediately.

CSEA Collective Bargaining Specialist Pat Monachino has written to all court employees in the three units informing them of the situation and advising them not to sign any new petitions for elections.

“If we stand united, the CSEA and the other negotiating teams can have a contract for you as early as the end of April, and monies as early as the end of May or the first part of June,” he said to the Westchester, White Plains and Rockland groups. “But in the event of another election, you probably won’t even get to the bargaining table until June, and you will not receive any monies until the State Legislature approves the funding of your contract.”

The NJDCEA won representation elections over incumbent CSEA in those three jurisdictions on Nov. 27, 1978, after representing itself on the ballots as “Local 710, SEIU, AFL-CIO.” In fact, no such local existed on Nov. 27, 1978 — the SEIU having revoked the NJDCEA’s charter five days earlier.

When the NJDCEA first filed petitions with PERB alleging a showing of interest in an election against CSEA, the petitions indicated support for SEIU, an AFL-CIO affiliate. CSEA, which is also an AFL-CIO affiliate, charged that the petitions violated Article 20 of the AFL-CIO constitution, which forbids raids by one affiliate against another. CSEA’s charges were sustained by the AFL-CIO on Nov. 10, 1978, and on Nov. 22, SEIU notified the NJDCEA that it was revoking the latter’s charter.

After the election, CSEA protested that SEIU could not accept PERB certification as bargaining agent for court employees in the three jurisdictions involved, due to the decision in the Article 20 case. But PERB at that time had no knowledge of SEIU’s revocation of the NJDCEA charter, and, feeling that the Article 20 case was “an internal proceeding of the AFL-CIO,” certified “NJDCEA, Local 710, Service Employees International Union, AFL-CIO,” as the employees’ representative.

Subsequently, CSEA began a non-compliance proceeding with the AFL-CIO, charging SEIU with failure to comply with the Article 20 decision. It was during the course of this proceeding, on Jan. 17, 1979, that CSEA first learned of the SEIU letter to NJDCEA revoking the latter’s charter. It was also at this proceeding that the parties first learned of a letter SEIU supposedly mailed to PERB, informing the board of the revocation. PERB says it never received any such letter.

In a recent decision on the matter, PERB members Ida Klaus, David C. Randies and Chairman Harold R. Newman held that “the Dec. 7, 1978 certifications of the Ninth Judicial District Court Employees Association, Local 710, SEIU, AFL-CIO were improper in that they went to an organization that no longer existed. Indeed, that organization had not existed on Nov. 27, 1978, when the ballots were counted. Had the situation been disclosed to us by Dec. 7, we would not have certified them in the three units.”

The PERB board went on to write that SEIU and the NJDCEA “had a joint responsibility to inform the voters as to the true identity of the organization appearing on the ballot. Had this significant information been communicated promptly, the results of the election might have been different. Accordingly, we set aside the elections.”

At press time, it was learned that an alleged showing of interest was submitted Feb. 27 by NJDCEA for an election, and that a PERB conference has tentatively been set on the matter on March 30.

Long Island Region I recruits 1,000 members

NORTH AMITYVILLE — More than 1,000 new union members were signed up over a two-month period by Civil Service Employees Assn. field staff in the union’s Long Island Region I, according to Regional Director Ed Cleary.

Officially a special field staff membership drive program gained 892 new members during December and January, but late reports have actually pushed the total to over 1,000 new members, Cleary said.

Field Representative Nat Zummo led his fellow staffers by recruiting 231 new members during the two month drive.
New health care center

State employees who live in certain parts of Columbia and Rensselaer Counties now have the option of switching their health insurance coverage to a new regional health care center in Canaan.

Those choosing this option must sign up by Apr. 1. The new facility, opening Apr. 1, is part of the Capital Area Community Health Plan, a health maintenance organization.

If you want to sign up, contact your agency personnel office. The only State employees eligible are those who live in the following Zip code areas: 12017, 12022, 12029, 12037, 12060, 12075, 12089, 12090, 12106, 12114, 12125, 12126, 12132, 12136, 12138, 12158, 12169, 12171, 12173, 12174, 12184, 12513, 12529 and 12534.

Oral tests increasing

The number of oral tests used by the State Department of Civil Service has risen steadily in recent years, reaching a high in 1978, according to the Bureau of Staffing Services, which conducts State orals.

