'package could amount to 30%'

ALBANY — CSEA President William L. McGowan on June 29 signed new three-year contracts with the State of New York after Gov. Hugh L. Carey signed legislation implementing pay raises for 107,000 state workers represented by CSEA. Employees in CSEA’s Administrative, Institutional and Operational bargaining units will receive seven percent pay raises and improved benefits under terms of the agreement which were reached in March, ratified by rank-and-file members in May, and finally approved by the Legislature in June.

Increases in state workers’ base pay and retroactive payment for increases due since the April 1, 1979 effective date of the contract will appear in state paychecks in August. The union and the State have agreed on a mechanism to minimize tax deductions from the lump sum checks.

“IT is unfortunate that this state’s laws require our members to wait so long to receive the raises they deserve while the Legislature considers appropriations, but we have worked conscientiously to get through this red tape as fast as possible,” President McGowan said.

State workers represented by CSEA will receive accelerated increments, bonuses for performance, improved health insurance, new prescription drug insurance, improved dental insurance and other benefits in addition to the 21% maximum salary increase contained in the three year agreement.

CSEA has notified the Governor’s Office of Employee Relations that the union will immediately exercise another contract provision by demanding a “reopener” on mileage allowance paid to state employees represented by CSEA who use their personal vehicles for state business.

CSEA members under the new contract receive a reimbursement of 17 cents per mile for use of their vehicles for state purposes, an increase from the 15 cents per mile rate paid prior to the new agreements.

“With the salary increases, benefit increases and increments included,” Mr. McGowan said, “this package could amount to over 30% over the three years. These are clearly the best contracts that we have ever negotiated for our members.”

Law erodes merit system

ALBANY — On Independence Day, the bosses became a little more independent of the Merit System.

That was the day a new law took effect in New York State, allowing management in the public sector to make “temporary appointments” without regard to the results of Civil Service exams, for a longer period of time than was ever allowed before.

Where management deems it “important and urgent,” a temporary appointment may now be made to fill a position for up to three months, without regard to existing “eligible lists” of the highest-scoring finishers on Civil Service exams. Until now, one month had been the limit for a temporary appointee to hold such a job.

Also, a temporary appointment for from three to six months may be made for a person whose name shows up on an eligible list — no matter how low that person scored on the exam. The previous limits had been from one to three months.

And finally, the new law says that “temporary appointments” of more than six months may be made, as long as the appointee is “among those graded highest on the eligible list, if available.” The former limit was three months.

The new law does not mention how high — or low — on the list the appointee has to be.

Special Olympics appeal made

ALBANY — Encouraged by recent contributions from numerous CSEA Locals across the State, CSEA President William L. McGowan has reiterated his request for all union Locals to contribute to help defray costs of the 1979 International Special Olympics games August 10 and 11 at SUNY Brockport.

CSEA locals are asked to send checks directly to the CSEA president’s office at 33 Elk Street, Albany, with the checks clearly identified as a Special Olympics contribution. All funds will be forwarded, in the name of CSEA, to the International Special Olympics.

THE CSEA STATE DIVISION WORKSHOP has been scheduled from August 5 through 7 at Host Farm, Lancaster, Pa. The committee in charge of workshop arrangements includes, from left, Gregory Szurnicki of Kings Park Psychiatric Center Local 411; committee chairman June Boyle of SUNY Buffalo Local 602; and Al Varacechi of SUNY Stony Brook Local 614.
ALBANY — New Election Appeals Procedures were adopted by the CSEA Board of Directors on June 21 and became effective immediately. The new procedures are to be used for appealing CSEA elections at all levels.

The most important difference between the new and old procedures is that a person seeking to challenge any aspect of the election procedures must now file a written protest within five days after the date on which the act or omission giving rise to the protest occurred. A member can no longer wait until after he loses an election and then challenge. Protests must be made within five days after the date upon which the protested act occurred. For elections which are currently in process, any individual believing himself aggrieved by an act which has already occurred must file a protest within five days after the publication of these new procedures.

Following is the verbatim text of the new Election Appeals Procedure:

ELECTION APPEALS PROCEDURE

Any member believing himself aggrieved by any aspect of the election process can appeal by filing a written protest within five (5) calendar days after the date on which the act or omission giving rise to the protest occurred, or within five (5) calendar days after the member first knew or should have known of the act or omission. The written protest must be filed simultaneously with the Local Election Committee and by registered or certified mail, return receipt requested to the Chairperson, CSEA Election Procedures Committee, Civil Service Employees Association, 33 Elk Street, Albany, New York 12224. The protest must include the member’s signed statement, supported by available documentary proof, containing a short and plain statement of the facts upon which he relies to show that he has been aggrieved by an aspect of the election process. Notice of such protest must also be sent to all current local officers and to other candidates.

If the Election Procedures Committee determines that the signed statement and supporting proof establish that the member has been aggrieved, it shall sustain the protest and take any other action which it deems appropriate in order to remedy the situation.

If the Election Procedures Committee determines that the signed statement and supporting proof fails to establish a violation of any of the election procedures, it shall dismiss the protest and so notify the member.

