

# COMMUNICATOR

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## 'Win days' coming

# PEF: professional choice March 17

March 17th-April 12th are "Win Days" for every one of us.

+ March 17th is the day that the State will mail ballots giving us a choice . . . . PEF and victory, or CSEA Inc. and more losing.

+ And April 12th is the day that the State will count our votes.

All that was decided when the courts rejected CSEA Inc.'s last, desperate attempt to block our election.

CSEA Inc.'s struggle to prevent people in the P S & T unit from expressing their preferences ended quite suddenly. A State Supreme Court/Albany County judge simply refused to order the election cancelled, as CSEA Inc. had requested.

The "case" was based on that hoary old harangue you've seen on bulletin boards: "PEF isn't a union like CSEA is."

The State, though reluctantly, had conceded the reverse — that PEF is "a real union" — and directed that we in P S & T have a right to vote. (For the State, having PEF on the other side of the bargaining table, instead of CSEA Inc. means the State's negotiators aren't going to have such an easy time of it in the future.)

Though CSEA Inc.'s charge — that "PEF isn't a union like CSEA is" — made many people very angry, a nurse on Long Island professed to see a great deal of humor in it.

"They're darned right," she said, "PEF isn't a union like CSEA."

"PEF is a real union. It's 'in business' for one thing, and one thing alone — to protect the people it

represents, and to win them better salaries, benefits, and working conditions.

"And that certainly is not the kind of union CSEA is," she pointed out.

In fact, a recent investigation has shown that the "business" of CSEA, Inc. is . . . business.

It seems that a substantial part of the dues and agency fee monies we now have to pay CSEA Inc. are not spent for any of the things we in PS&T want and need — things like more clout at the negotiating table, or more influence in the Legislature, or even a more favorable public attitude toward State workers.

Instead, those monies are handed over to other corporations—to the New Jersey publisher of the Civil Service Leader, for example, and to agents of various insurance companies and other firms.

"No wonder I haven't had a decent salary increase in over 10 years," the Long Island nurse commented.

"The only guys getting fat off anything CSEA does are the people ripping off our dues."

But that kind of thing eventually catches up with an organization, and the likelihood is that it'll catch up with CSEA Inc. during PEF's "Win Days," March 17th-April 12th.

When word came that the courts had rejected CSEA Inc.'s final effort to cheat us of our right to vote, hundreds of individual P S & T people announced their support for PEF, as did several employee associations — like the Association of New York State Mental Hygiene Physicians and



**WHO IS THIS MAN AND WHY IS HE HERE?** John Geagan, PEF organizing director and General Organizer for SEIU, is the key mover and shaker in the process to get an election for PS&T. He's here because he's dedicated to the concept of title bargaining for professionals and really good union representation for all employees. He believes that with PEF, AFL-CIO, you'll get tough with the State — and get better!

Dentists, whose endorsement was featured in last month's Communicator.

"Our bandwagon is really rolling now," exclaimed a jubilant John Geagan, one of the people most responsible for winning us an election.

"I'll tell you what we want now," Geagan added.

"We want everybody to vote, and we want PEF to get as close to 46,000 votes as possible.

"With a mandate like that, when we went in to negotiate the next contract for P S & T, the State would have to

give us the best deal anybody's ever seen."

The importance of voting was also stressed by Vito DeLeonardis, another of PEF's top organizers.

"The greatest tragedy would be if CSEA won because everybody thought PEF was so far ahead they didn't vote.

"Every vote is crucial," the NYSUT executive director insisted, "because every single vote is a message to the State — a message which says, 'Your sweetheart deals with CSEA are over; from now on a real union is going to be in there battling for us.'"

## We can debate — but keep facts straight!

### CSEA ASSERTION NO. 1: DUES

"PEF dues will average over \$100 annually, plus initiation fees and special assessments." (CSEA brochure 2/78)

**FACT:** PEF is committed to keeping the same dues figure as CSEA, Inc. — \$58.50 per year through the first contract. There are NO initiation fees or assessments. And UNLIKE CSEA, Inc. (which rebates only 25 percent) approximately 60 PERCENT of that dues remains with the local structure to allocate as it wishes to augment membership services.

