EBF changes

ALBANY — A cap on dental coverage, and a new maintenance prescription program, are two changes in the CSEA Employee Benefit Fund (EBF) which went into effect Jan. 1.

These changes affect those members and dependents enrolled in the Statewide Dental and Prescription Drug plans. The $1,000 maximum or cap is on a calendar year basis and applies to each member or dependent in the Statewide Dental Plan. The fund will now assume liability only for the first $1,000 of an individual's covered dental work.

The change is, in part, a cost containment measure and also the result of statistics which show that only 3 percent of the 105,000 enrolled members use 15 percent of the fund's revenues. Moreover, it would encourage dentists to use less expensive alternative measures while still providing the highest quality of care.

The other change in the EBF will now make it easier, and less expensive, to obtain drugs needed day-to-day on a year-round basis. Previously, only a month's supply could be obtained at any one time but now a six month's supply may be ordered. For instance, such medications as high blood pressure pills, prescription vitamins, insulin syrines or oral contraceptives can now be purchased in a six month's supply.

With this new benefit, monthly trips to the pharmacy will be eliminated and only a $1 co-payment required rather than the $6 which would have been spent securing the prescriptions every four weeks.

In a few weeks, additional details, with identification cards, will be mailed to each member of the Prescription Drug Plan.

The EBF includes members of the three Statewide CSEA Bargaining Units and 70 different political subdivisions across New York State.

ALBANY — CSEA is embarking on the new year with a completely new program to help union members improve their performance on civil service examinations critical to career advancement in the public sector.

The comprehensive program involves a multi-media approach to educational services for all union members who participate in civil service tests.

The first phase of the program moves into place this month as booklets designed in cooperation with the New York State School of Industrial and Labor Relations (NYSSILR), Cornell University, become available in time for the thousands of public employees expected to be taking the Public Administration Transition Traineeship (PATT) exam on February 26. (Use ordering coupon on page 19 to obtain booklets).

While the five booklets in the series are useful for all civil service exams, CSEA Education Director Thomas Quimby is expecting an initial demand for the booklets from CSEA members interested in preparing for the PATT exam which can lead to career ladder opportunities within state service.

Phase Two of the program moves into place in the very near future when a comprehensive, four-part video tape program on civil service exam preparation becomes available. CSEA's Communications Department is exploring the possibility of airing the two hours of exam programming over educational television stations throughout New York State.

Even if broadcasting of the programs isn't possible, the material will soon be available through the union's Education Department for large group instruction.

"CSEA members depend upon civil

The year that was

A magnificent year in review

Pages 9-12
Contract awaits vote by Westchester Co. rank and file

6.5% raise, $800 minimum guarantee

By Tim Massie
CSEA Communications Associate

WHITE PLAINS — Employees of Westchester County ended the old year by reaching a tentative contract which received the unanimous backing of the CSEA unit’s 21-member negotiating committee.

If ratified by the rank and file, the pact will give the 5,000-plus county employees a 6.5 percent raise this year, with a $800 minimum guarantee, and another 6.5 percent in 1984. Moreover, eligible employees would receive increments, too, and longevity payments would go up $25 in each step this year, and $50 in each step next year.

Annual uniform allowances are also improved, with deputy-sheriff-court officers scheduled to receive $300, while special attendants and nurses aides at the Ruth Taylor Institute, and nurses aides at the County Medical Center, will be allocated $135.

“For the first time,” says Collective Bargaining Specialist Ron Mazzola, “the union has been able to get funds into the tuition reimbursement program.” It would be maintained at a minimum level of $50,000.

The tentative accord also provides that employees hired before Jan. 1, 1981, will continue to receive health insurance without making any monetary contributions. Employees hired after that date, who have since contributed $25 monthly for family coverage and $15 for individual coverage, will get a reduction to $15 monthly for family, and $10 monthly for individual protection, beginning Jan. 1, 1984.

Says Mazzola, “This is a strong effort by the CSEA to get the county to roll back a payment for new employees. That’s a difficult thing to accomplish today.” In a related matter, there would be two increases in the Employee Benefit Fund in 1984. The current contribution of $210 would go up to $245 on Jan. 1, and to $275 on July 1.

The new agreement permits the county to offer CSEA employees payroll deductions for Individual Retirement Accounts (IRA’s) and tax sheltered annuities, once government employees are allowed to do so by law.

All personnel records would be purged of any adverse and derogatory material that has been in a file for over three years. Also, failure to notify employees of such material being placed in a file would be immediate cause for its removal, once found by the employee to be in his or her file.

There is also protection for the takeover of county facilities by any employers. Under the proposed contract, unit employees would be offered substitute employment primarily by the new employer in the same or similar capacity. Mazzola says this would “ensure the county will undertake its best efforts to seek employment in the county for qualified employees affected by such a take-over. If none is found, those employees would be placed on a preferential hiring list.”

Layoffs would be in the inverse order of seniority in the noncompetitive and labor classes. For the first time, lifeguards in Westchester would also receive this protection.

The year 1984 would also start a trial period for a new disciplinary procedure which will allow CSEA employees to go to arbitration for penalties other than termination. Says Mazzola, “This will be an expedited procedure to speed up a process that used to take up to two years. That time period will be cut down to a few months.” Terminations will continue to be dealt with under Section 73 of the Civil Service Law.

Westchester County Unit President Jack Whalen calls the agreement “an outstanding contract that achieves many non-economic benefits as well as economic advances. “It’s a well-balanced document.”

Whalen credits the work of the unit’s 21-member negotiating team, chaired by Mary Naylor-Boyd. He adds the team unanimously recommends a yes vote by the membership. Whalen says Collective Bargaining Specialist Mazzola “deserves to be commended for an outstanding job.” He also says the final agreement was worked out thanks to the mediation efforts of Martin Scheinman.

A summary fact sheet of the memorandum of agreement will be mailed out with the ballots to the unit membership with a business reply envelope. All ballots must be received at P.O. Box 2005, Elmsford, New York, 10523 by 5 p.m. Friday, January 21, 1983. Counting of ballots will begin Monday, January 24.
that boosts wages by 8 percent in each year.

Hospital Unit of CSEA Niagara County Local 832 addition to Blue Cross-Blue Shield 50-51, dental pay prescription plan or a vision care plan, in with employees able to choose between a $1 co-

health insurance plan, to withdraw from the coverage.

A unique element of the pact will allow employees who are covered under a better health insurance plan, to withdraw from the hospital's health insurance plan and be compensated in additional hourly wages. Maximum additional compensation will increase from 30 cents per hour in the first year to 39 cents per hour in the second year, peaking at 45 cents per hour in the third year of the agreement.

Employees not covered by the group prescription plan may purchase prescription drugs through the hospital pharmacy at considerable savings. Other benefits gained for the 150-member unit include improvements in contract language regarding sick leave, retirement, grievance procedures, holiday and vacation leave.

Thomas B. Christy, CSEA field representative, was joined in negotiations by committee members Cathy Winters, Mary Porth, Denise Biles, Marion Clute and Frank LaSpada, unit president.

Lockport unit pens 3-year pact; unique health option included

LOCKPORT — The Lockport Memorial Hospital Unit of CSEA Niagara County Local 832 has reached agreement on a three-year contract that boosts wages by 8 percent in each year.

