CSEA & State face-to-face

ALBANY — The opening scene in the first act of what promises to be a long, difficult scenario leading up to new contracts for some 145,000 state workers represented by the Civil Service Employees Assn. has taken place in Albany. Officials of CSEA and the State’s Office of Employee Relations met across the table last week to discuss “ground rules” for the actual negotiating sessions scheduled to get underway in earnest later this year. In the above photos, the expressions of Acting OER Director James B. Northrop, left, and CSEA President William L. McGowan and CSEA Chief Counsel James Roemer seem to reflect a somber, serious mood in anticipation of what promises to be tough bargaining to reach accord on new labor pacts to replace those which expire March 31, 1979.

Representing CSEA at the rules session, in addition to Mr. McGowan and Atty. Roemer, were Executive Director Joseph J. Dolan, four union collective bargaining specialists assigned to each of the four major bargaining units involved, and the acting chairpeople of the four units.

Two years ago an agreement was reached at the eleventh hour, averting a certain strike by the 145,000 state employees in the Administrative, Operational, Institutional, and Professional, Scientific and Technical bargaining units. Difficult as those talks were, the ones beginning later this year are anticipated to be even more difficult.

In preparation for the long fight ahead, members of all four bargaining teams, recently named by President McGowan, have been scheduled for intensive union orientation sessions this week and last.

In the next issue of “The Public Sector” we’ll review those orientation sessions to indicate just how well prepared the union teams will be.

Hello!

This is the first edition of “The Public Sector,” the new, official, weekly publication of the Civil Service Employees Assn. CSEA members will receive each weekly edition as part of the services provided by your annual dues.

With this first edition, CSEA enters an era of expanded communication. “The Public Sector” utilizes a modern format, an expanded staff and a full 50% more pages devoted exclusively to CSEA.

All this in a new economic framework that brings added benefits to CSEA and the membership.

Court, AFL-CIO move PS&T to next step

ALBANY — The hotly disputed April representation election for some 45,500 state employees in the PS&T bargaining unit, still tangled in lengthy formal objections by both unions involved, has moved into new legal grounds.

Oct. 24 decision

In Washington last Wednesday, a 3-member special panel named by AFL-CIO President George Meany decided not to make a decision as to the merits of an earlier AFL-CIO arbitrator’s decision in favor of the Civil Service Employees Assn. Instead the panel elected to send the matter on for final resolution by the national AFL-CIO Executive Council, comprised of 35 union chiefs. That group will meet in Washington on October 24 and is expected to make a final, non-appealable decision the same day.

The arbitrator had earlier ruled that the organization which challenged CSEA for the PS&T unit earlier this year, the Public Employees Federation (PEF), had violated Article 20 of the AFL-CIO, the no-raiding clause, when it opposed CSEA’s representation rights. In effect, the decision said PEF should relinquish any claim to the PS&T unit or face the severe penalty of losing Art. 20 protection itself, making PEF subject to nationwide raiding by brother unions. PEF appealed, leading to the latest action last Wednesday.

Goes to court

Meanwhile, in Albany the matter moved into state courts on Thursday after the full PERB board ruled the same day that PEF was the legal and recognized winner in last April’s ballot count in which PEF outpolled CSEA in the election to represent the big block of state workers. CSEA, which has continued to represent the PS&T workers during the various appeal steps, had appealed the election results to PERB claiming gross irregularities on the part of PEF during the challenge. This led to one of the longest hearings in PERB history, and ended in July when PERB hearing officer Harvey Milowe ruled in favor of PEF. CSEA appealed that determination to the full PERB Board, resulting in last Thursday’s decision.

CSEA chief legal counsel James Roemer, immediately following the PERB announcement last week, moved the matter into the civil courts when he sought a State Supreme Court injunction barring certification of PEF. The matter automatically goes on to the Appellate Division and the injunction seeking to prevent certification by PERB pending a final determination of the issue in the courts. The court action was necessary since the PERB board action was the final step leading to certification of a bargaining agent under administrative procedures for such matters.
Credit unions keep growing in state

By Deborah Cassidy

ALBANY — Offering the convenience of payroll deductions for savings and a loan repayment at a lower interest rate on loans, than most banks offer, the employee-run credit union is a rapidly growing institution among State and local government employees in the Civil Service Employees Assn. these days.

The purpose of a credit union, as set up by the Federal Credit Union Act and the Federal Credit Union Bylaws, is "to promote thrift among its members by affording them an opportunity to accumulate their savings, and to create for them a source of credit for provident or productive purposes."

Though all credit unions operate as non-profit organizations under these two sets of rules, they may vary in what they establish as loan limits, co-maker policies, and membership requirements.

In accordance with the Act and Bylaws, the organization is run by an employee elected Board of Directors, which in turn elects its own officers. The board enforces policies set down by these two and sets its own policies by voting when these laws are, in whole or part, optional. A credit committee, appointed by the board and headed by a loan officer, reviews loan requests. The laws also require that periodic reports on finances be filed with the federal government and that the federal government do a yearly audit of each credit unions records.

Individual savings, up to an amount specified by the particular credit union, are insured by the National Credit Union Administration. Funds are coordinated through and deposited in a local bank, and extra funds may be invested.

With a total membership of approximately 16,400, one of the largest credit unions among public employees is that run by New York State workers in Albany and the connecting counties of Columbia, Greene, Rensselaer, Saratoga, Schenectady and Schuyler.