In most cases, the test is designed to evaluate — against the general background of the position — the individual's ability in three areas: to establish and maintain satisfactory relationships with others. In some cases, other factors, specifically related to the position, may also be used when the abilities to "think on your feet and communicate effectively" are critical factors in the job to be filled.

In some cases, the oral is the only "selection device" in the examination. In other instances, an oral is combined with a written test, a rating of training and experience, or some other type of test.

Orals are scored in one of two ways (the announcement says which will be used): weighted, or qualifying. In a weighted oral, candidates receive numerical scores which will "rank" eligibles who pass all parts of the examination. In a qualifying oral, candidates receive either a "pass" or "fail" rating. Qualifying orals are used only if there is another test in the examination.
ALBANY — For the more than 1,200 union delegates attending CSEA’s Special Delegates Meeting March 11-13 at the convention hall of the Empire State Plaza here, the paramount item of business was the question of a dues increase. And the issue, as expected, occupied a very large percentage of the business sessions.

But there was other business to be conducted as well. A series of informational meetings were scheduled for Sunday night preceding the initial business session Monday morning, and as is customary, the CSEA Board of Directors met for several hours Sunday afternoon.

The coincidental reaching of a tentative agreement between CSEA and the State on contracts covering 107,000 state workers necessitated a quick change in the convention schedule, to accommodate an overflow crowd of delegates for an informational meeting Sunday night also.

And a number of committee reports were presented to the delegates, and some of those reports are duplicated here.

GOVERNOR HUGH L. CAREY made an unexpected appearance at CSEA’s Special Delegates Meeting, telling the union's 1,200 delegates, “We appreciate the efforts and contributions of people in public service.” At the governor’s side is CSEA President William L. McGowan.

CSEA EXECUTIVE VICE PRESIDENT THOMAS MCDONOUGH gestures from the dais during floor debate on the dues increase question. At right is Kathleen Wojtulski, executive secretary to CSEA President McGowan.

KENNETH F. CADIEUX of Rockville Centre, Long Island, an officially nominated candidate for the statewide presidency of CSEA, studies material concerning the union's financial situation during debate on raising union dues.

AMONG THE 1,200 DELEGATES in attendance were, from left, Willie Raye, Edwin Fitts and Marie Robinson, all members of New York City CSEA Local 010.

DELEGATES DISCUSS THE ISSUES. Edward Dudek, left, of SUNY at Buffalo CSEA Local 602 and a member of CSEA Board of Directors, discusses dues issue with Mary Gurney, president of Buffalo-Niagara Frontier Retiree CSEA Local 903, and Eugene Nicotella of Schenectady County CSEA Local 847, also a Board of Directors member.

ALBANY—Gov. Hugh L. Carey, in a brief, unscheduled appearance, received a standing ovation from most of those attending the CSEA Special Delegates Meeting on March 12, in Albany. The ovation came after the governor had made some comments on the contract recently worked out between the union and the State.

He referred to the tentative agreement for the State’s administrative, operational and institutional bargaining units as being "a genuine labor contract."

The governor said the contract brought "comparability" for State employees to persons in the private sector.

Carey also defended his administration’s overall position on public employees.

"We appreciate the efforts and contributions of people in public service. There is no stigma on public service by New York State. Proposition 13 is not going to happen here," he said.

The governor brought cheers from the delegates when he said mental hygiene patients "need your care."

The delegates, in addition to increasing dues and adjusting the rebates to the locals, also overwhelmingly voted against a constitutional amendment that would have given retiree members (those paying retiree dues) the right to vote, 600 to 65.

Among other actions, the delegates voted to:
• Eliminate the Salary Committee and the Platform Committee.
• Reaffirm CSEA’s commitment to equal rights and opportunities.
• Refer to committee for action at the next delegates meeting two motions on setting up a separate fund for keeping dues rebate money.
ALBANY — CSEA and the State of New York have reached a three-year collective bargaining agreement that includes a total $700 cost-of-living adjustment for 107,000 state employees. The agreement also creates a union "welfare fund." The agreement was reached March 11 in Albany following several months of marathon negotiation sessions between the Governor's Office, Employer Relations (OEIR) and CSEA negotiators. Dave McGowan, president of the Administrative, Institutional and Operational Service units and negotiator for CSEA, termed the settlement "a total victory." The contract, which runs through April 30, 1982, covers all employees except those on payroll or pension plans effective April 1. Under the tentative agreement, employees in the three units would receive an immediate seven percent wage increase on April 1 and a cost of living adjustment annually for the next three years of the contract. The combined adjustments would provide a minimum increase of 1.3% per year, or a 7% total in each of those years. The raise in those two years would be supplemented primarily through a union-guaranteed $250,000 in a "welfare fund." A ratification ballot and information session for members within the next several weeks are scheduled.

