President's state tour schedule announced

Unions keep up pressure on J. P. Stevens

Representatives from CSEA at the Sperry annual meeting were Metropolitan Region II President Jimmy Gripper; Nassau County Local 830 President Nicholas Abbatiello, also representing the Long Island Federation of Labor, AFL-CIO, of which he is a vice president; Brenda Nichols of Brooklyn Developmental Center Local 447 and Ronnie Smith of Staten Island Developmental Center Local 429.

THE REAL NORMA RAE — Crystal Lee Sut¬ton, right, on whose life the movie "Norma Rae" was based, sits next to CSEA Metropolitan Region II President Jimmy Gripper at the briefing by the Amalgamated Clothing and Textile Workers Union (ACTWU) to fight the election of Stevens executive James Finley to the Sperry Corporation board of directors.

The union demonstration centered around the Essex House here, where the Sperry annual meeting was being held. The J. P. Stevens Company has been the target of ACTWU-led union protests because of the company's staunch anti-union tactics in resisting organizing efforts on behalf of Stevens employees. Stevens, the second largest textile firm in the country, has been cited with more than 1,000 violations by the National Labor Relations Board for its unlawful anti-union tactics.

NEW YORK CITY — The Civil Service Employees Assn. continued its highly active and visible campaign against J. P. Stevens Company last week, joining in a major protest organized by the Amalgamated Clothing and Textile Workers Union (ACTWU) to fight the election of Stevens executive James Finley to the Sperry Corporation board of directors.

The union demonstration centered around the Essex House here, where the Sperry annual meeting was being held. The J. P. Stevens Company has been the target of ACTWU-led union protests because of the company's staunch anti-union activities in resisting organizing efforts on behalf of Stevens employees. Stevens, the second largest textile firm in the country, has been cited with more than 1,000 violations by the National Labor Relations Board for its unlawful anti-union tactics.

"How do you feel about the union? What are we doing right and wrong? What's happening to you on the job that we should know about? When I hit the road the next few weeks, I want the members to come in and tell me what they have on their minds," explained CSEA President William L. McGowan as he discussed his statewide tour to encourage communication with rank and file members.

Plans are now being finalized for a series of meetings across the state during August and September. No appointments are necessary; first come, first served.

President McGowan will be available in CSEA Regional and Satellite offices to meet with members one-on-one to discuss their concerns and problems.

The schedule of visits has been set as follows:

- Region 1 — September 4 and 5 in the Regional Office in Amityville.
- Region 2 — September 15 in the Regional Office in New York City.
- Region 3 — August 28 in the Regional Office in Fishkill; and August 29 in the Regional Office in White Plains.
- Region 4 — September 17 in the Regional Office in Albany; and September 18 in the Satellite Office in Plattsburgh.
- Region 5 — September 8 in the Satellite Office in Utica; and September 9 in the Regional Office in Syracuse.
- Region 6 — August 28 in the Regional Office in Buffalo; and August 29 in the Satellite Office in Rochester.

"The only way this union can truly represent our people is to know what the people want, what they're thinking, what their needs are." McGowan added. "In informal get-togethers like this, we have a great opportunity to open up this kind of communication. In the long run this will enable us to do a better job for everyone.

NASSAU COUNTY LOCAL 830 President Nicholas Abbatiello, left, also representing the Long Island Federation of Labor, AFL-CIO, of which he is a vice president; is joined by Eileen Shaughnessy and Ed Draves at the CSEA- AFSCME Legislative Office in preparation for the protest at the Sperry Corp. annual meeting.

5 locals set candidates night

BINGHAMTON — In a maximum effort to encourage public employees in the Southern Tier to become more aware of the facts and issues involved in the upcoming election, representatives of five Civil Service Employees Association (CSEA) Locals in the Broome County area have scheduled a special "MEET THE CANDIDATES" night Thursday, August 14, at 7 p.m., at the American Civic Association, 131 Front Street, Binghamton.

Ms. Barbara Pickell, a Broome County employee and a member of the CSEA Statewide Political Action Committee, announced that invitations were extended to candidates for the 123rd and 124th Assembly and 47th Senatorial Districts.

We invited incumbents and challengers to present their views on issues important to public employees. The coalition of five CSEA Locals, which is sponsoring this event, represents more than 5,000 state, county and other public employees in the Broome County area. We are confident of a good turn out. It's the ideal opportunity for CSEA members to ask questions and get direct answers from political candidates," Ms. Pickell said.
School workers ok contract

KINGSTON — City school employees have received a ten percent raise, plus increments as part of a newly ratified contract, Unit President Michael Bauer has announced.

The 190 non-teaching employees were assisted in negotiations by CSEA Collective Bargaining Specialist John Naugher who described other highlights of the one-year package as: a $20 increase in uniform allowance; increase in mileage allowance; addition of two new jobs to the bargaining unit and $500 pay differential for the head custodian.

Graduates listed

ALBANY — Dolores Ciannamea, Julie LaPierre and Hank Wagener, members of the Capital Region Civil Service Employees Assn., were among the recent graduates of the New York State School of Industrial and Labor Relations, operated by Cornell University.

