HAUPPAUGE — The battle for pay equity for 14,000 Nassau County employees represented by CSEA escalated dramatically on May 24 when CSEA, AFSCME and three members of Nassau County CSEA Local 830 filed sex discrimination charges against the county with the U.S. Equal Employment Opportunity Commission (EEOC).

The CSEA/AFSCME complaint, signed by CSEA Regional President Danny Donohue, charged Nassau County with maintaining sex-segregated job classifications and underpaying employees in traditionally female jobs.

"We proved that Nassau County employment is shot through with sex discrimination," Donohue declared. "Then we called on the county to put an end to it. They've refused to recognize a problem exists and stonewalled on the issue right down the line. Now they'll be forced to act."

Donohue said the joint CSEA/AFSCME complaint was strongly supported by CSEA President William L. McGowan and Executive Vice President Joseph E. McDermott, both of whom are also AFSCME International Vice Presidents.

A CSEA/AFSCME report issued April 7 documented widespread sex discrimination in county government, including nearly complete domination of the lowest three salary grades by women workers and (Continued on Page 6)

ALBANY — "With one hand they were laying off hundreds of workers; with the other hand they were trying to fill 1,000 jobs. They were recognizing at the end of May the patient care problems and staff shortages we foresaw and warned them about in early April. They were finally recognizing the tremendous impact of early retirements and normal attrition, but only after staffing levels were reaching the critical point.

"In other words, the State was handling the late May round of layoffs with the same on again, off again efficiency that has characterized their workforce management efforts all Spring. The result was still more chaos and still more hardship."

That was the way Bruce Wyngaard, CSEA's associate director of research, described the late May layoffs in the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities. According to official State announcements, 352 employees were laid off in the two agencies May 27, with 192 OMH jobs lost earlier in the month. The totals were substantially lower than the earlier projections mainly because more employees from OMH (1,843) and OMRDD (993) took the State up on its early retirement offer than from any other agency.

But, like all the other "numbers" generated in the State workforce reductions this spring, these layoff figures are also subject to change. "The last round of layoffs was supposed to be effective May 27; but just two days earlier the Division of the Budget authorized OMH and OMRDD to fill 1,000 direct client care positions immediately," explained Wyngaard. "It will be a while before we really have a bottom line on what happened. But basically, almost every CSEA-represented employee will be offered some job alternative.

"The jobs offered might be at lower grades, in different titles, or perhaps at another facility. Some will not be reasonable job alternatives. But jobs are being offered, and in many cases, this will give our members a reprieve from layoffs."

Authorization to fill the thousand positions came only after it became obvious that staffing ratios were reaching dangerously low levels, (Continued on Page 8)
Deadline is July 25

New labor education program to offer free summer courses

ALBANY — The Labor Education Action Program, CSEA/LEAP, is moving full speed ahead. High school equivalency programs will begin this summer, and plans are just about wrapped up to offer tuition-free courses this fall.

Director Tom Quimby explains that LEAP, a three-year project funded with state monies for employees of the administrative, institutional and operational bargaining units, seeks to promote career advancement through education and training.

High school equivalency programs, tailored to the individual needs of participants, will begin July 16 in New York City and on Aug. 8 in other parts of the state. Applications may be obtained at two locations: World Trade Center, Room 5500, New York City; or, CSEA/LEAP, Room 518, 488 Broadway, Albany, N.Y. 12207.

Meanwhile, LEAP will shortly issue its Fall 1983 catalog of tuition-free courses. They were designed based on membership surveys, reviews of job descriptions, and interviews with both union officials and management personnel. Catalogs and applications will be available, starting June 24, at state training and personnel offices. Supplies will also be distributed to CSEA local presidents.

The deadline to apply for tuition-free courses will be July 25. Applications have been streamlined. A supervisor's signature will only be required if the course conflicts with working hours. And, applicants will be able to submit their forms directly to the LEAP office for processing.

SYRACUSE — After 10 solid months of negotiations, interlaced with impasse, mediation, fact-finding and several informational picket lines, CSEA determination finally paid off when a new contract was officially signed with Onondaga County.

According to Roger Kane, CSEA Collective Bargaining Specialist, and Sue Smith, committee chairperson, the new agreement will provide wage increases and other improved benefits for more than 3,700 county employees.

Terms of the 2½ year pact include:
- Salary increase of 2 percent, retroactive to Sept. 1, 1982.
- Salary increase of 5 percent, effective Jan. 1, 1983.
- Salary increase of 7 percent, effective Jan. 1, 1984.

In Sept., a salary step compression will be implemented, followed by a second compression in 1984 on the employee’s anniversary date with the county.

Other contract benefits cover an improvement in employee dental insurance with the county picking up an additional 25 percent of dependent costs.

Onondaga County also agreed to provide physical examinations for drainage and sanitation employees.

Employees will also receive an additional vacation day in exchange for the county proposal to credit the vacation on the employee’s anniversary date.

The new contract also provides improvements in the grievance procedure and meal allowances.

After reviewing the new agreement, Kane paid special tribute to Sue Smith and the members of her negotiating committee. “It is certainly worth noting that the county originally proposed no additional raises for 1983, nothing in 1984, and continuously attempted to diminish many fringe benefits that existed in the former agreement,” Kane remarked.

“I also want to personally thank the membership of Onondaga County Local 834 who lobbied and picketed the county legislature and other officials during the long period of negotiations. Without their efforts and support this new agreement would contain fewer benefits,” Kane concluded.

In addition to chief negotiator Kane and Chairperson Smith, the committee included: Len Foster, Cathy Zeronicky, Frank Forte, Tom Murphy, Sheri Ranger, Jim Adsitt, Fred Baur, Palmer Burbidge, Bill Egloff and Fred Carlton.

Union names Gifford new meeting coordinator

ALBANY — CSEA has announced the appointment of Patricia Hardy Gifford to the position of meeting coordinator.

Gifford holds a Bachelor of Arts degree from Syracuse University where she studied education and human resources. She also attended Cazenovia College, where she received her Associate of Arts degree.

In her new post, Gifford is responsible for coordinating state and county workshops; the annual delegates meeting; committee meeting and making the travel arrangements for members and staff.

Presently, Gifford is undertaking a major project: setting up new procedures for Board of Directors, committee and staff meetings.

Her office is located on the second floor of the union’s statewide headquarters on 33 Elk St. in Albany.

IT'S OFFICIAL! — After more than 10 months of solid bargaining, members of the CSEA Local 834 Onondaga County negotiating team were on hand to watch County Executive John H. Mulroy sign the final agreement with CSEA. Taking part in the ceremony were, seated left to right, Cathy Zeronicky, Frank Forte, Collective Bargaining Specialist Roger Kane, Local 834 President Tom Murphy, County Executive Mulroy, Committee Chairperson Sue Smith, Sheri Ranger, Jim Adsitt. Standing, left to right, Fred Baur, Palmer Burbidge, Bill Egloff and Fred Carlton. Len Foster, also a member of the team, could not be present.

