

State, union remain at odds on pay hike

ALBANY, N.Y. (AP) — The state and the Civil Service Employees Association remained deadlocked today in a contract dispute affecting the wagers of 147,000 state workers.

Gov. Hugh Carey rejected a fact-finders' recommendation for a six per cent pay raise Tuesday and threw the dispute to the legislature, where leaders were expected to name a 12-member bi-partisan committee to examine areas of disagreement.

The panel is expected to recommend legislation to resolve the impasse, but that could still require the signature of the governor. The question of whether a governor can legally veto legislation in such a contract dispute has never been tested.

The last time such an impasse panel was created was in 1973, to handle contract disputes with both state troopers and a union of professionals at the State University of New York.

Gov. Carey, in rejecting the fact-finders' recommenda-

tions, proposed instead a bonus package he said would boost the income of state employes by 3.5 per cent.

And he warned that any larger increase would mean layoffs. "I cannot recommend salary increases which will result in the loss of jobs for state employes," he said in a message to the legislature.

The Civil Service Employees Association, which represents the state workers, described Carey's proposal as "deplorable." But there was no immediate call for a strike or other job action.

The governor said that, under his proposal, the state would pay each employe a flat \$250 bonus, effective "when this dispute is terminated," and would pay regular experience-based wage increment increases beginning on the first payday after July 1. Minimum salaries of \$6,500 after the first year of employment would also be maintained under the governor's proposal.

Carey said his wage proposals carried a \$51.4 million pricetag. The recommenda-

tions of the three-man fact-finding panel, headed by Maurice Benewitz of Manhasset, would cost the state \$102.3 million in additional wages, retroactive to April 1.

The governor said that he accepted the fact-finders' recommendations for improvements in health insurance, changes in grievance procedures and a provision for an agency shop. But he said he wanted the CSEA to either post an indemnity bond or exempt present non-union state employes from the agency shop fee requirement.

The agency shop arrangement would allow the CSEA to collect a fee from non-union members who are represented by the CSEA at the bargaining table. The fact-finders' report recommended that the fee be 60 per cent of the CSEA's annual dues of \$45.50 a year. That figure works out to \$27.30.

Agency shops are currently illegal among public employe unions in the state. But the legislature is considering bills which would legalize them.