For completing the two-year, New York State approved program, the three received a Certificate of Labor Studies and 18 undergraduate college credits.

The program, which opens a new session September 15, is open to any union member, according to Josephine Muscic, Albany Region Director for the NYSSILR.

"The CSEA has every reason to be proud of the three most recent graduates, as well as all of its members who have graduated from this program," said Muscic.

Registration must be made by the end of August. Call 473-1931 for more information.

UNION OFFICERS AND STAFF gathered at the state office building in Buffalo recently for several PERB hearings. Pictured left to right are Field Representative Michael Painter, Region 6 Director Lee Frank, Organizer Bob Massey, Chautauqua County Local President Don Maloney, and Chautauqua County Employees Unit President Bill Beckerink.

RUVERNA WARD recently upon her retirement after 37 years of public service in state hospitals. While Mrs. Ward said she would miss her co-workers and would stop by to visit them occasionally, she said she is looking forward to joining her husband, Ralph, in retirement and traveling with him all over the country and the world.

Approximately 50 co-workers gathered at the retirement dinner to congratulate the 65-year-old licensed practical nurse. He kissed the happy retiree and said: "For 37 years, they should have given you a monument."

Asbestos testing

NEW YORK CITY — Twenty-five percent of the Bronx Psychiatric Center warehouse employees who were x-rayed because of exposure to asbestos showed a high potential for developing lung cancer and asbestosis, a lung disease compensation Attorney Elliott C. Olin reported.

Olin said further testing is needed to determine the actual extent of lung damage.

The warehouse ceiling at Bronx Psychiatric Center is covered with an insulation which contains asbestos. The insulation has been falling on those working below.

CSEA Field Representative Bart Brier said Olin was taking action to protect the employees' rights under the Workers Compensation Law because of a statute of limitations in the law.

Bronx Psychiatric Center Local 401 arranged for the employees to be x-rayed and to be counselled by the Mount Sinai Hospital Department of Environmental Medicine.

Bronx Psychiatric Center has agreed to have the asbestos hazard eliminated.

Ruverna Ward is honored

ORANGEBURG — Just down the road from the Rockland Psychiatric Center (RPC) where she worked nearly half her life, co-workers honored Ruverna Ward recently upon her retirement after 37 years of public service in state hospitals.

In 1943 Mrs. Ward began working at what is now Wassaic Developmental Center. She moved to RPC five years later.

Approximately 50 co-workers gathered at the retirement dinner to congratulate the 65-year-old licensed practical nurse.

Robert Coleman, executive vice president of CSEA Local 421 awarded Mrs. Ward with a certificate for meritorious public service.

Calendar of EVENTS

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<tr>
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<th>Event</th>
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<tbody>
<tr>
<td>August 16</td>
<td>Rensselaer County Local 842 annual meeting, 1 p.m., Krause’s Halfmoon Beach, Crescent.</td>
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<tr>
<td>August 17</td>
<td>Dutchess County Local 814 first annual outing, noon-6 p.m., rain or shine, Wilcox Park, Route 199, Pine Plains.</td>
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<tr>
<td>August 18</td>
<td>Saratoga County Local 846 Executive Committee meeting, 7 p.m., Solar Building, High Street, Ballston Spa.</td>
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<tr>
<td>August 20</td>
<td>Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.</td>
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<tr>
<td>August 23</td>
<td>Brooklyn Development Center Local 447 disco and fashion show in honor of James Gripper, 10 p.m.-3 a.m., Midwood Terrace, 1143 Flatbush Ave., Brooklyn.</td>
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<tr>
<td>September 14</td>
<td>Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street, Ballston Spa 3:00.</td>
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<tr>
<td>September 11</td>
<td>Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street, Ballston Spa 3:00.</td>
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<td>September 13</td>
<td>Saratoga County 846 Annual Clambake 12:00 noon Eagles Club, Lake Loney.</td>
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<tr>
<td>September 15</td>
<td>Saratoga County 846 Executive Board Meeting, Solar Building, High Street, Ballston Spa 7:00 p.m.</td>
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<tr>
<td>September 20</td>
<td>Hudson Valley Armory Employees Local 252, Annual Banquet and Awards Dinner, Copi II restaurant, 157 Washington Street, Peekskill, New York 8:00 p.m.</td>
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### Insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to $5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1980. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1980. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

By Gerald Alperstein
Associate Editor

NEW YORK CITY — Approximately 40 Division for Youth (DFY) employees were given the choice of doing out-of-title work, according to CSEA Field Representative Al Sundmark.

Sundmark said the State Institutional Unit and Youth Services Inc. employees, all represented by New York City Local 010, are doing general construction work to renovate a former elementary school into a halfway house-type facility.

The building, designated Youth Development Center No. 1, is on 210th Street in the Bronx.

Sundmark said according to the official minutes of a recent meeting called by DFY Bronx District Director Wilson Gonzales, the employees were given the choice of doing the out-of-title construction work or face possible layoff.