Two medical insurance plans will be available, with employees able to choose between a $1 copay prescription plan or a vision care plan, in addition to Blue Cross-Blue Shield 50-51, dental insurance and $100 deductible Major Medical coverage. A unique element of the pact will allow employees who are covered under a better health insurance plan, to withdraw from the hospital’s health insurance plan and be compensated in additional hourly wages. Maximum additional compensation will increase from 30 cents per hour in the first year to 39 cents per hour in the second year, peaking at 45 cents per hour in the third year of the agreement.

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Village ordered to comply with contract

DANSVILLE — The Village of Dansville has been directed to reinstate the normal work week and make restitution for lost overtime to five CSEA members employed in the village’s Water and Sewer department.

A Rochester arbitrator found the village in violation of its collective bargaining agreement with the unit of Livingston County Local 826 when it eliminated scheduled overtime and substituted compensatory time off in place of overtime pay.

The decision means Timothy Smith, Robert Werth, William Frear, Norman Simons and Richard Schutt will receive back pay equal to time-and-one-half for each Saturday, and double time for each Sunday worked since the village’s unilateral action in May.

Arbitrator Robert Stevens, in supporting the CSEA members’ argument, said the village did not have the right to vary the basic work week, nor was an amendment to that effect agreed to by the parties.

The village is bound to maintain the basic work week of 40 hours Monday through Friday unless a change is negotiated and agreed upon in subsequent contract talks.

The arbitrator’s decision further stated that though “the village’s motivation in changing the work schedule was based on economics, this does not relieve it of the obligation to negotiate changes in the terms and conditions of employment with the union.”

LABOR SIGNS EAP PACT — Jeanne Lyons, Labor Department Local 670 president, left, signs an Employee Assistance Program contract with Lillian Roberts, Labor Commissioner, right.
Home energy audits, loans now available

The New York State Public Service Commission has announced if you’re a homeowner or renter in a one to four family home, you are eligible for a free home energy audit. A special low-interest home energy improvement loan is also available regardless of your income.

Under the Public Service Commission-sponsored “SAVINGPOWER” program, PSC officials say it is possible for eligible homeowners and renters to save up to 30 percent on their energy costs.

PSC officials note that the low-interest loans range from $200 to $2,500 for a one-family home and up to $4,500 for a four-family home, depending on the projects involved. Energy improvement projects are also eligible for a federal tax credit, it was pointed out.

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The New York State Public Service Commission has announced if you’re a homeowner or renter in a one to four family home, you are eligible for a free home energy audit. The reason — the large agenda and convenience for the local’s 7,000 members.

The convention, held on Nov. 20 at the SUNY Stony Brook Student Union auditorium, included workshops on CSEA resources, civil service law, workers’ compensation, pre-retirement planning, grievance procedures for counties and towns, how to run an effective union meeting and election procedures.

In addition to Suffolk Local President Charles Novo and Shirley Germain, Local 852 executive vice president, speakers included Kris Paschon, assistant to the personnel officer of Suffolk County, who spoke on civil service law; Al Court, a retirement counselor, who discussed planning for retirement; Irwin Scharfeld and James Walters, Region I field representatives, who spoke on grievance procedures; Greg Szumnicki, chairman of the Election Procedures Committee, who discussed election procedures; and Celeste Rosenkrantz, the CSEA parliamentarian, who talked about how to run an effective union meeting.

Also attending the meeting were Peg Wilson, of the CSEA Headquarters’ training staff, and Attorney Daniel Levidow, who discussed workers’ compensation, as well as representatives of insurance firms and Blue Cross and Blue Shield.

Novo said the local plans to hold more mini-conventions in the future during weekday evenings.

McDonough back on the job

ALBANY — CSEA statewide Executive Vice President Thomas H. McDonough, who was hospitalized for an extensive period of time earlier this year and who spent much of the past few months recuperating at home, has returned to his office on a part-time basis and expects to resume full-time work in the near future.

McDonough, shown at left in his office last week, said he is feeling very good and looks forward to resumption of his full-time activities on behalf of the membership.

Region VI conference slated for Jan. 21, 22

BUFFALO — The Region VI Winter Conference will be held in Rochester at the Marriott Hotel on W. Henrietta Rd., on Friday and Saturday, Jan. 21 and 22.

Region President Robert L. Lattimer said CSEA staffer Tim Mullett will make an insurance presentation for state and county workshops on Friday evening.

Region attorney Ron Jaros and staff will present a seminar on civil service law on Saturday morning, with the conference concluding following the general business session on Saturday afternoon.
• Local 845's fight to avert layoffs starting to pay off

WASHINGTON — AFL-CIO President Lane Kirkland reiterated the federation's support for a Senate-passed bill that would toughen penalties for pilfering from a pension fund or union treasury.

The bill was passed last summer, and its approval before Congress adjourns.

The legislation was sought in response to a recent AFL-CIO statement to the labor movement, Kirkland said.

The bill would also make disqualification from office effective on conviction, rather than only after appeals have been denied.

The AFL-CIO has repeatedly sought House action on the bill the Senate passed last summer, and its statement to the House Labor-Management subcommittee envisioned that the measure could be brought to the House floor before adjournment.

Some House sponsors have sought a provision that the measure would be held up if the Senate passed a Union Reform Act.

The Senate bill would upgrade employer payoffs to a union representative from a misdemeanor to a felony on the part of both parties if the sum involved is $1,000 or more, and would enlarge the list of offenses that result in disqualification from union or benefit fund positions.

The bill would also make disqualification from office effective on conviction, rather than only after appeals have been denied, the period of disqualification would be lengthened from the present five years to at least five and up to 10 years.

Kirkland said he would consider the measure to prevent some layoffs.

The bill would make disqualification from office before an appeal has been decided for union or benefit fund positions.

The bill was sponsored by Rep. James Oberstar (D-Minn.), who chairs the House Committee on Education and Labor.

Kirkland acknowledged, imposed heavier burdens on union officeholders, who continue to maintain his innocence to be turned off his position.

Yet the reality is that a court verdict after trial that the defendant is guilty of a crime involving a breach of trust "tilts the balance against the presumption of innocence."

He welcomed the provision of the bill requiring that a convicted defendant's salary be put in escrow and paid if the appeal succeeds.

The AFL-CIO does not object to that, Kirkland said.

"Union office is a calling, not a business. The morals of the marketplace will not suffice," he stressed.

CSEA RESOLUTION PROPOSED TO ST. LAWRENCE COUNTY — Richard Reno, center, president of St. Lawrence County CSEA Local 845, discussed several options in a job-saving proposal with Donald O. Bixby, right, county legislator, while Steve Ragan, CSEA field representative, listens. Reno and other Local 845 officers lead a large group of CSEA members who attended a recent legislative session that ended with a county plan to restore some positions slated to be cut in the 1983 county budget.

Supreme Court downs campaign scheme

WASHINGTON — The National Right to Work Committee violated federal election law by the manner in which it solicited funds to help elect congressional or presidential candidates who want to outlaw the union shop, the Supreme Court ruled.

The court's unanimous decision backed the position taken by the Federal Election Commission and supported by the AFL-CIO in a brief.

At issue was whether anyone on the Right to Work Committee's mailing list was a "member" of the organization who, under the Federal Election Campaign Act, could be solicited for a political action committee set up by a corporation.

Corporations and unions can't make contributions to federal political campaigns. But business corporations may solicit stockholders and executive or administrative employees, and unions may solicit members, for a separately administered political action committee.

Non-stock corporations, a category which includes the Right to Work Committee, may solicit only members.