"More and more employees are realizing the advantages of belonging to the credit union," says Board of Directors member Paul St. John. "For the average person, we can offer almost the same services that any bank offers. And as the membership grows our services are expanding." Membership is open, not only to employees themselves but, to family members living in the same house and to employees who have retired.

According to Mr. St. John, savings or share accounts may be opened with an initial deposit of $5 plus a $1 registration fee, and deposits after that may be in any amount specified by the individual. The amount may be changed up to three times a year. In addition to the payroll deductions, a member may make direct deposits in any amount. "The rate of dividend we pay depends on the earnings for that year and is paid quarterly," said Mr. St. John. "Currently we pay seven percent, an amount which is slightly higher than some banks offer."

If the credit union shows a large profit at the end of the year, the money is returned to the officer members in the form of a bonus credited to their accounts. "It's not the credit union which benefits from the profits, but the members themselves, the shareholders," he explained.

Share certificates, which require that the money remains on deposit for a certain time limit and pay seven and three quarters percent interest are also now being offered. All savings are insured to $40,000.

"Members can borrow money for a variety of reasons," said Mr. St. John. "This includes the purchase of an automobile or household appliance, to finance medical bills, vacations or to refinance a high interest loan. At this point we do not offer mortgage loans, but we soon may be allowed to. The money for loans is now plentiful and we encourage our members to feel free to borrow if they need it."

In order to be eligible for a loan, an employee must have permanent payroll status and have been employed for no less than six months. The amount of the loan depends on salary, length of State service, purpose, the debt to income ratio, and the individual's credit rating.

There is a limit on personal loans of $5000 over the amount the individual has in share balance and it must be repaid in up to three years. Car loans are limited to $6000, not to exceed three quarters of the total cost of the car, and must be repaid in up to three and one half years.

Share secured loans, without a co-signer, are limited to share balance. Otherwise, loans over $4000 must have a co-signer and loans of $1000 or less are required to be paid back in one year. "Any loan must be repaid by 50 percent before it is refinanced to make for a lump sum payments," commented Mr. St. John.

Interest is charged at the rate of one percent above the current dividend rate per month on the unpaid balance for secured loans, one percent for unsecured or co-signed loans and 5/6 of one percent for car loans. Automatic insurance for death and prolonged illness is granted for all loans.

There are offices of the State credit union in building eight of the State Campus on Washington Avenue and in the Empire State Plaza. Run by a staff of 14 parttime and fulltime employees, the offices are open Monday through Friday from 10 a.m. to 2 p.m.

More recently established, and "still growing" according to Board of Directors member Joan Murray, is the City of Troy employees credit union. "Our membership has hovered around the 250 mark since we were first established in 1975. Growth has been slow, due to a high turnover rate of employees, but it is steady," commented Ms. Murray.

For now, this one offers savings or share accounts paying a one and five percent semi-annual dividend based on share dollars and small personal loans. Membership is limited to employees only, but a spouse may also be listed as a joint owner on an account.

An initial deposit of $5 is required to open an account and subsequent weekly deposits from $1 to $5 may be made. Withdrawals in any amount can be made, as long as $5 remains on account, and can be picked up within a week. Deposits are insured up to $29,000.

Personal loans are limited to $1500 secured by a share account or co-signed by another member of the credit union and are payable at an interest rate of one percent per month on the unpaid balance. "Though at this point the lending rate is low, our loans are good for employees who need a small amount of cash for any reason and don't want to pay a high amount of interest," said Ms. Murray.

NOVEMBER

29—Long Island Region 1 special elections seminar: 5-11 p.m., site to be announced.

COMMUNITY SUPPORT — Tal Center Invites

ROMEdEVELOPMENTAL CENTER INVITES COMMUNITY SUPPORT — Ray Pritchard (left), President of Rome Development Center Local 422, admires a toy chest built by a resident at the facility, while Shannon Tiltbe (center) and Jim Vacevaro, vocational rehabilitation counselors, describe the craftsmanship. Through the community service efforts of Pritchard and fellow employees at Rome Developmental Center, an appeal has been made to townspeople in the Rome/Utica area to call for information regarding resident-made items for sale. Through the sponsorship of local high school football game broadcasts, Pritchard utilized available radio spots to invite work orders. All profits are returned to the residents.
CSEA loses Thruway unit election

ALBANY — The Civil Service Employees Assn. has announced it will challenge Suffolk County deputies who, on September 28, were all charged with misconduct under Article 75 of the Civil Service Law by Sheriff John P. Finnerty.

Sheriff Finnerty charged the 32 deputies with, he said, refusing to follow a new rule that only one officer, and not two, guard prisoners in courtrooms. Law enforcement officials in Suffolk reportedly agreed to the new rule in order to free deputies for other duties.

William Lewis, president of Suffolk CSEA Local 852, pledged full union support of the accused deputies.

CSEA files I.P. for 30 in S.I.

NEW YORK — The Civil Service Employees Assn. has filed an improper practice charge against the director of employee relations in the N.Y. Office of Mental Retardation and Developmental Disabilities, accusing Director Sheldon Kramer of denying employees at Staten Island Developmental Center their contractual right to a 3rd step grievance hearing.

The case involves more than 30 employees, each of whom had filed their own grievances after receiving notices of discipline. CSEA field representatives Bart Brier, who calls Kramer’s action “especially vile” because, in a letter to Staten Island CSEA Local President Felton King denying the employee grievances, Kramer “did not refer to the employees by name. but lumped them together under the label OER File A 1013.”