The state tried to negotiate a one-year agreement -- a so-called "pilot" agreement to avoid a budget crisis next year -- but the union said it was satisfied with the settlement. "We achieved our goal. We won a contract," said McGowan following the agreement. "We realize there will always be a time in the future that we will try to negotiate in the budget crisis of 1974-75. We ended up with a contract that was too good to lose it to a future crisis."

We went to work on the problem and John Roemer and the state came up with the deferred wage payment agreement which allowed us multi-year breathing room.

CSEA Chief Counsel James W. Roemen, Jr., was Chief Negotiator during the talks. Both he and Mayor "Manny" Schriver, Director of the Governor's Office of Employee Relations, were present when President McGowan and Governor Carey approved the tentative agreement.

In addition to the wage package, the new contract contains a "calculated payment of accumulated benefits" for employees between the hiring and the top pay dates of their current positions. The agreement, "the increments" are guaranteed amounts for each of the present five steps, will now be only four. And instead of the present system that requires employees to work through the increments in a specified number of years, the new agreement will allow employees to move through the accumulated steps in a maximum of four years.

Additionally, the 75% of the employees in the three units who are women will receive a guaranteed 3% increase in each of the three contract years based on 3.5% increments. This will be drawn by a joint CSEA-State Enterprise committee. A survey of membership opinion on merit awards per year, McGowan said, showed that the vast majority of employees in the units favored women's opportunities for advancement.

Substantial improvements in the conditions of work were also negotiated. Employees were also negotiated into the new agreement. The benefits for themselves and their families. Among the new benefits an increase in the maximum coverage from the $50,000 to $250,000. Another major gain in the insurance came from the state's agreement to fund a federal Social Security tax of $500 per employee per year in the first year of the agreement $500 per employee per year in the second year and $750 per employee per year in the third year. The fund would take $250 per year from each employee and $100 from the state in the first fiscal year; $200 per employee per year in the second year of the state's 1981 fiscal year. Whatever the cost of living adjustment for the year has been applied to the basis of the state's fiscal year. The second year and $200 per employee per year in the third year of the contract, a cost of living adjustment could take the total to a maximum of 7.5%.

Here's how the system will work. On April 1, 1979 all employees receive a seven percent wage increase. Employees, present and those hired in the coming year, will be able to receive a further wage adjustment for out of work, strengthening of seniority clauses and a shift, pass days and promotional opportunities. Shapiro said the agreement is an "in-depth" pay, reinstatement and promotion system that will work.

"No one ever gets everything they want," McGowan said following the agreement. "But I am convinced, that we have ever had and it will be the best contract ever negotiated by a state bargaining unit. We have a very patient and cooperative active participant throughout the lengthy negotiations."

J. Gary Phillips, CSEA Director of Member Services, CARE Summary, a lobby statement explains the provisions and improvements contained in the tentative agreement.

Highlights of tentative CSEA-State contract

**Pay up 7% on April 1**

**Union wins cost-of-living salary adjustments**

ALBANY — CSEA President William L. McGowan said Wednesday that he urged ratification of the tentative contract between the State of New York and the union, the "richest and most comprehensive" ever reached on behalf of state workers.

The union leader, who personally negotiated in the negotiations over the past several months, said the contract will provide a lump sum payment for the current fiscal year, $105,750 for employees in the state's Administrative, Institutional and Operational Service units. A one-shot payment for a total potential increase of 7.5%.

The state initially wanted a one-year agreement with a "pilot" agreement to avoid a budget crisis next year. But the union said it was satisfied with the settlement. "We achieved our goal. We won a contract," said McGowan following the agreement. "We realize there will always be a time in the future that we will try to negotiate in the budget crisis of 1974-75. We ended up with a contract that was too good to lose it to a future crisis."
Health coverage will improve

A major restructuring of health insurance benefits has been proposed through the tentative agreement for the reevaluation of the current Blue Cross/Blue Shield and Metropolitan coverage. This restructuring process would lead to significant improvements in the current Statewide Health Insurance Plan.

