CSEA BIDS FOR BIG PS&T WIN;
READY TO ENTER NEGOTIATIONS

The current PS&T champion, the Civil Service Employees Assn., is backed by 65 years of continuous experience in representing state employees. The challenges Public Employees Federation has a short and uneventful history of about 19 months and absolutely no background in representing state or local municipal public employees. CSEA has prepared a long list of demands for PS&T employees to present to the state side of the bargaining table (see page 4 for highlights of PS&T demands in a down key contract areas). CSEA has put together an experienced negotiating team representing every segment of the PS&T Unit and every section of the state. PEP has no bargaining team and no demands at all.

CSEA has established an exceptionally low dues structure for its members. PEP refuses to discuss its planned dues structure, hinting it will decide what to charge employees later.

CSEA has professional staff of more than 200 full-time employees. Field representatives, professional negotiators, attorneys, research experts, public relations people, insurance experts, data processing specialists, and others. They are working for public employees and are always available.

PEP, on the other hand, has nothing to compare. They borrowed staff from a number of unions just to put together people to give the illusion of having a staff. Many have already been returned back to their own unions because their own unions suffered heavily during their absence. Take the teachers union, for example. PEP has no full-time staff of any kind.

CSEA stood up to the Legislature, going to court to win a major case that prevented the State from investing employees' pension funds in a near-bankrupt New York City. CSEA negotiated one of the finest retirement programs anywhere. It is committed to protecting employees' pension funds now and in the future. PEP was embarrassingly silent while the legislators tried to rape the pension money.

CSEA is prepared to guide New York State workers into the future. That's one reason why CSEA already has a negotiating team and contract demands ready to present to the State at the bargaining table. CSEA understands public employees and the public employment sector.

PS&T VOTING TIMETABLE
The Public Employment Relations Board will mail ballots to all eligible PS&T voters on Nov. 18.
Ballots will be counted by PERB on Dec. 5.
Replacement ballots may be obtained by calling PERB, collect, on Nov. 24, 25, 26 and 28. Call any of these numbers:
Albany—(518) 457-2929; New York City—(212) 646-4970, or Buffalo—(716) 842-2357.
Please—cast your ballot and mail it in time to arrive before Dec. 5.
State workers have got a lot going for them with CSEA, more than any other state workers in the nation, in fact. But in spite of official governmental figures to that effect, the AFL-CIO loves to boast how great they are in representing public employees.

The PS&T Employees Association, the New York City employees' union, is one of the most active. The membership is involved and powerful in protecting the employees' interests.

In neighboring Pennsylvania, an AFL-CIO union took state workers out on strike earlier this year amid claims of great benefits and comparable job titles. The Pennsylvania state workers still average $2,600 a year less than New York State.

CSEA has put its members out on the picket line in response to direct questions from the employees, who received an email from PS&T's AFL-CIO SEIU simply doesn't fit into the picture.

The PS&T Employees Association. I just wish every PS&T employee in the South had a chance to see what CSEA is fighting for. You have to enforce those contract offers or be shut down. CSEA deals have been taken to the bargaining table for the employees. It certifies the PS&T Employees Association. It pays to stay with CSEA.

CSEA� 65 Years

CSEA Bids For Win

(Continued from Page 1)

New York State workers since 1919, and CSEA specialists know and understand state government, probably better than anyone. CSEA's lack of experience is even more evident when it is considered that one of the five unions competing for that coalition, there is not a single union with any experience whatsoever in dealing with state government.

CSEA Prepared For Tough Negotiations

Both the State and CSEA have publicly predicted that upcoming negotiations on behalf of state workers will be the toughest sessions ever. State officials have been talking tough for months, trying to get the unions to back off from its hardline contract stance.

CSEA's answer? An ultimate of its own to the State—either negotiate in good faith a reasonable contract offer or be shut down. CSEA deems this a citizen. The CSEA negotiating team is composed of four state employees—again, by the decision of the PS&T Unit negotiating team. The CSEA negotiating team will be assisted by members of the professional staff—again, by the decision of the PS&T Unit negotiating team. If the field working with employees to understand their needs and problems.

CSEA THERE WHEN NEEDED — CSEA's mobile office is capable of setting up a fully operational union headquarters anywhere it's needed. It supplements CSEA's modern state headquarters in Albany and six regional headquarters across the Empire State designed to put CSEA near the employees—where the action is.

CSEA Bids For Win

(Continued from Page 1)
CSEA STRENGTH IS A UNITED MEMBERSHIP—The date, March 18, 1975. Nearly 50,000 CSEA members and supporters marched on the Capitol in Albany in the greatest showing of unity by a labor union ever witnessed in the State of New York.

That's the kind of strength and support CSEA will take to the bargaining table this fall for state workers, and that's the only kind of strength the State will understand and respect. The State knows that demonstration, as big as it was, will be small compared to nearly 100,000 CSEA-represented state workers walking off their jobs on April 1, 1976, under a CSEA-mandated strike call if the State fails to negotiate in good faith and make a reasonable offer. A completely united stance under the CSEA banner can bring about a sound contract. PS&T employees cannot afford to stand alone against Governor Carey and his allies.

ON LEAVE WITHOUT PAY?
You Can Request Vote

On leave without pay?
That's OK, you're still eligible to vote in the PS&T representation election if you meet all other qualifications.

Unfortunately, the State's Public Employment Relations Board (PERB), in typical bureaucratic fashion, decided they couldn't be bothered with getting an accurate list of PS&T employees on leave without pay in time to mail you a ballot. But you can vote by calling PERB (see numbers on page 1) and requesting a replacement ballot.