The Supreme Court said the membership cards the National Right to Work Committee sent to anyone who contributed to the organization or even expressed a sympathetic view did not make them members in the sense intended by Congress. The supposed members, "play no part in the operation or administration" of the National Right to Work Committee, the Supreme Court noted.

Although the final decision was not made regarding some positions, by an overwhelming margin the county legislators did vote to restore seven jobs. It is also expected that six other employees will be transferred to another county department.

To add further impact to the mass turnout of CSEA members at the legislative session, Local 845 officials had planned an informational picketing of the meeting. However, it was postponed when members of the legislature indicated they would consider a reallocation of funds to prevent some layoffs.

Although the final decision was not made regarding some positions, by an overwhelming margin the county legislators did vote to restore seven jobs. It is also expected that six other employees will be transferred to another county department.

In an open letter to county employees represented by CSEA, Local 845 officers pledged to continue the fight to save as many jobs as possible before the Legislature meets in February.

According to Richard Reno, county employees can expect a progress report on the effort to save other proposed layoffs.

"We hope to update the members with another newsletter, or general meeting, or perhaps both," Reno said.

WASHINGTON — AFL-CIO President Lane Kirkland reiterated the federation's support for a Senate-passed bill that would toughen penalties against corrupt union officials and urged House approval before Congress adjourns.

Kirkland's statement to the House Labor-Management subcommittee endorsed the legislation as advancing "both the public interest and the best interests of the trade union movement."

A union official who takes an employer payoff or slurs from a pension fund or union treasury betrays the workers he represents and dishonors the labor movement, Kirkland said.

In a letter to Subcommittee Chairman Phillip Burton (D-Calif.), Kirkland noted that the AFL-CIO has repeatedly sought House action on the bill the Senate passed last summer, and its statement to the subcommittee "reconfirms" that support. He urged quick subcommittee and committee approval so that the measure could be brought to the House floor before adjournment.

The Senate bill would upgrade employer payoffs to a union representative from a misdemeanor to a felony on the part of both parties if the sum involved is $1,000 or more, and would enlarge the list of offenses that result in disqualification from union or benefit fund positions.

It would also make disqualification from office effective on conviction, rather than only after appeals have been denied, the period of disqualification would be lengthened from the present five years to at least five and up to 10 years.

Kirkland said the provision for removal from office before an appeal has been decided is cause for concern. "It is not a small matter for an individual who has over the years been a colleague in arms and who continues to maintain his innocence to be turned out of his position," Kirkland noted.

Yet the reality is that a court verdict after trial that the defendant is guilty of a crime involving a breach of trust "tilts the balance against the presumption of innocence."

He welcomed the provision of the bill requiring that a convicted defendant's salary be put in escrow and paid if the appeal succeeds.

The disqualification from office, Kirkland acknowledged, imposed heavier burdens on union officials than on offenders in other types of work.

The AFL-CIO does not object to that, Kirkland said. "Union office is a calling, not a business. The morals of the marketplace will not suffice," he stressed.

Commenting on the case, AFL-CIO Special Counsel Laurence Gold noted the frequency with which the National Right to Work Committee has filed charges, "usually groundless," against other organizations for federal election law violations. Now it has been found to be the lawbreaker, he said.
Members' refusal to give in to pressure tactics cited as key factor in lucrative settlement

HAUPPAUGE — Local 852's record breaking $49 million tentative settlement in mid-December came about as the result of the determined backing of their union by CSEA members, according to Charles Novo, Local 852 president.

Novo said that the strategy of the Suffolk County negotiator, Jack Fameti, was "to wear us down by deliberately delaying negotiations and throwing up road blocks to productive talks. He figured that our membership would become frustrated and buckle to pressure to accept a low offer."

Another supposed result of the strategy was that members would become unhappy with their union and would become dissatisfied and easy to handle, Novo said.

"Their strategy backfired," Novo said. "Our members were incensed by such arrogant treatment and closed ranks as never before."

Novo said CSEA had been prepared to go to legislative hearing and had made plans to lobby the individual members of the Suffolk Legislature. When the county realized that CSEA wouldn't buckle, they settled quickly, Novo said.

"To his credit, County Executive Peter Cohalan realized that we have been hurt by inflation in the past years and were suffering from inequities contained in past contracts. His settlement offer to us is fair and equitable," Novo said.

CSEA leaders held little hope for a negotiated settlement as they went into what was expected to be a final attempt to settle the contract on the afternoon of Dec. 15. Both sides believed that the fact-finder's report, which was expected to be issued imminently, would be rejected by one side or the other and that the negotiations would wind up in the Suffolk Legislature.

At the request of Novo, the final session was set up by CSEA attorney, James Roemer, CSEA President William McGowan's personal envoy to the talks, and Region I President Danny Donohue. The Dec. 15 meeting was seen as an attempt to bring both sides together for one last try to settle the contract through negotiations. This time, in addition to the CSEA contingent, John Gallagher, chief deputy county executive, and Deputy County Executive Frank Jones joined Fameti and his team at the negotiations.

While chief CSEA negotiator, George Peak, a collective bargaining specialist, CSEA Field Representative Irwin Scharfeld, Novo and Local 852 Executive Vice President Shirley Germain and Fameti began the now familiar routine of proposal and counter-proposal, it soon became clear to everyone that the county had a new attitude.

Donohue and Roemer attribute the change in the county position to John Gallagher and Frank Jones, who had been sent in to the talks by Cohalan to see if they could reach agreement without a "third-party settlement." Cohalan is reportedly proud of his record of always being able to negotiate union settlements, and CSEA threatened to upset that record.

The proposed contract calls for a 7 percent lump sum payment for 1982; a 14 percent salary increase for 1983, and salary increases of 8 percent for 1984 and 1985.

In addition, the incremental step system has been consolidated from 12 to eight steps, and the approximately 47 percent of employees who are eligible will receive step increases — which are worth approximately 4.5 percent of annual salary — on April and October of 1983, 1984 and 1985.

When increments are added to salaries, eligible employees will receive raises of 23 percent in 1983, 17 percent in 1984 and 17 percent in 1985.

CSEA leaders hailed the contract as one of the best ever negotiated in Suffolk County. The Daily News led its story with, "Ho, Ho, Ho! Merry Christmas Employees of Suffolk County."

The tentative agreement was accepted by the negotiating team, which includes; from the white collar bargaining unit, John Bredeyeyer, Roberta Crafer, Mark Dawkins, Bernice Dejennaro, William Gardner and James Piersanti; from the blue collar bargaining unit, Donald Gallerman, Joseph Grispino, Robert Maletta and Dolores Rossiter.

The agreement was also approved by the unit presidents. On Dec. 27, copies of the memorandums of agreement and ratification ballot were mailed to all members. Ballots will be returned and counted on Jan. 10 and the contract, if ratified, will be presented to the Suffolk Legislature in January, CSEA leaders said.
Hearings scheduled on Staten Island DC contracting-out grievance against OMRDD

NEW YORK CITY — The American Arbitration Association has scheduled three hearings on the contracting-out grievance filed by Staten Island Developmental Center (SIDC) Local 429 against the Office of Mental Retardation and Developmental Disabilities (OMRDD).

The grievance seeks to regain with full back pay and benefits the jobs of employees recently reduced in pay and grade or laid off from OMRDD and Office of Mental Health facilities and to allow employees who exercised their bumping rights to return to their original job locations. The arbitration hearings are set for Jan. 19, Feb. 2 and March 8.