Brier said referring to the employees by file number rather than by name, “was highly disrespectful” and that Kramer’s rejection of the employees’ rights to a 3rd step grievance denied them a chance to present evidence and arguments in their own defense.

Also denied the employees, Brier said, was “their right to enjoy the benefits of union organization and membership”. Brier charged Kramer through his actions, “discriminates against CSEA members and is unilaterally ignoring the CSEA contract and trying to destroy the integrity of union contract grievance procedures”.

In filing the improper practice with the Public Employee Relations Board, CSEA is charging violation of the Taylor Law and is asking PERB to schedule a hearing in the case.

Support dues increase, rebates

BUFFALO — Non-teaching employees in three separate school districts of the Western Region of the Civil Service Employees Assn. recently ratified contracts containing wage increases and additional benefits.

A three year contract expiring in June of 1981, in the Cleveland Hill School District unit will grant some 80 employees an 11 percent pay increase, plus increments, in each of the last two years of the agreement. Health insurance and longevity benefits were also increased. Unit president William Lulek commented, “We are satisfied with the results of the negotiating process. Although not all proposals have been met, it was the best that could be arrived at.”

Employees of the Richburg School District accepted a one year contract in which they will receive a five percent increase. Also included in the agreement, expiring next June 30, was agency shop, an increase in the accrual limitation of sick time to 130 days, the right for members to review their personnel files and to be notified of any additions to it, the right of women to use sick leave prior to beginning maternity leave and a new health plan which will include life, Major Medical, hospitalization coverage and/or prescription drugs at the employee’s option. A pay increase distributing monies throughout the salary schedule, title increases and additional benefits.

An eight page political action flyer, compiled by the Capital Region public relations staff and the Capital Region statewide political action committees, for the purpose of detailing guidelines for endorsements on all levels was distributed. The flyer also contained a list of candidates endorsed on the Region level, with reasons for each endorsement, and other information on political action. The flyer may also be obtained from the Region office.

3 contracts OK’d in Region 6

ALBANY — At a September 25 meeting of the Capital Region officers and delegates, held at the Holiday Inn in Schenectady, Region president Joseph McDermott voiced his support for two major issues to be considered at the Civil Service Employees Assn. statewide delegates convention scheduled for October.

Urging the Region delegates to “carefully review and consider” the matters, he spoke of a proposed dues increase to one percent of the member’s salary per year, not to exceed $125 per year. “We must face the reality that a dues increase is necessary and view this as a fair way to assess dues,” he said.

Another proposal would set Local rebates at a flat $16 per member, per year, instead of the current 25 percent based on the number of members, reflecting an increase of approximate $1.50 per member. Mr. McDermott advocated the proposal in light of the possibility of another proposal “lifting the burden of some other expenses off the Locals.”

In another matter, President McDermott told his members that he differs with a proposal by Statewide president William McGowan calling for the creation of Regional committees to work on problems concerning employees of the Comprehensive Employees Training Act in State and local governments. Mr. McDermott said that he would not form a committee in the Capital Region because he sees no real need for it at this time and feels that any problems can be more effectively handled by the Statewide CETA committee which is currently in existence.

The delegates voted on any changes to the Capital Region constitution. Information on the changes may be made by contacting the Region office at 1215 Western Avenue, Albany, New York 12208.

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The deputies with, he said, refusing to follow a new rule that only one officer, and not two, guard prisoners in courtrooms. Law enforcement officials in Suffolk reportedly agreed to the new rule in order to free deputies for other duties.
Welcome!

ALBANY — The appointment of Roger A. Cole as executive editor of “The Public Sector,” official publication of the Civil Service Employees Assn., has been announced by Thomas A. Clemente, publisher. Mr. Cole, formerly director of public relations for CSEA, resigned that position to assume his new responsibilities. He had served as director of public relations for CSEA since April, 1977, and previously had served as assistant director of public relations since February, 1974.

Prior to joining CSEA, he served as a communications specialist with the General Electric Company in Schenectady, N.Y. and Columbia, Md. He was editor of the “GE News” at the Schenectady facility for two years. Prior to joining General Electric in 1969, Mr. Cole was assistant director of public relations for General Telephone Company of Upstate New York for three years. He was a reporter and weekly columnist with “The Leader-Herald,” daily newspaper of Gloversville, N.Y. for four years before joining General Telephone.

Mr. Cole served in the Marine Corps from 1957 to 1961. He attended Ithaca College, Ithaca, N.Y.

CSEA Gubernatorial endorsement still a possibility?

The Civil Service Employees Assn. started out to make a first-time endorsement of a candidate for governor, ended up with no endorsement, and in the process probably emerged stronger politically, at this point in time.

Nearly 800 elected delegates, undoubtedly reflecting the mood of the more than 300,000 public workers they represent in setting official CSEA policy, denied the union’s official backing to both Hugh Carey and Perry Duryea, and with it a substantial amount of political funds and volunteer services that could have been the difference in a race that is now rated a toss-up.

Both candidates took interesting positions on key issues in seeking the CSEA backing. But the union’s delegates obviously felt neither was strong enough, nor exceptional, to overcome past personal performances in the same areas.