### CSEA ASSERTION NO. 2: INCREMENTS

"... when PEF accuses us of giving up increments for any employees with 10 and then 15 years of service, they are telling a lie." (Civil Service Leader 2/10/78)

**FACT:** CSEA, Inc., gave up automatic increments several years ago and now has to bargain for them each and every time they go to the table (whereas almost all public employees have automatic increments). This year, after the contract was already signed, CSEA, Inc. was rescued at the whim of the State — and only because you cared enough to protest. But you can't rely on management to bail you out again — and you can't rely on CSEA, Inc. to do better next time.

### CSEA ASSERTION NO. 3: INSURANCE BENEFITS

"If you elect PEF, you'll lose your insurance benefits..."

**FACT:** Hogwash. BY LAW, you cannot be dropped from your current plan as long as you pay the premium; you can keep the plan as long as you want, provided you pay your premium directly.

But we're betting you won't want to keep it, because the alternatives are too good. Once PS&T accepts open (unarranged) bidding for insurance plans, PEF knows several companies who're just waiting to offer better coverage for less.

### CSEA ASSERTION NO. 4: TITLE BARGAINING

"It can't be done. It's insanity."

**FACT:** It can—and is—done, provided the bargaining agent isn't as lazy as CSEA, Inc. In Los Angeles County, for example, SEIU has FOUR SEPARATE LOCALS and 32 SEPARATE CONTRACTS representing county employees. SEIU has to work hard to do it, but the contracts also work!!!

You too can rediscover professionalism in unions with PEF and title bargaining.

## NY State makes money off you

# Your jobs pay more in NYSUT

Fair warning: You are going to find what follows hard to believe.

As a matter of fact, if we at PEF didn't have the evidence in our files, we ourselves might doubt it.

The State of New York could save up to \$1,752,000 a year if CSEA — instead of a NYSUT local — negotiated for the 5,000 professional employees at the State University.

The reason is: State workers represented by CSEA make hundreds — and even thousands — of dollars less each year than State workers represented by NYSUT... even though they do exactly the same jobs.

"No surprise," you say?  
"Everybody knows that" ...?

True, perhaps.

But the astonishing thing about that observation is: We didn't make it. CSEA made it.

And the reprehensible thing is that CSEA made that observation in a letter to the State. The point of the letter was this:

Don't hire any more people in the NYSUT bargaining unit. They get paid too much.

Hire them in our unit, the CSEA unit. Assign them to do exactly the same work. You can pay them less and save the State a lot of money.

What CSEA didn't point out — because it was obvious, perhaps — was that CSEA itself would make more money if SUNY professionals were to make less money.

That is, another group of workers would be paying CSEA dues — or would be forced to pay CSEA's agency fee — because CSEA had conspired with the State to take money out of their families' budgets.

Nor was CSEA content with merely saying: "Pay people less."

CSEA actually went to the extreme

of sending the State 25 pages of documentation — listing nearly 500 job titles in the NYSUT unit alongside an equal number from the CSEA unit.

CSEA then compared the salaries paid individuals in the NYSUT group with those paid CSEA members.

In every case the CSEA salary was lower — as much as \$14,000 lower!

Some examples (in entry-level salaries) are shown in the box below.

Job Area	NYSUT Unit	CSEA Unit
Hospital administration	\$28,129	\$17,429
Purchasing	14,628	10,714
Personnel	24,500	19,396
Dormitory supervision	12,977	7,204
Marine engineering	15,343	9,546
Drafting	16,212	7,616
Nursing supervision	33,576	19,396

The head of NYSUT's State University local, UUP President Sam Wakshull, pronounced himself "scandalized" by CSEA's behavior.

"Since when does a union tell the employer how to save money by paying workers less?"

"I've never heard of such a thing," the Buffalo State College professor continued. "Unions are supposed to get people more money so they can lead more comfortable lives, and enjoy more of the good things that money can buy.

"For CSEA to tell the State, 'Here's a way you can cheat some State employees out of money' — that's the most despicable company-unionism I've ever heard of."

The letter, signed by CSEA counsel Algird F. White, Jr., on CSEA letterhead stationery, was dated December 31, 1975. A tip by a disgruntled University employee recently brought it to light.

## AFL-CIO gets better bargain

AFL-CIO units consistently do better for state employees than CSEA, Inc. does for the members of PS & T. Comparing the results of CSEA, Inc.'s bargaining with that of the AFL-CIO unit representing professional supervising security officers shows several startling differences:

+ The AFL-CIO unit won a 16 percent increase over two years; after a tiny bonus of \$250 in 1975, CSEA, Inc. got a 14 percent increase over four years.