If the Election Procedures Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

At the hearing, the protestor shall bear the burden of proof. The Election Procedures Committee may also invite other interested parties to appear and present evidence. All interested parties will be entitled to bring witnesses and present evidence in support of their positions. All expenses incurred relative to the hearing must be borne by the individuals involved. No member of the Election Procedures Committee will be permitted to participate in a review of a protest which involves him or her own local.

If the Election Procedures Committee determines that the protestor has failed to establish a violation of the election procedures, the Committee shall so notify the protestor. If the Election Procedures Committee sustains the protest the Committee shall notify the protestor, the local and all affected candidates. The Election Procedures Committee may take any action it deems appropriate in order to remedy the situation.

A status report of current and anticipated regional activities was given so as to keep candidates abreast of situations. The adjacent photos show some of the candidates for Region IV offices.

REGION IV PRESIDENT Joseph McDermott, standing right, chats with CSEA Regional Director John Corcoran, standing left, and, seated from left, Jerry R. Toomey, incumbent, and Joseph Cassidy, both candidates for regional treasurer. McDermott is seeking re-election, while other presidential candidates John Thompson and Sam Cirando are missing from photo. Corcoran helped brief candidates on regional affairs.

REGION IV VICE PRESIDENTIAL CANDIDATES include, from left, seated, J. Wayne Desingue, for first vice president; Joan M. Tobin, for third vice president; and John Vallée, for second vice president. Standing from left are Al Mead, for first vice president; and Anthony Muscatelli, for second vice president. Missing from photo are Gerry Purcell, for second vice president; and Eileen Salisbury and Barbara Skelly, both candidates for third vice president.

Calendar of EVENTS

JULY

13—Nassau County Local installation dinner, 7:30 p.m., Salisbury Restaurant, Eisenhower Park, East Meadow.
14—Region V AFSCME Leadership Training Workshop, Hotel Syracuse, Syracuse.
20—22—Region IV Summer Workshop, Sagamore Hotel, Lake George.
21—Franklin County Local 617 Annual Picnic, noon at Recreation Park, Malone, N.Y.
21—Local 424 Syracuse Developmental Center dinner dance and installation, 6:30 p.m., East Syracuse American Legion, East Main Street, East Syracuse.
22—Buffalo Local 003, annual family picnic, Kid’s Grove, 1245 Seneca Creek Road, Gardenville.

AUGUST

5—10—NYS School of Labor Relations, Cornell University, Fourth Annual Northeast Region Summer Institute.
5—7—CSEA State Division Workshop, Heat Farm, Lancaster, Pa.
Union mounting protest over Suffolk infirmary

YAPHANK — Conditions at the Suffolk County Infirmary have prompted CSEA Local 852 to request both a labor-management meeting and a union-county Joint Health and Safety Committee meeting, according to Local 852 Executive Vice President John Desmond.

Infirmary Unit President Barbara Rotunno reported that the county also may have plans to contract out janitorial, laundry, kitchen and some nursing services at the facility.

Such contracting out most likely would violate the Public Employment Relations Board’s Saratoga Springs School District ruling that requires such contracting to be a mandatory subject of negotiations.

Desmond said the meetings with management would involve the pay, staffing and other working conditions at the infirmary.

He said nurse’s aids are grossly underpaid at $223 before taxes every two weeks. The aides are required to have previous experience or a BOCES certificate, some staff members said.

The low pay has contributed to staffing problems on all shifts, especially the 3-11 p.m. shift, staffers said. Desmond said the county has a freeze on positions and the infirmary has problems receiving permission to hire staff when somebody quits.

Some members of the staff said the shortage of personnel causes the following problems:

- A shortage of nurses sometimes has one nurse covering areas on two floors.
- There have been shifts where as few as one nurse and two aids had to care for approximately 30 patients.
- Some vacation requests have had to be disapproved because of short staffing.
- Some staff has been working considerable amounts of overtime.
- A number of staff has been injured (backs, arms, legs) from overwork causing a considerable number or staff to be out on comp. time.
- There has been widespread out-of-title work with nurses doing doctor’s work and aids doing nurses work.
- Morale is very low.
- Temperatures in the facility sometimes rising above 100 degrees in the summer.

Ms. Rotunno said the infirmary, which is undergoing renovation is expected to expand from approximately 150 patients to 215 patients by September. She said the nursing staff numbers approximately 160 nurses and nurse’s aides.

The facility cares for those patients requiring skilled nursing care — the extremely infirm. Most of the patients, ranging in age from 16 to 101, are confined to wheel chairs, Ms. Rotunno said.

Union rejects paid parking

STONY BROOK — At a meeting on June 19, preceded by several sessions between the administration of SUNY Stony Brook and CSEA, more than 500 members of Local 314 voted unanimously to reject the administration’s proposal to convert an existing free parking lot into a paid parking garage.

When a committee appointed by CSEA Local 614 President A.J. Varacchi could not reach a compromise with the administration, the meeting was called to determine what the members wanted to do.