Seed monies approved for Albany campus day care

ALBANY — Start-up funds for a day care center at Albany’s State Office Building Campus have been released by the labor/management Day Care Advisory Committee.

The $30,000 in seed money will be used for such expenses as first-year insurance, salary of a director, purchase of equipment and incorporation fees.

The center will accommodate 105 children from eight weeks to five years old. However, it will still only meet a fraction of the demand for day care on the campus, where the labor/management committee has already received more than 500 applications covering nearly 800 children.

The center, which will be 19th in the statewide network of workplace child care facilities, will be located on the ground floor of Building 4. Space will be provided rent-free, but once it opens, the center must be financially self-sustaining.

Appraising the release of start-up funds for the long awaited day care center, CSEA President William L. McGowan commented: “It's good news. Day care has become a right of parents who must work for a living. This is an example of what can be accomplished when labor and management work together.”

GOER Director Thomas F. Hartnett noted that 60 percent of families with young children today are two-paycheck families and that “quality day care is crucial to the peace of mind parents need to be able to concentrate on their work.

Energy talk slated for County workshop

June 8-10

ALBANY — “Power and the People,” a seminar on the future of energy in New York, will be presented to CSEA County Workshop participants by Karen Burstein, executive director of the state’s Consumer Protection Board.

The energy seminar is among highlights of the June 8-10 meeting expected to attract some 250 County delegates to Kutsher’s Country Club.

The Irving Flaumenbaum Memorial Workshop will also feature a seminar on employee assistance programs for local governments and workshops on safety, communications, internal organizing, utilizing CSEA resources, and setting the foundation for local negotiations.

“New Games are Played: The impact of Reagan’s cuts in human services programs” will be the topic of a seminar presented by Al Russo of AFSCME and hosted by CSEA’s Social Services Committee.

“It will be a full program,” promised Field Services Director Paul Burch. “We’ll have nearly a score of information tables, where delegates can ask questions or pick up materials, and there will be another PEOPLethon Run to raise contributions for AFSCME’s political action arm.”

The annual workshop concludes with a general business meeting which this year will feature a legislative update, a report of the Local Government Task Force, and a new report on the Job Training Partnership Act.
How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to CSEA for dues-free membership. (See accompanying article.) Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-623-6356 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-943-6372. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

—PLANNING ON RETIREMENT?—

Know your retirement benefits
Maximize your retirement income

Return coupon for FREE consultation to:
Manager-Retirement Counseling Services
Jardine Ter Bush & Powell Inc.
433 State St., Schenectady, N.Y. 12305

NAME
STREET
CITY STATE ZIP
PHONE NUMBER HOME WORK
APPROXIMATE RETIREMENT DATE
SOCIAL SECURITY NUMBER
Public Employee Layoffs

**DO THEY REALLY SAVE MONEY?**

Public sector policy-makers often propose layoffs as a cost-saving strategy. It's a strategy that is fairly popular for two reasons — it's a highly visible way to cut costs when there are political pressures to do so, and the benefits appear easy to measure in terms of decreased expenditures for personal services and employee benefits.

The first point is undeniable. Public sector layoffs receive a lot of press and do not seem to be accepted by the public as evidence that "something is being done" to reduce the expenditure of their tax monies.

It's the second point that needs closer scrutiny. Do public employee layoffs really save money? Not necessarily, says a recent CSEA Research Department study.

While it is obviously true that laying off five employees with average salaries of $10,000 will save $50,000 in personal services appropriations, it is not necessarily true that the layoffs will produce a net saving of $50,000 to the locality. According to the study, there are other costs associated with layoffs that must be considered — costs which, all too often, are not computed by the governmental sponsors of layoffs and not publicized.

The costs associated with layoffs, as well as the total savings to governments, are outlined below.

### COSTS ASSOCIATED WITH LAYOFFS

- **Unemployment Insurance**
- **Retirement System Payments**
- **Reimbursements**
- **Social Services Costs**
- **Tax Losses**
- **Increased Soc. Services Costs**
- **Productivity Losses**
- **Income Tax Decreases**
- **Family and Social Impact**

### INCREASED COSTS

- Unemployment Insurance
- Retirement System Payments
- Sales Tax Decreases
- Increased Soc. Services Costs
- Reimbursement Losses
- Local Economic Impact
- Loss of Vital Services
- Productivity Losses
- Income Tax Decreases
- Family and Social Impact

### DECREASED COSTS

- Payroll
- Employee Benefits

### CALibrating the cost of layoffs

Assume that a local government proposed to lay off four individuals with the following characteristics at the beginning of the fiscal year:

A. $10,000 annual salary, 2 weeks accumulated vacation, Tier III in Retirement System.
B. $12,000 annual salary, 1 week accumulated vacation, Tier II in Retirement System, works in a department which receives 75 percent reimbursement.
C. $13,500 annual salary, no accumulated vacation, Tier II in Retirement System.
D. $14,000 annual salary, 2 weeks accumulated vacation, Tier I in Retirement System, works in a department with 25 percent reimbursement.

All employees receive an average of 30 percent of salary from employee benefits.

- **Savings to Local Government**
  - Combined four salaries total $49,500
  - Employee Benefits ($49,500 @ 30%) total $14,850
  - Total Savings $49,500 + $14,850 = $64,350

- **Total Costs**
  - Unemployment Insurance $12,375
  - Retirement System 7,790
  - Vacation Payments 1,153
  - Reimbursement Losses 16,250
  - Total $37,668

- **Payroll Savings less Total Costs equals Actual Savings**
  - $64,350 - $37,668 = $26,782

### Attrition programs: an alternative

An attrition program used with a limited hiring freeze can often avoid many of the costs associated with layoffs.

The government can target those areas which are to be eliminated and over time use transfers and not fill vacancies until the goals are met. This eliminates Unemployment Insurance costs, the loss of reimbursements, loss of property and sales tax revenues, increased social services costs, the loss of valuable employees due to the threat of layoffs and damage to the local economy.

The locality will still be responsible for Retirement System costs, and termination benefits, as well as some salaries, and employee benefits during the time the attrition program is being implemented, but the employees will be providing valuable services to taxpayers. Thus, an attrition program requires salary and benefit payments for services provided, while layoffs require payments while no services are provided.

### Conclusion

Overall, it is usually more economical for a government to reduce the size of the workforce through attrition since layoffs are much more expensive than they initially appear.
Clerical workers polled on work hazards

ALBANY — “The better response, the better it will be for all of us” says CSEA President William L. McGowan in a letter to 17,000 state clerical workers who are being sent questionnaires about possible workplace hazards. The mailing, sponsored by CSEA’s standing Safety and Health Committee, aims to gather general information about working conditions, and particular data about the effects of new office equipment such as VDTs (video display terminals) on clericals. The questionnaire is pre-addressed and postage-paid. It is also both voluntary and confidential.

CSEA addressing key health concerns about VDT’s

ALBANY — If you are among the rapidly growing number of employees who spend the workday in front of a video display terminal (VDT) and are concerned about possible health hazards, answers to your concerns may be on the way.

“We’ve been looking at the VDT issue from a number of different directions at CSEA, and now it looks as though several things are coming together,” said CSEA Statewide Secretary Irene Carr.