With the latest polls showing a tight race shaping up, the potential value of CSEA’s endorsement, not to mention funds for a last minute media blitz, looms bigger than ever for both candidates. And with CSEA delegates scheduled to meet again just two weeks before the big election, the possibility exists that Mr. Carey and Mr. Duryea will try to come up with progressive program proposals that could generate a floor debate leading, after all, to a formal endorsement.

Whether that develops or not, it is important for every public employee to review the respective positions as given by the candidates in initially seeking CSEA’s support. You’ll find them on pages 6 and 7. We think these should influence how you will vote in November, tempered by any new positions that might be forthcoming from either candidate. (R.A.C.)

In step with the times

We’re proud of this, the first edition of CSEA’s new official publication. For one thing, we think the format style and overall appearance compliments the “new” image of CSEA, still in creation but begun with a series of important changes in concept and direction over the past several months.

Too, this first edition was created under difficult time and policy constraints that provided a severe test of the capabilities of many people involved in its production. We believe we have met the test of baptism under pressure to deliver the type of product, on time, that we envisioned when this new publication concept was first considered.

We set out with several key goals in mind. We wanted a publication that reflects the status of CSEA as a progressive, influential and large labor union. We wanted a publication that instills a sense of pride in the people it is written for, the more than 300,000 public employees throughout New York State represented by CSEA. And we wanted a vehicle that enables us to present issues in detail without sacrificing current news and information of general, or even sometimes limited, interest. We recognize the responsibility of expanding and protecting the main line of communication between the rank-and-file and the leadership, and we will not lose sight of the fact that that is, above all, the primary role of this publication. (R.A.C.)

Directory of Regional Offices

REGION 1 — Long Island Region (516) 691-1170
Irving Plaumenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metropolitan Region (212) 962-3090
Solomon Benedit, President
George Bishpam, Regional Director

REGION 3 — Southern Region (914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

REGION 4 — Capitol Region (518) 489-5424
Joseph McDermott, President
John Corcoran, Field Director

REGION 5 — Central Region (315) 422-2319
James Moore, President
Frank Martello, Field Director

REGION 6 — Western Region (716) 634-3540
Robert Lattimer, President
Lee Frank, Field Director

Published every Wednesday by Clarity Publishing, Inc.
Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4561
Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Oscar D. Barker—Associate Editor
Deborah Cassidy—Staff Writer
Susan A. Kemp—Staff Writer
Arden D. Lawand—Graphic Design
Dennis C. Mullally—Production Coordinator

The Public Sector is published every Wednesday except December 27, Jan. 3, July 4 and August 8 for $0.00 by the Civil Service Employees Association, 33 Elk Street, Albany, New York, 12224. Application to mail at Second Class Postage Rates pending at Albany, New York. Publication office, 75 Champlain Street, Albany, New York, 12204. Single copy price $9.
WASHINGTON — More than 70 Civil Service Employees Assn. officers and board of directors members participated in two days of intensive workshops and meetings covering a wide spectrum of union matters late last month at the International headquarters of the American Federation of State, County and Municipal Employees (AFSCME).

CSEA affiliated with AFSCME last April as AFSCME Local 1000 and became the largest local in the largest labor union of any kind in the giant AFL-CIO. Since then, numerous CSEA staff members and officers have gone to Washington for orientation and informational sessions as both organizations began drawing upon each other's resources in mutual projects made possible by the affiliation. But the latest group from CSEA was by far the largest to gain exposure to AFSCME's facilities and services available to their Locals.

"The International union stands ready to assist CSEA in carrying out its programs. Our union is stronger than ever, but the problems facing public workers across the country will severely test our strength." — AFSCME President Jerry Wurf.

Workshop sessions included lectures by AFSCME union experts in the areas of collective bargaining, research and publicity, with emphasis on the variety of services available to CSEA out of the Washington International headquarters.

"New York state workers need both AFSCME and CSEA. Neither organization can do the job alone. We are in AFSCME to stay." — CSEA President William L. McGowan.

One of the highlights of the two-day program was a special reception on Capitol Hill in which CSEA people met with their Congressional representatives. One benefit of affiliation is the input into legislation in Washington that affects public employees in New York State, something that was difficult if not impossible before last April.

Irving Flaumenbaum, president of CSEA's Long Island Region and also an International vice president of AFSCME, found the two-day session in Washington "extremely useful."

He said, "Most importantly, we have begun the process of using our combined strength to work for the rights of public workers in New York State and across the nation."

"Begin the process"

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LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204
When 800 delegates of the Civil Ser-
vices Employees Association met in
Albany on September 25 to announce
their endorsements for candidates in
statewide elections, the strength of the
union's political muscle was soon to be
felt as plans for a massive campaign to support those
chosen were set in motion. While the delegation did not
endorse Governor Hugh L. Carey or Republi-
can candidate Percy D. Bayou, they did grant formal en-
dorsements to the Democratic candi-
date for Comptroller, Hartigan J. Goldin,
and to Robert Abrams, Democratic candidate for Attorney
General.

A valuable commodity that money
can't buy in any major political cam-
paign is the special help of volunteers working on behalf of the candidate. As
the Civil Service Employees
Association showed, the pro-
cedure for making political
decisions is relatively simple.
In order to receive support
from the Civil Service Em-
ployees Association, a can-
didate must first have a
platform. The platform
then must provide a recog-
nized endorsement of the
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candidate's name will
be added to its
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growth of political candidates in New York State, and I'm very grateful to have these
candidates in my camp for my run for Attorney
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—Robert Abrams
Sept. 20, 1978

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Region III leaders hear call for realistic demands

Nearly 200 Civil Service Employees Assn. activists participated in a 3-day leadership workshop on such topics as collective bargaining, political action, and local labor-management committee activities September 22-24 at the Great Gorge Playboy Resort and Country Club at McAfee, N.J.