Following the meeting, Varacchi requested that CSEA take legal action. Varacchi reaffirmed the feelings of his membership: “The people are tired of being pushed around. I think they have a right to be mad.” Meetings or special flyers will be utilized to keep the membership informed of subsequent developments, Mr. Varacchi said.

Two school units approve contract

FULTON — Fulton city school workers in two units represented by Oswego County Local 838 of the Civil Service Employees Assn. will receive a 7% raise under terms of the contract which they ratified unanimously.

Agreement reached on Thruway contract

ALBANY — The Civil Service Employees Assn., which represents 270 employees in the Professional, Technical and Supervisory Unit II of the New York State Thruway Authority, has announced that a tentative two year agreement has been reached between the CSEA negotiating team and the Thruway Authority.

Joseph Reedy, CSEA Collective Bargaining Specialist for the unit stated terms of the tentative agreement include:

- An increase of seven percent effective July 1, 1979.
- An increase of seven percent effective July 1, 1980, plus yearly experience payments. Other benefits include an option to buy into the Employee Benefit Fund and an increase in night shift differential.
- In a comment following the signing of the tentative agreement, John Francisco, President of Unit II of the Thruway employees and chairman of the negotiating team, said, “we are extremely pleased that a settlement has been reached. We voted unanimously to accept the agreement and we will recommend to the membership they do the same. Under the present salary guidelines established by the government, this contract offers substantial salary increases and other benefits,” Francisco concluded.

In addition to CBS Reedy and Unit President Francisco, other members of the CSEA negotiating team were: Russell Dubuc, John Helmke, Gus Leschen, Michael Jim, Bill Allen, A.J. Dominiak and Ron Roosa.
BUFFALO — CSEA's Western Region has become the first region in the union to officially name its own Women's Committee. Chaired by Joanna Williams, who also co-chairs the Statewide Women's Committee, the regional group also includes union activists Patricia Pfleger, Lorraine Fedele, Barbara Krieley, Roxanne Mawhir, Patricia Green and Suzanne Cloutier. All were appointed by CSEA Western Region President Bob Lattimer, who Ms. Williams describes as "very supportive of women in the union."

The group has already held several monthly meetings. Ms. Williams says, "In order to be a leader, you must be well-informed and keep others well-informed". It is one of our regional committee's goals to make sure all the CSEA women in our region know their rights and responsibilities as public employees." She has attended many workshops and conferences aimed at achieving this goal, and has established women's group in state and local facilities throughout her region to ensure feedback from the members there. Four State employees received a total of $150 in cash awards in June for money-saving ideas submitted to the New York State Employee Suggestion Program. Estimated first-year savings from these suggestions total more than $1,370. Award Recipients: $100 — A joint award to Alan Albright, Albany, and Christine Carey, Menands, both of the Department of Agriculture and Markets. $25 — Joseph J. Gregorek, Ballston Spa, Office of General Services, and Milton Salmonowitz, Bronx, Workers' Compensation Board. Cash award recipients also receive Certificates of Merit. Certificates of Merit were also awarded to Edna Cave, Albany, Department of State; Ronald K. Ratchford, Schenectady, Workers' Compensation Board; and Roberta Banis, Nancy Barth, Gloria Fleming, Faith Martin, George Peeli, and Janet Tysol, all of Staten Island and all of the Department of Motor Vehicles.

TAKING PART IN THE ANNUAL FUNDRAISER picnic for the New School for Handicapped Children were members of Suffolk County Local 852. The Local joins with other unions to sponsor the picnic to support the school which treats brain damaged and handicapped children. Ed Fitzgerald left, first vice president of the D.A. Investigators Unit of Local 852 and Sid Grossman, right, president of the unit and a member of the CSEA state Board of Directors, took part in the fundraiser.
Tribute to Alfred Jaroszewicz

By Brendan Coyne
VALHALLA — About 150 public employees gathered at lunch time under sunny skies, on the tree-lined grounds of the Westchester Medical Center here, on June 19 to pay tribute to fellow public worker Alfred K. Jaroszewicz. Mr. Jaroszewicz was electrocuted June 5, according to the Westchester County coroner’s office, while working in a manhole just several hundred feet from the hospital’s main entrance.

His wife, Elaine, and son, Alfred, attended the brief ceremony conducted by fellow public employees.

William L. McGowan, president of the Civil Service Employees Assn., spoke during the memorial service, and announced the establishment of an 800 toll-free hotline for public employees to report unsafe conditions, potential accidents, and accidents.

President McGowan said the toll free number will help CSEA facilitate paper work and investigations of reports of dangerous and unsafe working conditions.

Standing within several hundred yards of the manhole, McGowan said the accident emphasized the need for a safety program, similar to the Occupational Safety and Health Act, for New York’s public employees.

Jaroszewicz, and in a separate accident, three state Department of Transportation (DOT) workers, were killed on the job the day after McGowan launched a statewide campaign to gain support for a safety program.

“Let’s hope we all learn from this death,” McGowan said. “Proper safety training could have avoided this type of accident.”

Raymond J. O’Connor, Westchester CSEA Unit President, also noted that preliminary reports indicated the accident might have been prevented.