“The Safety and Health Committee is conducting its survey on possible VDT hazards, and is hoping for a good response from our clerical workers. The committee is also obtaining a training film which CSEA will be making available to members who work at VDTs.

“And then we’re also working on the problem from a legislative perspective, working to secure passage of a bill governing the operation of VDTs.”

Carr testified in April at legislative hearings on proposed legislation, citing the increasing number of CSEA’s clerical members who work on VDTs and who are concerned about possible health hazards.

Proposed legislation has been introduced in the Senate Labor Committee (Senate bill number 6528), and in the Assembly (bill number 7188), where it has moved from the Labor Committee to the Assembly Ways and Means Committee.

“All the discussion about VDT safety has produced more heat than light,” Carr stated, adding that there are no OSHA standards in effect governing the equipment and that sponsored studies have been inconclusive.

Health concerns have centered on radiation, vision problems, musculoskeletal effects and stress.

“Concern about the safety of continuous use of a VDT is not expressed only by those who want to avoid work or by boisterous unions looking for a cause between contract negotiations,” Carr stressed. “And we have noted that some employers have taken steps, voluntarily and in conjunction with the union, to minimize the health risks.

“We’re hoping that the VDT bill introduced this session will be the kind of bill we’re looking for, and that we can obtain passage of legislation which will serve to protect the health of public employees who operate this equipment.”

Nassau charged with sex discrimination

(Continued from Page 1)

differences of as much as $1,900 a year in starting salaries between traditionally male and traditionally female jobs.

Complainant Stephen Goldberg, a social welfare examiner I, charged his job — a job dominated by women — pays less than such jobs as painter or maintenance machinist, “jobs which require less or the same skill, effort and responsibility.”

“There hasn’t been a woman promoted in my department since I last was,” declared Correctional Clerk II Dorothy Garage, another complainant. Garage charged Nassau County has refused to promote her to correctional clerk III even though she passed a qualifying examination and the job has been budgeted by the county Sheriff’s Department for the last two years.

“Nassau County has never employed a woman as a correctional clerk III,” according to Garage’s complaint.

“Our union is taking a hard look at all laws governing public employees,” said Local 830 President Jerry Donahue. “We intend to use all appropriate laws to help our members win upgrades.”

Under Title 7 of the 1964 Civil Rights Act, the EEOC has 180 days to investigate the complaints and work out a solution. If the county and the union don’t reach an agreement, CSEA can then request a letter from EEOC granting it the right to sue Nassau County in Federal Court.

Wian Newman, AFSCME’s special counsel for minority and women’s affairs and the national expert on pay equity, is serving as counsel in the case. CSEA attorneys from the firm of Roemer and Featherstonhaugh are assisting.

“Nassau County has denied its moral responsibility to county women workers,” declared Regional President Donohue. “Now it will have to face up to its legal obligation.”
Congress has enacted a $165 billion Social Security reform package designed to restore financial solvency to the system in both the near and long term. Most changes adopted by Congress were recommendations of the National Commission on Social Security Reform. From the outset of the Commission’s work, AFSCME efforts, along with the AFL-CIO, were directed toward changes that would raise revenues rather than reduce benefits. For the most part, these efforts were successful.

Most of the changes are positive and are reforms that AFSCME actively supported. Some examples are bans on future withdrawals from Social Security by public employers and mandatory coverage under Social Security of all non-profit organizations. Partial progress was also made on reducing the impact of public pension offsets. On the other hand, AFSCME’s position was that new federal workers should be covered by Social Security only after enactment of guarantees that the retirement plans of federal employees would not suffer. AFSCME also was unsuccessful in its fight against raising the Social Security retirement age to 67 on a gradual basis beginning in the 21st century.

The beneficial aspects of the reform package are very significant and will guarantee the economic well being of the Social Security system for the foreseeable future. A summary of the changes of most concern is listed here.

- Ban on Withdrawals — State and local governments covered by Social security may no longer “opt out” if termination has not taken effect by the date of enactment of the legislation. In addition, state and local governments which have withdrawn from the system may voluntarily rejoin. Once having rejoined, the governmental entity is precluded from terminating coverage.
- Coverage of All Nonprofit Workers — Social Security coverage on a mandatory basis is extended to all workers of nonprofit organizations as of Jan. 1, 1984.
- Coverage of all New Federal Workers — Social Security coverage on a mandatory basis is extended to all federal employees hired on or after Jan. 1, 1984.
- Acceleration of Payroll Taxes — Social Security payroll tax increases will be accelerated. The current 6.7 percent tax will increase to 7 percent in 1984, 7.05 percent in 1985, 7.15 percent in 1986, 7.51 percent in 1988 and 7.65 percent in 1990. A tax credit equal to the Social Security tax increase scheduled for 1984 (0.3 percent) will be granted for 1984 only.
- Delay of Cost-of-Living Adjustment — The cost-of-living increase scheduled for this July will be delayed until January, and from then on, future increases will come in January.
- Raising of Retirement Age — The retirement age will gradually rise from 65 to 67 in the next century. It will rise by two months a year to 66 by 2009, then to 67 by 2027. Workers may still opt for early retirement at 62, but at a penalty of 20 percent of full benefits in 2009 and 30 percent in 2027. Under current law, early retirees are penalized 20 percent.
- Reducing Impact of Public Pension Offset — For workers who become eligible for a public pension, AFSCME’s position was that new non-Social Security-covered employment after June 1983, the amount of the public pension used for purposes of the offset against Social Security benefits will be two-thirds of the public pension. Currently there is a dollar-for-dollar reduction.
- Elimination of “Windfall Benefits” for Workers With Pensions From Non-Covered Employment — For workers who are first eligible for Social Security benefits and for government pensions based on non-Social Security-covered employment after 1985, Social Security benefits will be calculated in a manner which precludes “windfall” benefits.

KUTSHER’S in the Catskills! Join in the fun...have your Local or Unit sponsor a runner to help raise money for use in the 1984 Federal elections. Awards will be presented to the first three male and female finishers in the race. The Local or Unit sponsoring the most participants will receive a special prize. Every runner will receive a PEOPLE T-shirt and refreshments will be provided to the runners following the race.

TO ENTER, fill in the form below and obtain a minimum of $25 in pledges before the date of the race. The participant who raises the greatest amount in pledges will receive the Grand Prize of $50! In accordance with Federal law, the PEOPLE Committee will accept contributions from members of AFSCME and their families.

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**RUN**

**in the Second Annual CSEA COUNTY WORKSHOP**

**PEOPLE Run Run**

**THURSDAY, JUNE 9th**  
*Time: 5 p.m.*  
*1½-mile course*

**PEOPLE Fun Run REGISTRATION FORM**

CSEA, Local 1000, AFSCME, AFL-CIO

**Name**

**Address**

<table>
<thead>
<tr>
<th>ENTRY PLEDGES COLLECTED</th>
<th>Check $</th>
<th>Cash $</th>
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In consideration of this entry being accepted, I, for myself, my heirs, executors, administrators, waives, release and forever discharge any and all rights and claims for damages which I may have against the sponsors of this race, their officers, agents, representatives, employees and associates.