For the first time in years, a complete reevaluation of the current plan will provide new benefits. All the forms of coverage currently provided by Blue Cross/Blue Shield and Metropolitan will be combined with the current Statewide plan for which new specifications will be drawn and for which competitive bids will be accepted. The major areas of benefit improvements are:

Maternity

Currently for a normal delivery the combined benefit under Blue Cross and Blue Shield is $250. Under the terms of the tentative agreement, the plan will provide full maternity benefits coverage to the same extent that the plan provides medical expense benefits for sickness or injury for all females who have individual coverage, spouses of male employees who have family coverage and dependents covered under a family plan. In addition, a newborn care provision will be added which will provide up to a $50 payment for newborn services. In another benefit related to maternity coverage, voluntary sterilization sterilization procedures will now be covered under the new Medical Surgical Plan. The latter two benefits are new.

Medical Surgical Limitations

Currently under the Major Medical coverage, there is an annual limit of $5,000 and a lifetime limit of $250,000. These limitations have been improved to a $25,000 annual benefit limit and $250,000 lifetime benefit limit.

Out-of-Pocket Maximum

Currently no provision exists in the health insurance plan for an out-of-pocket maximum. Under the new plan being developed, a maximum out-of-pocket payment will be limited. In essence, this provision will limit an employee's payments in any given year for medical surgical costs to $400 (individual or family) plus the appropriate deductible.

Alcoholism Treatment Program

This new treatment benefit will provide for detoxification and rehabilitation services on an in-patient or out-patient basis. Currently alcoholism treatment is limited to detoxification in hospitals. This new benefit would allow treatment at rehabilitation facilities. In-patient alcoholism treatment is limited to four (4) weeks in any one confinement with a total of six (6) weeks per year. Out-patient treatments will be allowed up to twenty (20) visits per year.

Deductible

Under the current Statewide plan the deductible is $50 individual, $150 family. The new deductible will be increased by $25 per individual, $75 family.

Doctor Visit Allowances

Under the current G.H.I. option a doctor visit allowance is limited to $25. Under the new agreement the doctor visit allowance will be increased to $15.

Out-Patient Psychiatric Treatment

Currently for psychiatric conditions rendered by a psychiatrist or psychologist under the current plan will be paid at the rate of up to $40 per visit with a maximum of $1,500 and a lifetime maximum of $3,000. Current limitations on the annual limitation have been modified by this improvement as has the lifetime maximum. This benefit is included from the out-of-pocket maximum provision.

Ambulance Service

This new benefit provides up to $25 for ambulance service to or from a hospital, but not both. The new benefit would provide up to $50 per trip to and from a hospital, when medically necessary.

Chiropractic Care

Under the agreement a chiropractic benefit would be added to the health insurance program to provide for payment of services only for conditions that can be demonstrated by an X-ray or for services when prescribed by a physician (Medicare standard).

Unremarried Spouse

Under a new provision in the agreement, the unremarried spouse of an employee who retires after April 1, 1979, with ten (10) or more years of active service and subsequently dies, shall be permitted to continue coverage in the health insurance program with the same contribution rates as required of active employees. Under current provisions, the unremarried spouse of a deceased retiree must pay full coverage.

Prescription Drugs

Prescription drug coverage is currently covered under Major Medical subject to deductibles and co-insurance. Under the tentative agreement prescription drug coverage will be eliminated and prescription benefits provided through a Benefit Trust Fund to be established by CSEA, Inc.

Second Surgical Opinions

A Second Surgical Opinion Program currently exists in selected areas of the state. Under the new agreement, the Second Surgical Opinion Program will be expanded to geographic areas within the state. In addition, the Joint Committee on Health Benefits will evaluate the possibility of establishing a mandatory Second Surgical Opinion Program.

Pension panel reports to delegates

Your Pension Standing Committee met on January 31, 1979, and discussed its position on matters related to pension legislation, the establishment of a "Trusteehip" to oversee the investment of Pension Funds and further work with the Retiree's Committee and its Coordinator, Mr. Thomas Gilmartin, in preparing a pre-retirement guidebook for distribution to CSEA members.