“I wonder why even the most common sense precautions weren’t taken, such as having another man with him and using insulated tools,” O’Connor said.

O’Connor said he wrote County Executive Alfred DelBello seeking a review of task-assignment policy and recommendations that would preclude a similar accident from reoccurring. O’Connor said DelBello hasn’t yet replied.

Robert Bieber, director of the county’s Risk Management Department, said it will be some time before the insurance company conducting the investigation for the county will complete its work.

The biggest question in O’Connor’s mind is why Jaroszewicz was assigned to work on an electrical problem when he was hired as a Maintenance Mechanic Grade 2 (heating). Jaroszewicz had worked at the center for six months; he had worked for the Otis Elevator Company for more than 30 years.

“I wonder why even the most common sense precautions weren’t taken.”

— Raymond J. O’Connor

James J. Lennon, CSEA Region III President, was also at the 20-minute service and pledged that CSEA would continue to seek the answers to why this accident had to happen. He read the prayer of St. Francis of Assisi saying, “Master, grant that we may not so much seek to be consoled as to console.” Lennon also asked those gathered to remember the three dead DOT workers.

The Rev. Andrew Drew, the hospital chaplain who administered the last sacraments of the Roman Catholic church to Jaroszewicz, also added his prayers to the memorial.

Besides his wife and son, Jaroszewicz, a lifelong resident of Yonkers, is survived by two daughters, Pauline and Christine.

“We will continue to seek the answers to why this accident happened.”

— James J. Lennon

A MOMENT OF SILENCE is observed in memory of Alfred K. Jaroszewicz, who was electrocuted while working in this manhole. From left are Westchester County CSEA Unit President Raymond O’Connor, CSEA Region III President James J. Lennon, CSEA President William L. McGowan, Westchester County CSEA Local 860 President Pat Mascolli, and CSEA Collective Bargaining Specialist Nels Carlson, the union’s staff safety specialist.

CSEA Safety Hotline

The Civil Service Employees Assn. has established a toll-free 800 hotline to receive information relative to unsafe working conditions and reports on job-related mishaps. If you believe you know of any unsafe work conditions, please call:

800-342-4824
The most dangerous employer

is the State of New York.

President William L. McGowan led the Civil Service Employees Association's caravan for safety across central and western New York State in late June, holding four press conferences in two days to prod the state legislature into extending occupational safety protection to public employees in the state.

Accompanied by CSEA's staff safety expert Nela Carlson, CSEA Region V President James Moore for conferences in Syracuse.

The plain and simple truth is that the most dangerous employer to work for in the State of New York is the State of New York. I need your help to get our political leaders to grant our demands. Write, phone or visit any one of our offices for an appointment to talk to a representative about the health and safety crisis in the public sector.

CSEA hopes to pressure the lawmakers into early action in Albany later this summer.

The state health and safety crisis for public employees, while the burden of proof is on the employer's shoulders, is not an accident of geography.

I have called upon the Governor, the majority and minority leaders of the Senate and Assembly, and the state Labor Department to publish the facts they have and do not have occupational safety protection for public employees.

Back in the years before the federal government created OSHA, New York State had a model occupational safety program that protected the public worker as well as private sector employees. When the federal government created OSHA, the private sector employers felt all over themselves in the rush to turn over the responsibility to the new federal agency.

In their haste, however, they never bothered to worry about the 86,000 New York State public workers who are specifically excluded from OSHA. The only way they can receive OSHA protection is if the Legislature gives it to them for the first time.

For the past eight years the Legislature has flatly refused to do that. Meanwhile the carnage in the workplace goes on and on.

I have established a CSEA Safety Hotline so you can call toll-free to report threats to their health or safety on the job. Even this measure is in a poor substitute for what is needed. Our people need occupational health and safety protection now and we need an effective system that provides, not cosmetic assurances.

I urge all of you to get involved in this effort and help me get this issue before the Legislature at last, but getting it enacted will require legislation and political action that depends on our members.

You want adequate occupational safety protections that you must do something about it. OSHA is committed to using all of our resources to protect your health and safety. HSA is a reality in the public sector in New York. I need your help to get our political leaders to vote your State Senator and Assemblyman and ask your co-workers to do so too.

OSHA has received the occupational health and safety protection for our members. We now have a CSEA Safety Hotline so all of us can call toll-free to report threats to their health or safety on the job. Even this measure is in a poor substitute for what is needed. Our people need occupational health and safety protection now and we need an effective system that provides, not cosmetic assurances.

The only way they can receive OSHA protection is if the Legislature gives it to them for the first time.

In the fall of 1973, the Labor Department estimated that the cost of this carnage in the public sector created since 1969 exceeded the $53 million. You know as well as I what has happened to medical costs since then so you can just imagine what you and New York's other 86,000 public employees are facing.

Access to health care is a basic human right. Every employee should be able to consult a doctor about health problems and access to OSHA for the public sector, the Legislature demanded a study. We agreed. Now several years and three studies later there is still no law and we continue to be killed.