+ The AFL-CIO unit's raises were based on a 1977 salary schedule:

CSEA, Inc.'s are based on the 1974 schedule.

+ The AFL-CIO unit never lost increments: CSEA, Inc. had to fight to get them back, and they're not permanent.

+ The AFL-CIO unit's members won't be paying a deductible on their dental contract. You'll be paying that \$50, because CSEA, Inc. didn't bargain for it.

Bargaining with the same State officials as CSEA, Inc., the AFL-CIO professional unit representing supervisory security officers got a better bargain. So did the members in

NYSUT, AFL-CIO. You can get better too, with PEF, AFL-CIO representation.

The reason we can do better is twofold. First, the AFL-CIO units bargain for specific groups of professionals. Similarly, PEF intends to bargain for the PS & T unit by title. We plan to negotiate, not as an amorphous mass, but as approximately 17 logically structured units, such as "nurses," "engineers," etc.

And when PEF goes to the bargaining table, it will go with the support of its co-sponsors, SEIU and NYSUT — two large, effective AFL-CIO unions.

PEF will negotiate with the clout of the AFL-CIO securely behind it.

The AFL-CIO record speaks for itself. Despite the fact that negotiations are difficult, respectable bargaining takes place and liveable contracts are secured — with average wage increases of 6.3 percent a year, as opposed to CSEA, Inc.'s meager three percent annual average over the past four years.

More and better is already a reality for those State professionals represented by AFL-CIO unions. And for members of PS & T, more and better is only a vote away.

## PEF lobby means clout

"It takes several years to get an effective political action and lobbying operation really going. Even if CSEA knew how to do it, it'd take them till 1984 — and by that time it'd be too late."

That was the assessment this week of James G. Wood, assistant director of the two-million member New York State AFL-CIO's Committee on Political Education (COPE).

"We can't afford to wait," warned a sanitary engineer based in the Rochester area.

"A lot of our jobs are just going to be wiped out unless we get some clout in the Legislature.

"Don't even worry about getting a better paycheck. Some of us won't be getting paychecks at all unless we get that CSEA out of there," he added.

As soon as the "Win Days" are completed, and PEF instead of CSEA, Inc. represents the PS&T unit, our cause will be taken up by the political action networks of NYSUT and the AFL-CIO Service Employees International Union, the other PEF co-sponsor.

NYSUT, for example, has grass-roots lobbying teams in every locality in the State.

These political activists let State Assemblymen and Senators know that the union and its members are keeping their eyes on votes cast in Albany.

And several times during each legislative session NYSUT's "Committee of 100" — a group of some 300 local leaders — visits the Capitol to push for bills that the statewide union has introduced.

As the AFL-CIO's Wood points out, "You don't develop a cadre of 300 skilled and knowledgeable grass-roots political activists overnight."

But for PEF it'll be almost that easy. With PS&T's legislative goals added to NYSUT's, we'll get 300 activists on our side — not to mention NYSUT's very formidable professional legislative staff — the moment our votes are counted and CSEA, Inc. loses, on April 12th.

And, notes PEF organizer John Geagan, "We'll get to work immediately to add PS&T people to that Committee of 100.

"Boy! what an operation that's going to be, when the professional people in the State and the professional people in the schools and universities march into Assembly and Senate offices together."



Legislative clout on the national as well as state level is a major benefit of PEF, AFL-CIO. SEIU Legislative Director Richard Murphy (in the light trenchcoat) is one of the most distinguished and respected lobbyists on Capitol Hill. He is shown here flanked by professional state social service employees from Massachusetts, Rhode Island and Pennsylvania. The delegation met with California Representative James C. Corman, a key figure in social legislation, to discuss President Carter's most recent welfare reform proposal. Major concerns included the fate of the food stamp program, proposals to federalize administration of the entire system, and the creation of public service jobs paying far below prevailing wage. "Social service employees are currently state employees and the transfer of the programs to federal administration would have a very major impact on our futures," noted Andrew Stern, president of the Pennsylvania Social Services Union. "We look forward to having representatives of PS&T's 2,500 social service professionals join with us to bring our concerns to the attention of Congressional representatives."

**Focus on structure**

# You are PEF

The Public Employees Federation, AFL-CIO is structured around two equally important components of professional employee representation: (1) need for strength derived from established AFL-CIO unionism; and (2) local union control of governance and contract procedures.