The highly successful workshop program was sponsored by CSEA Region III and featured a number of experts in the labor relations field. In addition to local CSEA leaders from the Southern Region, the program attracted many CSEA staff members and officers from throughout the state.

Puzziferri Honored

One of the highlights of the program was the presentation of a Presidential Award to Nicholas Puzziferri, a past president of the Southern Conference and presently a member of both the CSEA Board of Directors and the Southern Region CSEA executive board. Regional President James Lennon made the presentation to the long-time union activist who recently retired after more than 40 years of service with the State of New York.

Noting that Mr. Puzziferri is a past president of CSEA’s Rockland Psychiatric Center Local 421, a member of the committee which planned the workshop, and long active in the union’s mental hygiene association in addition to his other many union-related activities, Mr. Lennon cited the recipient of the presidential award for “years of outstanding service to CSEA.”

“The Union’s Role in Political Action” was the topic presented as part of the program by Normal Adler, adjunct professor at the New York State School of Industrial and Labor Relations at Cornell University, and also political and legislative director of AFSCME District Council 37. NYSSILR specialists Bill Holcomb and Professor Ron Donovan conducted specialized programs during the sessions as well.

Main Address

The main address to those attending came from Dr. Joel Douglas, associate director of the National Center for Collective Bargaining and Higher Education at Baruch College, CUNY. A PERB mediator during a recent strike by CSEA’s unit against the Yonkers Board of Education, Dr. Douglas gave his assessment of the current labor relations market.

He said the CSEA has made tremendous evolutionary progress in recent years, citing the Yonkers strike as an example, and said he knew of nothing else like CSEA’s progress.

Dr. Douglas advised the union leaders to be concerned about many factors, including that President Carter may block an increase in minimum wages, and said unions will be asked to take a lead in supporting wage and price controls.

Drawing on his personal experience as a mediator, he advised against bringing too many demands to the bargaining table, saying “five or six demands are plenty these days,” and warned about the dangers involved in trying to open up a full contract to negotiations. “Preservation of the contract you have now is a major victory today,” he stated.

The workshop planning committee consisted of Marie Romanelli, chairperson; Sandra Deyo, Trisha Graff, Seymour Katz, and Mr. Puzziferri.
Radio campaign backs new DMH policy

ALBANY — The Civil Service Employees Assn. has launched a major statewide radio advertising campaign designed to create a more favorable public image and acceptance of the state's new policy of releasing patients from state institutions into community settings, a change which CSEA helped greatly to achieve with a massive media blitz earlier this year against the state's former policy.

"We took a bold step earlier this year when we elected to attack publicly through media advertising the state's then poor and disgraceful policy of deinstitutionalization. CSEA did such a tremendous job of gaining public support that in late summer Gov. Carey and the state legislature reversed policy and created a program now that is in the best interests of the patients, our employees, and certainly the public at large," says CSEA President William L. McGowan.

"Now we feel it is necessary to promote the great change that we helped bring about, to inform the public that the bad policy we so bitterly attacked earlier has been eliminated. We want the general public to understand how the new policy will work and to create an atmosphere of acceptance, and that's precisely why CSEA has taken to the radio airwaves," Mr. McGowan stated.

The media campaign began on September 22 on 29 radio stations around the state and is scheduled to cover a 4-week period. The campaign was budgeted at $50,000, but, the union president said, "the new policy must be accepted or it may not work properly, and it means jobs to our people and much better service to the patients if it works, so we're doing our best to give it the positive image it needs."

Shortly after the commercials began appearing on news media, a people were asking to tie the campaign to union support of a candidate for governor. "It's absolutely not an endorsement of Gov. Carey for governor, it's not an endorsement of anyone. It is our endorsement of the state's deinstitutionalization period," Mr. McGowan said. "The CSEA campaign is underway now because the new policy is starting to take effect now, and public acceptance is a must. The fact that politicians are also campaigning for the November election now is in no way related to our campaign."

Oswego
endorse
OSWEGO — The Oswego area political action committee which represents more than 3,000 public employee members of the Civil Service Employees Assn. (CSEA), Local 1000, AFSCME/AFL-CIO, today announced the coalition endorsement of James McCarthy, candidate for the 117th Assembly District of the New York State Legislature.

"This endorsement not only represents our pledge of voter support for Jim McCarthy, it also indicates that, if requested, more than 3,000 state, county and school district employees in Oswego County and the entire 117th District, are fully prepared to offer financial and other aid to further his campaign efforts," according to David Schwartz, chairman of the Oswego area political action committee.

8 months pregnant, ordered to wash walls

NEW YORK — The Civil Service Employees Assn. has come to the side of one of its members who was served two separate notices of discipline after refusing to wash down walls while 8 months pregnant. The case involves Madeline Zavala, a food service worker at Manhattan Childrens' Psychiatric Center on Ward's Island.

CSEA field representative Bart Brier noting that the employees at Manhattan Childrens' recently formed their own local, stepped into the case quickly and accused the Manhattan administration of "showing an anti-union attitude toward the new local by trying this funny game, not only asking Zavala to do out of title work but to do so while 8 months pregnant."

