

COMMUNICATOR

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PEF wins vote for PS&T

Yes there will be an election. PEF has again proven that a union can take the State of New York on... and win... so long as that union isn't CSEA Inc. and isn't "in bed" with the employer, constantly ready to give some of its members' rights away in order to feather the union's own nest. The Public Employment Relations Board (PERB) slapped the wrists both of the State and of CSEA Inc. in a decision which said:

• P S & T members have every right to a free and democratic election between PEF and CSEA Inc.

• The State violated the law by refusing to permit PEF representatives to visit work-sites and to talk with State employees.

A ranking CSEA Inc. official termed the decisions a "disagreeable surprise."

The rulings were "disagreeable" to CSEA for two reasons:

• Now that PEF has proved a good union can beat the State, CSEA Inc. is going to find it harder than ever to explain why CSEA Inc. constantly gives in.

• And the ruling of the full PERB removes CSEA Inc.'s last, desperate hope that P S & T employees would be denied the right to change unions.

In its written judgment PERB said that the State had "withheld opportunities to organize that it would and should... have afforded to its employees and to PEF. Such conduct (by the State) was inherently destructive of basic (employee) rights and must (be) presumed to have been engaged in 'for the purpose of depriving them of such rights.'" PERB concluded.

The agency then "order(ed) the (State) to cease and desist from denying PEF access to employees at State facilities for organizational purposes at appropriate times."

Continuing, PERB further ordered "that an election by secret ballot be held... in the P S & T Unit."

Informed sources in the news media observed that PERB's decision had

upset a typical "sweatheart deal"

When CSEA Inc. gave away P S & T members' 10-year and 15-year increments last year — and, before that, agreed to an insultingly small pay hike — an unspoken part of the agreement was that the State would help CSEA Inc. hold onto the P S & T unit.

By keeping PEF out of State buildings, the State had expected to make it impossible for PEF to collect enough signatures to force an election.

Instead, in an unprecedented display of dissatisfaction with CSEA Inc., about 20,000 P S & T members mailed election cards in — over 6,000 more than needed.

Faithful to its agreement to repay CSEA Inc. for giving State employees' rights away, the State then joined CSEA Inc.'s appeal against the original order for an election.

It was that appeal which PERB denied last month, at the same time it found the State guilty of illegal discrimination against PEF.



Mary C. Brown
Tax and Finance

"Yes of course there are some competent people in CSEA, but basically it's a kinky-dink show.

"I want clout. It's time we've got to shape up and move, and maybe the AFL-CIO and PEF can carry us where we have to go."

Vote 75-1 against CSEA

If the Dallas Cowboys had whipped the Denver Broncos 75 to 1, would there be any question as to which is the better team?

In Massena, 75 to 1 was the score in a contest last month between CSEA Inc. and PEF's cosponsor, the New York State United Teachers.

It was by that lopsided margin that non-teaching employees in the Massena Central School District voted CSEA Inc. out and voted the PEF affiliate in.

The result surprised everyone — and surprised no one.

Going into the election campaign, CSEA Inc. had seemed to hold all the advantages:

• The CSEA local possessed collective bargaining rights and had negotiated a series of contracts for the district's 100 or so paraprofessionals.

• CSEA had been their "union" for more than 10 years. During that time the employees had received "tons of CSEA propaganda." Except to a small group of leaders, NYSUT was an unknown quantity.

But what appeared to be factors working in CSEA Inc.'s favor turned out to be heavy liabilities.

John Calnon, president of the

Massena Central Schools Paraprofessionals Association, explains why:

"Year after year we saw the teachers, with NYSUT's help, coming in with fantastic salary settlements.

"But CSEA didn't give us any help; CSEA wasn't doing even half a job.

"So the teachers would get a \$1,000 pay hike, and we'd end up with less than \$200."

In fact, CSEA Inc. treated the Massena school employees just the way CSEA Inc. treats members of the PS&T unit — indifferently.