**Signature**  
**Date**

If runner is under age 18, parent/guardian must sign below:

**Signature**  
**Date**

**Local/Unit Name & Number**

CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000, American Federation of State, County and Municipal Employees, AFL-CIO

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THE PUBLIC SECTOR, Friday, June 3, 1983  
Page 7
For Western Region members, a look at styles of leadership

BUFFALO — Some 30 members of CSEA Western Region VI recently explored the basics of leadership in a day-long seminar held at the Buffalo Convention Center.

Conducted by CSEA Training and Education Specialist Sally Bouton, the "Principles of Leadership" seminar was specifically geared toward helping union officers and members use leadership skills more effectively in their day-to-day dealings with fellow unionists and management.

The seminar also focused on group dynamics, and highlighted various methods union leaders can use to achieve their goals in group situations.

Assembling into small groups, participants studied five distinctive styles of leadership: the "social leader," the "team builder," the "organization leader," the "do-nothing leader" and the "task pusher." They learned characteristics of each type of leader and how these styles would best be used in different situations.

"While all of the leadership styles are appropriate at certain times, it's important to know when to use each one," said Bouton. When interacting with another person, added Bouton, it's also helpful to know which particular style is being used on you so you can respond accordingly.

The seminar also covered several factors which may influence the roles of union leaders, such as the purpose of the group, the expected life span of the group, demographics, philosophy and members' expectations.

"Whether it is a grievance committee, negotiating committee, social group or any other special interest group working within the CSEA structure, the purpose of that group must always be clearly defined in order to motivate its members," said Bouton. "Union leaders must establish common ground between their particular groups and the goals of the union." The field representative, she noted, plays a key role in establishing this common denominator.

Also discussed during the session were behavioral attitudes of union leaders and how they may affect relationships and accomplishments within a group.

"Programs such as these will help union leaders develop their skills, but there is still an awareness problem in that many of them don't know how they come across with fellow members and management," said Bouton.

Job offers, retirements reduce layoffs

(Continued from Page 1) with institution administrators calling for emergency measures and predicting loss of accreditation.

"Members at many of the facilities had already been working forced overtime and double shifts," Wyngaard commented. "We were already stretched to the limits, even before a couple of thousand workers opted to retire. The patients didn't disappear; they still needed care.

So obviously something had to be done. "On the whole, the individual agencies have cooperated and worked closely with us in re-employment efforts and addressing concerns expressed by CSEA," Wyngaard noted. "Five years ago, for example, you wouldn't have seen these re-employment lists, attempts at re-training and some of the continuity of employment efforts."

"However, between GOER, the Civil Service Department, the Budget office and Audit and Control, there were mixed signals and delayed decisions and foul-ups.

"So the final result was that we came down to the final few hours before OMH and OMRDD got the go-ahead to start replacing early retirees and filling enough positions to take care of current needs. Unfortunately this resulted in hardships all around."
Members of the task force which met in Albany recently to discuss the fate of the Marcy Psychiatric Center included Edward "Bud" Mulchy and Sue Bucrzinski. The group was headed by Region V President James J. Moore.

SUFFOLK COUNTY ORDERED TO RECONSIDER CUSTODIAL EMPLOYEE'S BID FOR PROMOTION

HOLTSVILLE — Score one for the Suffolk County Unit of CSEA Local 852. Arbitrator Gerald Sobol has ordered the county to reconsider T.J. Scott's application for a promotion to custodial worker II.

On Dec. 8, 1981, the county posted a job vacancy for the position at the Suffolk County Community College. On Feb. 1, 1982, the job went to someone with less seniority than Scott even though the CSEA contract specifies: "In the case of non-competitive and labor class employees, advancement shall be made on the basis of seniority and qualifications for the job. When job qualifications are substantially equal, seniority shall be the determining factor."

The county justified itself by maintaining that Scott had a "poor attendance record." It cited testimony by the community college's personnel director, who had a "clear recollection" that the grievant was brought up on disciplinary charges in 1976. But, all references to those charges were removed from Scott's personnel file in 1977.

CSEA, meanwhile, argued that time and attendance was not a factor which could be considered when filling vacancies. Moreover, an employee has only one personnel file and once that has been cleared, nothing previously in it is considered relevant.

Sobol agreed. The arbitrator found that the county "improperly considered the previous disciplinary action taken against the grievant in 1976 and subsequently expunged from his personnel file" and directed the county to reconsider Scott's application for the promotion.

The award is another victory for CSEA's legal assistance program.
EARLY RETIREMENT PLAN

Retirement incentive may extend to political subdivisions

ALBANY — The state's popular early retirement option may be extended to employees of political subdivisions if the state Legislature looks favorably on several bills and resolutions that are now pending.

Actively endorsed by CSEA, the legislation would give localities three years in which to opt to extend the retirement incentive plan to their employees. The legislation stipulates that the local governments file the plan in conjunction with a workforce reduction program.

"The basically means that any county, city, town, village or school board choosing to take the State up on its offer would have to demonstrate some fiscal tightness, and would have to get its plan approved by the state comptroller," CSEA's chief lobbyist, James Featherstonhaugh, explained. "This should pave the way for passage of this legislation in the remaining few weeks of the session."

Once the political subdivision's plan is approved, qualified workers 55 and older could receive extra service credit toward their pensions. "This should provide the way for passage of this legislation in the remaining few weeks of the session."

8,491 choose to retire early under plan

ALBANY — The final tally by the State Employees' Retirement System listed 8,491 state workers opting for early retirement. The figure was more than twice as many retirees as state officials predicted.

The number is more than half the number of retirements normally processed in a full year, so retirement system officials expect it will take several months to complete all the necessary pension calculations.

New retirees will receive advance checks equaling approximately 75 percent of the "no option" retirement allowance. The first advance check for May retirees should be mailed by June 28. Then, as calculations are completed, retirees will receive their normal pension checks, as well as a lump sum payment of any balance due.

More than 2,800 of the early retirements were in the Office of Mental Health (1,843) and Office of Mental Retardation (993). Large numbers of applications were also posted in State University Administration (422) and Department of Taxation and Finance (389).

More than twice as many retirees as state officials predicted. The figure was more than twice as many retirees as state officials predicted.

EFFECTS OF LAYOFFS

Attending a meeting recently to discuss employee rights under Gov. Cuomo's layoff plan were, from left, Harlem Valley Psychiatric Center Local 68 President Robert Thompson, Wassaic Development Center Local 541 President Harold Ryan and Region III Field Representative John Days. The meeting was held at the request of Region III President Raymond O'Connor. On hand were representatives from the state Department of Civil Service, who explained the background of the layoffs and how the state was going to give those who were laid off placement on a preferential hiring list.