The grievance, filed by SIDC Local 429 President John Jackson, notes "OMRDD has allowed, aided and encouraged private agencies to create parallel institutions" for the care of mentally retarded patients formerly housed at SIDC. The grievance cites Article 22 of collective bargaining agreements between CSEA and the state which protects permanent employees from losing their jobs or suffering reductions in pay as a result of the state's contracting out for goods and services.

"If the state hadn't shifted patients to private agencies," Jackson charges, "there would have been no need to lay off any employees and there would not have been the disruption in staffing, and as a result disruption in patient care, that's going on in developmental and psychiatric centers."

While confident that CSEA's case will fare well in arbitration, Jackson recognizes the frustration felt by those CSEA members laid off, reduced in grade and pay or forced to change job locations.

"We're fighting as hard as we can to set things right," he says. "Unfortunately, it will take several more months."

Irish workers support

Nassau Local 830 leaders met recently with Gerard McKieman, left, an officer of the Association of Technical and Managerial Staffs Union in Dublin to discuss the plight of "oppressed nationalistic workers of Northern Ireland." With McKieman were, Local 830 First Vice President Rita Wallace, Local 830 President Jerry Donahue and Nassau County Comptroller Peter King. McKieman was one of a group of Irish trade unionists who visited American unions to inform them about the labor situation in Ireland.

The Brotherhood Committee of the State of New York has announced it is sponsoring a yearly scholarship of $500 to the handicapped child of any permanent New York State public employee.

Called the Esperanza Manger Scholarship Award, it will be presented to a qualified student who has been accepted to the freshman class of any college or university for fall 1983.

The applicant must fall under the federal guidelines for the definition of handicapped, must have a good scholastic record and must demonstrate a regard for brotherhood.

Applications are available on request from Mae Duncan, Department of Labor, 238 W. 35th St., New York, N.Y. 10001; or Edith Weingarten, Department of Labor, Employment Unit, 73rd Floor, 2 World Trade Center, New York, N.Y. 10047.
BUFFALO — John Eiss, president of Erie County CSEA Local 815, has been elected third vice president of Region VI, filling a vacancy created by promotions due to the recent retirement of the region's former first vice president, Genevieve Clark.

The six-year local president continues to serve on the CSEA Statewide Special Audit Committee and the Special Task Force on Local Government Contracts. He has also served on the Region VI Political Action Committee.

Eiss was elected by the region's local presidents. Robert L. Smith of SUNY Local 602 was elevated to region first vice president, while Gerald Prince, also of Local 815, assumes the region's second vice presidency.

On assuming region office, Eiss expressed a hope to serve "by helping to facilitate regional inter-local communications."

NEWS ITEM: AFSCME unveils details of a $23 billion jobs creation program it says will put 1.5 million people back to work. "We have massive unemployment and its cause is a massive mismanagement of the economy by the nation's political leadership," says AFSCME President Gerald W. McEntee in asking federal adoption of the union program to combat double digit unemployment.
'82 IN REVIEW

It began with a new International president at the helm of AFSCME and ended with a new, union-backed, governor ready to take over the leadership of New York State. In between, 1982 went into the history book as one of the most active, exciting, successful, and controversial years in the long history of CSEA.

The new year began with Gerald McEntee from Pennsylvania as the new AFSCME International president, succeeding the late Jerry Wurf, who died the previous December 10th. By the time February rolled around, CSEA had reached agreement on new contracts covering nearly 110,000 state employees. And in March the union made its first-ever endorsement of a candidate for governor, becoming the first major labor union to endorse Mario Cuomo. A battle over Tier III raged throughout the summer months, and in August the character of the union changed with a decision to organize certain types of private sector employees for the first time. The union campaign to elect Mario Cuomo as governor of New York State occupied a great deal of time, energy and personnel for several months in 1982, resulting in victory in November at the polls. As 1982 wound down, a proposal that would have severely altered the structure of the statewide Board of Directors was rejected, and the year ended with the union working feverishly to protect its positions from harm during a special session of the state legislature called to deal with serious state financial problems.

On the following pages we review these and other events of 1982 that affected CSEA, its members, and the general public to varying degrees.
• Gov. Hugh L. Carey announces he will not seek re-election, and CSEA says that won't affect the on-going contract talks on behalf of 107,000 state workers then in progress.
• Nearly 200 CSEA-represented workers at three correctional facilities comb through union action in hearings relative to a 1979 job action by correction officers.
• Joseph Conway named chairman of an ad hoc Committee on the Federal Budget by CSEA President Bill McGowan to work with congressional representatives on federal budget problems affecting New York State.
• Agreement reached on new state-CSEA contract providing 32% salary hike over 3 years to 107,000 state workers; hailed as "best ever" contract.
• An overwhelming 98 percent of state employees responding to a CSEA poll rejected the concept of furloughs as a way to fight state budget problems.
• Wayne County deputies, CSEA members, cited for outstanding action during nuclear spill emergency at Ginna nuclear Power Plant.

• Tough-talking Gerald W. McEntee, executive director of AFSCME Council 13 of Pennsylvania state employees, takes over the leadership of AFSCME International, succeeding the late Jerry Wurf. In his first major policy statement, McEntee pledges to continue the fight for the same goals as before, and promised effective bargaining and aggressive organizing will be a hallmark of his administration.
• The Department of Labor announced a new wave of layoffs resulting from federal budget cuts, and union officials responded with a series of high-level meetings with government officials in an effort to head off the proposal.
• The huge 14,000-member Nassau County Local 830 approved a new 3-year contract.
• Union efforts through legislative action saved 53 jobs originally slated to be eliminated in Saratoga County.
• CSEA Local 690 member Kristin L. Bliven, a senior data entry machine operator in Taxation and Finance, wins a state employment discrimination award of $7,360.
• CSEA President Bill McGowan pledged a total war against a proposal in the state legislature to furlough state employees due to financial problems.
• CSEA deplored as one of the top powers that determines how New York State government is run in a Gannett News Service in-depth series of articles concerning the Empire State.

• Union dumps 43,000 postcard survey responses from members on desks of State legislators to show staunch opposition to proposal to furlough state workers due to budget crunch.
• Seniority as a basis for promotions upheld by PERB after CSEA files grievance on behalf of East Hampton employees discriminated against over promotions.
• Thirty-two state Correctional Department employees promoted into transitional jobs as a result of inroads made in the Clerical and Secretarial Employees Advancement Program (CSEA/P).
• CSEA opens battle to put an end to controversial Tier III retirement system.
• CSEA President McGowan calls proposed Federal Budget "fiscally foolish" during Governor's Task Force hearings on the Federal Budget in Albany.
• CSEA President McGowan joins with other members of President's Committee on Mental Retardation, appointed by former President Jimmy Carter, with public denouncement of President Ronald Reagan for abolishing the committee.
• State employees ratify new three-year contract by whopping 19-1 margin; agreements hailed as best ever negotiated in the state.
**CSEA employees lead huge rally at Stony Brook SUNY to protest proposed cuts in federal aid to higher education.**

**CSEA unveils an innovative Labor Institute, first of its kind in New York State. A series of professional seminars and electives under the program are designed to develop union activists.**

**State Delegates Workshop at Syracuse draws over 500 concerned, dedicated members to discuss, debate and determine key issues affecting the membership.**

**CSEA opens another campaign to support the Special Olympics. Labor Department Local 670 in Albany alone raises $2,700 for cause with a run-a-thon program.**