"We'd call the CSEA office," says Calnon, "and there'd be nobody there to talk to except a clerk.

"We'd leave a message, asking for some information or help. They'd promise to call back. They'd never call back. We'd never get any information and we'd never get any help."

But the CSEA members weren't just miffed. They suffered material loss as well.

"I had one of our people bring in her paycheck from 1964," Calnon says, "and she was making only about half as much in real dollars as she had been 13-14 years ago.

"You know, the wholesale price of silver has gone up three and one-half

times since 1964, but our wages haven't even doubled.

"That's a pretty sad commentary on CSEA's ability to negotiate a contract."

Things are looking up, however, as the PEF affiliate has assigned a first-class field representative to assist the Massena local negotiate its first non-CSEA contract.

"The guy is ready to meet with us at any time, and even to go to the negotiating table, to make sure we start catching up on all the money

we've missed out on," Calnon points out.

What all that means is that switching from CSEA Inc. to PEF is like being traded from a 1-75 loser to a 75-1 winner.

And what CSEA Inc.'s Massena paraprofessionals were able to do in December, CSEA Inc.'s PS&T members will have a chance to do in the next few weeks.

Then it'll be a whole new ballgame for PS&T employees and their families.

Members blast sell-out

An avalanche of protests has covered CSEA Inc. headquarters, as state employees have reacted in bitter anger to CSEA Inc.'s give-away of their 10-year and 15-year increments.

For once even CSEA Inc. has been unable to ignore its members' feelings.

• The Civil Service Leader recently published a letter from the president of CSEA Local 010 condemning "the betrayal of employees of the State of New York which the elimination of longevity salary increases... would encompass."

• Sensing the growth of a revolt that

could tear CSEA Inc. to pieces, President Bill McGowan called the first-ever meeting of the entire CSEA Inc. staff, principally to discuss "Reducing the Credibility Gap and Building Trust with Members."

But the likelihood of the present CSEA Inc. leadership reforming itself to deserve that trust isn't very great.

"The sell-out on longevity isn't the first CSEA sell-out," said one PS&T member, "and it won't be the last.

"If the other state employees want to mortgage their lives and careers to CSEA, let it be. But we in PS&T just aren't going to take it anymore."

CSEA contract 'very sad'

In an effort to resolve the disastrous salary muddle stemming from its recent contract extension, CSEA, Inc. has committed yet another blunder at the expense of State employees.

In settling a grievance over interpretation of the pay hike negotiated last April, CSEA, Inc. has virtually given away the two longevity increments in its present contract.

Until now, any of the State's 200,000 employees were eligible for longevity boosts after completing 10 and then 15 years of service.

The most recent deal between the State and CSEA, Inc. eliminates these longevity raises and adds further inequities to the already confused salary structure.

The April agreement provided a 14 percent pay hike, or 4.7 percent a year for a three-year period. But the increases were limited to people on the payroll as of March 31, 1977. A mere day's difference in coming on the job can mean as much as a \$1,400 salary difference between two people doing the same work. The November agreement, while providing some promotional and salary increments and a five percent hike in the 1974

salary steps, does little to rectify the basic flaws.

CSEA, Inc. chief William McGowan recently acknowledged that the raises averaged 3 per cent a year over a four-year period.

"In the present contract, the 14 percent increase actually was spread out over four years, because we didn't get an increase in the two years before the present contract," McGowan told the Syracuse Herald Journal. "So actually the increase came out to three percent a year."

This contrasts sharply with the average increase of more than 6

percent a year during the same time period for AFL-CIO unions.

In addition, McGowan called some of the current agreement's health benefits, "very sad".

Equally sad for State workers are some glaring omissions in contract language.

"In my department, the major grievance with CSEA is simply the contract and the way it's written," commented Louis Christopher of OGS-S & P.

"I used to work at GE where there was an AFL-CIO union and a real contract. I was on the other side then, and I remember those contracts gave me real headaches.