To compound the situation, Brier said, Zavala, who went on maternity leave soon after the incident, was called in to the facility while on leave to be served a notice of discipline. Then, for refusing to come in while on leave she was served a 2nd notice for insubordination.

CSEA Metropoitan Regional Director George Bishpham calls it a "clear case of a set-up, or planted operation."

Mr. Sabghir ruled, "The classification should not have been changed.

Classification was improper." Bishpham added, "If they had any intentions of bringing charges against Zavala they should have brought them before, not after, she went on maternity leave.

CSEA Metropolitan Region 2 President Solomon Bender, in reviewing the case, said, "I am convinced the administration at Manhattan Childrens' tried to trip up the grievant expecting her to file only one appeal, then terminating her on the second notice of discipline."

Bishpham has filed two grievances, protecting the full rights of member Madeline Zavala.

Joseph J. Dolan

ALBANY — The appointment of Joseph J. Dolan, Jr. to the position of executive director of the Civil Service Employees Assn. has won final confirmation by the union's Board of Directors at its September meeting. Mr. Dolan has been serving as acting executive director, the union's highest staff position, since being appointed in July by CSEA President William L. McGowan.

In his new position Mr. Dolan heads up CSEA's professional staff of more than 200 full-time employees. The big union is the largest public employee labor union in New York State, representing more than 300,000 public workers at all levels of government.

Dolan confirmed in post

The Albany native was serving as director of CSEA's Office of Collective Bargaining and Field Services at the time of his promotion. At press time, no replacement had been named. He joined CSEA in 1960 as a field representative and later was named Director of Local Government Affairs and Assistant Executive Director-District Division.

Mr. Dolan attended Albany Law School, holds a BS degree in Economics from Siena College, Loudonville, and a Masters degree in Political Economy from the State University of New York at Albany. He is very active politically and currently serves as an Albany County Legislator from the 14th District.
Proposition 3 is 'hard luck,' Nassau legislators convinced

By Hugh O’Haire

MINEOLA — A strong showing of Civil Service Employees Association members last week helped defeat a proposed 25 per cent slash in county taxes and an initiative and referendum proposal that CSEA leaders felt would hasten Proposition 13-type legislation in Nassau County and result in layoffs of thousands of employees.

The Sept. 25 meeting of the Nassau Board of Supervisors was marked by angry confrontations between groups of tax cut advocates and civil servants. But in the end, the board turned down an initiative and referendum law and refused to put a proposal for a 25 per cent cut in the general fund tax rate on the November ballot.

Members Demonstrate

More than 400 CSEA members took time off from their jobs to attend the meeting. They gathered in front of the county executive building near the CSEA Mobile Unit chanting “Proposition 13 is a hard luck number” from 9 a.m. until 10:15 when an announcement was made by a spokesman for the county that the meeting would be moved from the fifth floor, where there was no room to accommodate the capacity for 190 to the police auditorium across the street which holds about 290 people.

Approximately 1,000 tax cut advocates and civil servants made a rush for the police building causing a human log jam at the doors which led to later charges by tax cut advocates that they were shut out by the CSEA as part of a union and county government strategy.

“In effect it was a lock-out by the civil servants,” said George Nager, an attorney for one of the taxpayer groups. He was joined by other tax reform leaders. David Peirez and Richard Kessel who claimed that CSEA members were given advance notice of the change of meeting halls and had packed the police auditorium before tax advocates could get in.

“That’s utter nonsense. They got the news about the change of meeting at the same time we did,” said Nicholas Abbatiello, president of Nassau County CSEA local 830.

The tax cut advocates went back to the regular board meeting room and demanded that the Board of Supervisors meet them there. Francis Purcell, Nassau County Executive, said that the group could “wait there until next May,” and conducted his meeting in the police hall. The tax cut advocates remained all day in the other hall and did not present the 120,000 signatures on petitions calling for the 25 per cent cut they claim they have collected.

Abbatiello Speaks

The Board of Supervisors heard from speakers for and against the proposals but the majority were in agreement with Mr. Abbatiello. “Taxing by a meet ax approach or by referendum is wrong and a simplistic response to a complex problem,” Mr. Abbatiello said.

The union leader told the board that two thirds of the county budget is made up of mandated costs for such services as welfare and medicaid and that the 25 per cent cut would come out of areas vital to the county and would result in “massive layoffs.”

4,000 Jobs

“A tax slash of 25 per cent would eliminate the jobs of almost 4,000 employees and would just about eliminate our health and social service programs, would mean the end of road maintenance, legal aid for the poor and would make second rate citizens out of the elderly. Real estate values would plummet and the quality of life in Nassau which we cherish — and which is provided through the services our members perform — would be lost,” he added.

Mr. Abbatiello brushed off charges by tax groups that the county had pressured the union into packing the police auditorium, where the meeting had to be moved due to an overflow crowd to watch as county legislators turned down the proposal. Those that couldn’t make it inside waited outside, picket signs and all, until the news that the disastrous proposal was defeated.

“The whole thing was an attempt to pander to the tax cut lobby,” Mr. Abbatiello noted. “We came here to make sure the public realized that the taxes they were paying were being wasted on unneeded extravagance.”