**List of 223 delegates, elected by members, named to represent CSEA at AFSCME Biennial Convention in June.**

**CSEA wins important PERB decision to halt contracting out by City of Poughkeepsie.**

**Union launches a major fight to prevent the state from moving the offices of Workers' Compensation Board from Manhattan to Queens.**

**Suffolk County Department of Social Services guards get special upgraded training, thanks to union negotiations, after security problems cause alarm.**

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**CSEA unveils an innovative Labor Institute, first of its kind in New York State. A series of professional seminars and electives under the program are designed to develop union activists.**

**State Delegates Workshop at Syracuse draws over 500 concerned, dedicated members to discuss, debate and determine key issues affecting the membership.**

**CSEA opens another campaign to support the Special Olympics. Labor Department Local 670 in Albany alone raises $2,700 for cause with a run-a-thon program.**

**List of 223 delegates, elected by members, named to represent CSEA at AFSCME Biennial Convention in June.**

**CSEA wins important PERB decision to halt contracting out by City of Poughkeepsie.**

**Union launches a major fight to prevent the state from moving the offices of Workers' Compensation Board from Manhattan to Queens.**

**Suffolk County Department of Social Services guards get special upgraded training, thanks to union negotiations, after security problems cause alarm.**

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**One of hardest fights ever fought by union falls short as legislators vote to extend Tier III pension program again. CSEA President Bill McGowan charged legislators were "more concerned with expediency than . . . with justice," and said individual legislators can expect reaction from members in November election.**

**CSEA's Betty Kurtik elected as a member of National Executive Board of the Coalition of Labor Union Women (CLUW).**

**CSEA members join thousands of other unionists for large rally in Albany seeking more jobs for unemployed.**

**While various local and unit contracts continue to be settled around the state, talks for Niagara County employees have reached the legislative hearing stages, and members have conducted large public rallies to protest county's position.**

**Likelihood of a payroll "lag" system for state workers announced as state's fiscal picture worsens.**

**Mental Hygiene employees rally at several locations across state in opposition to prison conversion plans.**

**CSEA wins important court ruling to correct an inequity affecting public workers absent from work because of on-the-job injuries.**

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**State Legislature finally passes pay bills which allow retro raises for 107,000 CSEA-represented workers.**

**Poughkeepsie employees unity after city imposed a flat fee in lieu of pay raise credited with getting talks reopened and a much larger raise agreed to.**

**Union members pour into Albany to lobby legislators to repeal the state's controversial Tier III retirement system.**

**Mario Cuomo opens upstate campaign headquarters next door to CSEA's statewide headquarters, and many key volunteers manning the new operation are CSEA members and staff.**

**Eighteen college-bound children of CSEA members named to receive CSEA Scholarship Awards.**

**Union rejects governor's plan to turn portions of several mental hygiene facilities into prisons; lawsuits promised by union to halt conversions.**

**Bill McGowan re-elected president of CSEA. Tom McDonough re-elected executive vice president; Irene Carr re-elected statewide secretary; and Barbara Fauser elected new statewide treasurer.**

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**Nine-member Local Government Contract Task Force appointed to devise statewide program to apply "the same maximum effort to negotiations in local government that we have to negotiations with the State of New York."**

**Declaring that "the focus for equal rights for women is shifting from the legislative arena to the worksite," AFSCME President Gerald McEntee pledged that his union will step up efforts to pressure public sector employers into examining the relative wages of women workers based on comparable worth and pay equity. He noted that CSEA obtained an agreement with New York State to provide funds for a study on wage discrimination.**

**Voter registration drives spring into action all across the state under direction of CSEA Locals and regions.**

**Niagara County imposes contract upon CSEA Local 832 after 14 months of tough bargaining fails. Imposed pact labeled "shameful," unconscionable and union-busting.**

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**CSEA reaches agreement with the State Office of General Services on a five-point program to help increase public and employee security at the massive Empire State Plaza complex in Albany.**

**Deputy Director of Manhattan Psychiatric Center resigns under extreme pressure from CSEA members angered by administrative attitudes.**
'82: A MAGNIFICENT YEAR IN REVIEW

- Suffolk County members stage massive protest rally to demonstrate unrest and dissatisfaction over negotiations delays.
- Union charges Westchester Medical Center can definitely be hazardous to your health if you work there; demands that corrective actions be taken to repair unhealthy working conditions.
- CSEA's unique Labor Institute hosts an open house to familiarize union leaders with program's potential.
- The 1980 “cover-in” legislation for employees in the Unified Court System is upheld as constitutional by the New York Supreme Court in Queens.
- City of Auburn workers turn out in large numbers to protest the city rejecting a tentative agreement that the membership had already approved.
- Middle Country School Board scrappes plans to contract out custodial work and agrees to hire additional employees after union leadership and members apply pressure.
- CSEA wins bargaining rights for civilian workers in military and naval affairs divisions.
- More than 3,000 members and CSEA delegates, paying $20 apiece, turn out for huge rally for gubernatorial candidate Mario Cuomo in Buffalo.
- "Dogged efforts" by CSEA credited with winning statewide upgrading for nursing station attendants.
- CSEA's first venture into gubernatorial politics turned to success as Lt. Gov. Mario M. Cuomo set the political experts on their ear by completing an uphill fight to become the next governor of New York State.
- Union toughens stance in opposition to state plans to convert some mental hygiene facilities into prisons. Union leadership calls for coordinated political action by union, community and civic opposition.
- The Cattaraugus County Department of Social Services office was indeed a dangerous place to work as a large section of ceiling crashed to the floor. Fortunately, no one was injured, but union had complained for some time about unsafe and unhealthy working conditions there.
- Automatic payroll deductions for Individual Retirement Accounts (IRA) now an option for state division members.
- CSEA Statewide Secretary Irene Carr honored for her union activism by the Coalition of Labor Union Women.
- Continuing problems with the United Way positions on labor leads CSEA to warn the situation could cause labor to withdraw support in certain instances.
- Agreement reached between State and several labor unions, under which employees will be required to pay a portion of premiums for statewide health insurance plans.
- CSEA recorded an amazing 92% success record in electing its endorsed candidates for the State Legislature.
- A special CSEA task force meets stiff opposition to an Oneida County plan that would slash 40 Social Services jobs.

CSEA Delegates, meeting in special session in Albany, reject a controversial proposal that would have restructured the union's statewide Board of Directors.
- As a result of negotiations with CSEA, the state Department of Labor agrees to undertake a reclassification study of all clerical positions throughout the department.
- CSEA files an improper practice charge against Albany County, claiming unilateral termination of the county employees' health insurance coverage without prior negotiations with the union.
- A renewed proposal by lame duck Governor Hugh Carey to furlough some state workers due to state budget problems draws fire from CSEA and a rejection from state legislators.
- Employee Benefits Training Program undergoes major change; major portion of funding will now be administered directly by CSEA.
- CSEA President McGowan tells the State Assembly's Education Committee that continued reliance on property taxes to fund school districts simply continues the disparity between rich and poor districts.
- Suffolk County Local 852 reaches tentative accord on four-year agreement after months of bitter bargaining.
- CSEA announces plan to lease cars for staff rather than pay mileage in effort to reduce costs.
- Union files grievance against state Health Department over failure to pay long overdue salary increment bonuses due in December.

Delegates say ‘No’ to THE FINAL REPORT

The Committee to Investigate a Reorganization of The Board of Directors of CSEA
Employees honor Labor Commissioner Lillian Roberts

BUFFALO — Lillian Roberts, New York State commissioner of labor, has been honored by labor department employees in the Buffalo area for her “untiring efforts to promote the job services available to employers and job-seekers,” according to Elaine Todd, president of CSEA Labor Department Local 352.