By the same token, I urge them to act now. Urge your co-workers to write, phone or visit any one of our offices for an appointment to talk to a representative about the health and safety crisis in the public sector.

Meanwhile, a strategy meeting for MHTA leaders took place the next day in Utica. The union's position is backed up by the expertise of the American Nurses Association and the National League for Nursing who have both concluded that the tube indication level is within acceptable limits for the purposes of the standard established by the American Conference of Governmental and Industrial Hygienists (ACGIH) standards, additional air sampling will be recommended.

Mulligan filter samples will be examined for the presence of asbestos fibers. If levels are in excess of the proposed National Institute of Occupational Safety & Health (NIOSH) standard of 0.5 fibers per cubic centimeter, the Office of General Services will be notified immediately.

CSEA hopes to pressure the lawmakers into early action in Albany later this summer.

IN SYRACUSE, the union's camps included: OSHA standards for public employees, OSHA Region V President James Moore with McGowan and union members spoke at press.

OSHA to bring its focus on public employees up to 1960 levels.

As we stated in our original request, we do not mean in any way to detract from the importance that has been done to thousands of Moffita's in the state service when you consider their education and training. As a licensed professional, the expertise they must have, are closed to the registered nurses in practice than they are to MHTA's, a union representative.

Thomas Conly, Assistant Director of Research for Moffita, has appealed to the Commission on Friday. He has been recognized by the Moffita's as a public employee and licensed, and must review their licenses. The Moffita's get ten minutes of administration, ad

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The Division of Classification and Compensation of the Civil Service Commission has filed a formal appeal with the Civil Service Commission on its efforts to get a three-grade upgrading for some 1,180 Licensed Practical Nurses.

Meanwhile, a strategy meeting for CSEA-leadered health care union nurses on Long Island has been called for 10 a.m. to 1 p.m., on the Holiday Inn, Hanover Park. That meeting was sponsored by the Board of Vocational Education and Compensation Committee of the State of New York, a group of hand-picked employers who have been charged by the legislature with setting up a committee to look at the compensation of practical nurses.
L.I. leadership conference a success

By Bill Butler

MELVILLE — Long Island CSEA Leaders reacted enthusiastically to a recent leadership conference here, one of a series conducted by the Education Department of the American Federation of State, County and Municipal Employees throughout the state.

The program here drew 120 top leaders of the 17 active CSEA Locals in the Long Island Region. Dave Williams, national education director of AFSCME at its Washington, D.C. headquarters, and his staff conducted a day-long seminar including a film, discussion of union problems and group-dynamic workshops on problem-solving techniques for union leaders.

Long Island Region I President Irving Flumenbaum, who is also an International Vice President of AFSCME, said response was so good that he had asked Williams to conduct a follow-up second session in the fall. Williams said that similar conferences were being arranged in other Regions.

CSEA is the effect the move might have on the CSEA negotiations that are about to get under way.

“We had an interruption in our negotiations in 1977 that lasted many months,” Mr. Wyngaard noted, “but this could happen in a strike. There's a possibility that this may happen again.”

CSEA Collective Bargaining Specialist Manny Vitale has already notified the County that the union would like to start negotiating for a new contract as soon as possible, and the employees’ negotiating team is ready to go. The current Rockland County contract expires December 31, 1979.

The hearings were ordered as the result of an attempt by the Tri-County Federation of Police to segregate the investigators from the CSEA-represented county employees. The State Public Employment Relations Board (PERB) held a conference in Albany June 26 on Tri-County's claim that to have investigators in the CSEA bargaining unit constitutes a conflict of interest.

“Tri-County is trying to say that the investigators might be called upon to investigate their own bargaining unit members if CSEA goes out on strike,” said CSEA field representative Bruce Wyngaard, “but this could happen in a strike. And, in fact, they were not called to do so during or after the 1977 strike.”

What really concerns the incumbent

Elections Timetable

Statewide Officers and State Executive Committee

The following dates are to be used as a guideline for the 1979 CSEA Election. To the extent possible, each date will be complied with unless intervening circumstances beyond the control of CSEA make compliance with the exact date impractical.

July 13—Request to each candidate for spelling of name as it will appear on Ballot. To be sent by certified mail, return receipt requested. Deadline for changes is July 20, 1979.

July 13—Drawing for Position on Ballot — 10:30 a.m., CSEA Headquarters Conference Room. Candidates (or proxies) may attend as observers.

July 13—Mailing of printed copies of Rules and Regulations for the Election to all candidates and local presidents.

July 25—Publication of Names of all candidates in the Official CSEA Newspaper.

August 6—Ballots delivered to Post Office for Mailing.

August 16—Replacement ballots may be requested as of this date if Original Ballot has not been delivered.

August 30—Return of ballots — 6:00 p.m. Deadline.

August 31—Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine-counted will be counted manually during this period.

September 7—Return of Replacement Ballots — 6:00 p.m. Deadline.

September 7—Ballots to be Counted. Candidates to be notified by telegram by September 11.

September 7—Official Results Announced.

September 17—End of Protest Period (10 days after Official Results are announced).