"But then you see this contract and there's no layoff language, no proper bumping language, we want a contract that covers the things a contract should cover."

"Precision is one of the marks of professionalism, whether in a member of PS & T or in a union," noted NYSUT Executive Director Vito DeLeonardis.

"On that score, CSEA, Inc. gets very low marks indeed. While we strive to provide for all eventualities in our contracts, CSEA, Inc. seems to negotiate by omission rather than inclusion — a very dangerous practice in safeguarding member rights."



Jeff J. Satz
Department of Labor

"We have the ability to be a better union. What's a professional? — in state government it means being dumped on. They haven't learned that a public servant is not a public slave.

"We need a grievance

committee that's responsive and not patronage-related like CSEA's.

"We also need civil service reform, career ladders and an organization that puts needs of members over and above union squabbles."

Don't waste your agency fee, dues

When it comes to union dues, to pay or not to pay is no longer the question.

The agency shop bill has become law, and we must all pay dues to the organization representing our unit in collective bargaining.

So the new question is, "Where can we get the most for what we pay?"

For growing numbers of PS&T unit members the answer is PEF — the New York State Public Employees Federation.

PEF represents a better alternative for PS&T. It represents AFL-CIO clout at the bargaining table (did you know that an AFL-CIO state employee union in New York State negotiated raises of 16 percent over two years, while CSEA got you 14 percent over four years?); it represents forceful advocacy both on

the Albany legislative front and in Washington, D.C.; it represents competitive — or better — health and insurance benefits than your current package.

But above all, PEF represents YOU. Wherever PEF makes a stand, be it at negotiations or at legislative hearings, its voice will be yours and that of your professional co-workers in PS&T.

When you pay dues to PEF, you will truly be "buying in" to the decision-

making processes of the union, both in negotiations (see story on title bargaining) and internal governance.

Experience has taught us that CSEA, Inc. can make no such claims. When you pay dues to CSEA, Inc. the money disappears into a large pot, over which PS&T members have little control and from which they accrue no visible benefit. That may explain why so many PS&T members chose not to pay dues to CSEA, Inc. prior to the Agency Shop law.

Now, PEF extends the opportunity to put that same amount — dues will be the same as in CSEA, Inc. unless the PS&T membership votes an increase — to work for PS&T members only. Together with fellow unit employees, you will have a voice in determining the priorities for its expenditure to better achieve PS&T goals.

Don't waste your dues — invest them in your future with a better union — PEF.

'Credibility gap' admitted

One reason most CSEA members don't bother to vote in CSEA Inc. elections is: they know that what happens won't make any difference.

The eight percent of CSEA Inc. members who voted for Bill McGowan for president, for example, hoped that a new administration would mean an end to CSEA Inc.'s give-aways at the negotiating table.

Instead, within six months of his installation as CSEA Inc. president, McGowan agreed to give up all 10-year and 15-year increments. Anybody who isn't already receiving one or both of these longevity payments is just simply out of luck.

All that is what underlies what even McGowan confesses to be a "credibility gap" between CSEA Inc. and its members.

In fact, the "credibility gap" and the members' lack of "trust" in CSEA Inc. are so serious that McGowan called an unprecedented meeting of the entire CSEA staff last

month, with the number one item on the agenda being "Reducing the Credibility Gap and Building Trust with Members."

But a "union" which gives away,

gives away, and then gives away some more — of its members' rights and benefits — isn't likely ever to close a "credibility gap" or to build "trust."

Poor Wenzl loses again

Former CSEA Inc. President Ted Wenzl has lost his fight to overturn the results of last spring's election.

State Supreme Court Justice John H. Pennock ruled, on December 28th, that Wenzl's appeal for a recount "were not timely filed."

The suit was based on charges of irregularities in the tabulation of the CSEA ballots.

Wenzl, who had served as CSEA president for 10 years, lost his office by the agonizingly small margin of 38 votes — out of some 46,493 cast.