“She’s been the most visible and effective commissioner I’ve seen in my 18 years in the department,” declared Todd, after a joint plaque of appreciation was presented to Commissioner Roberts by CSEA, PEF, Management-Confidential and I.A.P.E.S. members.

“She started a much-needed ‘Jobs Crusade,’ which informed private employers of the highly-trained professional staff in the labor department that can match employees to their needs, while at the same time letting job-seekers know about our free-job agency abilities,” Todd continued.

Todd said the labor commissioner’s fight against federal budget cuts in job service ranks “has given our fellow workers more pride in what they do, because she’s gained more respect for our abilities in the eyes of chambers of commerce across the state, as well as private employers. And there is a definite need for our services, especially in hard-hit western New York.”

As a result, usage of the department’s many free services are up considerably and still climbing, Todd said.

A life-long unionist, the former associate director of the 110,000 member AFSCME District Council 37 was sworn in as New York State’s 22nd industrial commissioner in July 1981. The title was changed to commissioner of labor in 1982. She is the first black and third woman to head the department.

Credit union expanded in Chautauqua County

MAYVILLE — A federal credit union, started four years ago by CSEA Chautauqua Local 807, has been expanded to include other public employee union and association members in Chautauqua County.

The action, according to Local President and credit union treasurer-manager Jim Kurtz, will mean an increase from about 1,000 accounts and $400,000 in assets to more than 2,000 accounts and close to $1 million in assets.

“This means members of more than 15 other associations will be able to save and make loans under our expanded charter,” said Kurtz. “Our office at 2 North Erie St. across from the county office buildings will be a convenient location for most employees.”

The opening of the credit union offices was marked by an open house and a Village of Mayville resolution declaring an International Credit Union Day — “a time of recognition of the efforts of credit union leaders and members for the improvement of the quality of life for others.”

JACCI REED, left, vice president of Department of Labor CSEA Local 352, was among those honoring Commissioner Roberts.

ROBERT LATTIMER, Region VI president, and Ramona Gallagher, political action training specialist, are pictured at the dinner, above.

LILLIAN ROBERTS, Labor Commissioner.

Kurtz described a credit union as a cooperative association owned and controlled by its members, organized to promote thrift and make loans to members for “provident and productive purposes.

Other credit union officers are Mary Dreinhaup, president, Rita Raynor, secretary and Louise Siragusa, vice president.
Region VI campaign volunteers

Turning a 'mission-impossible' into a 'mission-accomplished'

BUFFALO — The effort put forth in the highly successful CSEA political action campaign of 1982 by Region VI members was recognized at a recent gathering, where volunteer campaign workers were congratulated by Region President Robert L. Lattimer.

Several hundred region members will also be receiving certificates of appreciation from CSEA’s Political Action Committee, according to Ramona Gallagher, CSEA political action training specialist. She presented the awards to those in attendance.

Recalling the long road to eventual victory in the election of Mario Cuomo as governor, as well as the high percentage of other CSEA-endorsed candidates who were elected, Lattimer likened the task to a “mission impossible.”

The Lattimer scenario, beginning in March of 1982, went something like this: “Your assignment (should you choose to accept it) is to win the highest elected office in New York State. . . . First you must get your candidate on the primary ballot with little or no party support. . . . You must then run in the primary against the party’s endorsee, a tough, well-known campaigner.

“Your primary opponent will just happen to be the highest elected official from the area with the greatest number of registered party members . . . .

“If you can accomplish this, you will then have six (yes, six) weeks to bring all the factions together, heal wounds and take on an opponent who will have unlimited funds. . . . He will saturate the media with attractive, hard-hitting, never-ending advertising. . . .

“During this period, you may be able to acquire five or six million dollars for your campaign expenses. . . . Your opposition will have and use about three times that amount . . .

“You must also recruit volunteers and motivate them to assist you in this formidable task by working hard, long hours for months upon end,” said Lattimer, “as well as try not to chew off your fingernails as the vote counts grind down to a nerve-wrenching, razor-thin victory margin.

“First, our candidate was believable, articulate, intelligent, compassionate and in a word, outstanding,” Lattimer declared.

“And we had the dedicated, hard-working volunteers necessary to turn a ‘mission-impossible’ into a ‘mission-accomplished’.”

JOB WELL DONE — Certificates of appreciation were awarded during the Region VI political action gathering. From left to right are Local 602’s Tom Warzel and Bill Thomson, CSEA Training Specialist Ramona Gallagher, Local 437’s Barb Bienicki and Local 427’s Kathy Nailor, the region’s PAC chairwoman.

THE METROPOLITAN REGION II Grievance Committee recently held its first meeting to review the status of grievances filed in the Region and to discuss common grievance problems in agencies and institutions. Left to right are Department of Labor Local 350 Grievance Chairman Ralph Rivera, Region II Grievance Committee Chairman and Kingsboro Psychiatric Center Local 402 1st Vice President Louis Smith, Region II President George Caloumeno, Brooklyn Developmental Center Local 447 First Vice President Rajeyah Mulwakik, State Insurance Fund Local 351 Grievance Chairman Richard Beckett and Metropolitan Armories Local 254 Grievance Chairman Roy Seabrook.
HEMPSTEAD — It isn’t everyday that a civil servant gets a chance to put the cuffs on suspected criminals, but when given the chance, Town of Hempstead employee Paul Collins acted with the efficiency of a trained police officer in stopping a burglary. Collins, who operates a street sweeper in Elmont, was sweeping a street in suburban Elmont one day last month when he noticed three youths ringing the doorbell of a single family home. Something about their manner made him suspicious. At the end of the street, instead of continuing on, he turned his machine around and made a second pass of the street.

As Collins went by the home for a second time, only one youth was in front of the house, sitting on the stoop. Suddenly, he saw two of the youngsters coming running from the back of the house. The other youth jumped up from the stoop and also began to run away.

Collins gave chase in his sweeper for several blocks. Eventually, he jumped out and pursued on foot one of the youths. The chase continued through a backyard and over a fence until Collins finally caught and wrestled the youth to the ground in the middle of a street.

A second suspect was apprehended by the police and positively identified by Collins. A third suspect turned out to be a brother of one of the youths in custody and he soon gave himself up. All three were charged with second degree burglary and the cases are pending.

“He really did a top job,” said Detective Robert Barry of the Nassau Police Department about Collins’ actions. “Because of his keen observation, we have taken three burglars off the streets.”

Other praise was quick in coming. Collins was honored by the town with a citation presented by Hempstead Presiding Supervisor Thomas Gulotta, which praises Collins for “truly heroic and conscientious action.”

Gus Neilsen, president of the Hempstead unit, said that Collins’ actions “just show that public employees care about their communities.” Neilsen said CSEA plans to honor Collins for his efforts.

SHOP STEWARDS in Long Island Region I gathered recently to receive certificates after completing the necessary training. Region I President Danny Donohue, seated center, presented the certificates. Among those completing the program and/or assisting in the training were, from left front, Gus Castelli, Carol Craig, Gloria Mason, Jean Frazier, Laura Hess, Millie Vassallo and Aileen Ronayne.