STAFFING SHORTAGE AT MIDDLETOWN PC PROBED

CSEA Local 415 President Alex Hogg, standing right, led a recent meeting with state legislators on how to ease the staff shortage at the Middletown Psychiatric Center. The shortage is partly responsible for the death of a 23-year-old patient there in May. Seated are Assemblyman Lawrence Benedict (D-Newburgh) and William Larkin (R-New Windsor). Also at the meeting were Assemblymen Mary McPhillips (D-Goshen), and a representative from the office of State Senate Linda Winnick (D-New City). Standing next to Hogg is Council II representative John Ippolito. Facing Larkin is PEF Council I representative John Ippolito. Facing Larkin is PEF representative Harry Blank.

New union ad campaign to boost public image of public employees

ALBANY — "We want people to know that public employees in New York are near the end of their rope. That they've made sacrifices, they've made concessions, they've been laid off — but most of all that they've had enough!" emphasized CSEA President William L. McGowan, describing the idea behind the union's new statewide advertising campaign.

"There's so much misconception about public employees that we felt we needed to use advertising to tell the public the real story," he explained. "Editorial writers and television reporters even love the governor's slogan about how we're all going to do more with less. Well, we want New Yorkers to realize that public employees have been doing more with less for a long time. There's a limit to how far people can be stretched, and we've reached it!"

Although the ad cites the specifics of state employee layoffs and early retirements, it also points out the serious squeeze political subdivisions employees have found themselves in.

"School districts contract out our jobs. Counties, cities and towns balance their budgets by laying off employees. Local governments refuse to bargain in good faith," McGowan said. "At budget time they come at us with an ax. They've intentionally forget the services that the people of New York expect and that we work hard to provide."

Newspapers in which the ads are scheduled to appear on Sunday, June 5, include the New York Times and major dailies in Buffalo, Long Island, Albany, Troy, Rochester, Syracuse, Utica, Binghamton, Westchester County, Elmira, Mid- dletown and Poughkeepsie. The ads will appear Monday, June 6, in The Daily News, and dailies in Schenectady, Watertown and Port Jefferson.

The ad is reproduced on page 54 of this issue.
EFFECTS OF LAYOFFS

Attending a meeting recently to discuss employee rights under Gov. Cuomo’s layoff plan were, from left, Harlem Valley Psychiatric Center Local 409 President Robert Thompson, Wassauie Developmental Center Local 426 President Harold Ryan and Region III Field Representative John Deyo. The meeting was held at the request of Region III President Raymond O’Connor. On hand were representatives from the state Department of Civil Service, who explained the background of the layoffs and how the state was going to give those who were laid off placement on a preferential hiring list.

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The ad is reproduced on page 20 of this issue.
CSEA Scholarship Winners

The winners of the $500 CSEA Scholarship Awards for the 1983-84 season have been announced. Eighteen awards — three in each of the union's six regions — have been given to eligible high school seniors who are the dependents of CSEA members. Each year the union awards the scholarships to help students and parents meet the spiraling costs of higher education. Winners are determined by several factors, including academic performance, class rank, test scores and extracurricular activities. Following is a list of the winners in each region.

LONG ISLAND REGION I

DAPHNE WOODARD
Daphne is the daughter of Mary Woodard, a therapy aide at Pilgrim Psychiatric Center, and a member of Local 418. She plans on attending Virginia Union University.

SUSAN BORUCH
Susan is the daughter of Rose and Michael Boruch. Rose is a payroll clerk with SUNY Stony Brook and is a member of Local 614. Susan plans on attending Pennsylvania State University.

MICHAEL GLASSER
Michael is the son of Linda and Elliott Glasser. Linda is a secretary at the Suffolk County Department of Civil Service and is a member of Local 832. Michael plans on attending Vassar College in the fall.

METROPOLITAN REGION II

BELINDA I. KATZ
Belinda is the daughter of Eleanor and Wallace Katz. Eleanor is an investigator at the Crime Victims Compensation Board and is a member of Local 010. Belinda plans on attending Colgate University in the fall.

DARRYL WAYNE WISHER
Darryl is the son of Estelle and Zack Harris. Estelle is a dietary aide at Creedmoor State Hospital and is a member of Local 406. Darryl plans on attending St. John's University in the fall.

KELLY CARSTENSEN
Kelly is the daughter of Esther and Theodore Carstensen. Esther is a secretary at SUNY Maritime College and is a member of Local 010. Kelly plans on attending Manhattan College in the fall.

SOUTHERN REGION III

TINA DuBOSE
Tina is the daughter of Maggie and William DuBose. Maggie is an audit clerk in Westchester County and is a member of Local 860. Tina plans on attending Southern State College in the fall.

DAWN MARIE ALBANO
Dawn is the daughter of Richard Albano, a laborer in the town of Eastchester and a member of Local 860. Dawn plans on attending Hofstra University.

BARBARA HELEN SCHWARTZ
Barbara is the daughter of Jeanette and Jack Schwartz. Jeanette is a cafeteria manager at the Post Road School and is a member of Local 860. Barbara plans on attending Tufts University in the fall.

CAPITAL REGION IV

TERI-JO CROUSE
Teri-Jo is the daughter of Karen and Robert Crouse. Robert is a laborer for the New York State Department of Transportation and is a member of Local 501. Teri-Jo plans on attending SUNY at Geneseo in the fall.

TIMOTHY F. MORGAN
Timothy is the son of Judith and Charles O'Leary. Judith is a clerk for the New York State Department of Health and is a member of Local 664. Timothy plans on attending Norwich University.

PATRICIA ANN HOFFMAN
Patricia is the daughter of Catherine and Leonard Hoffman. Catherine is a secretary for the Stephentown Elementary School and is a member of Local 871. Patricia plans on attending Hudson Valley Community College.

CENTRAL REGION V

LINDA JO FIKE
Linda is the daughter of Beverly and Gordon Fike. Gordon is a groundskeeper for the Herkimer County Community College and is a member of Local 522. Beverly plans on attending the State University at Plattsburgh in the fall.

LORRAINE OPRAMOLLA
Lorraine is the daughter of Joyce and Robert Oramolla. Joyce is a stenographer at the State University College at Oneonta and is a member of Local 635. Beverly will attend the Webb Institute of Naval Architecture in the fall.

MARLENE BROWN
Marlene is the daughter of Leona and Richard Brown. Leona is a public health nurse in Jefferson County and is a member of Local 823. Marlene plans on attending the University of Vermont in the fall.

WESTERN REGION VI

ROBERT DAVID GARRICK
Robert is the son of Dolores and James Garrick. James is a tax compliance agent for the State Department of Tax & Finance and is a member of Local 612.

CORT ANASTASIO
Cort is the son of Kathryn and Frank Anastasio. Kathryn is a clerk for the Corning School District and a member of Local 581. Cort plans on attending Brown University in the fall.

SHARON MARIE WAGNER
Sharon is the daughter of Jean Rasmus. Jean is a clerk-typist for the Maryvale School System and is a member of Local 868. Sharon plans on attending Daemen College in the fall.