NOTE: Those eligible to vote shall be dues paying members in good standing as of June 15, 1979.
State employees have three basic health insurance options available to them. They are the Statewide Health Plan, the GHI Option or they may participate in a Health Maintenance Organization (HMO) such as the Blue Cross Plan in the State of New York. Several health insurance benefit improvements have or will occur throughout the remainder of the 1979 calendar year. These changes, and the timing of when they will take place, has generated some confusion. I hope that the explanation that follows will answer your questions. If it does not, please drop me a letter and I'll get you an answer.

As a result of contract negotiations for the Administrative, Institutional and Operational bargaining units with the State of New York, several health insurance benefit improvements have or will occur throughout the remainder of the 1979 calendar year. These changes, and the timing of when

**EMPLOYEE BENEFIT FUND** — July 1, 1979

Under the terms of the new contract for the Administrative, Institutional and Operational bargaining units, an Employee Benefit Fund has been established. This Fund, which will be administered by Trustees appointed by CSEA, Inc., will provide benefits which will supplement your current health coverage. The Fund, which came into existence on July 1, 1979, will initially provide two benefits. Those benefits are a new and improved dental program and a prescription drug program. Details of these programs have been mailed to all employees covered by the above bargaining agreements. Inquiries concerning these programs, claims processing, etc., should be directed to the Fund Office, at P.O. Box 11-206, Albany, New York 12211.

**DENTAL BENEFITS** — Effective July 1, 1979

Descriptive literature on the dental program has been mailed to all employees. Briefly, the program has increased the schedule of allowances for dental procedures but more importantly, there is no longer any deductible under the program. All full-time employees of the Administrative, Institutional and Operational bargaining units, their spouses and unmarried dependent children under age 19 (age 25 if full-time students) are covered by the plan. Eligible persons may avail themselves of the services of any duly licensed dentist. Claim forms may be obtained from the Fund Office, CSEA Regional Offices or Personnel Offices where you work.

**PRESCRIPTION DRUG** — Effective July 1, 1979

The prescription drug program replaces the existing Blue Shield Plan of New York State, Blue Shield will continue to pay $200 toward the doctor charges. The remainder of the doctor's bill can now be submitted to Metropolitan Major Medical for further payment. Major Medical pays 80% of the balance of the bill once the deductible has been satisfied. The deductible is $25 per covered individual and $50 per family per year. The remainder of the deductible has been satisfied. The deductible level is available for all female employees, regardless of type of coverage, spouses of male employees who have family coverage and dependents covered under family coverage. Under the GHI Option, Blue Cross will also provide payment in full for hospital charges. The doctor charges will be paid in accordance with the existing schedule of allowances.

**OCCUPATIONAL BARGAINING UNITS** — June 30, 1979

The bidding process necessarily affects implementation of benefit changes. Certain benefit changes, such as maternity coverage and prescription drug coverage have been implemented on April 1, 1979 and July 1, 1979, respectively. All other changes will be implemented no later than January 1, 1980. At this time it is anticipated that the bidding process will be completed by October, 1979.

**BENEFIT CHANGES**

**Maternity Coverage** — April 1, 1979

Dramatic improvements have been accomplished in the area of maternity benefits. Effective April 1, 1979, Blue Cross coverage has been improved to provide payment in full for hospital charges. Blue Shield will continue to pay $200 toward the doctor charges. The remainder of the doctor's bill can now be submitted to Metropolitan Major Medical for further payment. Major Medical pays 80% of the balance of the bill once the deductible has been satisfied. The deductible level is available for all female employees, regardless of type of coverage, spouses of male employees who have family coverage and dependents covered under family coverage. Under the GHI Option, Blue Cross will also provide payment in full for hospital charges. The doctor charges will be paid in accordance with the existing schedule of allowances.

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Under the terms of the new contract for the Administrative, Institutional and Operational bargaining units, an Employee Benefit Fund has been established. This Fund, which will be administered by Trustees appointed by CSEA, Inc., will provide benefits which will supplement your current health coverage. The Fund, which came into existence on July 1, 1979, will initially provide two benefits. Those benefits are a new and improved dental program and a prescription drug program. Details of these programs have been mailed to all employees covered by the above bargaining agreements. Inquiries concerning these programs, claims processing, etc., should be directed to the Fund Office, at P.O. Box 11-206, Albany, New York 12211.

**DENTAL BENEFITS** — Effective July 1, 1979

Descriptive literature on the dental program has been mailed to all employees. Briefly, the program has increased the schedule of allowances for dental procedures but more importantly, there is no longer any deductible under the program. All full-time employees of the Administrative, Institutional and Operational bargaining units, their spouses and unmarried dependent children under age 19 (age 25 if full-time students) are covered by the plan. Eligible persons may avail themselves of the services of any duly licensed dentist. Claim forms may be obtained from the Fund Office, CSEA Regional Offices or Personnel Offices where you work.