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HISTORY

MOVE FROM ONE SET OF LATIN TO ANOTHER AS A CONSEQUENCE OF NEW TERMS TO EXPRESS IDEAS.
PROTECTION OF RIGHTS PRIORITY IN OMRDD JOBS

ALBANY — Layoffs, if they can't be completely stopped, can be closely monitored to protect everyone's rights. In that spirit, CSEA is closely monitoring the loss of 375 positions in the state Office of Mental Retardation and Developmental Disabilities (OMR/DD).

Employees to be laid off will be given three week's notice, according to notes in the state Office of Mental Retardation and Developmental Disabilities (OMR/DD).

They work at eight different Developmental Center (DC) in three different "layoff units." Here is the breakdown:

<table>
<thead>
<tr>
<th>Layoff Unit</th>
<th>Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bronx DC</td>
<td>19</td>
</tr>
<tr>
<td>Brooklyn DC</td>
<td>85</td>
</tr>
<tr>
<td>Manhattan DC</td>
<td>4</td>
</tr>
<tr>
<td>B. Finsen DC</td>
<td>13</td>
</tr>
<tr>
<td>State Island DC</td>
<td>143</td>
</tr>
<tr>
<td>Erie County</td>
<td>15</td>
</tr>
<tr>
<td>Livingston, Allegany, Yates, Ont., Wayne, Monroe and Orleans counties</td>
<td>85</td>
</tr>
<tr>
<td>New York City, Allegany</td>
<td>28</td>
</tr>
</tbody>
</table>

The state is currently identifying the least senior people in each "layoff unit." The units are important because they define the geographic area in which employees may exercise seniority rights. Also, for purposes of layoffs, Developmental Centers, Psychiatric Centers and the Office of Alcoholism and Substance Abuse are counted as one agency. Even though positions to be abolished are exclusively in OMD/DD facilities, the real impact will be more widespread, with seniority (determined from date of original appointment on a permanent basis) in the cooperating service in the following order:

1. Displace someone with less retention rights in the same title and salary grade in the layoff unit;
2. "Bump" or displace the least senior employee in the next lower occupied title of the title series;
3. "Refuse" to a title permanently held prior to current title if it still exists and is in a lower salary grade.

Of course, before any permanent employee is laid off, all temporary and provisional personnel in affected job titles will lose their positions. As soon as employees are notified that their jobs are being eliminated, they are urged to contact their local CSEA president and the state Employment Continuity Center to find out if other job opportunities exist. The people to contact are:

<table>
<thead>
<tr>
<th>City</th>
<th>Contact Person</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York City only</td>
<td>Luther Winter</td>
<td>(212) 488-5636</td>
</tr>
<tr>
<td>Other areas</td>
<td>Peggy Butler</td>
<td>(212) 488-5823</td>
</tr>
<tr>
<td></td>
<td>Mark Matthews</td>
<td>(518) 487-2973</td>
</tr>
</tbody>
</table>

WHAT IS THE STATE EMPLOYMENT CONTINUITY CENTER?

The SECC is a special unit set up to assist all agencies and employees who may be affected by reductions in force. Located in the Department of Civil Service, it has offices in Albany and New York. Support for the SECC is provided by CSEA, AFSCME Council 82 (in proportion to the number of employees they represent) and PEF through Continuity of Employment Committees from funds obtained during collective bargaining proceedings.

WHAT DOES THE SECC DO FOR EMPLOYEES?

The SECC can assist employees in layoff situations in several ways. First of all, the staff of the SECC can provide employees with factual information about how layoffs work, and what rights employees may have. Usually this is done at meetings held with employees who will be affected by reductions in force, but staff also is available to answer individual questions by phone or in person. Also, the center provides information booklets and guides to interviewing and resume preparation. Lastly, the center staff works with agencies, various units of the Department of Civil Service and employees on developing alternative employment possibilities which can supplement those provided by preferred lists.

WHY IS THIS NECESSARY? AREN'T STATE EMPLOYEES GUARANTEED ANOTHER JOB BY LAW?

The preferred list process provides preference in reinstatement for permanent employees whose jobs are abolished. In many cases, this results in employees being rehired. However, the preferred list does not help everyone, nor does it always provide re-employment right away. Furthermore, it works best when there are vacancies in other very similar positions. Where employees are in titles which do not exist elsewhere, the preferred list options may be limited or almost nonexistent. Also, the preferred list does not guarantee any one a job. Many employers resist the use of preferred lists since it allows no choice in who they can hire and no probationary periods during which the employees can be evaluated for their ability to perform.

Employees who may be affected by the Department of Labor layoffs will probably receive a questionnaire about employment alternatives prior to actually receiving a layoff notice. This starts the Continuity of Employment process. Employees who do not receive such a notice should contact their personnel office for information on bumping rights, the State Employment Continuity Center for assistance in finding alternate state employment, and their CSEA local to ensure that their rights are protected.
WASHINGTON — The duration and severity of the Reagan Recession has made further extension of jobless benefits for the long-term unemployed a matter of utmost urgency, the AFL-CIO has testified at House hearings.

Cutbacks in the extended unemployment compensation program that Congress imposed last year have pushed America's jobless "to the brink of economic disaster," AFL-CIO Social Security Director Bert Seidman told a House Ways & Means subcommittee.

Seidman, joined by Associate Legislative Director Robert McGlothen, welcomed a bill introduced by Subcommittee Chairman Harold E. Ford (D-Tenn.) as "a considerable step toward easing the hardships of some 2 million persons who have been jobless more than six months.

The legislation would build on the temporary program of federal supplemental benefits that Congress set up to run from last September to March 31, 1983. That program provided 10 weeks of additional payments in states with the highest unemployment rates, and either six or eight weeks in other states.

The Ford bill would allow everyone who had exhausted the benefits of that program an additional five weeks. For those who had not, the six, eight and 10-week entitlements would be increased to a flat 13 weeks in every state.

Labor Sec. Raymond J. Donovan wrote Ford asking that consideration of the legislation be put off until the new Congress convenes.

Seidman reiterated the AFL-CIO's preference for a more comprehensive and permanent supplemental benefit program that would provide an additional 26 weeks of payments funded by general revenues rather than the payroll tax.

"Since recession-induced unemployment is attributed to government policies and national economic conditions, the federal government should bear the cost of additional benefits," he suggested.

But if a comprehensive reform can't be achieved immediately, "prompt enactment" of the Ford bill is needed to deal with a growing emergency.

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**COMPETITIVE PROMOTIONAL EXAMS** (State employees only)

<table>
<thead>
<tr>
<th>TITLE</th>
<th>DEPT</th>
<th>EXAM. NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Land Surveyor II G-12</td>
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</tr>
<tr>
<td>Medical Laboratory Technician II G-12</td>
<td></td>
<td>37-811</td>
</tr>
<tr>
<td>Public Administration Traineehip</td>
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<td>00-150</td>
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<td>Supervising Overseas Branch Bank Examiner</td>
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<td></td>
</tr>
<tr>
<td>Land Surveyor (Transportation) G-19</td>
<td>DOT</td>
<td>37-747</td>
</tr>
<tr>
<td>Senior Land Surveyor (Transportation) G-23</td>
<td></td>
<td>37-748</td>
</tr>
<tr>
<td>Archivist II G-18</td>
<td>EDUCATION</td>
<td>39-704</td>
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<tr>
<td>Land Surveyor G-19</td>
<td>ENCON</td>
<td>37-765</td>
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<tr>
<td>Valuation Research and Development</td>
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<td>Specialist II G-18</td>
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<td>Medical Laboratory Technician I G-9</td>
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<td>Public Health Representative III G-20</td>
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<td>37-784</td>
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<td>Public Lands Surveyor Examiner G-23</td>
<td>OGS</td>
<td>37-805</td>
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<tr>
<td>Public Service Audits M-5</td>
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<td>39-698</td>
</tr>
</tbody>
</table>

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SYRACUSE — Seniority rights have been upheld through a binding arbitration decision for an Onondaga County employee who belongs to CSEA Local 834.