Scholarship presentations are tentatively scheduled throughout the regions for late June. Photos of the winners will be published in a later edition of The Public Sector.
ANCIENT BRIDGE LIFT EQUIPMENT on the State Barge Canal is prepared for handling commercial and recreational boat traffic now that the canal system is open for the season. CSEA Local 524 President Frank Langdon, center, and William Headley, left, observe as John Clarke works on the equipment. CSEA is fighting a plan by the state to layoff 164 full-time maintenance employees who help keep the important canal system functioning. The union maintains that the decades-old equipment requires constant, year-round upkeep. Under the unpopular state proposal, the maintenance employees would be laid off in December and rehired next spring as "seasonal" employees only.

Arthritis: Disease dates back to the dinosaurs

Your great-great-grandfather may have grumbled about his "gout." Your grandmother may have moaned about her "rheumatism." Today, you may suffer from that age-old, painful inflammation of a joint and properly call it "arthritis."

But only the names have changed. It's the same old disease that has been found in the bones of dinosaurs and swimming reptiles that lived 180 million years ago. It has shaped the pictures of dinosaurs and swimming reptiles that lived 180 million years ago. It has shaped the pictures of Neanderthal man as a hunched-over figure because the best-preserved backbone of that early creature is bent by what we know as arthritis. Normally, he probably walked upright.

Arthritis is not a single disease. Although the word literally means "inflammation of a joint," the general term refers to any one of more than 100 related disorders. They can show different characteristics. They may involve various organs and structures in the body. They can arise from diverse causes — degenerative, inflammatory, infectious, biochemical, metabolic, allergic. Injury may lead to arthritis. Genetic inheritance may make some people prone to the disease.

Arthritis has been called everybody's disease because it knows no bounds of age, sex, race, occupation, social or economic standing. If we live long enough, most of us will have some form of arthritis — from mild to serious. Some children don't have to wait long. A form of juvenile arthritis can affect a six-week-old infant.

Osteoarthritis is the most common form in man and animals. Often called "wear and tear arthritis," it was long believed to be due entirely to aging. Now we know it is a progressive degenerative disease and most of us have signs of it in our bones by the age of 30. However, symptoms don't usually show up until around 40, unless there is serious injury to a joint. Generally, women are afflicted about twice as often as men, most often after the menopause.

Stiffness and pain are the most common symptoms. The discomfort is usually greater during rest than during exercise. The pain may be particularly troublesome at night. The stiffness is often most noticeable upon arising in the morning.

While osteoarthritis can strike any joint, the most common targets are the weight-bearing ones — hips, knees and spine — and, for reasons not fully understood, the tips of the fingers, the base of the thumb, and the big toes.

Like the moving parts of a well-oiled machine, our joints have slippery bearings called cartilage. The cartilage has unique chemical and biological properties to create friction-free movement superior to any man-made lubricant.

But along the way, for reasons not yet clear, the cartilage, or bearing, becomes defective or roughened. Friction sets in. Over time, whole sections of cartilage may be worn off and expose the underlying bone it was supposed to cushion. When that happens, bone grates on bone, causing pain and reduced mobility.

Treatment for this kind of primary osteoarthritis is aimed at relieving the pain, preventing disability, and keeping the patient functioning at acceptable levels. To do this, your doctor may prescribe aspirin and such physical measures as heat and exercise. Weight-reduction is very important for overweight patients whose arthritis involves weight-bearing joints.

The second most common form of arthritis — rheumatoid arthritis — can be more crippling than osteoarthritis, more of a mystery, and more widely generalized throughout the body.

Rheumatoid arthritis may strike suddenly in its acute form with fever, swelling of the joint and intense pain. Most often, however, it progresses silently and insidiously. There may be vague aches and pains, chronic tiredness, loss of appetite and weight, and stiffness that is generally relieved with activity.

The disease is often symmetrical, affecting the same joints on both sides of the body. While it may strike at any age, the acute phase usually occurs between the ages of 20 and 35, often during or following a period of intense physical stress.

Aspirin and other anti-inflammatory drugs are useful in controlling pain. Measures to bolster the patient's general health are particularly important. Sometimes symptoms will subside. Good treatment aims at inducing and prolonging these remissions.
COOPERSTOWN — “Consideration” means more than just lip service when it comes to filling vacancies in Otsego County.

The CSEA contract specifies that in filling vacancies, “consideration will be based on seniority and qualifications in the selection of employee applicants.” So when Deborah German, a nursing assistant at the Meadows Nursing Home, did not get a promotion to physical therapy aide, she filed a grievance. Then, with help from CSEA legal assistance program, she finally did get the promotion.

Here is how it happened.

The county was looking to fill the position of physical therapy aide. It had nine candidates to choose from, most of whom were in-house applicants. Four finalists were chosen. Following interviews, German — with nine years service — was passed over and the job went to another employee with only 3.5 years service.

Later, testimony at an arbitration hearing on the grievance revealed that a primary reason German did not get the job was because the county was looking for, “a strong male replacement” to fill the vacancy. Accordingly, Arbitrator Thomas J. Maroney concluded that:

- “Consideration” as used in the CSEA contract means more than just granting an interview and then appointing whomever the county pleases.
- If one applicant is by far the more senior and more qualified, he or she must be given the position.
- Seniority was not given any meaningful consideration because the county “wanted a man to fill the vacant position.”

The arbitrator, therefore, ordered the county, which belongs to CSEA Local 839, “forthwith” appoint Deborah German as a physical therapy aide.

CSEA LOCAL 600 donated and dispensed free coffee and lemonade to visitors attending the recent Diamond Jubilee Open House at SUNY Agricultural and Technical College at Alfred. Manning the refreshment booth are Michael Crandall, left, and Local 600 President Randie Brewer, right.

Court rules LPN was wrongfully terminated

GOSHEN — The state Supreme Court has ruled that Linda DeSuze, a licensed practical nurse at the Orange County Home and Infirmary, CSEA Local 836, was wrongfully terminated.

DeSuze has been unable to work since March 20, 1981, because of a medical disability. Eight months later, she was served with a notice of discipline alleging patient neglect. She was also charged with unauthorized absence.

The matter went to arbitration and the notice of discipline was withdrawn. The year from the day she was unable to work was deemed “official leave without pay.” The county then, decided it could terminate DeSuze on March 20, 1982. It cited a provision of the Civil Service Law which permits termination if an employee has been unable to perform duties for one year or more because of disability other than work related.

CSEA, however, disagreed and argued that termination was not possible until one year after March 20, 1983, the day the “official leave without pay” expired. The union’s legal assistance program also came to the rescue.

On appeal, the Supreme Court faulted Orange County for an interpretation of the arbitration award which was, “strained and without merit.” It also ordered that because of the time it took to get a decision, DeSuze should have at least until January, 1984, to be absent without fear of termination.

OCA lag battled

ALBANY — CSEA is fighting back. Non-judicial personnel of the Unified Court System can be confident that the union will take every step possible to prevent the Office of Court Administration from having its own individual interpretation of the “lag payroll.”

Payroll officers there were told March 24 that when employees separate from service, they will not receive their two weeks “lagged” pay at their final salary. Instead, they will be paid at the rate earned during the “lagging” process, that is between March 24 to April 6, 1983.