The Committee reviewed Pension Legislation considered by the Statewide Political Action Committee and endorsed the proposals of the PAC pertaining to pension revisions. Further, we have recommended additional legislation be introduced in this session of the Legislature to accomplish the following:

1. Reduction in the period required to vest pension rights from 10 years to 5 years on a service and elimination of any time frame of service required to obtain a Pension for an ordinary disability.

2. Elimination of the $20,000 maximum payable as a guaranteed ordinary death benefit in Tier I to be changed to three times the annual salary at the time of death, no maximum, plus the survivors benefit already provided for in this section.

3. Additional death benefit for a person who dies of an on-the-job accident should be changed in Tier I and Tier II to provide a lump sum cash payment of three times annual salary at the time of death, no maximum, plus the survivors benefit already provided for in this section.

Additionally, the Committee reviewed the proposed establishment of a Board of Trustees to oversee investments of the ERS. We endorse the concept but recommend that the trusteeship be established with a significant labor voice included on the panel. We suggest that the trusteeship be established as a seven-person panel, at least three of which are appointed by the major union whose employees participate in the state operated pension plans. Additional protection should be afforded our members by requiring that any affirmative vote undertaken by the trustees must include the affirmative vote of at least one labor representative.

At the request of the Retiree's Committee, the Pension Committee will assist in preparing a new pre-retirement guidebook for CSEA members. The Pension Committee will lend technical assistance and guidance as needed. Recommended by Robert Comeau, Chairperson, Robert Comeau, James Rhubin, James Currier, Benjamin Lipkin, Victor Marr, Jane O'Connor.
### SUMMARY OF PROVISIONS

This bill would make Agency Shop legislation permanent and mandatory (AGENCY SHOP).

This bill would establish minimum health and safety standards for public employees (OSHA).

Public employees who strike are presently fined two days pay for each day they strike. This bill would cut out the second day’s penalty (TWO-FOR-ONE).

This bill would require that unions and employees be given notice and an opportunity to be heard before a temporary restraining order could be issued against a strike (INJUNCTIVE NOTICE).

This bill would restore the presumption of arbitrability for public employees lost as a result of the Liverpool decision (PRESUMPTION OF ARBITRABILITY).

This bill would redefine the work "strike" to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare (LIMITED RIGHT TO STRIKE).

This bill will implement the provisions of the CSEA-State contract (1979 CONTRACT).

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

If an employee is judged to have been on strike he is penalized two days pay. The employee is required to pay tax on the second day he pays. This bill would limit the fine of the second day to the net amount received (REDISTRIBUTE DAILY RATE OF PAY).

This bill would allow unions including subdivision employers to negotiate disciplinary procedures. (ALTERNATIVE DISCIPLINARY PROCEDURES)

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

Starting in 1980, this bill would give all retirees an increase in the retirement allowance based upon increases in the cost of living for the previous year (PERMANENT COST OF LIVING).

This bill would include the pension supplementation for public employees who retired before April 1, 1969, first legislated in 1977, and extend the benefit to those who retired before January 1, 1972. Also, this bill would increase the supplements to reflect increase in the cost of living during the previous year (EXTENSION OF SUPPLEMENTATION).

This implements the provision of the Suffolk County contract allowing investigators to elect the 20 year retirement plan (CORRECTION OFFICERS).

This bill would allow the power to invest pension funds would be vested in a board of trustees with meaningful public participation in a 20 year retirement plan (PENSION ADVISORY BOARD).

The present state-aid formula encourages school transportation services to be contracted out. This bill would eliminate this advantage to private contractors (EDUCATION LAW PARTY).

This bill would implement the provisions of the CSEA-State contract (1979 CONTRACT).

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

Certain employees of the Division of Youth have been transferred to a non-profit corporation to increase federal aid. This bill will make sure that the "transferred" individuals will not lose benefits of state service (DIVISION OF YOUTH TRANSFER).

This bill would grant to Unified Court System employees transferred to the state payroll as of April 1, 1977, permanent status in the competitive class if they have performed the duties of their positions for one year prior to the effective date of this act (OCA).

This bill would allow additional instances in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties (EMPLOYEE INDEMNIFICATION).

This bill would allow about eight employees of the Sullivan County Sheriff’s Department to choose the provisions of Retirement and Social Security Law (the optional 20 year retirement plan for sheriffs) (SHERIFF’S REOPENER).

This bill would return to the Civil Service Commission the decision of determining which positions shall be removed from the classified service and placed in the unclassified. The State University Chancellor presently makes this decision (STATE UNIVERSITY-UNCLASSIFIED SERVICE).