The story begins with the transfer of Donald Zimmerman, a sewage plant operator, from the Metropolitan Treatment Plant to the Oak Orchard Treatment Plant, even though four junior employees in the same job title were not.

Zimmerman grieved the transfer as a violation of his seniority rights as guaranteed by the CSEA contract and, with help from CSEA's Legal Assistance Program as well as the arbitrator rules, took the case to binding arbitration.

The story took on an added twist because during the time Zimmerman reported to work at the Oak Orchard facility job titles were changed. The county, then, argued before Arbitrator Dana E. Eischen that since job titles were changed, the grievance was irrelevant.

Eischen, however, disagreed and rejected the theory that simply by changing job titles the county could escape liability. He likened the argument to someone who after killing his parents, "asks mercy from the court because he is now an orphan." So the arbitrator ordered Zimmerman returned to work at the Metropolitan Plant.

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PARTICIPANTS in a recent election procedure seminar for CSEA members in Western Region VI included, from left, Pearlina Gibson, Mary Dennis and Ruth Ford, all from Monroe Developmental Center CSEA Local 429.
BUFFALO — A gleaming, well-planned and quality-staffed day care center at Roswell Park Memorial Institute is being underutilized, and CSEA members are hard at work trying to inform their fellow employees with day care age children of its availability.

“We've got one of the best facilities in Erie County,” declared Jim Jayes, president of Health Research Local 315, and chairman of the day care center’s board of directors.

“We've got all a working parent could want in a day care center,” Jayes said. “We have an extremely well-qualified staff, headed by director Carolyn Huffman, who will soon be receiving her doctorate in child development.”

Jayes noted that the structured and unstructured activities are carefully planned to foster positive growth and development of the child. “We're not just letting them take up space, he said, pointing out a detailed program description for infant, toddler and pre-school groups provided for at the center.

Jayes and Art Cousineau, president of Roswell Park Local 303, feel a lack of publicity has been one cause of the center's under-utilization. More importantly, they say, the $55 weekly fee is keeping more CSEA members at the lower end of the pay scale from taking advantage of the center's services. To assist with the problem, the center's board is working on developing a sliding pay scale geared to the parents' income, under a county or state assistance plan, Cousineau said.

“We also want to inform state employees at other facilities in the area that the center is open to them,” Cousineau said. “We're hopeful we can increase our enrollment from the present 21 children to the full capacity of 58 by February.”

Jayes and Cousineau invited state employees from the area to “come in and take a look. Comparably-staffed day care centers are charging $75 or more per day for what we provide,” they said.

The day care center is open Monday through Friday, from 6:30 a.m. to 6 p.m. Part-time rates are available, and like regular fees, are payable in advance on weekly, bi-weekly or monthly basis.

Children must be between the ages of 8 weeks and 6 years, and priority is given to full-time enrollees over part-timers. Arrangements for handicapped children may also be made.

Kathy Jackson, a Local 305 member whose son, Andre, is enrolled in the center, is “very happy with the center. It's a good program, but I and the other working mothers will be looking forward to a sliding pay scale that will help with the financial burden.”

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CHILD'S CONTENTMENT — Little Andre Jackson, son of Local 315 member Kathy Jackson, spends a few contented moments in the arms of Kay Tucker, a teacher at the Roswell day care center.
Twin daughter, 4, requires delicate bone marrow transplant

CSEA members' donations help defray staggering costs, make Christmas warmer for Otsego County member Gary Harrington and his family

Center in Seattle, the family quickly made arrangements for the cross-country trip. According to the institute, the average cost in cases similar to Jenny's is $60,000, which includes treatment, transplant, hospitalization and the family's boarding — a considerable hardship for Harrington, an orderly at the Meadows County Infirmary for the past 10 years. Realizing this hardship, Harrington's fellow CSEA members and workers at the infirmary quickly put together a fund to help defray some of the costs. More than $20,000 has been donated to the fund so far, and contributions are still welcome, said Mabel Wannamaker, president of CSEA Otsego County Local 839. "Our members responded very well," she said, adding that a story which appeared in the Nov. 5 issue of the Public Sector "really helped. "We got $60 right away just from the story in the Section. People from different locals from all over the state sent in their five- and 10-dollar-bills. One member's little girl added $5 of her own to her mother's $20 check, and wrote a note that she hoped it would help little Jenny. "It's just been tremendous," Wannamaker continued, citing CSEA members' generosity. "I think it helped Gary a lot to know that all these people really cared." The twins' transplant took place Dec. 27, and both girls were reported in good condition following the surgery, a day-long procedure. Jody reportedly was to be discharged a day or two later. According to reports in the Associated Press, the transplant began with a pint of donated marrow and blood collected from Jody's hip bone, which was transferred to her sister in a procedure resembling a bone transfusion. The material was drained and then dipped via a tube into the right atrium of her heart, and was then expected to begin to find its way to the bone marrow. If successful, the transplanted marrow will replace Jenny's diseased marrow. According to the AP, Jenny must be disease-free for two years before she can be considered cured. Her case is considered unusual because her donor is a twin and because she suffered a relapse after the family arrived in Seattle earlier this month, causing a delay in the transplant. Jenny was in the Hutchinson Institute during the transplant, while Jody was in the Swedish Hospital next door. One parent stayed with each child during the procedure. Since Jenny checked into the institute, the family has lived in an apartment provided by the hospital. They celebrated Christmas at the institute with a dinner, a party, a visit from Santa, and the exchanging of presents. Those CSEA members wishing to help the Harringtons may send a check to the Gary Harrington Fund, c/o Mabel Wannamaker, CSEA Local 839, The Meadows, Cooperstown, N.Y. 13326.

Otsego County local starts fund to help fellow member and family in time of need

A copy of the Public Sector article which spurred an outpouring of donations.

New union program to help improve examination scores

... (Continued from Page 1)...
Who would have thought that an Italian kid from Queens and a labor union could break all the political rules in the book... and win!

**POLITICAL RULE #1...**
States that a candidate running for high political office should graciously accept labor union backing, be respectful of the fund-raising potential of said organizations, but never, ever publicly state that he or she believes in the labor movement. Mario Cuomo broke that rule and won.

**UNION RULE #1...**
Simply states that a large labor union should stay conspicuously non-committal in any large election until all the candidates have been clearly defined and the pressure is on the candidates to voice some union views. The Civil Service Employees Association, for the first time in its history, broke tradition and endorsed Mario Cuomo in March of 1982, six months before the Democratic primary.

**LABOR IS CHANGING.**
The 80's will be remembered in the minds and hearts of all New Yorkers as the decade of job security. Never before has it been so important for labor and management to work together toward productivity and efficiency that will keep people working and create new jobs. We have the same goals: to make New York State a better place to live and work.

**CONGRATULATIONS, GOVERNOR CUOMO!**
In a time when there are so many economic uncertainties, the membership of CSEA wishes you the best of luck. As it was before, we're behind you. Even if it takes a little tradition breaking, together we can all win.

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William L. McGowan, President
The Civil Service Employees Association, Inc.
Local 1060, AFSCME, AFL-CIO