CSEA Board member Thomas Jefferson explains that this action is “contrary to negotiations,” while CSEA Attorney Stephen J. Wiley has written OCA demanding to know why such a policy, “clearly at variance with the provisions of the contract,” was adopted.

Union-backed candidates win in Port Chester

CONGRATULATIONS — Westchester CSEA Local 860 President Pat Mascioli, left, congratulates John Branca, center, and Gary Gianfrancesco, right, after the two were declared winners in race for two trustees positions in Village of Port Chester. Both Branca and Gianfrancesco were unanimously endorsed by the Local 860 Political Action Committee in the race.
HEALTH HAZARDS — Kerry Thompson, above, notes the high temperature in OGS Building 18. The heat and noxious odors from chemicals stored in the building, right, create intolerable working conditions.

‘Management told us it will address these problems shortly. I’ve been hearing that for years and ‘shortly’ has yet to arrive’
—Earl Kilmartin

SKULL AND CROSSBONES — Barbara Ferguson, above, works around containers bearing the familiar poison warning symbol. Yet management assures her these storage bins are harmless.

SPILLS, LEAKS, SLICKS AND PUDDLES cover the work area and storage space as CSEA Local 660 President Earl Kilmartin illustrates in photo at left.
Meeting highlights

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr

CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors did not meet during April. The regularly scheduled monthly meeting was cancelled due to an impending snowstorm.

At the regular Board meeting in Albany on May 19, discussions covered a wide range of topics. In official actions, the Board:

- Accepted the proposed contract for the position of Executive Director. (Note: Subsequent to the Board meeting, the candidate declined to accept the position.)
- Approved a lease for Buffalo Local 003 to rent an office for a year at a total cost of $3,600 to be paid by the local.
- Approved attendance at a state or county workshop by an additional delegate in the event the offices of President and Board Representative from a local are occupied by the same person. This approval of expenses was made retroactive to the April 1983 State Workshop.
- Approved a County Executive Committee recommendation that the Board of Directors strongly urge the CSEA Political Action Fund Trustees to follow their own constitution and by-laws with regard to holding regular meetings.
- Approved a County Executive Committee recommendation that a committee be formed to assume the functions formerly performed by the Statewide CETA Committee in monitoring federal-and state-funded programs.
- Approved a State Executive Committee recommendation that President McGowan be mandated to take strong and immediate action to resolve the problems with the President of Local 810, especially in view of possible election protests due to misleading information published in the local's newspaper.
- Approved a Communications Department proposal for a newspaper advertising campaign, with a budget ceiling of $50,000.
- Tabled a motion which would have created the position of Director of Safety/Health Maintenance and EAP. Approved the Personnel Committee's recommendation to abolish the position of Administrative Assistant, Education Department.
- Approved budget line items for the expanded Data Processing Department totaling a $20,624 increase, with fringes increased by $6,805. Approved funding for the upgrade of Meeting Coordinator, Grade 15.
- Approved a separate budget line to track the Education Department's publishing and selling of booklets to members on how to improve their performance on Civil Service exams.
- Reviewed and approved the Legal Committee report.
- Approved a motion that President McGowan enter into negotiations to affiliate with the New York State AFL-CIO, and report back to the Board of Directors within 90 days on the progress of those negotiations.
- Accepted the Charter Committee Report, redefining the membership clauses of "city locals" by setting forth definite geographic boundaries.
- Questions by CSEA members concerning the union's Board of Directors should be directed to that member's Board Representative, Local President, or to the Office of the Statewide Secretary. Copies of the Secretary's Board minutes are mailed to all Board Representatives and Local Presidents.

SAFETY HONORS were awarded to 72 Onondaga County Highway employees at a recent ceremony in Syracuse. Representatives of the four county highway sections receiving their certificates of merit from:

SYRACUSE — More than 70 members of the Onondaga County Highway Unit of CSEA Local 834 Onondaga County received the county's first annual Highway Safety Awards at an official ceremony held recently at the Everson Museum Auditorium in Syracuse.

County Executive John H. Mulroy presented the awards to the employees for "exceptional job performance and overall compliance with safety requirements and regulations."

According to Mulroy, a Safety Awards Committee comprised of labor and management members created the annual awards program to foster an active interest in safety, to involve workers in accident prevention and to recognize those who contributed to accident reduction. Selections were based on work attitude, job performance, condition of employee's work area and an unblemished record with regard to accidents and personal injury.


Michael W. Brown, a Safety Training Instructor, also received an award.

In a comment following the presentation of awards, CSEA Highway Unit President Bill Egloff said, "Naturally, we are pleased and proud to see county highway employees honored for their safety records. Equally important, from the CSEA viewpoint, is the fact that the awards were made by a labor/management committee working in harmony for safer working conditions for highway employees and the county they serve."

Onondaga County Executive John Mulroy were, left to right, Robert Nicholas Sr., Mulroy, William Belko, Clifford Isgar and Carl Rice. Looking on, in rear, is CSEA Highway Unit President Bill Igloff.

Louis Ryan, Donald Schlacht, Richard Smith, Virginia Stone, James Thrall, Douglas Tily, Peter Tokar and James Walker.

Onondaga workers honored for highway safety

TIER III Has to Go.
ANNUAL REPORT
THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Statement of GENERAL FUND ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1982 and 1981

**ASSETS**

<table>
<thead>
<tr>
<th>1982</th>
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</thead>
<tbody>
<tr>
<td>$12,845,903</td>
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**LIABILITIES**

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<td>$1,849,589</td>
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**FUND BALANCES**

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<td>$11,328,415</td>
<td>$9,738,260</td>
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</table>

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To the Officers and Directors

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the accompanying statements of assets, liabilities and fund balances of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1982 and 1981, General Fund and Insurance Fund, and the related statements of revenues and expenses and changes in fund balances for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. at September 30, 1982 and 1981, and the results of its operations and changes in fund balances for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis, except for the change, with which we concur, in the method of recording compensated absences as described in Note 9 to the financial statements.

Albany, New York, December 6, 1982

Coopers & Lybrand, Certified Public Accountants

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**Statement of GENERAL FUND REVENUES AND EXPENSES**

for the years ended September 30, 1982 and 1981

**Fund for Other**

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<tbody>
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<td>$12,845,903</td>
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**Expenses:**

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<tr>
<th>Expenses</th>
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</thead>
<tbody>
<tr>
<td>Salaries, payroll taxes and other personal service</td>
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<td>$ 5,908,019</td>
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<tr>
<td>Employees' pension and group life insurance costs</td>
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<td>762,110</td>
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<tr>
<td>Administrative travel, lodging and meals</td>
<td>771,121</td>
<td>771,121</td>
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<tr>
<td>Officers, directors' and committees' expenses</td>
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<tr>
<td>Official publication</td>
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<tr>
<td>Printing and communications</td>
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<tr>
<td>Legal services</td>
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<tr>
<td>Data processing services and equipment rental</td>
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<tr>
<td>General expense</td>
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<tr>
<td>Headquarters occupancy costs</td>
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<td>Public relations programs</td>
<td>314,601</td>
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<tr>
<td>Travel allowance to locals</td>
<td>112,141</td>
<td>112,141</td>
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<tr>
<td>Regional offices, conferences, State and County workshop costs other than payroll</td>
<td>651,105</td>
<td>651,105</td>
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<tr>
<td>Delegate meetings, election expenses and organizational costs</td>
<td>690,108</td>
<td>2,840</td>
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**Additions to fund for building and equipment investment**