According to the minutes of that meeting, Gonzales said: “While renovations are being made in the facility, any staff member can be transferred to another facility. We can only guarantee a line in another facility. Which means if you are afforded a chance to bump another employee, you can take it or go on a preferred list.”

Persons in charge of the building said the use of the employees for the construction work was done with the clearance of DFY Office of Employee Relations (OER), Sundmark said.

(DFY OER and its representative, Robert Kennedy, came under attack for actions in CSEA Metropolitan Region II in an article in The Public Sector.)

Sundmark said Region II is checking with the Governor’s Office of Employee Relations on the propriety of the actions by DFY at the facility in the Bronx.

He said all legal remedies appropriate to this situation will be utilized, which could include Improper Practices, grievances and a law suit under Section 78.

Local 010 President Joseph Joseph has demanded a meeting with DFY Executive Director Frank A. Hall because of the actions by Gonzales.

“I am outraged by this performance by a supposedly responsible official of New York State. It seems to me your Department has purposely disregarded the rights of these employees and the bargaining rights of CSEA, and I am demanding a meeting with you regarding the matter immediately.”

“Further, I demand that you instruct Mr. Gonzales to cease his coercive and high-handed treatment of staff forthwith,” Johnson wrote.

Sundmark said: “Gonzales’ behavior is unfortunately representative of the caliber of managerial talent that CSEA Region II members in the Division for Youth have to suffer under.

“Since these problems in DFY do not appear to be statewide, but are in New York City, I would hope the State Executive Department will bring its managerial employees into line with the rest of the State of New York.”

The meeting at which Gonzales informed the employees it was either perform out-of-title work or face possible layoff was held during the day shift.

Night-shift employees were told no overtime would be paid to attend the meeting. Nine employees did not attend the meeting according to Mr. Johnson.

Gonzales, according to the official minutes of the meeting, said: “Anyone not showing for today’s meeting should have a good reason for not being present.

“For those employees who are not present at the meeting, (they) cannot oppose what is taking place at this meeting.”

“Today’s meeting should have a good reason for the rampant abusive tactics of the Gonzales administration.”

### Poughkeepsie to appeal municipal court decision

POUGHKEEPSIE — The City of Poughkeepsie CSEA Unit will be going to the Appellate Court to appeal a lower court’s decision dismissing a lawsuit to void two municipal contracts.

On January 1, the City of Poughkeepsie turned over operations of its sewage treatment plant to Envirotech Corp., and of the 13 municipal parking lots to Meyers Parking Systems, Inc. CSEA maintains that the city violated the general municipal law by entering into the contracts without competitive bidding.

Union lawyers will file the appeal, according to Regional Director Thomas Luposello, to establish the jurisdiction of the general services law relating to the subcontracting out of municipal operations.

Unit President Al Gallo noted that the appeal is being made on behalf of employees who have lost progress toward vesting retirement rights under the state retirement system.
Trainee program set for state workers

The 1981 Public Management Trainee Program has been announced by the Training Section of the State Department of Civil Service. About 30 State workers will be selected to receive an intensive, year-long program of classroom training, special projects and on-the-job training.

Any State employee who is permanently employed at a State agency and has worked at least one year in a position in salary grades 9 through 23 may apply. Applications must be submitted by Sept. 19 to the employee's agency personnel or training office. Applications must not be sent directly to the Civil Service Department.

Each agency will screen its applications, and may submit up to three names. Agencies have been urged to nominate women, minorities and the handicapped in proportion to their representation in the State work force.

Training will begin in January and end in December. Detailed information is available from agency personnel and training offices.

Rensselaer Sheriffs demand provisions

TROY — Dissatisfied with a contract package imposed upon them by the Rensselaer County Legislature, representatives of the Rensselaer County Sheriffs Unit of the Civil Service Employees Assn. plan to request that County Executive William Murphy approve a list of 17 items that should have been included in the package.

The items, which were agreed to by both sides prior to declaring impasse, were left out when the legislature imposed the same provisions contained in a 1979 contract, charges union President Gary Bryer.

The legislature was required to impose a settlement when the county refused to accept a factfinder's report issued in July. The report, which recommended the sheriff's be paid salaries comparable to those paid sheriffs in nearby counties, and cited the Rensselaer County's ability to pay, was acceptable to the union.

Some 44 CSEA members attended the legislative session in July, expecting to be able to address the lawmakers, but were shocked, when the legislators unanimously voted for the adoption of the document, without ever letting the union see copies of it beforehand.

"It was a real slap in the face," said Bryer. "We weren't even given a chance to state our case. The legislature imposed what management wanted all along."

Among the excluded items were provisions for a health insurance policy, shift preferential, job security, discipline and discharge procedures etc.

"The average sheriff's deputy earns $10,000 a year, which is $2,000-$4,000 less than members of other area police agencies," Bryer said the $800 across the board increase stipulated by the legislature was acceptable to the union.

If Murphy refuses to grant the benefits, Bryer said the union would consider some kind of job action. He did not say what that would be, however.
Barred retirees now eligible

ALBANY — As a result of a successful legislative effort by CSEA, certain law-enforcement employees who had been barred from participating in the 20-year or 25-year retirement plan, are now eligible for such participation.