PEF's structure is uniquely geared to fulfill both these needs. Through its co-sponsors, the Service Employees International Union (SEIU) and the New York State United Teachers (NYSUT), PEF assures the PS&T Unit professionals of expert staff support and membership in the AFL-CIO (see chart 1).

The advantages of these affiliations are not to be taken lightly. Both SEIU and NYSUT have complete professional staffs, offering legal assistance, experienced professional negotiators, legislative staffs at the

state and national level, high-quality research personnel, educational programs, organizers, membership and contract enforcement specialists and publications skills.

In addition, membership in the AFL-CIO means representation in the Department of Professional Employees (DPE) and the Public Employee Department (PED). These departments provide vital networks with other professional and public sector employees, additional sources of expert assistance and vastly enhanced political clout.

At the same time, PEF provides a governance structure created to be responsive to the wishes of the membership. Although this is the cornerstone of democratic unionism, it has been sadly lacking under the existing system.

To create optimum participation at

every level and in every facet of union functioning, PEF offers two co-existing participatory structures, one for basic governance (see chart 2) and an inter-related structure for bargaining.

The proposed governance structure is based on the existence of approximately 17 locals, representing the major job clusters in PS&T. Each local will have its own officers and board, elected by the local membership, according to a regional or other representational structure selected by that membership.

In addition, there will be a statewide PS&T structure, with officers elected by the entire PEF membership and an executive board with representatives from each local.

"CSEA claims we have neither officers nor structure," notes PEF Organizing Director John Geagan.

"We have remained intentionally fluid, because PEF is the members of PS&T, and that membership must have the right to select its own officers and modify its own structure. We are willing to suggest but not to impose.

"In fact, we have devised a basic structure, based on the 17 major job clusters we see in PS&T, but as the unit develops, it may turn out that the actual number of individual locals should be 16 — or 19," Geagan said.

The title bargaining structure is based on these job clusters, to insure that the needs of each profession are adequately represented in the initial contract proposals and in the subsequent negotiating process. It provides an intricate feedback mechanism with State Contract Liaison Committees and Regional Shop Steward Committees for each job cluster (title group), to guarantee that news flows to and from the member/worksite level.

The Negotiating Committee com-

bines both the governance and title bargaining structures by including representatives of each job cluster State Contract Liaison Committee and the Executive Committee of the State Executive Board.

"As PEF works with this structure, certain modifications may become desirable, but then that is what

The proposed job cluster (title groups) in the unit are:

Job Title Cluster	No. of Titles	No. of Individuals
Nursing professions	49	6,503
Engineering professions	286	5,174
Education, library professions	312	3,104
Doctors, psychiatrists, medical professions	253	4,897
Social work, social service	98	3,513
Chaplains	2	229
Legal professions	78	941
Therapists, rehabilitative professions	41	2,746
Law enforcement	84	865
Computer operations	35	931
Claims investigation, UI	135	2,648
Counselors	75	2,189
Manpower professions	125	2,700
Accounting professions	330	5,204
Arts and sciences	217	1,532
Maintenance professions	68	379
Administrative	293	987

democracy and local self-determination are all about," commented John Geagan. "We believe in a dynamic, changing, ever improving organic process.

"However, at the same time we believe that the PEF governance and bargaining mechanisms presented here provide an admirable model for democracy in action, ideally suited to a well-educated, concerned, professional unit such as PS&T."