**PRESCRIPTION DRUG** — Effective July 1, 1979

The prescription drug program replaces the existing Blue Shield Plan of New York State, Blue Shield will continue to pay $200 toward the doctor charges. The remainder of the doctor's bill can now be submitted to Metropolitan Major Medical for further payment. Major Medical pays 80% of the balance of the bill once the deductible has been satisfied. The deductible level is available for all female employees, regardless of type of coverage, spouses of male employees who have family coverage and dependents covered under family coverage. Under the GHI Option, Blue Cross will also provide payment in full for hospital charges. The doctor charges will be paid in accordance with the existing schedule of allowances.

**OTHER HEALTH BENEFITS**

Effective no later than January 1, 1980

Numerous other improvements have been made in your health plan. However, due to the restructuring of the Statewide Health Plan and the bidding process described above, it is not possible to say with certainty which of these benefits will be effective. It is guaranteed, nevertheless, that these benefits will be in place by January 1, 1980.

**MEDICAL-SURGICAL LIMITATIONS**

Annual — The annual maximum for each covered member for medical-surgical expense benefits shall be $25,000.

Lifetime — The lifetime maximum for each covered member for medical-surgical expense benefits shall be $25,000.

**ALCOHOLISM TREATMENT**

Coverage for alcoholism treatment is given to employees covered under the Statewide Health Plan or the GHI Option.

**AMBULANCE PAYMENT**

An allowance shall be provided of up to $50 toward Blue Cross for professional ambulance service to and/or from a hospital in connection with an in-patient admission. The coverage provided under the medical-surgical portion of the Statewide, Primary, or GHI Option for ambulance service not covered under the Blue Cross shall remain unchanged.

**CHIROPRACTIC CARE**

Coverage for chiropractic care services will be provided only for conditions requiring manual manipulation of the spine to correct a subluxation that can be demonstrated by an X-ray or for services prescribed by a physician.

**DEDUCTIBLE**

A. The medical-surgical deductible shall be $75 per individual in any year.

B. The Common Accident Deductible shall be $75 per accident.

C. Effective October 1, 1979, the carry-over deductible shall be $75 per covered individual.

**DOCTOR VISIT ALLOWANCE**

The doctor visit allowance under the GHI Option shall be $15.

**VOLUNTARY STERILIZATION**

Coverage for voluntary sterilization will be recognized as a covered expense under the Statewide Plan, Primary, or GHI Option.

**OUT-PATIENT MENTAL AND NERVOUS**

Coverage for out-patient treatment by a psychiatrist or psychologist shall provide 80 percent of reasonable charges per visit, not to exceed $40 in benefits per visit, subject to a maximum of $1,500 in any calendar year and $3,000 during the lifetime of any covered employee or dependent. This benefit is provided under the medical-surgical coverage under the Statewide Plan or the GHI Option.
**Brookhaven men exposed to highly toxic chemicals**

By Dr. Gerald Alperstein
Associate Editor

BROOKHAVEN — Use of an extremely toxic chemical by the Town of Brookhaven Highway Department has prompted Suffolk County CSEA Local 852 to have six Highway Department members undergo blood tests.

The toxic chemical the men have been exposed to is toluene, a suspected cancer-causing agent. It is also an explosion and fire hazard.

The toxicology section of the Suffolk County Medical Examiner's Office will conduct the blood tests, Local 852 Executive Vice President John Desmond said.

Desmond is fearful of the explosion and fire risk caused by the large quantity of toluene stored at the highway yard.

Town of Brookhaven Highway Unit President Charles Novo said the department started using toluene this year. He said it is used as an thinner and drying agent and as a cleaning solvent. Highway Unit President Charles Novo (left) shows the drums to Local 852 Executive Vice President John Desmond.

Toluene is a deadly poison, a suspected cancer-causing agent and a dangerous explosive. It is an ingredient in T.N.T.

TOLUENE, IN LARGE DRUMS, IS STORED at the Town of Brookhaven highway yard for use as a paint thinner and drying agent and as a cleaning solvent. Highway Unit President Charles Novo (left) shows the drums to Local 852 Executive Vice President John Desmond. Toluene is a deadly poison, a suspected cancer-causing agent and a dangerous explosive. It is an ingredient in T.N.T.

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Town of Brookhaven Highway Unit President Charles Novo said the department started using toluene this year. He said it is used as a thinner and drying agent for paint, as a cleaning solvent for the road-marking equipment and had been used as a cleaning solvent to remove paint in an enclosed work space.

Desmond said he has been informed that a less-toxic substance is available to clean the equipment and thin the paint.

Desmond also said that according to federal Environmental Protection Administration and the federal Occupational Safety and Health Administration (OSHA) sources, he was told the following about toluene:

- Toluene causes illness at concentrations as small as 200 parts per million. The OSHA standard for exposure to toluene is not more than 200 parts per million in an eight-hour work day.
- Effects of toluene include intoxication, addiction, aches and loss of appetite.
- Exposure to toluene in concentrations greater than 800 parts per million is suspected cause of damage to the brain, the central nervous system and the liver.

Toluene is suspected of causing leukemia, skin cancer and anemia. It is also an explosion and fire hazard.

Said some of the men have broken out in skin rashes and one man shows more severe symptoms.