Sheriffs, undersheriffs, or regular deputy sheriffs directly engaged in criminal law enforcement whose participation in these plans was prevented by their failure to apply soon enough, may now elect to participate by filing an application before June 30th, 1981.

"Many CSEA members, through no fault of their own, were unable to meet the original deadline, and therefore lost their chance to participate in these plans," said CSEA lobbyist Stephen Wiley. "This law gives these members a second chance, but they must apply before June 30, 1981."

Police and firefighters who would otherwise have been eligible to participate in the special programs under Retirement and Social Security Law Sec. 384 or 384-d, may also make a similar application.

CSEA saves 18 jobs in Deer Park

DEER PARK — The jobs of 18 employees of the Deer Park School District represented by CSEA were saved from layoffs thanks to efforts of the union.

Deer Park School District Unit President Thomas Corridan, his officers and CSEA Field Representative John Cuneo held numerous meetings in July with the school district and were able to reduce a proposed 28 layoffs to 10, Cuneo said.

He said the layoffs were caused by the closing of three school buildings in the district.

The unit, which represents nurses, clerical and custodial employees, is part of Suffolk Educationi Local 870.

DISCUSSING THE PROBLEM OF LAYOFFS in the Deer Park School District are, from left, Deer Park School District Unit President Thomas Corridan, Unit Corresponding Secretary Edna Domsiechel and CSEA Field Representative John Cuneo. Efforts by Corridan, his officers and Cuneo reduced 28 layoffs to 10 layoffs.

PERB restores equal payroll

MINISINK VALLEY — Bus drivers in the Minisink Valley School District will once again be receiving 21 equal paychecks for wages paid during their work year.

In September of 1979, according to Field Representative Bruce Wyngaard, the school district unilaterally decided to pay drivers based on the actual number of days worked in each pay period, rather than the usual system of spreading their wages in equal installments. The new procedures meant that drivers could receive as little as four days wages in some paychecks.

The school district took it upon itself to hold back two weeks pay by instituting log payroll procedures.

As a result of these actions, the union filed an Improper Practice charge with the Public Employment Relations Board, and PERB has just upheld CSEA, ordering that the log payroll procedures be eliminated, and the equal pay period system be reinstated.

Unit President Ray Doss said he was, "extremely pleased by the decision," and called it, "a good example of why you need a union backing you to protect your working conditions."

New Ichabod Crane contract includes raises, benefits

VALATIE — Members of the Ichabod Crane School District Unit of the Civil Service Employees Assn. recently ratified a one year contract containing a wage increase of seven and one half percent, retroactive to June 1 of this year, plus increments.

The union was also successful in its attempt to convince school district officials to reconsider a decision to contract out bus services, now being provided by public employees, to a private company.

In addition to the raises, the new contract calls for the retention of all present benefits, including a safe driving bonus for bus drivers, said CSEA Collective Bargaining Specialist Harm Swits. Some language changes, concerning the grievance procedure, work hours and vacations, were also agreed upon.

In June, when contract negotiations began, the district announced it would seek a private busing contract as a means of saving money. It received one bid, and was considering accepting it, when the CSEA pressured school officials to hold off and reopen negotiations for the services with it.

Shirley Ponkos, CSEA Unit President and Swits expect to meet with school representatives next week for further discussion.

"So far we've been able to save the jobs of the 50 drivers. Our hope now is to make the district aware of the advantages of continuing to employ its own drivers," Ponkos said.
MIDDLETOWN—It may read like drama, but it sorely spells tragedy. The state Office of Mental Health is at it again. Here's how it goes.

CSEA Field Representative Flip Amadio recently advertised, "Proposal for the Relocation of the Mid Hudson Psychiatric Center. The proposal recommends that the Mid Hudson facility, which is located in rural New Hampton, be transferred to the Middletown Psychiatric Center. Specifically, Tuckerman Hall or Park Avenue Campus would be used to house Mid Hudson residents. But this is only one of the reasons.

Mid Hudson is a maximum security facility, housing:
• people charged or infected for felonies and found not competent to stand trial;
• individuals judged not guilty by reason of mental disease or defect;
• individuals found not competent to be tried;
• individuals certified the Middletown facility on July 28 for the maximum period: two years.

The Joint Committee on Accrediting Hospitals recently inspected adjacent buildings, including a "rehab" center and a geriatric care facility. Hoag observed, "It's all part of the state's push to set up multi-usage facilities. He estimates the relocation would eliminate 300-500 jobs and, in effect, wipe out the Rockland Psychiatric Center.

"What's next for Middletown Psychiatric Center?"

The regional political action committee plans to oppose the 'tunnel'. Geary Cottle, left, and Local 415 President Alex Hoag inspected the 'tunnel', leading from the Geriatrics Building to Tuckerman Hall, they say, is because it includes a gym exists. In view of Mid-Hudson's youthful population of about 300,000, the state officials suspect the state's interest in the rehab facilities. He estimates the relocation would be less money, the state could improve our facilities, and that makes a lot more sense."