So, remember these points. If you're on leave without pay and otherwise qualify as an eligible PS&T voter, you may request a ballot by calling PERB. You will not be denied one without making that request, however, so be sure you call and tell them you're on leave without pay and want a ballot.

You have a right to vote, so please use it. Call PERB and request your rightful ballot—and use it.

Concerned About Your Pension? Of course, and so is CSEA. It was CSEA that went to court and prevented the State from investing state pension funds in shaky MAC bonds. But the Teachers (part of PS&T) are "not opposed" to using their pension funds to sink into an already bankrupt city. And the Teamsters (also part of PS&T) have a pension fund that's not only mismanaged but also under almost constant investigation.

CSEA is concerned about employees while they are working and when they retire. That's why CSEA negotiated one of the finest retirement programs in existence. And why CSEA is always protecting it.
CSEA Demands For PS&T People

THESE DEMANDS REFLECT THE INDIVIDUAL SUGGESTIONS OF PS&T EMPLOYEES FROM ACROSS THE STATE, AND WILL BE PRESENTED TO THE STATE AS DEMANDS FROM CSEA FOR PS&T UNIT EMPLOYEES. BY WAY OF CONTRAST, PEF HAS NO BARGAINING TEAM AND HAS PREPARED NO DEMANDS.

([THE FOLLOWING ARE HIGHLIGHTS OF THE EXTENSIVE DEMANDS YOU, THE PS&T EMPLOYEE, ASKED CSEA TO TAKE TO THE TABLE AND WIN FOR YOU]

* SALARY
A substantial salary increase making up past losses, plus a cost of living increase to keep PS&T people ahead of increases in inflation.

Continuing salary increments. Increments made effective on April 1, 1976.
Establish salary schedule that places every employee on proper step.
Increase and expand location and inconvenience pay.
All employees to receive overtime and time and one-half rate after completion of a day's work or a week's work.
All employees in unit to be eligible to earn overtime.

Out-call rosters for all employees with a 15% premium.

* RETIREMENT
Demanding many improvements in the retirement plan. However, after April 1, 1976, by law, retirement is to be negotiated.

* SENIORITY
Shall be basis for shift and pass days. Shall be criteria for work assignment.

* HEALTH AND DENTAL
Increases in Blue Cross/Blue Shield coverage for full maternity, out-patient care, medical emergencies, and diagnostic work, among others.

A fully paid optical and prescription drug plan.

Improvements in dental plans to eliminate the deductible, improve the co-insurance feature and increase the fee schedule.

* ATTENDANCE AND LEAVE
Mandatory sick leave at half-pay.
Increase leave for institution teachers.
Release time for temperature-humidity conditions.
Vacation approval not to be rescinded.

Specific language regarding tardiness, excused absences and extraordinary circumstances to be written for all employees, including "Field employees."

Professors' leave to be increased to five days. Eliminate the 10% factor and allow all nurses to use the time for in-service or other training.

Additional vacation days based on years of service.
Shift employees to have same benefits for professional exam leave.
Eliminate recording at time for PS&T people.

* EMPLOYEE DEVELOPMENT AND TRAINING
A substantial increase in negotiated education and training funds.

Contractual language for graduate work.
Release time during work hours for courses not affected after work hours.

100% tuition reimbursement for any related course (agency funds).

* OUT-OF-TITLE WORK
Prohibition for out-of-title work for any period of time.

Make grievances for this topic arbitrable.

* TRAVEL AND PER DIEM
A guarantee of liability coverage for use of personal car.

All travel and per diem claim regulations to be contractual (eliminate Comptroller discretion).

A substantial increase in mileage allowances with a re-opener every six months. Disputes subject to binding arbitration.

Per diem extended travel allowances to be increased to reflect higher costs of hotels, motels and meals.

One State-paid telephone call for every two days of travel.

* WORK DAY, WORK WEEK
A reduction of the standard work day.

Eliminate management's ability to arbitrarily alter a work week.

No reduction in the number of work days per work week.

A defined starting and ending time for the work day and work week.

* PARKING
Rescind all exceeding parking and registration fees.

No new fees or increases during the term of the agreement.

* PERSONNEL FOLDER
Reduce time for access to personnel folder to 5 days.

Remove all reports or adverse work performances after one year.

The State to maintain only one personnel file.

Employees to have right to representation at inspection of personnel folder.

* INSTITUTION TEACHERS
Standardized work week 8:30 a.m. to 3:30 p.m. for all institution teachers.

A school calendar of 180 days.

Bilateral agreement between CSEA and the State establishing the school calendar.

Summer session salary shall be at the normal rate of pay for the teacher.

New grade or salary to be paid immediately upon certification.

IT IS CLEAR THAT CSEA, AND ONLY CSEA, IS PREPARED TO ENTER NEGOTIATIONS ON BEHALF OF PS&T EMPLOYEES. WE HAVE THE DEMANDS—YOUR DEMANDS, AND WE HAVE THE EXPERIENCE OF 65 YEARS TO NEGOTIATE THE BEST CONTRACT POSSIBLE FOR THE MEMBERS OF THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL BARGAINING UNIT. IT IS IMPORTANT THAT CSEA GO INTO THESE NEGOTIATIONS, THOUGH, WITH THE UNIFIED SUPPORT OF ALL STATE EMPLOYEES. EACH VOTE IS IMPORTANT.