CSEA members demonstrated against a proposed 25 per cent cut in Nassau County taxes, then jammed the police auditorium, where the meeting had to be moved due to an overflow crowd to watch as county legislators turned down the proposal. Those that couldn’t make it inside waited outside, picket signs and all, until the news that the disastrous proposal was defeated.

Says Politics Flaumenbaum

Irving Flaumenbaum, CSEA Region one president, charged that civil servants were caught in a political fight. Many of the tax groups leaders are prominent Democrats. Mr. Peirez is the former Democratic candidate for County Executive.

“If this was such an important issue why did they wait until just before election time to bring it up,” Mr. Flaumenbaum asked. Both Mr. Flaumenbaum and Mr. Abbatiello called for a committee made up of civil servants, tax cut advocates, politicians and taxpayers to study tax reduction and make recommendations to the board of supervisors.

The Board voted along party lines against initiative and referendum, four of the republican members against it and two democrats for the referendum measure. But the board was unanimous and bipartisan in saying that it could not legally place the 25 per cent tax cut proposal on the ballot without the State Legislature’s approval.

New health benefit in Syracuse

The State Department of Civil Service has announced that the Surgical Consultation Program, an employee benefit established as a result of negotiations between the State and the Civil Service Employees Association, is now available in the Syracuse area.

Under the program, an individual whose physician has recommended elective (non-emergency) surgery may request a “second opinion” from another doctor. The service is offered at no charge to the individual. It is available to active and retired State and local employees and dependents enrolled in the New York State Government Employees’ Health Insurance Program. The health insurance program is administered by the Employee Insurance Section, State Department of Civil Service.

The Surgical Consultation Program began in 1973 in Albany and was extended to the New York City area in 1976.

Requests for a second surgical opinion in the Syracuse area should be made by phoning the surgical consultation program office in Albany (518) 437-3198. Prompt arrangements will be made for consultation by a Syracuse area physician. Such a consultation may be requested by any covered individual who finds it more convenient to travel to Syracuse than to Albany or New York City.

Next week . . .

Constitution and By-Law changes affect you directly. Some important ones will be considered by CSEA delegates later this month. Next week we’ll report on what changes will be considered.

The public image of the public worker is important. CSEA spends a considerable amount of money to enhance and improve the way in which the public perceives the union and its members. Much of that work is done by CSEA’s advertising agency, and we’ll take a look at the agency and its creative people.

And we’ll also take a look at the union orientation and training sessions to prepare the members of the negotiating teams for upcoming contract talks affecting some 145,000 state employees.
Get out vote drive in Dutchess

The increased political awareness of public employees was in evidence in Dutchess County this week when a voter registration drive was scheduled to be held by the Civil Service Employees Association, Dutchess County Local 814.

According to Local President Ellis Adams, CSEA members on personal leave time manned tables at six locations throughout the County on Monday, Oct. 2, and Tuesday, Oct. 3.

He said the effort was not limited to CSEA members. "The public was also welcome to take advantage of the availability of registration forms and assistance in filling them out," he said.

"We assisted anyone who wanted to exercise his or her democratic right to vote."

Mr. Adams pointed out that many people did not realize that they might need to re-register because they had moved since the last election or because they did not vote in the last election.

Pat Robins, former president of the Dutchess County Unit of CSEA, coordinated the nonpartisan drive. She said the registration tables were located in the City of Poughkeepsie in the main mental health building, the social services building, and the main floor of the Dutchess County office building; in the Town of Poughkeepsie at Dutchess Community College, and the Dutchess County Department of Public Works garage; and in Millbrook at the infirmary.

CSEA conducts statewide voter registration drive

President William L. McGowan is just one of several thousand people who have registered to be eligible to vote in the November general election under a statewide voter registration drive being conducted by CSEA as part of the union's political action activities. Jean Myers, chairperson of the CSEA Capital Region Political Action Committee, signed up Mr. McGowan, who relocated from a Buffalo suburb to near Albany since the last general election but did not re-register previously. Drives are still continuing in all CSEA Regions through the registration deadline of next week. Incidentally, President McGowan was one of more than 3,000 new voters registered in the Capital Region by Ms. Myers' committee.

ALBANY — Three thousand new voters have been signed up by the Political Action Committee of the Capital Region of the Civil Service Employees Association and the pace seems to be picking up as Election Day nears.

The Capital Region has had voter registration campaigns throughout the fourteen counties which are served by the Capital Region staff. Booths have been operating in the County Office Building in Plattsburgh, at the Fonda Fair in Montgomery County on the Concours of the Empire State Plaza and at the cafeterias at the State Office Building Campus.

Jean Myers, CSEA Capital Region Political Action Chairperson commented on the campaign. "It's great, but CSEA will not achieve its goal of 100 percent member registration if there is one public employee member who can not vote on Election Day."

Capital goal: 100% registration

TROY — Faculty Student Association employees represented by the Civil Service Employees Assn., at Hudson Valley Community College have approved a three-year contract providing several new benefits and substantial salary increases, according to Joseph Bakerian, CSEA field representative.

One of the most important benefits acquired under the new contract, said Mr. Bakerian, is the right of binding arbitration with the American Arbitration Association. Previously arbitration matters went before a three-member panel consisting of one union representative and two management representatives. "This set up was obviously unfair," said Mr. Bakerian. He noted that the FSA employees are not civil service employees and are not protected under the Taylor Law, so binding arbitration is their means of protection.