Another factor, the impact of locating a prison-like facility for the criminally insane in the middle of a highly populated area, also has to be taken into account. Already local opposition is mounting, and petitions opposing the relocation are being circulated.

The proposed relocation raises additional questions. The state says it will move Tuckerman's live residents (the oldest of any institutionalized) to Rockland Psych Center. According to Rockland Center CSEA Local President Fred Dykes, however, that place is already overcrowded and could only accommodate more people by opening closed down buildings. And that costs money.

Another question centers around what happened if the New Hampton site is vacated. Both the Division for Youth and Corrections Department are reportedly interested in the facility. By the end of this year the state allocated funds to build an activities center there, but recently the plan was put on hold.

The Mid Hudson complex currently provides special community services for alcoholics and the retarded. What happens to those services if Mid Hudson is listened to?

The regional political action committee plans to take the issue into consideration when making endorsements.

Alex Hoag sums it up, "We have a serious problem and it could all be over by Sept. 1, the deadline for the Office of Mental Health to submit its recommendations to the State legislature."

The issue certainly has its share of drama. But in the end, the real tragedy will be its impact on the patients and staff.

OTHER RESIDENTS now enjoy a wide variety of activities under the supervision of staff employees. This TUNNEL, leading from the Geriatrics Building to Tuckerman Hall, is believed to be one of the reasons that OMS wants to locate a forensic facility there.

"Chalk up one for the unions," Fowler conceded. "They did a number on us."

The proposed amendment, backed by State Sen. Hugh Fowler (R), the Associated Builders and Contractors, and the Colorado Conservative Union, requires the City to get a referendum for it. However, we're not interested in that. Fowler observed, would have been to end collective bargaining in the public sector. In other words, take whatever they gave you or quit."

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"My doctors told me to treat my stay at home as if I was in the hospital. Mr. Peck said. He has been ordered to stay at home for the next two months, he said.

Colorado labor forces block attempt to outlaw unions

Denver — Colorado labor blocked an attempt by conservative forces to put a referendum on the Nov. 4 general election balloting the union shop in the public sector in that state.

The initiative — a blatant effort to make Colorado another "right-to-work" state — also called for immediate termination of any public worker who engaged in a strike, slowdown, or other public action that would have made finding arbitration of wages, hours, and working conditions illegal.

"One of the major reasons the state wants Tuckerman Hall, they say, is because it includes a gymnasium. But on closer examination, such gymnasiums can be found in most public institutions," Amadio said. "It's all part of the state's push to set up multi-usage facilities. He estimates the relocation would eliminate 300-500 jobs and, in effect, wipe out the Rockland Psychiatric Center. According to Rockland test, "for less money, the state could improve our facilities, and that makes a lot more sense."

Port Jefferson units agree on new pact

PORT JEFFERSON — The Port Jefferson units of CSEA Suffolk Educational Local 59 have reached agreement with the Port Jefferson School District on contracts for custodial and cafeteria employees.

The three-year agreement, reached on July 21, included for the custodial employees, led by unit President Tom Blevins, an eight percent salary increase plus increment each year, early retirement incentive of $2,000, and a provision against reductions in force.

Cafeteria employees headed by Raymond Arthurs, president, received a nine percent salary increase each year in addition to an additional $15 per hour for cashier work. A provision provides for increases in work hours and loads by district-wide seniority. Local 670 President Walter Weeks reports that both units promptly ratified the agreements which were negotiated by CSEA field representatives James Walters.

Check your retirement system status

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

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

Doesn't have to happen to you. CSEA has recently received numerous retirement requests on behalf of its members. When a respondent was determined to have a previous insurance history with that insurer, they were not eligible for a particular retirement system, or they were found to be in the middle of starting their retirement with that type of benefits.

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

The New York State Employees Retirement System

Inquiries should be sent to:

Governor Smith Office Building
Albany, New York 12242

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

Name:

Address:

City:

State:

Zip:

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**CSEA final offer awarded in Waterfront talks**

NEW YORK — Waterfront Commission of New York Harbor employees, members of Metropolitan Region Local 666, have been awarded all provisions proposed by CSEA in last offer binding arbitration from a special Waterfront Commission Employment Relations Panel.

The new contract calls for the addition of a new ninth step on the salary schedule, which provides an additional increment for almost half of the CSEA members, who are on the maximum step of the present salary schedule.

Concurring with CSEA demands, the panel agreed that workers should receive salary increases of up to 12.4% through an 8.95% cumulative increase. The Waterfront Commission had offered only 7.24%.

Although the contract terms are effective for two years, there is a wage re-opener at the start of the second year.

In addition, the new contract provides for an agency shop within the local, requiring all Waterfront employees to pay the equivalent of CSEA dues.

“We find the CSEA’s proposal to be the most reasonable and responsible last offer,” the Employment Relations Panel said in its decision. “In so finding, we are keenly aware of the financial concerns of the Waterfront Commission. We find the last offer of the CSEA to be within the financial ability to pay of the Waterfront Commission for the contract year which is in dispute.”