Since it was a three-man race, the winner, Bill McGowan, was elected with much less than a majority.

In fact, McGowan's 17,283 vote total was a mere eight percent of all CSEA members, since 150,000 members didn't bother to vote at all.

"McGowan was one of Wenzl's vice-presidents," a state employee in Albany explained. "McGowan helped Wenzl sell us out in past negotiations. Why would he do anything else just because he elbowed Wenzl out the door?"

ASSOCIATION OF
NEW YORK STATE MENTAL HYGIENE
PHYSICIANS AND DENTISTS

September 6, 1977

Dear Colleague:

I wholeheartedly endorse the P.E.F. in the upcoming representation election. As a united force the P.S.T. unit will be much stronger at the bargaining table as well as in our daily work. The specific needs and problems of all state employed professionals will have greater attention and solutions. Too long our bargaining position has been diluted by the other C.S.E.A. units. In addition our working hours, job definition, competency, and job security will be strengthened.

In plain talk if the state is forcing us to pay dues, (whether or not we belong to the C.S.E.A. union) we may as well get our money's worth.

Sincerely,
Irving M. Jabitsky, M.D.
Treasurer

Professionals get AFL-CIO help

Belonging to PEF — an AFL-CIO union — brings State professionals the additional benefit of membership in the AFL-CIO Department of Professional Employees (DPE).

DPE, which recently became the 9th full-fledged AFL-CIO department, acts as a bridge between highly skilled white collar workers, the professions and the labor movement. It is the largest interdisciplinary organization of professional and technical employees in the world.

Composed of 18 national and international unions with a total membership of more than one million professional people, it also serves as a link between the professions. Every major profession is represented including engineers, chemists, actors, musicians, nurses, teachers, broadcast technicians, pilots, university professors and doctors.

DPE got its start in 1967, as the Council of AFL-CIO Unions for Scientific, Professional and Cultural Employees.

Delegates to the DPE founding convention elected American Federation of Teachers (AFT) President Albert Shanker to serve as president of the new organization.

Speaking to the founding delegates, President Shanker said, "The really exciting thing about the DPE is that despite the incredible diversity of its

affiliated unions, we have all come to the same conclusion, namely that collective bargaining and political action are the best vehicles for achieving the working conditions and shared decision-making power that ought to characterize professional employment."

Shanker noted two lingering problems which the new department must continue to confront:

- The fear among workers that they will no longer be considered professional if they associate with a union.

- The attitude among some blue collar groups that professionals are self-employed or can otherwise take care of themselves and aren't welcome in unions.

DPE Executive Director Jack Golodner noted that professional employees now represent approximately 27 percent of union members.

DPE estimates that 6.2 million union members could be classified as white-collar, with two-thirds of that group, or 4.1 million, professional and technical employees.

DPE activities will include:

- Maintaining continuous contact with the Congress and various government agencies and assisting affiliated organizations in governmental activities.

- Promoting the interests of its members through legislative action.

- DPE also provides assistance in research, public relations, organization and other areas affecting the welfare of its affiliates; it keeps affiliated unions informed of events and trends that are meaningful to them; and it helps them coordinate their response.

In addition, through its own publications and PR programs, DPE brings to the attention of the public-

at-large the needs and objectives of employed professional people. It also assists these professional men and women in their efforts to better serve all working people and the nation.

"CSEA is afflicted with severe lack of vision in dealing with our professional concerns," said one PEF supporter, "and each and every PS&T member suffers because of that myopia."

"AFL-CIO membership and a forum such as DPE, far from demeaning our role as professionals, will reconnect us with our other unionized professional colleagues."



Delegates from PEF affiliates and other unions attended the winter meeting of the AFL-CIO's Public Employees Department, and urged more federal money to save the jobs of New York State employees. By voting for PEF, PS&T members will help prevent CSEA Inc. from gumming up the works.

With PEF title bargaining is in

To adequately serve the needs of professional State employees, the concerns of P S & T must be more than a mere afterthought to the standard State contract.