Nervous system and the liver.

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CETA concern of Bob Maletta

HAUPPAUGE — One of CSEA's areas of interest is the Comprehensive Employment and Training Act (CETA) program. Among CSEA's 220,000 members, the one member who is perhaps most concerned with CETA is Robert Maletta, chairman of the union's standing CETA Committee. Maletta has been working with Collective Bargaining Specialist Paul Burch, Attorney Marge Karowe and Research Analyst Joe Abbey to create a CETA Handbook for use by local presidents and local and regional CETA committees.

"It's a good book" for explaining the new rules and regulations of the CETA complaint form, Maletta said. The committee "took the county CETA problems head on," he said. "They met with the county and were able to iron out problems regarding CETA special projects, questionable wage supplementation, extent of CETA employment and failure to fill positions represented by the CSEA bargaining unit."

Maletta expects the handbook to be out by August. As chairman of the CETA committee since January 1978, he has been involved in communicating information on the program to the locals and regions, formulating CSEA positions on proposed CETA regulations and in developing the CETA complaint form for CSEA.

Robert Maletta, as Grievance Chairman of Suffolk County Local 852, discusses a grievance problem with grievance rep Kitty Sexton.
How to file an appeal on unemployment denial

Filing an appeal to a denial of unemployment insurance benefits to an Administrative Law Judge is relatively simple. Following is criteria for considering such an appeal filing, procedures to follow in filing a Form No. 1, and a copy of a Form No. 1, which may be clipped and used or serve as an example for re-copying an individual form.

INSTRUCTIONS FOR FILING AN APPEAL TO AN ALJ
You will want to file Form No. 1 if:

— You applied for benefits at your local unemployment office and you were denied benefits;
— You want to appeal the decision of the local unemployment office for a hearing before an ALJ;
— And at the same time withdraw the request for a hearing without prejudice.

Form No. 1 must be filed within thirty (30) days of the initial determination. Procedure to Follow in Filing a Form No. 1

AFTER you are denied benefits by your local unemployment office fill out and submit one copy of the Form No. 1 to the unemployment office. If you are mailing the form, send it Registered Mail. Be sure to keep a photocopy of the Form you submit for your own files.

REMEMBER: Even though you have filed Form No. 1 you MUST still continue to report to the unemployment office each week at the specified time on the specified day.

IMPORTANT: Form No. 1 is used ONLY when you are rendered ineligible under SECTION 590.11 of the Unemployment Insurance Law.

CLAIMANT'S Return Address

NYS Department of Labor
Local Office No. _____________________________ (office address)

Date _____________________________

RE: Social Security No.: _____________________________

Dear Sir:

My application for unemployment insurance benefits for the period _____________________________ (supply date) has been denied. I understand that precedent decisions recently made by the Unemployment Insurance Appeal Board may govern the issues in my case.

I hereby request a hearing before an Administrative Judge.

I hereby withdraw my request for a hearing, without prejudice, until a final determination governing the issues presented in my case has been made by the courts.

Very truly yours,

(SIGNATURE)

PLEASE PRINT NAME

CSEA, which represents tens of thousands of non-teaching school district employees in New York State, receives many questions concerning the application of unemployment insurance benefits to school district workers.

The following questions are the most commonly asked, and the answers are supplied by CSEA.

Q: Should I apply for unemployment insurance benefits this summer? A: Applying for benefits is an individual decision; however, if you do not file and you do not follow the procedures set forth by the law you will not be able to collect retroactive benefits if the CSEA should win the case presently before the Appellate Division of the Supreme Court.

How to file an appeal on unemployment denial

CSEA has received word that oral arguments in the matter of the claim of Claire Hess will be heard in September. The case before the Appellate Division, Third Department of the Supreme Court is on appeal from the decision handed down by the Unemployment Appeal Board last December.

The case is the precedent setting case in CSEA's continued search for a resolution to the question of eligibility under Section 590.11 of the Unemployment Insurance Law. It should be noted the court usually does not hear oral arguments in cases such as these. However, CSEA's counsel requested the oral arguments due to the import of the case. The September 1979 term is the earliest term at which arguments may be heard since the court will not be in session to hear arguments during the August term.

by allowing free flow of ideas and opinions from the membership at meetings. Even though a member's opinion may differ substantially from the unit's leadership, he should feel free to express himself. It was cautioned, however, that dissenting views as well as other union matters should be kept within the confines of the unit.

Image building of the non-instructional employee was examined as another positive force. Scholarship, budget voting assistance, and donation of expertise in a specialized work area were mentioned as ways in building a good image. The way a person conducts himself on the job, language and appearance were also pointed out as important to the non-instructional school employee in promoting a good public image.

CSEA has received word that an integral part for school district employees. This was evidenced by the increased number of units involved in local elections. The request by one participant to the NTSEC to investigate the State aid to education problems illustrates the concern of the membership.

The discussions were so spirited we did not have enough time to discuss all of the ideas expressed. However, on behalf of the NTSEC, I extend a thank you to all who participated for making the workshop for non-instructional school employees a success.