Local President James D. Harrison, obviously pleased with the decision, urged non-union Waterfront employees to join with CSEA in bargaining for better working conditions. “We hope that our success in this contract will convince the non-unionized employees of the Commission of the advantages of joining CSEA.

“We can guarantee that if all clerical and professional employees of the Waterfront Commission presented a united front at the bargaining table, the ensuing contract would further improve the success we have already achieved.”

The Waterfront Commission — the only agency of its kind in the United States — employs almost 200 people. It has licensing, regulatory, and law enforcement jurisdiction over the 700 miles of Waterfront throughout the Port of New York; a district extending 25 miles in all directions from the Statue of Liberty and covering a 1,500 square mile radius. CSEA members work at Commission locations in both New York and New Jersey.

Field Representative Al Sundmark, who negotiated the new contract, praised the Employment Relations Panel decision. “It provides an expanded future for everybody in the bargaining unit,” he said, “and demonstrates the effectiveness and essential fairness of last offer binding arbitration.”

“I must compliment Jim Harrison and Nick Franciosa for their hard work and dedication during the negotiations,” Sundmark added. “Without their knowledge and essential support our degree of success could not have been achieved.”

**New members for Local 010**

NEW YORK CITY — Among the former agency shop fee payers in the Division for Youth (DFY) in Brooklyn, represented by New York City Local 010, signed up to become CSEA members at a recently held meeting.

In addition to the signing up of new members, DFY employees at the meeting heard presentations by Local 010 President Joseph Johnson and CSEA Field Representative Al Sundmark.

After the presentations, the employees asked questions and discussed problems with Johnson and Sundmark.

**SOUTHERN REGION III PRESIDENT** James Lenman, above left, and First Vice President Raymond J. O’Connor are among those attending a recent Westchester County Benefits Seminar in White Plains.

**WESTCHESTER COUNTY UNIT** Shop Steward Ann Lynch, right, also attended the Westchester County Benefits Seminar in White Plains.

**AMONG THE FORMER AGENCY SHOP FEE PAYERS** (left) who signed up with CSEA at a recent meeting of Division for Youth employees in Brooklyn are, from left standing, Robert Vigo, Dorrell Bowman and Ronaldo Mounsey; sitting, Jewell Wiggins, Agnes Vigo, Diane Smith and Pauline Johnson.

**JOINING CSEA FIELD REPRESENTATIVE** Al Sundmark above right, at a recent Division for Youth employees meeting in Brooklyn are, from left, Fitzgerald Taylor and Ella McQueen.

**Health threat found at Local 102 park**

JONES BEACH — A hazardous situation regarding the use of pesticides at Jones Beach State Park on Long Island recently was uncovered according to Long Island State Parks Local 102 President Arthur Loving.

Loving said he, Local 102 First Vice President Alex Kosicyzk and Long Island State Parks and Recreation Commission Safety Officer Daniel Lynch detected a safety inspection after an employee at Jones Beach became ill after using a pesticide.

He said the investigation discovered there was a lack of training in the use of pesticides on the part of supervisors and employees.

Also, the employee who became ill was not wearing protective clothing and not using a respirator, he said.

Loving has asked that employees receive proper training before applying pesticides and that a cholinesterase test be given to employees who apply pesticides.
How Local 404 handles the problem at Central Islip

Maintaining equal levels of service a union challenge at some facilities

CENTRAL ISLIP — Maintaining the same quality of local services to all shifts can be a problem at 24-hour facilities.

"Second and third shift employees do not feel part of a hospital routine," Central Islip Psychiatric Center (CIPC) Local 404 President Danny Donohue said.

At CIPC, the second and third shifts include approximately 800 employees represented by CSEA.

Approximately one year ago, Local 404 instituted a program to bring the local closer to those 800 employees.

On the first Wednesday of each month, one officer of Local 404 is available in the Conference Room of the Medical Surgical Center of CIPC to employees on the 4-12 and on the 12-8 shifts, he said.

Those officers are Donohue, James Forsyth, Sal Russo, Margaret Spinks, Mary Ansbach, Walter Hobbs and Stanley Roberts.

Each month, approximately 40 employees on the two shifts come to the Conference Room. Coffee and donuts are served.

“Our program is designed to give all employees, regardless of shift, representation and to bring the union closer to the members for more grass-roots input,” Donohue said.

Donohue said among the problems discovered on the second and third shifts were:

• Out-of-title staffing of supervisory positions on the wards. Grievances have been filed.
• Low staffing of areas with aggressive and violent patients, thereby placing the safety of other patients and staff in jeopardy.

“We care about our members. We are giving our time to make sure all shifts receive representation,” Donohue said.

He said CIPC management has cooperated in the program by providing the room and allowing employees in most circumstances to go to the Conference Room.

Improving morale

CENTRAL ISLIP — Understaffing, job freezes, forced overtime and pass-day and vacation scheduling problems are among the factors which contribute to lowering employee morale, Central Islip Psychiatric Center (CIPC) Local 404 President Danny Donohue says.

So his local is doing something to improve things.