PEF believes the more than 46,000 members of P S & T deserve a contract uniquely their own. And PEF believes in "title bargaining", to make that contract truly representative of professional employee needs.

Essentially title bargaining means that all major job groupings in the

P S & T unit are represented on the bargaining team. Nurses and engineers, doctors and attorneys, counselors and analysts, artists and teachers — the full range of P S & T professionals — participate in the process to identify and define vital contract issues.

"CSEA, Inc. is forever claiming that PEF is a union 'without portfolio', so to speak, and should be rejected on those grounds," comments John Geagan, general organizer for the Service Employees International

Union (SEIU), one of PEF's sponsors.

"However, we feel PEF represents the best of both established AFL-CIO unionism and innovation in the field of professional representation," Geagan explains.

"On the one hand, PEF offers P S & T members the experience and expertise of its co-sponsors, SEIU and the New York State United Teachers (NYSUT). And the SEIU/NYSUT record is one of outstanding representation and member gains, far exceeding the association's three

percent average for the past four years and obvious negotiating blunders.

"On the other hand, PEF is an organization belonging exclusively to P S & T. It offers State professionals autonomy in governance and control over their own contract process.

"The P S & T unit can virtually create PEF in its own complex, professional image, while at the same time drawing on all the legal, research, legislative and publications resources of SEIU and NYSUT," Geagan concludes.

Title bargaining steps explained

How we'll get a better deal

1. SEIU and NYSUT provide PEF with basic research data on the latest developments in professional and public employee contract bargaining.
2. SEIU and NYSUT train PEF shop stewards in the process and provide expert help to facilitate shop and regional discussions.
3. Shop stewards hold meetings at the workplace to establish basic membership perceptions on contract priorities.
4. Regional meetings, attended by shop stewards and open to all members, are held for each of the major job groupings in PEF. There are 17 such groupings (nursing, engineering, social services, counselors, computer personnel, accountants, etc.) and state regions.
5. Each regional meeting of each job grouping elects a representative to a state contract liaison committee for that job cluster. These 17 committees become the major liaison groups between the negotiating team and the shop stewards.
6. Each state contract liaison committee elects one of its members to serve on the negotiating team, to represent the interests of that particular job cluster.
7. The negotiating team will consist of the 17 job cluster representatives elected in Step 6. In addition, several additional members may be appointed by the PEF leadership to create regional balances and insure that all segments of the membership are adequately represented.
8. The team will also include experts from SEIU and NYSUT, several of whom will be present for the entire negotiations process, and others who will be brought in, as the need for their expertise arises.
9. SEIU and NYSUT staff will be made available to help establish adequate feedback mechanisms. One of the most difficult tasks is to assure that news gets back from the negotiating team to the liaison committees and on through the shop stewards to the members. This is important because the negotiating process requires flexibility and a constant reordering and re-evaluation of priorities. SEIU and NYSUT will help the PEF negotiating team evaluate the relative worth of contract proposals and keep relevant information flowing.
10. PEF believes that the first and last say in contract negotiations must lie with the entire membership. That's why contract formulation must begin at the shop level, and why the final contract acceptance or rejection must come by vote of the entire membership.
11. There will never be a strike unless the PS&T membership votes for one. In PEF, no one else will ever make that decision for you.
12. The state contract liaison committees may be kept intact between negotiations, to deal with the specific issues and concerns of each job cluster as they arise.

election! election! election! election!

Don't get mad.

Just get better.

Vote PEF.

election! election! election! election!



*Louis Christopher
OGS-S&P*

"The major grievance with CSEA is simply the contract and the way it's written. I used to work at GE where there was an AFL-CIO union and a real contract.

But then you see this contract and there's no layoff language, no proper bumping

language — we want a contract that covers the things a contract should cover.

"There's also no proper evaluation system to determine whether an individual professional contributor will be good as management, prior to making a promotion."

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Working Together To Represent You Better

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