This bill would allow state employees working at the University of Buffalo before it was acquired by the State of New York to purchase retirement credits from the New York Retirement System for the time they were employed by the University (UNIVERSITY OF BUFFALO BUY-BACK).

This will allow veterans of World War II to purchase up to three years of credit towards their retirement (VETERANS BUY-BACK).

This will allow veterans of World War II and the Korean War to purchase up to three years of credit towards their retirement (VETERANS BUY-BACK).

Sanitarians working for public and private employers be certified by the Department of Education. (SANITARIANS BILL).

This implements the provision of the Suffolk County contract allowing investigators to elect the 20 year retirement plan (SUFFOLK COUNTY RETIREMENT).

The power to invest pension funds would be vested in a board of trustees with meaningful public employee representation (PENSION ADVISORY BOARD).

This bill would allow for correction officers employed by Westchester County to be eligible to elect participation in a 20 year retirement plan (CORRECTION OFFICERS).

This bill would change the procedure for verifying a showing of interest in a representation determination (SHOWING OF INTEREST).

This bill implements the Collective Bargaining Agreement for employees of the Unified Court System (COURT EMPLOYEES CONTRACT).
COMPETITIVE PROMOTIONAL EXAMS
(State Employees Only)

Title | Salary | Exam No.
---|---|---
Senior Building Guard | $8,464 | No. 36-704
Housing Management Representative | $18,301 | No. 36-707
Senior Housing and Community Development Representative | $21,450 | No. 36-708
Senior Housing and Community Development Supervisor | $21,450 | No. 36-708
Toll Equipment Maintenance Supervisor | $13,465 | No. 36-721
Administrative Assistant | $11,904 | No. 36-718
Assistant Director of Soils Mechanics | $25,095 | No. 36-718
Urban Park Patrol Sergeant | $18,301 | No. 36-718
Senior Nursing Station Clerk | $7,565 | No. 36-719

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Generoso St., Buffalo, or 2 World Trade Center, New York City.

OPEN CONTINUOUS STATE JOB CALENDAR

Title | Salary Exam No.
---|---
Pharmacist (salary varies with location) | $14,388-$15,562 No. 02-107
Assistant Sanitary Engineer | $10,042 No. 02-108
Senior Sanitary Engineer | $13,102 No. 02-109
Clinical Physician | $22,364 No. 02-110
Clinical Physician II | $33,705 No. 02-111
Assistant Clinical Physician | $25,161 No. 02-112
Attorney | $12,397 No. 02-113
Assistant Attorney | $11,250 No. 02-114
Attorney Trainee | $11,250 No. 02-115
Senior Engineer (Bachelor's Degree) | $12,397 No. 02-116
Senior Engineer (Master's Degree) | $15,055 No. 02-117
Dental Hygienist | $14,388-$15,562 No. 02-118
Licensed Practical Nurse | $8,051 No. 02-119
Nutrition Services Consultant | $13,102 No. 02-120
Senior Stationary Engineer | $13,102 No. 02-121
Senior Stationary Engineer | $13,102 No. 02-122
Occupational Therapy Assistant | $9,029 No. 02-123
Occupational Therapy Assistant I | $9,029 No. 02-124

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

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 710, Geneva Building, West 14th Street, Buffalo, New York 14201 (716) 842-4250.

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

Page 10 THE PUBLIC SECTOR, Wednesday, March 21, 1979
NEW YORK CITY — For years the offices of the Metropolitan Region of the Civil Service Employees Assn. and of District Council 37, AFSCME, were just a short distance apart on Park Place here, but they might as well have been miles apart. But with the affiliation between CSEA and AFSCME International last April, the spirit of cooperation and mutual effort between the two giant unions has been sky high.

In Albany, CSEA and DC 37, along with AFSCME International, share legislative offices jointly. And here in New York City, on March 3rd, CSEA’s Metropolitan Region held an ‘Educational Grievance Procedure Workshop’ for its members, and held it at the DC 37 headquarters facility at 140 Park Place, within view of CSEA offices at 11 Park Place.