Donohue said to help build morale at CIPC, Local 404 is involved in a number of activities, including:

—A seven-team softball league for CSEA members at CIPC has been organized. The teams represent various hospital buildings and facilities. Approximately 100 members are involved on the seven teams. Local 404 is supplying trophies and awards for the softball league.

—Local 404 was instrumental in obtaining a new drinking fountain for the ball field at CIPC.

—For the second year in a row, Local 404 is helping to sponsor the CIPC five-mile "Run for Your Health" road race. Local 404 is paying the insurance for all the runners and is awarding tee-shirts to the first 50 finishers of the race. The race is at CIPC on Oct. 4.

Activities such as these show the employees their union is involved. It helps remind all employees that we need each other," Donohue said.

NEED HELP?

Call E A P
1-800-342-3565

The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse.

SERVING UP A HOT DOG at the Rockland Psychiatric Center Local 421 family picnic in Orangeburg is John Chambrovich to Nicholas Laceetti.

HAVING A GOOD TIME AT THE ROCKLAND PSYCHIATRIC CENTER Local 421 family picnic are, from left, Marion Casey, William Shepard, Eva Katz, David Trauter and Dolores Bauman.

Rockland Local 421 enjoys family picnic in Orangeburg

ROCKLAND PSYCHIATRIC CENTER LOCAL 421 President Eva Katz, left, and Southern Region III President James Lennon present an award to 38-year CSEA member Marion Mills. The award is presented at the recent Local 421 family picnic in Orangeburg.
CSEA bargaining sessions slated for the Hamptons

HAUPPAUGE — The CSEA has entered into contract negotiation with Southampton and East Hampton, two towns on Long Island's South Fork, adding to a growing number of governmental subdivisions whose contracts will be determined by the CSEA this year.

The new negotiations coincide with contract negotiations already underway for Suffolk County's 12,000 workers. Together with negotiations in Smithtown, which started recently, and with other negotiations about to start in Brookhaven and Huntington, the CSEA is, or will shortly be, negotiating for the future working conditions and compensation for more than 14,000 Town and County CSEA members and employees in Suffolk.

The ground rules for the Southampton negotiation were set at a July 25 meeting between town officials and a CSEA Southampton Unit led by treasurer, Brian Gilbride, substituting for president Dave Ward who was on vacation.

Ron King, CSEA fieldman who is chief spokesman for the CSEA Southampton negotiating team, said an Aug. 25 date has been set for an exchange of union and town proposals. Several negotiating sessions starting on Aug. 28 have been agreed upon at both sides. A general membership meeting was held for the more than 100 highway, clerical and bay constable members earlier to formulate the CSEA demands, Mr. King said.

Further out on the Island, Jacqueline Dutton, president of the East Hampton 80-member CSEA unit, has also drawn up proposals, and her unit held its first bargaining session on July 31. Mr. King, who is the chief negotiator, said that East Hampton has hired a professional negotiator to bargain for the town against the CSEA.

In Smithtown, both the CSEA and the town have agreed to a news blackout while negotiation sessions are held, according to John Cuneo, CSEA field representative, who is negotiating for the 600-member unit.

Brookhaven, the largest Town in Long Island — larger even than Nassau County — will shortly start contract negotiations with the CSEA for its more than 1,000 employees. Huntington, the westernmost town in Suffolk County, will soon begin negotiation for its 200 members.

MIDDLETOWN PSYCHIATRIC CENTER LOCAL 415 PRESIDENT Alexander Hogg plans a cortege on retiree Agnes Henry at a recent party in her honor in Middletown. Agnes was a member of CSEA for 28 years.

BLOOD DONOR DRIVE — CSEA Region VI President Robert Lattimer and Red Cross Donor Coordinator Jane Conshalter discuss the annual summer donor campaign in Buffalo recently. The two discussed ways to increase CSEA membership and agreed to establish a continuing dialog. Ms. Conshalter noted that blood supplies drop in the summer, making the summer donor drive a priority.

MID-CENTURY PSYCHIATRIC CENTER LOCAL 415 PRESIDENT Alexander Hogg plans a cortege on retiree Agnes Henry at a recent party in her honor in Middletown. Agnes was a member of CSEA for 28 years.
400 attend Nassau meeting

GARDEN CITY — More than 400 CSEA members recently turned out for a Nassau County Local 830 general membership meeting on the New York State Employees Retirement System.

Representing the retirement system was Steve Chandler who used a slide presentation, lectured on the three tiers of the retirement system and answered questions from the audience.

In addition to members of Local 830, members of other CSEA locals, including Nassau Education Local 865, attended the meeting.