CHART I SUPERSTRUCTURE

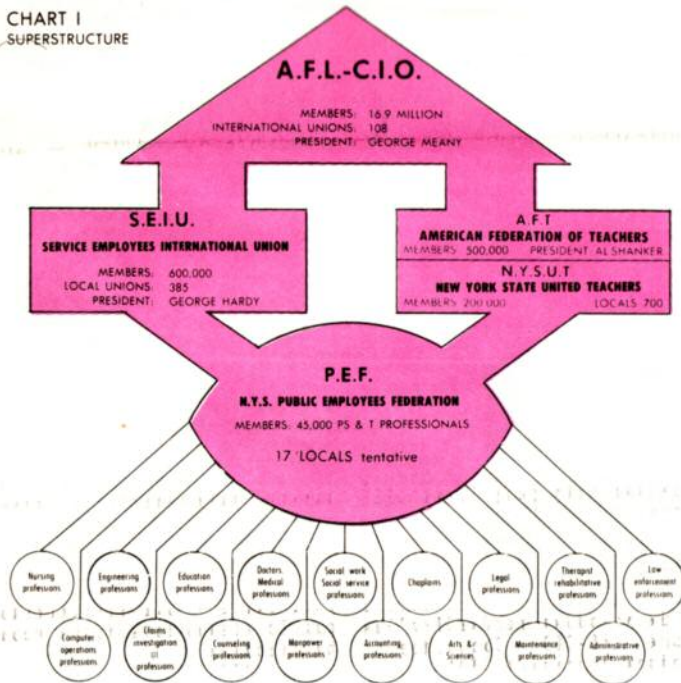
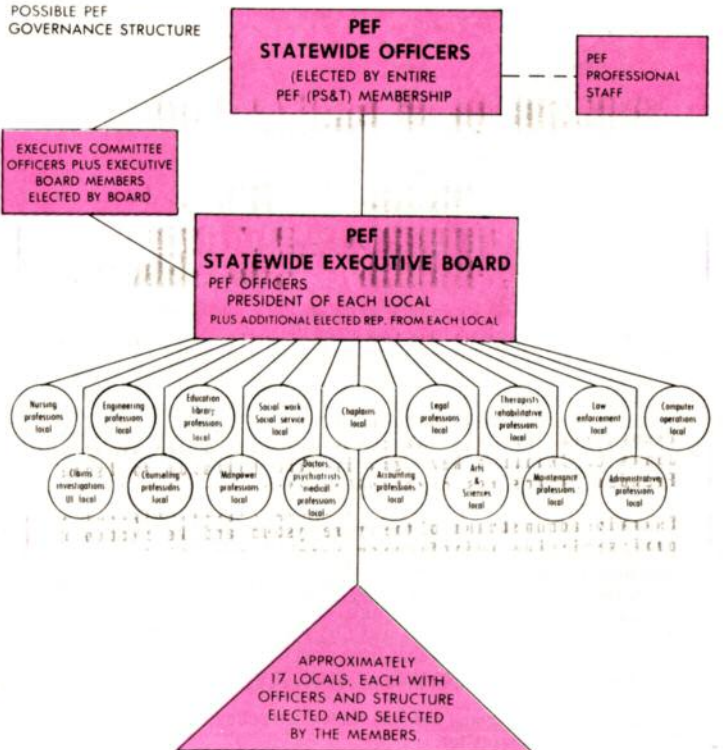


CHART II POSSIBLE PEF GOVERNANCE STRUCTURE



## PEF vote aids all units

"It's a funny thing," an attorney who works on the South Mall mused, "but we in PS&T may do other State employees a big favor by voting for PEF."

If CSEA Inc. were to win the coming election, she reasoned, "then they'd figure CSEA would go on selling its members out forever — nobody'd ever have the spunk to do anything about it.

"But once CSEA Inc. recognizes that People can get fed up enough to vote them out, just maybe they'll start working for their members instead of always giving in to the State.

"If not," the lawyer continued, "all the other State workers will come over to PEF, too, or go to some other union."

The very worst result, she warned, would be for CSEA Inc. to win the PS&T election this year.

"What that would tell them is: 'CSEA can sell us out badly, every time, and we'll never do a thing about it.'

"For my part, I don't intend to let that happen. I'm voting for PEF," she concluded.

**Don't get mad.  
Just get better.**

**The win days!  
March 17-April 12**

**Vote  PEF, AFL-CIO**



## CSEA snow daze

One of CSEA Inc.'s most inexcusable oversights in recent contract negotiations has been its failure to do anything about "snow days."

After the blizzards of 1977—and given the universal forecasts of an even more severe 1978—many PS&T members petitioned CSEA Inc. to make accommodations for snow days a part of our terms and conditions of employment.

As in so many matters that are important to us, CSEA Inc. did nothing.

The reason: CSEA actually SIGNED AWAY your right to weather days in the contract (Article 10, Section 11)!

The result is: Some departments give "late time" the morning after a heavy snow; others do not. Some release employees early in the afternoon if it's snowing heavily; others don't.

Most unfair of all; Even when the State grants a snow day, or late time, or early departure, the individual employee is docked—he or she loses some annual or personal leave or some overtime accrual.

And the employee loses that time even if he or she was one of the few who made it to work on time, or at all, or who didn't need to leave early.

A consistent, fair and humane snow-days policy will be one of the things PEF negotiates for.

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