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<tr>
<th>Additions</th>
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<tbody>
<tr>
<td>$13,057,990</td>
<td>$ 2,840</td>
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**Excess of revenues over expenses before extraordinary item and the cumulative effect of change in accounting policy**

<table>
<thead>
<tr>
<th>1982</th>
<th>1981</th>
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<tbody>
<tr>
<td>$2,552,778</td>
<td>$364,049</td>
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**Extraordinary income - Note 7**

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<tr>
<th>1982</th>
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<tbody>
<tr>
<td>$2,552,778</td>
<td>$364,049</td>
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**Cumulative effect of change in accounting policy - Note 9**

<table>
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<tr>
<th>1982</th>
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<tr>
<td>$2,552,778</td>
<td>$364,049</td>
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<table>
<thead>
<tr>
<th>Income from operations</th>
<th>1982</th>
<th>1981</th>
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<tbody>
<tr>
<td>$2,552,778</td>
<td>$364,049</td>
<td>$311,409</td>
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</table>
Statement of CHANGES IN GENERAL FUND BALANCES
Years Ended September 30, 1982 and 1981

<table>
<thead>
<tr>
<th></th>
<th>1982</th>
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<tr>
<td>$815,656</td>
<td>$1,757,882</td>
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<tr>
<td>Income from operations</td>
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<tr>
<td>Appropriations between funds</td>
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<td>186,000</td>
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<tr>
<td>Depreciation on equipment</td>
<td>17,846</td>
<td>2,154</td>
</tr>
<tr>
<td>Balance, September 30, 1981</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5,464,299</td>
<td>$2,199,019</td>
<td></td>
</tr>
<tr>
<td>Income (loss) from operations</td>
<td>2,552,778</td>
<td>364,049</td>
</tr>
<tr>
<td>Appropriations between funds</td>
<td>(236,500)</td>
<td>191,300</td>
</tr>
<tr>
<td>Depreciation on equipment</td>
<td>38,530</td>
<td>(57,109)</td>
</tr>
<tr>
<td>Balance, September 30, 1982</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$7,760,777</td>
<td>$2,254,368</td>
<td></td>
</tr>
</tbody>
</table>

1. Significant Accounting Policies

1.1. Accounting policies conform to the fund accounting method for nonprofit organizations in accordance with generally accepted accounting principles. The Association reports on and maintains its records on the accrual basis of accounting, separating the accounts and records for the General Fund and the Insurance Fund.

1.2. The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 3.)

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

1.4. Marketable securities are carried at amortized cost. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

1.5. Investment in land, buildings and equipment is stated at historical cost. Depreciation is computed for equipment on the straight-line method based upon estimated useful lives varying from 5 to 10 years. No depreciation is provided on the investment in buildings. In lieu of depreciation for the headquarters building, the Board of Directors approved an annual appropriation from the General Fund of $25,000 for forty (40) years to fund replacement of this building.

1.6. The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 6.)

2. Cash in Interest-bearing Accounts and Certificates

2.1. During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of $1,750,000 with a banking institution. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987.

2.2. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987.

3. Group Life Insurance Reimbursement of Expenses

3.1. The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1981 and 1980. The effect of these studies was to increase fund income and balance of insurance fund by $28,906 and decrease fund income and balance of insurance fund by $12,264 for the respective years. General fund income and balance of fund for general operations were correspondingly decreased and increased by similar amounts for the respective years.

4. Affiliation Agreement

4.1. In April 1978, the Association entered into a three-year affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). The terms of the agreement provided for the Association to pay AFSCME a per capita tax of two dollars and ninety cents ($2.90) per member each month. As part of the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of $569,183 and $573,543 recorded in the fund for general operations and working capital represent the amounts appropriated and received by the fund for the year ended September 30, 1982. (Continued on Page 19)
The accumulated plan benefits and plan assets for the Association's defined valuation assumptions and funding method during 1980 increased liability for years ended September 30, 1982 and 1981, respectively. The estimated amount all its employees. Total pension expense was $689,117 and $595,612 for the years ended December 15, 1980.

6. Employees Retirement Plan
The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was $689,117 and $595,612 for the years ended September 30, 1982 and 1981, respectively. The estimated amount required to complete funding of the prior service costs is $709,911 (over a remaining period of 15 years) recalculated as of the December 15, 1981 actuarial date. The Association's policy is to fund pension costs accrued. A change in the valuation assumptions and funding method during 1980 increased liability for funding of the prior service costs by $321,213. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1981 is presented below:

- Actuarial present value of accumulated plan benefits:
  - Vested: $2,823,366
  - Nonvested: 653,270

- Net assets available for benefits: $5,348,408

The actuarial present value of vested accumulated plan benefits as of December 15, 1980, calculated in accordance with the Accounting Principles Board Opinion No. 8, was $3,721,927. Net assets available for benefits were $4,658,811 as of December 15, 1980.

7. Litigation
The Association had instituted an action against a corporation which formerly provided computer services to the Association. The action was based upon a breach of contract. This action was successfully concluded during the year ended September 30, 1981

8. Lease Commitments
The Association is committed to various noncancellable leases for rental of office space for satellite and regional offices expiring at various dates. The Association is a defendent in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1982, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

9. Accounting Change
During the year ended September 30, 1981, the Association elected early application of the Financial Accounting Standards Board Statement No. 43, “Accounting for Compensated Absences”. In prior years, no liability was recorded for employees' compensation for future absences, principally related to vacation pay. In accordance with the treatment prescribed by this Statement, the cumulative effect of the change was applied to the 1981 financial statements. The change resulted in additional expenses of $307,509 for the year ended September 30, 1981.
There's not much rope left.

Across New York State over the last decade, public employees have made major sacrifices. Time after time, state and local budgets have been balanced at the expense of public workers. And again, they're being told to do "more with less."

What does that mean in reality? Highway crew layoffs mean streets and roads will continue to deteriorate. Patients in public hospitals and infirmaries will be cared for by staff exhausted from overtime and double shifts. And in towns, villages and school districts across the state, the continued squeeze will inevitably affect the present quality of services to the public.

Last year, CSEA negotiated a good contract that marked the first time in a decade State employees made gains on inflation. But they also had to accept "lag payroll" and other concessions. Members under the Tier III retirement plan may never even get back the money they paid into the plan.

It's put morale at an all-time low. More than 8000 State workers, twice as many as expected, chose early retirement as an option to end their public careers last month. More than 2600 workers never got an option. They were simply laid off.

While the more than 200,000 public employees we represent proudly give their best effort to serve New Yorkers, they can only give so much. It's not too much to expect what any worker deserves...decent pay, fair treatment and a little respect...while there's still room left at the end of this rope.

CSEA
The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
William L. McGowan, President