Other significant benefits include an improved discharge and discipline procedure, an employee evaluation program, increased holiday and sick leave time, increased uniform allowances, a more defined overtime schedule and the establishment of two new job titles. In addition the administration has agreed to pay 100 percent of the cost for individual health insurance policies and 85 percent for dependent policies.

"Most of these are benefits that these employees have never had before so it is especially important that they have now been obtained" commented Mr. Bakerian.

New minimum rates for employees were established in conjunction with the wage and equity laws and those falling below negotiated minimums were brought up to the standard. In addition all employees were granted a 25 cents per hour increase in each of the three years, in addition to longevity increases. "This means a seven to ten percent increase for some employees in the first year," said Mr. Bakerian.

Members of the negotiating team were Nancy Williams, unity president; Emily Hoffman, Madeline Butler and Diane Guyer.

Madison local elects

SYRACUSE — In a special September election, Maureen Malone was elected president of the 450 member Madison County Local of the Civil Service Employees Assn. and Donna McGranaghan was elected third vice-president. Ms. Malone has considerable experience on all levels of the CSEA and is currently serving as the Region V program chairperson.

She succeeds former president Karen French.

WILTON — The Wilton Developmental Center has recently become the first center of its kind in the state to be accredited by the Joint Commission on Accreditation of Hospitals.

According to Henry Kucsynski of the Wilton CSEA Local, the development center will receive a certificate stating that the hospital meets the highest standards of service.

"This is something that many of our members have been involved in for the past four years and that the Civil Service Employees Assn. has encouraged and supported. It will have important implications for the employees," commented Mr. Kucsynski.

CSEA, according to Mr. Kucsynski, expects that the accreditation will aid in contract negotiations because the center will need to maintain high professional standards. At this point, no changes in job titles or descriptions are expected.

THE PUBLIC SECTOR, Wednesday, October 4, 1978
By Roger A. Cole

ALBANY — The Civil Service Employees Assn. for years has been one of the very last major labor unions in the country trying to meet its financial responsibilities on a flat dues structure. But the fiscal realities of that outmoded system in combination with the erosion effects of a faltering economy has brought the giant labor union to a point in time that has long been viewed as inevitable.

Faced with a $285,000 deficit for the fiscal year just ended and the likelihood of more than $1,800,000 deficit in the current fiscal year that began October 1, CSEA delegates will be asked to completely revamped the union’s dues structure during the annual statewide delegates meeting October 22-27 at Kiamesha Lake, Sullivan County.

Calling the proposed new dues system based on a percentage of the member’s annual salary up to a maximum amount “an equitable dues structure that is fair to all,” union leaders are united behind the change. The proposal has the strong backing of CSEA President William L. McGowan, Comptroller Thomas P. Collins and statewide Treasurer Jack Gallagher, all of whom state their support and reason why in a pamphlet to be handed to all of the some 1,300 delegates who will decide the issue in late October.

The proposed dues structure change, which will require a change in the union’s Constitution and By-Laws and which would take effect as of September 30 will grow to $1,853,000 by the end of this fiscal year, and in higher salary brackets.

In urging passage of the new dues structure CSEA President William L. McGowan calls the present system “ antiquated and unrealistic … unfair to the membership.” The proposal, he says, “would be equitable and fair to all, without overburdening members in higher salary brackets.”

CSEA Comptroller Collins supports the percentage system as being “very much financially” while labeling the flat dues structure “inadequate and unfair to the members and the unions.”

Treasurer Gallagher, meanwhile, said the modest increase two years ago was only a “bandaid solution” to an ongoing problem, while the new proposal “will enable us to operate with a balanced budget even though the change will not take effect until midway through the current fiscal year.”

Under the present $58.50 flat dues rate, the union has projected the $285,000 budget deficit as of the end of this fiscal year, and in the fiscal year 1979-80 another $1,853,000 for fiscal year 1979-80 and $12,168,000 for fiscal year 1980-81.

The projected budget deficit total over a four-year span would total a whopping $21,422,000. The percentage dues system, which has been suggested over the years and which conforms with common union practice, appears to be the sensible alternative.

Eleanor Roosevelt home a ‘perfect setting’

HYDE PARK — The first statewide meeting of women labor union leaders was held Sept. 29-Oct. 1 at Hyde Park, N.Y., the home of Eleanor Roosevelt.

The conference, sponsored by the CSEA’s Women’s Committee, was designed to help women public employees in the “clerical ghetto” of civil service; to help women public employees in training, counseling and education problems; to research the needs and desires of women regarding their jobs; and to attend meetings such as the one at Val-Kill to share problems and accomplishments with other women’s labor groups.

This committee reports directly to CSEA Statewide President Bill McGowan, and has access to the union’s legislative and political action committee for recommendations for bills affecting women in the public sector.

Besides the chair, Ms. Carr, the committee includes co-chairs Mary Moore, representing the Board of Directors, and Stella Williams, from Region II; and Geri Cadieux of Region I, Janice Schaff of Region III, Nonie Logan of Region IV, Barbara Reeves of Region V, and Joannas Williams of Region VI, and Maureen Malone and Millicent De Rosa, both of the Board of Directors.

All CSEA women may submit questions and suggestions to the committee in care of Ms. Carr at CSEA headquarters, 33 Elk St., Albany, N.Y. 12207.

CSEA & Women

- 34 on Board of Directors
- 80 are Local Presidents
- 50% of Members are Women

Page 12 THE PUBLIC SECTOR, Wednesday, October 4, 1978