And workshop sessions were conducted by representatives of both CSEA and DC 37, further evidence of a close working relationship. CSEA Executive Director Joseph J. Dolan; CSEA Region President Solomon Bendet, and DC 37 Executive Director Victor Gotbaum all were actively involved in the program. The adjacent photos illustrate some of the activities during the workshop.
ELMIRA — The Civil Service Employees Assn. has publicly charged the administration of the Elmira Correctional Facility with ignoring and otherwise disregarding union complaints about hazardous safety problems and working conditions at the prison facility.

Under the direction of CSEA Region V President James J. Moore, and at the request of officials of CSEA Local 156 at the Elmira facility, a team of union representatives from Syracuse and Albany inspected the problem areas within the last few days.

David Grier, Chairman of the Region V Correction Labor-Management Committee, along with several members of Local 156 Grievance Committee, guided Charles McGeary, Region V public relations representative, and Gregg Davis, CSEA Albany field representative, on a recent tour of the work area involved.

"We wanted union regional and headquarters staff to personally get the 'full picture' of certain work area conditions here at the facility," Grier said. "We have exhausted every course of action permitted under the Taylor Law to force the administration to remedy what we know to be serious safety deficiencies regarding evacuation procedures. The administration's blatant disregard of our safety requests, coupled with a lack of adequate fire safety measures in the areas, have compounded the problem," Grier stated.

According to a spokesman for CSEA, the administration at the facility has been made aware of the employees' complaints through numerous labor-management meetings dating back to August of 1978. To date, no corrective steps have been taken.

McGeary said the inspection indicated that a serious problem exists and could possibly lead to a criminal negligence suit in the event of an incident involving injury or fatality to a State employee.

"Security prohibits us from pinpointing the specific problem area," McGeary said, "but Deputy Superintendents Oare and Kirk know exactly where the problems exist and what to do to remedy them. Is it going to take an incident to get action? We hope not. In focusing attention on the problem, we want the administration to expedite corrective measures.

"Ironically, State public employees and political subdivisions are the only public employees presently not covered by occupational safety or health standards as specified by OSHA of 1970," McGeary said.

CSEA Field Representative Davis said he planned to discuss details of the Elmira visit with CSEA officials in Albany. "We will present the first-hand facts of the situation, as I saw them, to members of the CSEA Safety Committee, with a request they take immediate steps to notify the proper officials of the Department of Correction. We want action now, not after an incident occurs," David said.

BUFFALO — Erie County Social Services Commissioner Fred J. Buscaglia and Personnel Commissioner John C. Clark have been served with a show cause order returnable Friday, March 16th before State Supreme Court Justice John C. Broughton which seeks to enjoin them from assigning out-of-title work to eight welfare examiners.

Judge Broughton issued the order upon the request of Attorney Carmen J. Pino, representing Local 815 of the Civil Service Employees Assn., the county's white collar workers' union.

John P. Eiss, president of Local 815, explained that the union resorted to the court action after months of trying to resolve the question by other means and the "county's refusal to stop the use of welfare examiners in positions properly the work of methods and procedures analysts.

"At the time when there is a severe shortage of welfare examiners, the County continues the assignment of welfare examiners to the work which job specifications say should be done by methods and procedures analysts."

"Not only is that bad, but the county then squanders the taxpayers' money by assigning the methods and procedures analysts to duties properly those of clerks whose pay is thousands of dollars lower," Mr. Eiss continued.

He charged that at least two of the displaced methods and procedures analysts, whose pay range is $12,000-$17,000, are "cleaning up ties," a task which he said could be done by clerks whose pay range is $8,300-$10,000.

Mr. Eiss said in June the union first protested the use of the examiners to do such work as the design of forms and establishment of work flow which he said are duties of methods and procedures analysts.

"The only response which could be considered even slightly positive by the county was the ordering by the personnel department of a job audit," Mr. Eiss charged. "But then they wouldn't even let us see the results of the audit."

He said he was convinced the refusal came about because the audit "proved the union right."

The Erie County Social Services Department has been under fire from its welfare examiners during the past week and about half of the county's 150 examiners have appeared on picket lines before and after work protesting "work overloads" of as high as 80 percent.

Comparing Retiree Programs — Thomas Gilmartin, second from left, CSEA Retiree Coordinator; and Girard P. Clark, second from right, Director of AFSCME Retiree Programs in Washington, compare notes on retiree benefits. At left is Joseph J. Dolan, CSEA Executive Director; and at right is Thomas Whitney, CSEA Director of Employee Relations.

Hazardous conditions in Elmira

Court to rule on out-title work

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