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a “first come-first served” basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

<table>
<thead>
<tr>
<th>City or Village</th>
<th>Address</th>
<th>Monthly Visiting Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albany</td>
<td>Gov. Smith State Office Bldg.</td>
<td>Every Business Day</td>
</tr>
<tr>
<td>Binghamton</td>
<td>State Office Bldg.</td>
<td>First and Third Wednesday</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Gen. Wm. Donovan Office Bldg (125 Main Street)</td>
<td>First, Second, Third, Fourth, Wed. and Fri.</td>
</tr>
<tr>
<td>Canton</td>
<td>County Courthouse</td>
<td>First Thurs.</td>
</tr>
<tr>
<td>Goshen</td>
<td>County Center</td>
<td>Third Thurs.</td>
</tr>
<tr>
<td>Hauppauge</td>
<td>State Office Bldg.</td>
<td>First and Fourth Wed.</td>
</tr>
<tr>
<td>Horseheads</td>
<td>Village Hall</td>
<td>Second and Fourth Tues.</td>
</tr>
<tr>
<td>Little Valley</td>
<td>County Office Bldg.</td>
<td>Second and Fourth Mon.</td>
</tr>
<tr>
<td>Lockport</td>
<td>Municipal Bldg.</td>
<td>Third Mon.</td>
</tr>
<tr>
<td>Mayville</td>
<td>Chautauqua County Health and Social Service Bldg.</td>
<td>First Mon.</td>
</tr>
<tr>
<td>Mineola</td>
<td>222 Willia Ave.</td>
<td>First and Fourth Mon.</td>
</tr>
<tr>
<td>Plattsburgh</td>
<td>County Center</td>
<td>Third Thurs.</td>
</tr>
<tr>
<td>Pomona</td>
<td>County Health Complex - Bldg. A</td>
<td>First and Third Fri.</td>
</tr>
<tr>
<td>Poughkeepsie</td>
<td>County Office Bldg.</td>
<td>First Thu.</td>
</tr>
<tr>
<td>Riverhead</td>
<td>County Center</td>
<td>Third Wed.</td>
</tr>
<tr>
<td>Rochester</td>
<td>155 W. Main Street (Rm. 513)</td>
<td>Second and Fourth Thurs.</td>
</tr>
<tr>
<td>Syracuse</td>
<td>County Courthouse</td>
<td>Second and Fourth Fri.</td>
</tr>
<tr>
<td>Utica</td>
<td>State Office Bldg.</td>
<td>First and Third Tues.</td>
</tr>
<tr>
<td>Watertown</td>
<td>State Office Bldg.</td>
<td>First Fri.</td>
</tr>
<tr>
<td>White Plains</td>
<td>Westchester County Center</td>
<td>Second and Third Mon. (except July)</td>
</tr>
<tr>
<td>New York City</td>
<td>State Office Bldg. 270 Broadway (33rd Floor)</td>
<td>First and Third Tues.</td>
</tr>
<tr>
<td></td>
<td>II World Trade Ctr. (44th Floor)</td>
<td>Second and Fourth Tues.</td>
</tr>
</tbody>
</table>

Members of Nassau Education Local 865 attending the Nassau County Local 830 general membership meeting on the retirement system include, from left, Manny Costa, Hartley E. Abrams Jr., Sam Watts and Gerry Roth, all of the Oceanside School District Unit.
**School district employees feel staff reductions will render schools ineffective**

YONKERS — Fifty-five Yonkers School District employees represented by CSEA Yonkers School District Unit have received pink slips to become effective Jan. 1, 1980. The layoffs are part of the Board of Education's attempt to cut expenditures because of the funds given it by the city's government, Westchester County Local 860 President Pat Mascioli has reported.

Also 96 teachers represented by the Yonkers Federation of Teachers, New York State United Teachers, AFL-CIO, also received pink slips in the economy move by the school board, he said.

The 800-member CSEA Yonkers School District Unit is part of Local 860. By chance, the Yonkers Federation of Teachers is Local 860 of NYSUT.

CSEA Yonkers School District Unit President Janice Schaff said, "Come January, 1981, if the City of Yonkers does not give more money to the school district, 50 more Civil Service employees will lose their jobs."

"Since 1975, 400 Civil Service employees have been terminated. Once more, CSEA members are paying the price for fiscal irresponsibility. Yet the mayor and the councilman don't even consider these workers municipal employees."

"If this new layoff is accomplished, the school district will reach the point of being ineffective. It is the services of the civil servants that keep the schools operational."

Mascioli said it appears the only way the layoffs can be averted is if the school district were to receive additional money.

He was critical of the city government for "always cutting the school budget but not cutting other groups of employees working for the city."

While the school board layoff included 96 teachers and 55 custodial, maintenance and clerical employees represented by CSEA, no schools are being closed.

"The non-teaching staff is already cut to the bone from more than 1,000 to approximately 800. Our members are going to continue to do their jobs, but we will not pick up the additional burden which will be caused by the layoffs."

In reaction to announcements of the layoffs, a demonstration protesting the layoffs was held recently at Yonkers City Hall.

The demonstration was organized by the Yonkers Parent Teacher Association (PTA) and was supported by the CSEA unit and the Yonkers Federation of Teachers.

One of the speakers at the demonstration was Yonkers School District Unit Second Vice President Ray Muniz. Others at the demonstration included a unit director, Barbara Rosengaft; a Local 860 vice president, Cindy Wholey; and Mascioli.

"If this new layoff is accomplished, the school district will reach the point of being ineffective. It is the services of the civil servants that keep the schools operational."